



**Minutes approved 05-19-15**

**HUMAN RESOURCES COMMITTEE**

James Carius Community Room  
Tuesday, April 21, 2015 – 3:45 p.m.

Committee Members Present: Chairman Mike Harris, Darrell Meisinger, Monica Connett, Nick Graff, Brett Grimm, Terry Hillegonds, Carroll Imig,

Committee Members Absent: Jim Donahue, Seth Mingus, Tim Neuhauser, John Redlingshafer

Others Attending: Wendy Ferrill, County Administrator

**MOTION**                    **MOTION BY MEISINGER, SECOND BY IMIG** to approve the minutes of the March 17, 2015 meeting and the March 25, 2015 In-Place meeting.

On voice vote, **MOTION CARRIED.**

Chairman Harris advised there was no new business before the Committee. He opened the floor to unfinished business.

**MOTION**  
HR-15-16

**MOTION BY HILLEGONDS, SECOND BY GRIMM** to approve a mechanism for a wage change for the Board of Review.

County Administrator Ferrill explained that at the last Board meeting there was discussion and additional information was requested. She provided the financial information for the total package for BOR members. They are eligible to be on our insurance and for single coverage that cost is \$41,448. For a family it is \$46,094.

This resolution provides for an increase based on performance when reappointments are made. The starting salary would be at a minimum of 5 – 7% lower than now. The wage increase would be back in the hands of the Board, but this resolution will put a mechanism in place.

Grimm clarified the previous resolution was a way to increase the wages annually. Ferrill stated that was based on CPI with a limit. Members were not comfortable with that increase and it was pulled.

Connett clarified their qualification renewal. Supervisor of Assessments, Gary Twist stated their examination is good for three years. The statute does not require a re-certification unless there is a lapse in service.

The Committee clarified there is no term limit. Grimm stated he would prefer to stay with the previous resolution in which the increase was tied to the CPI with a cap. Meisinger wanted clarification of merit. Chairman Harris stated it would be within the guidelines given to all county employees by the Board.

Connett clarified the position is considered as part time as well as the costs for salary and benefits. Chairman Harris stated that Twist surveyed the State and our BOR are at the top. This was a discussion only on the mechanism, not the increase.

Chairman Harris asked the committee if amendments to the resolution were needed to cover all that was discussed. The Committee agreed on removing the term "merit" from the resolution. The new WHEREAS would read as follows:

"WHEREAS, the Human Resource Committee recommends to the County Board to approve a salary review at each term reappointment which will reflect individual performance as determined by the County Board Chairman with the input from the Supervisor of Assessments and will be paid as a merit increase contingent on the availability of budgeted funds and the approval of the County Board."

**MOTION**                    **MOTION BY HILLEGONDS, SECOND BY CONNETT** to amend and remove the word "merit".

On voice vote, motion to amend carried.

On original motion as amended, on voice vote **MOTION CARRIED.**

Grimm opposed.

**MOTION**                    **MOTION BY GRAFF, SECOND BY MEISINGER** to recommend to approve the bills as presented.

On voice vote, **MOTION CARRIED.**

Chairman Harris recessed the meeting at 4:07 p.m.

(transcribed by S. Beeney)