

COMMITTEE MEETING NOTES

Tuesday, May 3, 2016

PERSONNEL & BUDGET

Those in attendance: Judy Bouffleur, James Cherf, Jodi Ehrenberger, Randy Nelson, Kelly Krieg-Sigman, Loretta Kilmer

- The list of bills was reviewed. Motion to recommend approval to the full board was made by Randy and seconded by James. Motion carried.
- Kelly reported that to date, over 40 applications for the communications position had been received, 14 within 48 hours of the deadline. She noted that she plans on making the first cut by Friday, May 6. Work is proceeding in filling the three part-time clerk positions. Discussion then turned to the full time vacancy in information services and Kelly's recommendation that it be posted at a professional level. Concern was expressed over the advisability of filling this position before work was complete on the strategic plan; Kelly noted that given the time involved in recruitment and hiring, the strategic plan would probably be close to complete before onsite interviews for the position would be scheduled. Motion to recommend to the full board posting the position at a professional level with the caveat that a hire not be made until after the strategic plan has been approved was made by Judy and seconded by James. Motion carried.
- With regard to the three vacant clerk positions and the salary issue, Kelly reviewed her dilemma and recommendation. Extensive discussion ensued with the following key statements/questions/objections presented:
 - Is a precedent being set with regard to salary adjustments outside of the 2.5% step increases?
 - Private sector practices do not mirror this approach.
 - There does not seem to be "great" difficulty in filling these positions, although Loretta did point out that it's retaining the positions that can be challenging.

Motion to recommend approval of the director's recommendation regarding the adjustment of clerks' salaries with the caveat that some kind of policy be developed regarding pay adjustments beyond standard step increases was made by Jodi and seconded by Judy. Motion carried 3 to 1 with James voting nay.