

EMPLOYEE SALARY AND BENEFITS ADVISORY SUBCOMMITTEE

April 18, 2023

Human Resources Conference Room, Government Services Building 8:15 AM

Members Present

Delores Merrick
Andrea Sweeney
Arianna Voegeli
Kristi Leonard
Dave Tschudy

Members Absent

Dan Williams

Others Present

Chris Narveson
Sandra Baertschi

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1. The meeting was called to order by the Chair Delores Merrick at 8:15 am.
 2. Motion by Kristi, seconded by Dave to approve the minutes of the March 30, 2023 meeting. Motion carried on a voice vote.
 3. Discussion continued regarding use of benefitted time by salaried/exempt employees and the development of a possible policy. Delores had shared her draft policy with members prior to the meeting. The policy was discussed and changes/revisions were made. Delores will redo the draft, send it out the committee before taking it to the next Department Head meeting for comment.
 4. Discussion continued on a single county-wide pay scale. Andrea anticipates bringing a scale to the next meeting. It was discussed if longevity steps should be changed with the question being should larger pay increases be placed in the beginning steps to attract and keep new employees, in the middle steps to prevent compression, or in the last steps to reward longevity. It was also confirmed that Pleasant View should not be placed on the single pay scale.
 5. Discussion continued regarding the idea and process of closing departments due to hazardous weather. Arianna anticipates bringing drafts of this policy to the next meeting. It was discussed that there should be two focuses: one on service closure, meaning services are closed to the public, and the impact of weather on employees' ability to work. It was discussed that if there is catastrophic weather, then services should be closed to the public. It was discussed that for inclement weather employees should be allowed to choose to come to work, work from home, or use compensated leave to be paid to take a snow day. The county should not pay employees if services are closed to the public. It was confirmed that the Sheriff's Department, Highway and Pleasant View would be exempt from this policy.
 6. Continued need for pre-employment physicals. Delores has not received information from Corporation Counsel regarding this matter for further discussion.

Andrea said she has been asked if the topic of PTO will be discussed by this committee. It was decided that this is a topic that can be discussed but there are a number of other topics on the agenda that should be completed prior to adding another one.

It was discussed that the next meeting will occur on May 4, 2023 at 8:00 am.

7. Motion by Arianna, seconded by Andrea to adjourn. Motion carried on a voice vote.