



Legislation Text

File #: 24-272, Version: 1

AUTHORIZING PAY GRADE CHANGES, PAY ADJUSTMENTS FOR EQUITY WITHIN PAY GRADES FOR PROMOTIONS, AND RETENTION OF EXISTING VACANT POSITIONS FOR THE OFFICE OF COMMUNITY REINVESTMENT

WHEREAS, Kane County established the Compensation and Position Management policy by Resolution 23-541 requiring all job title and pay grade changes for the Office of Community Reinvestment (OCR) to be approved by the Development Committee, Finance and Budget Committee, Human Services Committee, Executive Committee and Kane County Board; and

WHEREAS, OCR has requested job title and pay grade changes for three (3) existing budgeted positions in the current fiscal year budget; and

WHEREAS, the pay adjustment for promotions is limited by said policy to a five percent increase or the first quartile of the new range; and

WHEREAS, OCR has identified the need for pay adjustments greater than the five 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, OCR's organizational chart (attached as Exhibit A and incorporated herein by reference) currently has nine (9) vacant job positions and FY2025 budget guidelines require Kane County Board approval to retain the nine (9) job positions with no reduction in headcount for the FY2025 budget; and

WHEREAS, the current job positions are within the current fiscal year budget, address the office's organizational needs in order to deliver Federally funded programing and services to the public, and OCR has been actively pursuing applicants for the positions; and

WHEREAS, the affected positions are within OCR's budgeted expenses for the current fiscal year and require no additional funds or budget adjustments; and

WHEREAS, filling and retaining these positions is urgent in order to avoid high-risk status and the resulting conditions and sanctions that would be imposed on Kane County.

NOW, THEREFORE, BE IT RESOLVED by the Kane County Board that the Kane County Human Resources Department and Kane County Finance Department are authorized and directed to set the Assistant Director for Finance and Administration (Position #969511003) at grade #717 with a salary range of \$84,349.35 to \$126,524.03, the Performance and EO Program Manager (Position #969512005) at grade #269 with a salary range of \$53,927.44 to \$80,891.16, and the Contract

Manager (Position #969512007) at grade #268 with a salary range of \$50,124.70 to \$75,187.05.

NOW, THEREFORE, BE IT FURTHER RESOLVED by the Kane County Board that OCR is authorized to make pay adjustments associated with promotions greater than the five percent limit established in the Compensation and Position Management policy, provided that such adjustments do not exceed the maximum salary range for the position.

NOW, THEREFORE, BE IT FURTHER RESOLVED by the Kane County Board that the Kane County Human Resources Department and Kane County Finance Department are authorized and directed to retain the nine (9) vacancies within the current fiscal year budget with no reductions in headcount within the development of the FY2025 budget for OCR.

Passed by the Kane County Board on June 11, 2024.

John A. Cunningham, MBA, JD, JD
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Vote: