



Dakota County

Legislation Details (With Text)

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Title: Authorization To Provide One-Time Base Equity Adjustment To Non-Temporary, Non-Union County Staff

Sponsors: Human Resources

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Date	Ver.	Action By	Action	Result
12/3/2024	2	Board of Commissioners	approved	Pass
11/12/2024	1	General Government and Policy Committee of the Whole	Approved and sent to the Board	Pass

DEPARTMENT: Employee Relations

FILE TYPE: Consent Action

TITLE

Authorization To Provide One-Time Base Equity Adjustment To Non-Temporary, Non-Union County Staff

RESOLUTION

WHEREAS, during 2021 and 2022, the County adopted a non-union merit compensation plan and merit matrix which included a combination of base and lump sum merit payments for all non-union employees; and

WHEREAS, the lump sum payments were established due to the economic uncertainty caused by the on-going COVID 19 pandemic; and

WHEREAS, as a result of the lump sum payments, employee advancement through the salary ranges were somewhat stagnated; and

WHEREAS, County staff hired after that time received initial wage rates that were constrained by current staff wages due to internal equity considerations; and

WHEREAS, to reconcile the impact of the lump sum payments in 2021 and 2022, the Human Resources Director recommends a one-time two percent (2%) base increase for all non-temporary, non-union County employees employed as of the first pay period in January 2025.

NOW, THEREFORE, BE IT RESOLVED, That the Dakota County Board of Commissioners hereby authorizes a one-time two percent (2%) equity adjustment to all non-temporary, non-union employees, employed by the County as of the first pay period of 2025.