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RESOLUTION #

Resolution Authorizing a Contractual Agreement with McGrath Human Resource Group to Provide Professional Services to Conduct the Sauk County Classification and Compensation Analysis

Resolution offered by the Personnel and Insurance Committee

Resolved by the Board of Supervisors of Sauk County, Wisconsin: July 19, 2022

BACKGROUND: Sauk County government serves a population of approximately 65,750 residents. The County currently has nearly 650 full-time and part-time employees, 550 of which are non-union. Sauk County's current compensation plan was developed in 2013 and implemented mid-year in 2014. During the past 8 years, only isolated minor updates have occurred. We have an aging workforce and over the next five years approximately 37% of our workforce will be eligible for retirement, and a valid compensation plan will be critical to our efforts to attract qualified replacements.

WHEREAS, the 2022 budget, as adopted by the Sauk County Board of Supervisors, authorized an operational analysis of the Sauk County Classification and Compensation Plan for all employees (excluding sworn members of WPPA Local 241); and

WHEREAS, a Request for Proposal (RFP) was developed and issued to elicit bids from qualified firms to conduct a Classification and Compensation Analysis,

WHEREAS, a review panel consisting of the Administrator, Corporation Counsel, Finance Director, and Human Resources Director reviewed and analyzed the five proposals received based on the experience/reliability (30 out of 120 points), expertise of personnel (30 out of 120 points), method of performance (30 out of 120 points), and cost (30 out of 120 points) and,

WHEREAS, based on the review panel's analysis, the Personnel and Insurance Committee recommend McGrath Human Resource Group to conduct the Classification and Compensation Analysis.

THEREFORE, BE IT RESOLVED, that the Administrator be and hereby is authorized to enter into such contract with McGrath Human Resource Group, with Corporation Counsel's review of said contract, in an amount not to exceed \$77,695.

Approved for presentation to the County Board by the Personnel and Insurance Committee, this 11th day of July, 2022

Consent Agenda Item: [] YES [x] NO

Fiscal Impact: [] None [x] Budgeted Expenditure [] Not Budgeted

Vote Required: Majority = _____ 2/3 Majority = _____ 3/4 Majority = _____

The County Board has the legal authority to adopt: Yes _____ No _____ as reviewed by the Corporation Counsel, _____, Date: _____.

Offered and passage moved by:

Supervisor Carl Gruber

Supervisor Terry Spencer

Supervisor Peter Kinsman

Supervisor Robert Prosser

Supervisor Jake Roxen

Fiscal Note: The 2022 budget includes \$80,000 of American Rescue Plan Act (ARPA) funds.

	Cost	Subsequent Year Reclassification Reviews	Subsequent Year Annual Costs
Carlson Dettman	\$96,500	\$275 each	N/A
EverGreen Solutions	\$54,500	Indeterminate	Indeterminate
JER HR Group	\$84,500	\$0	\$20,000 annually
McGrath Human Resources Group	\$77,695	\$175 each	N/A
REDW	\$126,400	\$250 per hour	\$16,500

MIS Note: No MIS impact