

2014 OA-063

AMENDING CHAPTER 18 OF THE DANE COUNTY CODE OF ORDINANCES
TO AUTHORIZE THE COUNTY BOARD CHAIR TO APPROVE A STARTING
WAGE ABOVE THE MINIMUM FOR BOARD STAFF FOR EXCEPTIONAL
QUALIFICATIONS

The County Board of Supervisors of the County of Dane does ordain as follows:

ARTICLE 1. Unless otherwise expressly stated herein, all references to section and chapter numbers are to those of the Dane County Code of Ordinances.

ARTICLE 2. Section 18.25(1)(a) is amended to read as follows:

18.25 SALARY PLAN.

(1) *Merit system.* The County shall develop a salary plan for all employees which shall be described in the Employee Benefit Handbook and other pay schedules.

(a) The Department of Administration shall publish the schedule of normal salary increments, longevity, and merit increases for employee groups in the Employee Benefit Handbook. The first step in the salary range shall be the normal hiring rate, except the County Executive may authorize a higher starting wage when the prospective employee has exceptional qualifications or when effective recruitment requires payment above the minimum of the assigned salary range. For positions in the County Board office, the County Board Chair may authorize a higher starting wage when the prospective employee has exceptional qualifications or when effective recruitment requires payment above the minimum of the assigned salary range. All recommendations to hire above the minimum shall be subject to approval by the Personnel & Finance Committee.

[EXPLANATION: This amendment allows the County Board Chair to authorize a higher starting wage for County Board office positions when a candidate possesses exceptional qualifications for a position or when it is necessary for effective recruitment. All recommendations to hire above the minimum shall be subject to approval by the Personnel & Finance Committee.]