Minutes of
Community Development Services
Study Session
May 27, 2003

Those Present:    Bruce Coe, Perry Huston and Max Golladay

Also Present:    David Taylor and Allison Kimball

2003 Salary Adjustments – Combined Departments

David Taylor presented to the Board a budget narrative for an amendment to the
2003 Budget to allow for some restructuring and salary increases. He showed
an organizational chart and salary numbers. He cited the compensation
committee, information received from Kirk Eslinger, Human Resources Director,
Municipal Research and others. He stated the market value of these positions
and their value to the county.

Taylor discussed alternatives also. One of those discussed was to exempt
everyone in the department except the Office Assistant/Board Clerk which is a
Union position. Rehire all the planners, Building Inspectors, Plans examiners.
This would mean that the position descriptions would be revised making them
exempt positions. The Board told Taylor to coordinate with Eslinger to examine
exempt issues as well as any rehire issues.

They discussed the need to make a case for the planners workload versus the
new duties. He discussed the historical workload method (workload vs.
responsibility), a new look at workload vs. staff reduction and enhanced or the
same level of service (statutory vs. actual). He stressed that the dollars be
commensurate with the job done.

The worst case scenario would be the need to hire an additional planner and
building inspector to increase the level of service.

Rob Omans Evaluation

David Taylor said that Rob Omans received an overall rating of above average in
his evaluation earlier this month and asked for a 4% salary increase. He cited
Oman’s help with the building policies and transition.

The Board approved the 4% raise in salary for Omans.