



Legislation Details (With Text)

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On agenda: 7/10/2024 **Final action:**

Title: Authorizing Pay Grade Changes, Pay Adjustments for Equity within Pay Grades for Promotions for the Kane County Division of Transportation

Sponsors:

Indexes:

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Attachments: 1. Exec. Sum., 2. , 3. , 4. , 5.

Date	Ver.	Action By	Action	Result
6/26/2024	1	KC Finance and Budget Committee		
6/18/2024	1	KC Transportation Committee		

AUTHORIZING PAY GRADE CHANGES, PAY ADJUSTMENTS FOR EQUITY WITHIN PAY GRADES FOR PROMOTIONS FOR THE KANE COUNTY DIVISION OF TRANSPORTATION

WHEREAS, Kane County established the Compensation and Position Management policy by Resolution 23-541 requiring job title and pay grade changes for the Kane County Division of Transportation (“KDOT”) to be approved by the Transportation Committee, Finance and Budget Committee, Human Services Committee, Executive Committee and Kane County Board; and

WHEREAS, KDOT’s organizational chart (attached as Exhibit “A” and incorporated herein by reference) currently has five (5) vacant Professional Engineer positions due predominantly to the fact that current salary ranges are not commensurate with the current market salaries for similar positions in the Chicagoland area; and

WHEREAS, at the review and direction of the Transportation Committee of the County Board, KDOT requests pay grade increases for Professional Engineer (PE) positions of Civil Engineer III, Civil Engineer IV, Civil Engineer V, and Civil Engineer VI positions as described in the attached Engineer Classifications utilized by KDOT (Exhibit “B”) for PE titles; and

WHEREAS, the pay adjustment for promotions is limited by Resolution 23-541 to a five (5) percent increase or the first quartile of the new range; and

WHEREAS, KDOT has identified the need for pay adjustments greater than the five (5) percent limit in order to maintain equity within pay grades for the promotion of existing budgeted positions in the current fiscal year budget; and

WHEREAS, the existing professional engineering positions are within the current fiscal year budget, will address KDOT's organizational needs in order to provide for the safety of the public and enhance the efficient movement of all modes of transportation, and KDOT has been actively pursuing applicants for the aforementioned five (5) vacant professional engineering positions; and

WHEREAS, a number of transportation programs have been temporarily supplemented with more costly contractual engineering services and/or paused or slowed until the five (5) professional engineering job positions are filled with qualified professional and technically skilled employees that will help to ensure a reasonable level of public safety and the level of service that the public has come to know and expect; and

WHEREAS, increasing the salary range for these positions is urgent in order to restore the level of public safety and public service provided by KDOT to the motoring public.

NOW, THEREFORE, BE IT RESOLVED that the Kane County Board authorizes and directs the Kane County Human Resources Department and Kane County Finance Department to set the following salary ranges for Professional Engineer titles with:

Civil Engineer III to Grade 443, Civil Engineer IV to Grade 444, Civil Engineer V to Grade 445, and Civil Engineer VI to Grade 717 as adopted and initially identified within "Exhibit B" of Resolution No. 23-541.

NOW, THEREFORE, BE IT FURTHER RESOLVED that the Kane County Board authorizes KDOT to make pay adjustments greater than the five percent limit established in the Compensation and Position Management policy for salary adjustments associated with new hire salaries and for promotions, provided that such adjustments do not exceed the 3rd Quartile (75%) maximum salary range for the position.

Passed by the Kane County Board on August 13, 2024.

John A. Cunningham, MBA, JD, JD
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Kane County, Illinois

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Vote: