

BOARD OF COUNTY COMMISSIONERS DEPARTMENT HEAD MEETING MINUTES

DATE:	9/8/03
TIME:	0940
COMMISSIONERS PRESENT:	Max Bruce Perry
DEPARTMENT:	Sheriffs Ofc.
DEPARTMENT HEAD:	Gene Dana
OTHERS PRESENT:	Bob Gubser, Clay Myers, Kirk Eslinger

TOPIC:	Restructure wage scale
DISCUSSION:	continuation of discussion of re-org. arbitration \$132,000 from discussion. change positions. looking @ direction for internal comparables and how to do that. Previously have done external comparables w/ other counties.
ACTION:	Wage scale & having it tied to bargaining unit. Is it reasonable to use a 20 w/ base salary. P-Structure to org. chart moving done right path now look @ money. Predictable way to look @ things. m. look ing @ command

APPROVED

10/7/03

Staff tying salary w/ Bargaining
unit. Does that serve in base
interest for the county. Initially
it was tied to the bargaining
unit. Problem is command staff
making less than employees. Don't
see downside to tying it together.
adv. base sale for starting
pay. If don't tie to ϕ then what
do ϕ fill on adv. position. Continued
problems w/ wage scales w/ non-unioned
employees. Commanders & Under Sheriff
allocating funds & budget. Where is the
money going to come from? ϕ is the
simplest way. Look @ comparables from
like counties. Concern having jail
& not staff it. Like the ϕ spread
make. Sheriff have more desire to
supervise. The bottom wage is what
needs to be fixed. Healthcare is
not tied to wage scale. Now time
to plug in numbers & restructure.
Have funds currently. Also has problem w/ ϕ
increase. Concerns comparable w/ how he delegates
work @ HR's number & go on those. Cleaner
process to compare. KCSO have to pay for arbitration.

Do research on comparables. See how
the last year scale. Look in budget. Capitalize
on restructuring. Next yr. part of budget. Factor in arbitration
on times.