



MINUTES
Board of Commissioners Chambers
219 East Paw Paw Street

February 22, 2022 1:00 PM

Commissioners

Gail Patterson-Gladney, District 1
Kurt Doroh, District 2
Richard Godfrey, District 3
Mike Chappell, District 4
Randall Peat, District 5
Donald Hanson, District 6
Paul Schincariol, District 7

Labor, Negotiations, and Contracts Committee Meeting

1. Call to Order
Committee members present: Commissioner Richard Godfrey (Chair), Commissioner Don Hanson, Commissioner Paul Schincariol (standing in for Commissioner Randall Peat)

Others in attendance: County Administrator Frank Hardester, Human Resources Director Anna Cerven, IT Director Charles Norton, Trial Court Administrator Rachel Lindley
2. Additions/Deletions to the Agenda
None
3. Approval of Agenda
Motion to approve the agenda as presented by Commissioner Hanson; Supported by Commissioner Schincariol; Motion: Carried.
4. Approval of Minutes
 - A. 1/25/2022 Labor, Negotiations, and Contracts Committee Meeting Minutes
Motion to approve the minutes for the 1/25/2022 Labor, Negotiations, and Contracts Committee Meeting Minutes as presented by Commissioner Hanson; Supported by Commissioner Schincariol; Motion: Carried.
5. Public Comment
None
6. Agenda Items
 - A. Human Resources Update
Anna Cerven presented the Human Resources Update including:
 - Actively assisting in the recruitment efforts for department vacancies.
 - The Global Eagle Training platform is going well. We have received good feedback from the staff.
 - Employee Engagement Survey.
 - MERS will be onsite to provide informational sessions on 2/28/2022 and 3/1/2022.
 - Prepping for bargaining unit negotiations.

This is for informational purposes only. There is no action needed.

B. Competitive IT Wages

Charles Norton presented his request for an increase in IT Wages and reviewed the current wages for IT in neighboring counties and the new proposed scale. Discussion ensued.

Motion to approve the proposed increase in IT Wages by Commissioner Schincariol; Supported by Commissioner Hanson; Motion: Carried.

C. Salary Exception - Family Court Administrator

Rachel Lindley presented her request for a salary exception for the Family Court Administrator position at the salary Range R35 B High, due to the position candidate having more education / experience than is required.

Motion to approve the salary exception for the Family Court Administrator by Commissioner Hanson; Supported by Commissioner Schincariol; Motion: Carried.

D. Administration Reorganization Proposal

Administrator Hardester presented his proposal for Administration Re-Organization. The plan includes promoting two positions from within to new positions of Chief Financial Officer and Chief Operations Officer, and not creating the Project Director position that has been discussed in the past. The committee recommended seeking advice from our labor council. Discussion about bringing this to the Strategic Plan meeting and then bring it to the 3/22/2022 COW and the 3/22/2022 BOC, instead of 3/8/2022 COW and 3/22/2022.

Motion to approve the proposal for the Administration Re-Organization and move this to the 3/22/2022 COW and the 3/22/2022 BOC for final approval by Commissioner Schincariol; Supported by Commissioner Hanson; Motion: Carried.

E. Out of State Travel Request

Administrator Hardester presented his request for approval of out of state travel to attend the regional ICMA conference on March 23 - 25, 2022.

Motion to approve the County Administrator's out of state travel to attend the regional ICMA conference and to move this to today's COW and BOC by Commissioner Schincariol; Supported by Commissioner Hanson; Motion: Carried.

7. Public Comment

Commissioner Kurt Doroh stated there has been a lot of conversation about pay scales, it seems that this is something we really need to work on.

8. Adjournment

Motion to adjourn the meeting by Commissioner Schincariol; Supported by Commissioner Hanson; Motion: Carried.

Meeting adjourned: 1:50 PM