

Wage and Benefits Committee Meeting

1/16/2019

Members Present:

- Tim Deines
- Mike Fields
- Amanda Shannon
- Ed Harbin
- Caleb Garner
- Brian Shannon (Alternate)
- Robert Meyers (Alternate)
- Claudine Richmeier (Alternate)
- Darin Myers (Alternate)

Members Absent:

- Mike Freeman (Alternate)

Approval of Minutes:

- Minutes from the meeting held on 12/19/2018 were approved

Call to Order:

- 9:05 a.m.

Goals and Direction of the Committee:

- Address issues such as wage compression within the departments and discussing possible future years budgets to continue fighting compression.
- Maintain cost of living wage increases to stay competitive in the market.
- Looking at step increases coupled with cost of living wage increases to fight future compression.

2019 Raises per Commission Request:

- The current budget for 2019 raises is \$136,074.00
- To continue fighting compression it was discussed that the wage step of employees who have been in their position between 5 and 9 years should be adjusted as those 9+ years were adjusted in 2018.
- As of December 31st, 2018, there were 41 employees who would fall under the 5-9-year category. After adjusting the count for those who are no longer employed with the county there are currently 33 employees whose wages need to be adjusted to address compression.
- A cost of living increase can also be given after adjusting the 5-9-year category to stay competitive in the labor market.

- There are two options that were discussed for raises
- The first option is adjusting all 5-9-year employees' wages to the proper step found in the county personnel policy, and a 2% county wide cost of living increase. The date in which this takes effect has not been established.
- The second option is to move all the 5-9-year employees only one step and increasing the cost of living raise. The date in which this takes place has also not been discussed.
- Employees with under five years of service in their position will be addressed in a future budget year.

Next Meeting Date:

- Committee members would like to discuss these options with their departments and reach a decision by the next committee meeting date.
- The date for the next committee meeting will be 1:30 p.m. on 01/30/2019

Adjournment:

- Committee Chair adjourned the meeting at 10:45 a.m.