<table>
<thead>
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<th>DATE:</th>
<th>9/8/03</th>
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<td>TIME:</td>
<td>0940</td>
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<tr>
<td>COMMISSIONERS PRESENT:</td>
<td>Max, Bruce, Perry</td>
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<td>DEPARTMENT:</td>
<td>Sheriff's O.C.</td>
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<td>DEPARTMENT HEAD:</td>
<td>Gene Dana</td>
</tr>
<tr>
<td>OTHERS PRESENT:</td>
<td>Bob Gobser, Clay Myers, Kirk Longe</td>
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**TOPIC:** Restructure wage scale

**DISCUSSION:**
Course of discussion of re-org.
Articulation of $132,000 from discussion.
Change salaries, looking at direction.
Hire internal comparables and how
to do affect. Previously have done
external comparables and other counties.

**ACTION:**
Salary scale of raising it need to
decide joining unit. Is it reasonable
to use a 2% at base salary.
- Structure has a chance moving
tone right path now look at
money. Predictable way to look
in future.

*Approved 10/7/03*
staff tying salary w/ bargaining unit. Does that derive 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. Any base scale vs. starting pay. If don't tie to G then what does it fall into any position. Continued problems w/ wage scales w/ non-unionized employees. Commanders & Undersheriff allocating funds & budget. Where is the money going to come from? Is the simplest way look at comparables from like counties. Concern having said a net staff it like the Co. spread to make money have more desire to supervise. The bottom wage is what needs to be fixed first. Healthcare is not tied to wage scale. Now time not tied to members. Restructure to plug in members & restructure. Have funds currently. Also has problems w/ have funds currently w/ have he delegate increase. Comes comparable w/ how he delegates. Increase. Staff needs & go on elsewhere. Cleaner jobs & this numbers & go on elsewhere. KS have to pay for arbitration process to compare. KCSO have to pay for arbitration. Do research on comparables. See how others scale. Look at budget capitalize. Restructure. New tyr. part of budget. Factor in arbitration.