OSCEOLA COUNTY
COMMITTEE OF THE WHOLE
MINUTES
September 9, 2015

Meeting was called to order at 1:06 p.m. by Chairman Emig.

Present: Commissioners Tiedt, Wayne, Elkins, Halladay, Nehmer, Gregory, and Emig.

Also present: Rosie McKinstry-Equalization Director, Jon-Thomas Burgess-Technology Coordinator, Nancy Crawford-Register of Deeds, Jim Crawford-Sheriff, Scott Schryer-C.O.A. Director, Lori Leudeman-County Treasurer, Carl Baumgras-Parks Director, Brad Halladay-Maintenance, Dan Clise-Court Administrator/Magistrate, Jeremy Beebe-E.M.S. Director, Susan Vander Pol-County Coordinator, Karen Bluhm-County Clerk, and a few members of the public.

Brief Public Comment: None.

Employee Comment: None.

Chairman Emig explained the reason for today's meeting and encouraged those present to speak about any concerns they have with the wage and classification study.

**Classification and Compensation Study Affects and Implementation**

Dan Clise, Court Administrator/Magistrate, thanked the Board for doing the study and asked them to move forward in implementation of the study. He also expressed his thankfulness for the health benefits the County provides.

Rosie McKinstry, Equalization Director, spoke about comments from a previous meeting indicating employees are not grateful for the benefits provided to employees. She wanted to clarify that she along with others at a meeting approximately one month ago, did in fact, thank the Board during that meeting for their benefits. She also noted that it was implied Osceola County was at the top of the line for employee benefits, while within the study it noted Osceola County was "in line" with other counties, but not top of the line.

Scott Schryer, C.O.A. Director, addressed the C.O.A. Case Manager R.N. and Administrative Assistant positions within the study. He explained the job requirements and asked if Mr. Nottley, who did the study, could possibly re-evaluate those positions.

Brad Halladay, Maintenance Working Supervisor, expressed his appreciation for the benefit package at the County. He then expressed his concerns about the "positioning" of his employees within the new job study. He explained some of their responsibilities and his reasons for asking for further consideration. Discussion was held.

Jeremy Beebe, E.M.S. Director, spoke about the combined salary for his duties as E.M.S. Director and Medical Examiner Assistant. He asked they not be combined and explained why.

Carl Baumgras, Parks Director, questioned how the Parks Maintenance position was reviewed. He noted in the study it is listed as hourly, however he feels it should be an exempt position like other Parks positions. Discussion was held.
Lori Leudeman, County Treasurer, called to the Board's attention a letter she previously submitted and asked for the Board to implement the Market Value Rate of pay for her position as listed in the study.

Jon-Thomas Burgess, Technology Coordinator, spoke about liking the addition of step increases within the new job study. He also spoke about the way his position has evolved over his years of employment and noted that there were only two (2) comparables found. He explained his knowledge of the technology the County currently has and some of his accomplishments. He feels those should be taken into consideration and that he should be placed on the higher end of the scale provided.

Sheriff Jim Crawford explained he was not here to complain about the wages and does know the benefits offered by the County are good. He is proud of his department and notes they are hard working.

Brad Halladay, Maintenance Working Supervisor, expressed his thanks in having good equipment to work with.

Karen Bluhm, County Clerk, asked about breaking the Chief Deputy position away from the Circuit Court Clerk position. She explained how Chief Deputies are appointed and noted that although currently her Circuit Court Clerk is the Chief Deputy, it could one day be held by someone else doing other duties within her office. She also noted that although the job study works for most of her staff, the senior staff person with almost 30 years of service will see little or no pay increase for next year and that bothers her. She noted this definitely shows why longevity is still needed, because that is the only "extra" that employee will benefit by within the next year.

Commissioner Tiedt thanked Department Heads for helping to keep the County solvent over the years.

Susan Vander Pol, County Coordinator, reviewed the notes from today and will forward items onto Mr. Nottley on the positions questioned here today for further review.

Written correspondence from the Friend of the Court and the County Treasurer were reviewed.

**Elected Officials and County Coordinator's Compensation**

Discussion was held on the Prosecuting Attorney, Register of Deeds, Sheriff and County Treasurer up to the Market Average Wage as listed in the study.

**Recommended by Commissioner Nehmer, supported by Commissioner Tiedt to place the County Prosecutor ($84,744), Register of Deeds ($52,178), Sheriff ($63,769) and Treasurer ($51,836) at the Market Average Wage of the Classification and Compensation Study effective January 1, 2016. Recommendation was unanimously supported.**

No action was taken regarding the Drain Commissioner or County Clerk at this time.

Discussion then moved to the County Coordinator's wage and the Market Rate listed in the study. Susan Vander Pol, County Coordinator, proposed implementing the recommended wage increase over a three year period, thus extending her contract into September 2018 and adding an additional $2600 over the next three years. Discussion on her proposal was held.
Recommended by Commissioner Gregory, supported by Commissioner Nehmer to approve a three year employment agreement with Susan Vander Pol, County Coordinator, amending Section three (3) providing an additional salary amount of $2,600 each January 1st of 2016, 2017, and 2018 and Section nine (9) amending the termination date to September 15, 2018. Recommendation was unanimously supported.

Employee/Board Comments: Rosie McKinstry, Equalization Director, spoke about bringing her salary up to the Market Average Rate, rather than putting her in the mid-range of the scale as Mr. Nottley's study has done. She shared information from 2000 and 2008 wage comparisons done by the County showing her low at that time and asked further consideration be done regarding her salary. Discussion was held.

Nancy Crawford, Register of Deeds, thanked the Board for the study and the benefits provided to County employees.

Extended Public Comment: None.

Moved by Commissioner Nehmer, supported by Commissioner Tiedt to adjourn at 3:24 p.m. Motion carried.