

EMPLOYEE SALARY AND BENEFITS ADVISORY SUBCOMMITTEE

May 4, 2023

Human Resources Conference Room, Government Services Building-8:00 AM

Members Present

Delores Merrick
Andrea Sweeney
Dan Williams

Others Present

Chris Narveson
Sandra Baertschi

Kristi Leonard
Dave Tschudy

Members Absent

Arianna Voegeli

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1. The meeting was called to order by the Chair Delores Merrick at 8:00 am.
 2. Motion by Dave, seconded by Kristi to approve the minutes of the April 18, 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 Department Heads on Monday May 1, 2023. There were no comments or corrections. Andrea suggested an improvement. Dan said he discussed the policy with the affected staff in his department. It was decided that the policy could be placed in the Employee Handbook and could be revisited if needed.
 4. Discussion continued on a single county-wide pay scale. Andrea had two proposed scales for review. It was decided that Version B is the preferable version. It was discussed that based on financial information, pay below 87.5% should be eliminated and the control point or 100% should be set at year 4. It was discussed that it would be most advantageous to front load the beginning of the pay scale and that we could consider a longevity recognition for employees over 15 years in the form of a one-time payment. Andrea will determine the financial impact of doing this. It was also decided that Delores would contact Carlson Dettmann to determine the cost of updating their previous study. It was discussed that they are the experts in classification and compensation and we should utilize experts in the field. Andrea will continue her work and bring back a basic salary schedule for the next meeting. Dan also suggested that the pay scales be placed online so that employees can see them.
 5. No discussion regarding the idea and process of closing departments due to hazardous weather.
 6. Delores shared a paragraph regarding pre-employment physicals. It was discussed that this wording should be placed on the application. Delores will figure out how to do this as the application is generated by NeoGov. It was also discussed about

creating a form for Department Heads to complete when employees leave regarding their rehire status.

Dave shared that the WPPA will be asking for an adjustment for Patrol Deputies pay and wanted feedback from the committee. It was discussed that the committee would be in support of an increase given the staffing issues in the County in numerous departments, including the Sheriffs Department.

It was discussed that the next meeting will occur on May 18, 2023, at 8:15 am. But only if there was actual information to share and work on.

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