

Richland County Committee

Agenda Item Cover

Agenda Item Name: Classification, Compensation and Staff Authorization Policy

Department	Administration	Presented By:	Administrator
Date of Meeting:	June 18 th , 2021	Action Needed:	Review for future action
Disclosure:	Open Session	Authority:	Structure E and L
Date submitted:	June 18 th , 2021	Referred by:	
Action needed by no later than (date)	N/A	Resolution	Needed

Recommendation and/or action language:

- 1). Motion to ... recommend resolution to the county board to adopt the drafted classification, compensation, and authorization plan (as proposed / with amendments)
- 2). Motion to ... amend the Richland County Handbook to remove existing position description listing.

Background:

Resolution No. 21-107 A Resolution approving the County Administrative Strategic Plan and Administrative Priorities was adopted by the Richland County Board with priority #12 listed as “Develop compensation and classification plan.” This has been expanded to include policy and table regarding staff authorization.

A policy has been drafted for review and consideration (see attached); with anticipated recommendation for resolution to the county board in July. The goal with this policy is to increase transparency by identifying staffing authorizations by department, consistency in compensation practice, and a more centralized location for non-union county compensation policy.

Attachments and References:

Classification, Compensation and Staff Authorization Policy - DRAFT	
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Financial Review:

(please check one)

<input type="checkbox"/>	In adopted budget	Fund Number	
<input type="checkbox"/>	Apportionment needed	Requested Fund Number	
<input type="checkbox"/>	Other funding Source		
<input checked="" type="checkbox"/>	No financial impact		

(summary of current and future impacts)

Policy is intended to include current practice, wages and authorization. No additional cost impacts intended with adoption of the policy.

Approval:

Review:

Clinton Langreck

Department Head

Administrator, or Elected Office (if applicable)