

# RESOLUTION

## Approval of Salary Administration Policy (9)

**WHEREAS**, it has been the position of the County Board of McHenry County, Illinois to establish and maintain compensation processes, procedures, and competitive salary ranges consistent with the economic/budgetary requirements of the County which will allow the County to effectively compete for qualified personnel, retain productive employees, and ensure that salaries are equitable and commensurate with the duties performed by each employee; and

**WHEREAS**, the purpose of the Salary Administration Policy is to state McHenry County's compensation processes and procedures that have been established to ensure that the policy is administered fairly and consistently; and

**WHEREAS**, the current language of the Salary Administration Policy (R-202105-09-111) restricts promotional wages so much so that external candidates are able to start at a higher wage than internal candidates even though our internal candidate may be more qualified; and

**WHEREAS**, the language of the Salary Administration Policy has been updated to allow promotional salaries to be determined by the Department Head, Director of Human Resources and County Administrator; and

**WHEREAS**, the updated Salary Administration Policy was shared and reviewed with the Administrative Services Committee of the County board, the County Administrator, and the Chief Financial Officer.

**NOW, THEREFORE BE IT RESOLVED**, by this County Board of McHenry County, Illinois, that the Salary Administration Policy is hereby accepted upon passage of this Resolution and supersedes any previous salary policies; and

**BE IT FURTHER RESOLVED**, that the County Clerk is hereby authorized to distribute a certified copy of this Resolution to all Elected Officials and Appointed Department Heads, the County Administrator, the Chief Financial Officer, and the Deputy County Administrator.

**DATED** at Woodstock, Illinois, this 21<sup>st</sup> day of February, A.D., 2023.

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Michael Buehler, Chairman  
McHenry County Board

ATTEST:

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Joseph J. Tirio, County Clerk

## RESOLUTION

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SUBJECT: Approval of Salary Administration Policy (9)

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**Board / Committee Action Requested:**

Approve the revised Salary Administration Policy

**Background and Discussion:** The purpose of the Salary Administration Policy is to state McHenry County's compensation processes and procedures that have been established to ensure that the policy is administered fairly and consistently. The current language of the Salary Administration Policy (R-202105-09-111) restricts promotional wages so much so that external candidates are able to start at a higher wage than internal candidates even though our internal candidate may be more qualified. The language of the Salary Administration Policy has been updated to allow promotional salaries to be determined by the Department Head, Director of Human Resources and County Administrator.

**Impact on Human Resources:** None

**Impact on Budget (Revenue; Expenses, Fringe Benefits):** None

**Impact on Capital Expenditures:** None

**Impact on Physical Space:** None

**Impact on Other County Departments or Outside Agencies:** None

**Conformity to Board Ordinances, Policies and Strategic Plan:** Yes