

Wage and Benefits Committee Meeting

March 6th, 2019

Members Present:

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

Members Absent:

- Darin Myers (Alternate)
- Brian Shannon (Alternate)

Call to Order:

- 1:30 p.m.

Approval of Minutes:

- Minutes for meeting held on 01/30/19
- Motion made by Mike Fields
- Motion seconded by Tim Deines
- Motion carried with vote of 5-0

Information from Commission Retreat Reported by Phillip Hanes:

- Commission discussed the difficulty the County has with hiring. This difficulty is specifically for technical positions such as CDL required positions, degree required positions, and part time positions.
- The commission is requesting research/feedback on ways we can fix this issue. These include but are not limited to flexibility of pay and benefits, training our own employees, and contracting the position. Commission is requesting this feedback by September.

2020 Budget Ideas:

- An updated spreadsheet on the upcoming step increases will be sent out to committee members.
- The current proposal is step increases for employees who have been in their position from 1-5 years, and any employee who has reached their next service date. This will adopt the pay plan that is stated in the county's pay policy manual. As well as a cost of living increase so the county does not continue to fall further behind in the market, and an

increase for employee health plan contribution contingent on any insurance increases being discussed with the commission on an annual basis.

Next Meeting Date:

- 03/13/2019 1:30 p.m.

Adjourn:

- 3:15 p.m.