



## RESOLUTION/ORDINANCE EXECUTIVE SUMMARY

### **Resolution: No.**

### **AUTHORIZING A PAY ADJUSTMENT FOR EQUITY WITHIN A PAY GRADE FOR A PROMOTION IN THE BUILDING MANAGEMENT DEPARTMENT**

**Committee Flow:** Administration, Human Services, Finance, Executive Committee, County Board

**Contact:** Roger Fahnestock 630-232-3571

### **Budget Information:**

Was this item budgeted? Yes	Appropriation Amount: NA
If not budgeted, explain funding source:	

### **Summary:**

Authorizing a pay rate increase for equity within a pay grade for a promotion pursuant to Resolution 23-541 and the Compensation and Position Management Policy of Kane County regarding promotions.

The Building Management Department has identified a salary inequity related to a promotion that requires an increase in compensation greater than the 5% or 1<sup>st</sup> quartile allowed by policy and the Human Services Department.

The salary change for a promotion is limited to an increase in pay of up to 5% when an employee is promoted one grade or limited to the 1<sup>st</sup> quartile of the new salary grade when a promotion is due to licensure or certification. The employee was promoted from a Maintenance Technician II to a Maintenance Technician III based on qualifications and acquired certifications.

The former Maintenance Technician II (908018013) grade 265 with an hourly wage of \$27.24 has been promoted to a Maintenance Technician III (908018010) grade 266 with an hourly wage of \$28.59. Promotions prior to Resolution 23-541 for Maintenance Technician III positions with the same grade have been hired at an hourly wage of \$31.19.

The pay adjustment the Building Management Department requests is to establish the promoted employee's hourly wage at \$31.19 to be equitable to those promoted to Maintenance Technician III positions prior to Resolution 23-541.

The requested changes to the budgeted positions are as follows

Position 908018010 Maintenance Technician III Grade 266 Hourly Rate of \$31.19.

The hourly rate pay adjustment does not change the Building Management Department's fiscal year 2024 budget, and we are not requesting additional funds for the existing position.