

Wage and Benefits Committee Meeting

March 13th. 2019

Members Present:

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

Members Absent:

- Mike Freeman
- Robert Meyers
- Brian Shannon

Approval of Previous Minutes:

- Motion made by Tim Deines to approve the previous minutes from the meeting held on 3-6-2019
- Motion seconded by Mike Fields
- Motion carried 5-0

2020 Budget Proposal:

- The Committee recommends a 2% cost of living increase in January for all employees. This would keep the starting wages of the pay scale competitive and would also cover other cost of living increases including any of the out-of-pocket health insurance increase from the employees.
- The Committee also recommends completing the Policy on Administration of Pay & Classifications Plans which would encompass approximately 80 employees receiving step increases in January. This would include employees with 1-5 service years and any who have reached their next service date but were not included in the previous step increases. This is also the last step in the plan to complete all phases, which then will have covered all current employees with more than one year of service. The majority of the employees have already benefited from the current Policy on Administration of Pay & Classifications which was adopted by prior Commissions. The Committee and the employees feel a pay plan is a reputable idea and would like to see this one completed before a possible new pay plan is adopted.
- The above recommendations would cost approx. \$276,000.00.
- The Committee understands that the Commission is exploring changes to the employees' contribution to health insurance. If the Commission chooses to act on this change, the Committee would request that the increase be limited to 2.5%, which would make the

employees' contribution 10% total. With the above recommend raise, this level of additional contribution would be cost neutral for most employees.

- Motion made by Mike Fields for \$276,000 from the commission for the 2020 budget year
- Motion seconded by Tim Dienes
- Motion carried 5-0

Adjournment:

- 2:25 pm