



Board of County Commissioners Agenda Request

2R
Agenda Item #

Requested Meeting Date: August 9th, 2022

Title of Item: Personnel Policy Updates

<input type="checkbox"/> REGULAR AGENDA	Action Requested:	<input type="checkbox"/> Direction Requested
<input checked="" type="checkbox"/> CONSENT AGENDA	<input checked="" type="checkbox"/> Approve/Deny Motion	<input type="checkbox"/> Discussion Item
<input type="checkbox"/> INFORMATION ONLY	<input type="checkbox"/> Adopt Resolution (attach draft)	<input type="checkbox"/> Hold Public Hearing* <i>*provide copy of hearing notice that was published</i>
Submitted by: Bobbie Danielson		Department: Human Resources
Presenter (Name and Title):		Estimated Time Needed:
Summary of Issue: Recommendations: Section F: Market Rate Adjustments Add (a) A demonstrated service level deficiency exists or;		
Alternatives, Options, Effects on Others/Comments:		
Recommended Action/Motion: Motion to approve recommended updates to the Personnel Policy		
Financial Impact: Is there a cost associated with this request? <input type="checkbox"/> Yes <input type="checkbox"/> No What is the total cost, with tax and shipping? \$ Is this budgeted? <input type="checkbox"/> Yes <input type="checkbox"/> No <i>Please Explain:</i>		

Legally binding agreements must have County Attorney approval prior to submission.

- (f) All County employees will have their payroll check deposited into a checking account or savings account.

Section F. Market Rate Adjustments

Purpose: Although the County considers internal compensation relationships of primary importance in maintaining pay equity, it may be necessary to recognize the external compensation relationships through market attraction/retention wage scales and/or market rate adjustments.

Market rate adjustments may be considered and external market relationships examined when:

- (a) A demonstrated service level deficiency exists or;
- (b) A salary range is insufficient to attract qualified candidates for employment;
or
- (c) A continuing pattern of turnover in a given position can be directly linked to established compensation levels; or
- (d) A given position deviates from the market rate by a substantial percentage.
- (e) The County Administrator or designee deems that a specific external market relationship must be examined.

All market rate adjustments must be recommended by the County Administrator or designee and approved by the Board.