

Supervisor Eddie Cullen, Chairperson  
By the Committee on Personnel reporting on:

File No. 18-241

(ITEM ) A resolution By the Committee on Personnel, relating to an informational report from the Chief Human Resources Officer, Department of Human Resources, a pay equity plan for Airport maintenance workers at General Mitchell Airport, by recommending adoption of the following:

**A RESOLUTION**

WHEREAS, the 2018 Adopted Budget included the following language:

*The Airport Director, working in conjunction with the Director of Human Resources, shall submit a pay equity plan for Airport maintenance workers at General Mitchell International Airport (GMIA) for consideration by the County Board in the January 2018 cycle.*

; and

WHEREAS, in a report dated March 1, 2018, the Chief Human Resources Officer submitted a memo in response to the Adopted Budget language that did not provide a specific pay equity plan for airport maintenance workers, but instead included all airport staff; and

WHEREAS, the report from the Chief Human Resources Officer primarily focused on compensation initiatives supported by the Administration rather than the issue of airport maintenance worker equity pay; and

WHEREAS, at its meeting on May 10, 2018, the Committee reviewed a new report dated May 7, 2018, from the Director of Compensation and Human Resources Information Systems (HRIS), Department of Human Resources, regarding a pay equity plan for airport maintenance workers; and

WHEREAS, the inequity of the airport maintenance staff compensation has long been a contentious issue; new staff are often hired at salaries much higher than experienced workers; and

WHEREAS, the costs to implement the pay equity plan can be absorbed by the Airport within existing appropriations; and

WHEREAS, the implementation of the pay equity plan developed by the Human Resources Department would remedy many compensation inequities at the Airport; now, therefore,

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41           BE IT RESOLVED, that the Chief Human Resources Officer, Department  
42 of Human Resources, is authorized and directed to implement the pay equity  
43 plan for Airport Maintenance Workers, as outlined in the May 7, 2018 memo  
44 (hereto attached to this file), effective Pay Period 13 beginning June 3, 2018.