Board members present: Chairman Gary Berndt & Vice-Chairman Obie O’Brien. Absent: Commissioner Paul Jewell.

Others: Mandy Buchholz, Deputy Clerk of the Board; Kathy Jurgens, Interim Public Works Director/Finance System Manager; Lisa Young, HR Director.

Kathy Jurgens, Interim Public Works Director/Finance System Manager requested the Board allow Public Works to increase the pay for “Seasonal Flaggers” in an effort to attract and retain experienced Flaggers. She stated that on behalf of Jim Van De Venter, Road Maintenance Manager, it’s being requested to bring the returning Flaggers in at $14.00 an hour. She stated that they have been at and stayed at $13.00 an hour since 2008 and it’s never been revisited.

Lisa Young, HR Director stated that there is a salary range for Seasonal Flaggers that is $11.00 - $15.00 an hour and Public Works has choose to advertise at $13.00 an hour. She stated that Seasonal Noxious Weed Inspectors receive an additional .25 cents an hour for every year they return. She stated that Noxious Weed has requested numerous time to raise the salary and the Board of County Commissioners has declined their request. Ms. Jurgens indicated that they were unaware there was a salary range for Seasonal Flaggers. Ms. Young stressed the importance of keeping the salaries comparable for both positions. She stated that for years the Noxious Weed Department has competed with Public Works for hiring seasonal employees. Ms. Jurgens indicated that Public Works competes with State jobs all the time and feels that Flaggers are putting themselves in harm’s way and are required to obtain their Flaggers card prior to employment, which is on their own dime. Ms. Young indicated that Noxious Weed handles chemicals and are required to have specific certifications. She stated that giving Public Works $14.00 an hour is more of an increase then the Board currently gives their non-bargained employees and stressed that they should keep increases fair across the board.

Commissioner O’Brien moved to authorize a .25 cent increase an hour for the returning two Flaggers and then offer an additional .25 cents for each year after that if they return, allowing them to work up the scale. Chairman Berndt seconded. Motion carried 2-0.
Chairman Berndt stated that both positions need to be re-evaluated because he feels the salaries are under-paid. Ms. Young stated that she will add them to the wage survey. Ms. Jurgens asked when the increases would be effective. The Board authorized the increase for the returning Flaggers to be effective as of their hire date.

Meeting adjourned at 9:50 a.m.