

A resolution By the Committee on Personnel, regarding an informational report from the Chief Human Resources Officer, Department of Human Resources, relative to a pay equity plan for Airport maintenance workers at General Mitchell International 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, Department of Human Resources (DHR), 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, DHR, primarily focused on compensation initiatives supported by the Administration rather than the issue of airport maintenance worker equity pay; and

WHEREAS, at its meeting of May 10, 2018, the Committee on Personnel reviewed a new report dated May 7, 2018, from the Director of Compensation and Human Resources Information Systems (HRIS), DHR, 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 GMIA within existing appropriations; and

WHEREAS, the implementation of the pay equity plan developed by DHR would remedy many compensation inequities at GMIA; and

43 WHEREAS, the Committee on Personnel, at its meeting of May 10, 2018,  
44 recommended adoption of this By the Committee Resolution (vote 5-0); now, therefore,  
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46 BE IT RESOLVED, the Chief Human Resources Officer, Department of Human  
47 Resources, is authorized and directed to implement the pay equity plan for Airport  
48 Maintenance Workers at General Mitchell International Airport, as outlined in the  
49 May 7, 2018, memo (hereto attached to this file), effective Pay Period 13 beginning  
50 June 3, 2018.  
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56 Plan.docx