

SPECIAL COMMISSIONERS MEETING

Approved Minutes

March 12, 2015

1:00 p.m. Special Meeting

1:00 p.m. Call to Order

1:00 p.m. Public meeting to discuss setting the employee wage scale.

Adjournment

Attendance:

Commissioners Present:

Shari Kaminska, District I

Gary D. Hebb, District II

K.R. Liebau, District III

Deputy County Clerk: Kerry E. Mott

Others:

Kenneth Mitchell, Ambulance

Byrdee Miller, Emg Prep

Kandy Dowell, Health

Sharon Wagner, Road/Weed

Jeremy McCulley, Appraiser

Rachel Ware, Treasurer

Call to Order

Chairman Gary Hebb called the meeting to order at 1:07 p.m. in the Commissioners Room of the Courthouse. Commissioners Kaminska, Liebau and Hebb were present, as well as, Deputy County Clerk Kerry Mott.

The Commissioners all agreed the purpose of the Wage and Compensation Survey Committee will be to:

1. Compile and compare the wages paid to Elk County employees per position against wages paid by other counties that are similar to ours in size, and present the ranges to the Commission.
2. If information is available, compare the jobs and wages to similar jobs and wages in the area to evaluate how competitive the county is against other employers. This data should be blind (in other words, do not name specific individuals or businesses).
3. Based on our current wage breakdowns, create up to 12 pay grades (or as many/few as needed). List the starting wage for each pay grade and a wage progression plan to accommodate for merit and experience with 12 steps across.

The Commissioners are not asking this committee to recommend pay cuts or increases for employees.

The Commissioners will determine which jobs will go into each pay grade. The Wage and Compensation Survey Committee will meet March 19, 2015 at 12:00 p.m. in the Elk County Courthouse.

Adjournment

Commissioner Liebau moved and Commissioner Hebb seconded the motion to adjourn at 2:10 p.m.

Motion carried 3-0.

ATTEST:

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Kerry E. Mott, Deputy County Clerk

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Gary D. Hebb, Chairman

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Shari Kaminska, District I

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K.R. Liebau, District III

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