



# Dakota County

## Legislation Details (With Text)

**File #:** DC-3908      **Version:** 2

**Type:** Consent Action      **Status:** Passed

**File created:** 10/22/2024      **In control:** Board of Commissioners

**On agenda:** 12/3/2024      **Final action:** 12/3/2024

**Enactment date:** 12/3/2024      **Enactment #:** 24-578

**Title:** Adoption Of 2025 Merit Compensation Policy And Plan Provisions

**Sponsors:** Human Resources

**Indexes:**

**Code sections:**

**Attachments:** 1. 2025 MeritCompensationPlan FINAL.pdf

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

**Adoption Of 2025 Merit Compensation Policy And Plan Provisions**

### RESOLUTION

WHEREAS, market competitive compensation and pay policy administration are essential to effective and efficient government; and

WHEREAS, the 2024 Merit Compensation Policy and Plan provisions should be amended for application in 2025.

NOW, THEREFORE, BE IT RESOLVED, That the Dakota County Board of Commissioners hereby adopts the 2025 Merit Compensation Policy and Plan to include the following provisions:

- Non-union salary ranges increased 4.25 percent above 2024 non-union salary ranges
  - The merit matrix provides for a combination of 0.0 percent to 8.25 percent base adjustments
- ; and

BE IT FURTHER RESOLVED, That participating employees' 2025 salaries shall be established in the context of and consistent with these provisions; and

BE IT FURTHER RESOLVED, That the Human Resources Director is hereby authorized to update, edit and amend the 2024 Merit Compensation Policy and Plan for application in 2025.

