## **RESOLUTION 20 - 01**

**WHEREAS,** Ford County Non-Union Employees' Salaries are governed by an approved Longevity hourly wage scale; and

**WHEREAS,** it is the responsibility of the Ford County Board and Department Heads to offer suitable wages for Non-Union Employees with advanced Degrees, Certifications, and/or job related experience and;

WHEREAS, advanced Degrees are defined as follows:

- 1. Bachelor of Arts
- 2. Bachelor of Science
- 3. Masters of Arts
- 4. Masters of Science
- 5. Postgraduate Doctoral Degree (PhD)
- 6. Juris Doctorate; and

**WHEREAS**, Certification(s) acquired shall be adequate with employment opportunities in an office with which said certification would be required; and

WHEREAS, suitable job related experience shall be no less than 5 years.

**BEIT RESOLVED,** beginning on December 1, 2020, the Ford County Board will grant authorization to Department Heads regarding the beginning salary or wage for a candidate with an advanced Degree, required Certification, job related experience, or all, after discussion with the Ford County Board.

December 9, 2019

Robert Lindgren

Ford County Board Chairman

Robert Langier

Attest: Amy Frederick

Ford County Clerk & Recorder