

EMPLOYEE SALARY AND BENEFITS ADVISORY SUBCOMMITTEE

February 16, 2023

Human Resources Conference Room, Government Services Building 10:00 AM

Members Present

Delores Merrick
Arianna Voegeli
Andrea Sweeney
Dan Williams
Kristi Leonard

Others Present

Chris Narveson

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1. The meeting was called to order by the Chair Delores Merrick at 10:00 am
 2. Notebooks containing Ordinance 22-1201, Green County Benefits Matrix 2023, Health Insurance Rates, Dental and Vision Insurance rates and pay scales were distributed to committee members. Andrea discussed the need to have a record of positions that are available in all departments. She believes this will be possible through Munis. It was also discussed having an Organizational Chart for all of Green County as well as for each department. Andrea will work on both of these. Dan asked about creating just one wage scale for the entire county. He stated this would be helpful when different departments have the same or similar positions. He also stated that in addition to pay, benefits and flexibility should also be considered. Arianna stated this will be helpful for strategic planning.
 3. It was discussed how different departments have different ways of treating exempt employees regarding use of compensated leave. There was lengthy discussion by Chris regarding how the hours worked by his salaried employees are handled. It was discussed that while there are differences among departments, it would be helpful to have consistency with how this is handled across the county. Delores was asked to bring to the next meeting information from other counties in how they handle compensated leave for exempt employees. Dan also suggested checking with the school corporations as they are also tax payer funded. There was discussion regarding unlimited compensated leave for salaried employees. But there were concerns about this being accepted by the current county culture. Delores is also to bring to the next meeting which county positions are salaried/exempt and the criteria for exempt status.
 4. Items for continued discussion: one county-wide pay scale, creation of record of department authorized positions and organizational charts, the handling of exempt positions pertaining to the use of compensated leave, and a timeline/goals for accomplishing these items. It was decided that this committee would meet every two weeks to be able to effectively make progress on the agenda items. Next meeting will be Thursday March 2 at 8:15 am.
 5. Motion by Arianna, seconded by Kristi to adjourn. Motion carried on a voice vote.