



**Minutes approved 07-19-16**

**HUMAN RESOURCES COMMITTEE**

James Carius Community Room  
Tuesday, June 21, 2016 - 4:11 p.m.

Committee Members Present: Chairman Mike Harris, Darrell Meisinger, Monica Connett, Jim Donahue, Nick Graff, Brett Grimm, Tim Neuhauser, John Redlingshafer

Committee Members Absent: Terry Hillegonds, Carroll Imig, Seth Mingus

Others Attending: Wendy Ferrill, County Administrator

**MOTION**

**MOTION BY NEUHAUSER, SECOND BY DONAHUE** to approve the minutes of the May 17, 2016 meeting.

On voice vote, **MOTION CARRIED.**

Chairman Harris recognized Robert Kieser, Board of Review member, to provide the Committee with a presentation on BOR wage increase.

Kieser asked the Committee why the BOR members, as highly qualified employees are not being given the same wage increase as other employees. Chairman Harris advised this is a presentation only.

Kieser explained the function of the BOR and the appeal process for assessments which includes homeowners as well as businesses. At the end of the year, if relief is granted, before tax bills can be issued, the BOR has to finish their work.

He stated the BOR members have not had a raise in 4 years. Other employees got at least 2% increases.

He stated he has heard comments that these are not full time positions and are seasonal. That is not a valid statement. These are specialized positions that are hard to fill. He advised the Supervisor of Assessments recently tested and no one passed leaving no available candidates. He stated they have to be available six months out of the year which means they cannot maintain a full time job elsewhere causing them to lose money. He calculated they are at least 8% behind for the last 4 years. He is asking for the Committee to recommend an immediate 5% pay raise.

Graff inquired about the annual schedule and how their time is put in. Kieser explained their work while they are in session from June through December as well as the work they do off season.

Redlingshafer said there was no action today but wanted to know what was being considered. Chairman Harris explained there is a policy in place for wage increases for BOR members. Ferrill read the resolution that was passed in 2015 for a performance evaluation at the time of appointment. Graff inquired if we were operating under the policy in place. Chairman Harris said a raise was discussed and the BOR advised if all three members did not receive it, they would decline.

Meisinger clarified the BOR wages were salary. Grimm clarified these were non-graded positions. He also stated they discussed grading them and believed they would be paid more if left non-graded. Meisinger inquired of the number of hours worked which Keiser was not able to answer.

Chairman Harris stated this would be on the agenda for the July meeting for a discussion.

**MOTION**  
HR-16-20

**MOTION BY DONAHUE, SECOND BY CONNETT** to recommend to approve a replacement hire at Animal Control.

Graff pointed out that at the Finance meeting there was a 90 day freeze discussed for replacement hires. Chairman Harris clarified that would be for FY17. Animal Control Director, Ryan Sanders, clarified this is an essential function. Ferrill stated it would be close to 90 days before it is filled without a freeze.

On voice vote, **MOTION CARRIED.**  
Graff opposed.

**MOTION**

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

On voice vote, **MOTION CARRIED.**

Chairman Harris recessed the meeting at 4:35 p.m.

(transcribed by S. Beeney)