

RESOLUTION

Resolution Establishing the Fiscal Year 2025/2026 Pay-For-Performance Guidelines (9)

WHEREAS, the fiscal year 2025/2026 budget includes a 3.25% merit pool for all regular non-represented full and part-time employees who have not received a reclassification or other salary adjustment in the fiscal year 2025/2026 budget process; and

WHEREAS, 3.25% is a set-aside pool of money by the County Board for approved pay-for-performance increases, and these dollars cannot be used for any other purpose without County Board approval; and

WHEREAS, the Administrative Services and Finance and Audit Committees have reviewed the 2025/2026 Pay-for-Performance Guidelines as attached.

NOW, THEREFORE BE IT RESOLVED, by this County Board of McHenry County, Illinois, that the 2025/2026 Pay-for-Performance Guidelines have been adopted and that the Director of Human Resources is authorized to implement and enforce the Fiscal Year 2025/2026 Pay-for-Performance Guidelines (attached hereto and made part hereof); and

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

DATED at Woodstock, Illinois, this 16th day of September, A.D., 2025.

Michael Buehler, Chairman
McHenry County Board

ATTEST:

Joseph J. Tirio, County Clerk

RESOLUTION

SUBJECT: Resolution Establishing the Fiscal Year 2025/2026 Pay-For-Performance Guidelines (9)

Board / Committee Action Requested:

Adopt the 2025/2026 Pay-for -Performance Guidelines and authorize the Director of Human to implement and enforce the Fiscal Year 2025/2026 Pay-for-Performance Guidelines

Background and Discussion: The fiscal year 2025/2026 budget includes a 3.25% merit pool for all regular non-represented full and part-time employees who have not received a reclassification or other salary adjustment in the fiscal year 2025/2026 budget process.

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: Will be given a deadline to complete performance reviews and assign merit increases.

Conformity to Board Ordinances, Policies and Strategic Plan: Yes