

PERSONNEL
August 28, 2019

Call to order The meeting was called to order at 9:00 a.m. by Chairman Brad Steiner. Committee members present were Carl Orr, Larry Kelley, Duane Rogers and Gerry Krachey. Also present were Cheri Leachman, Human Resources and Clerk Janet Geisler.

Verify posting The Chairman verified that the meeting notice was properly posted.

App of minutes Orr moved, Rogers seconded to approve the minutes of the previous meeting. The motion carried with no negative votes cast.

Roby Fuller Roby Fuller, ADRC Director, appeared and provided information to support her request for a wage increase. The wages for regional ADRC managers was presented which shows that Roby was making the least amount. She explained the number of people that she is supervising. Currently 33% of her wages and fringes are paid for by ADRC. In 2020 the amount will change to 38% which is the result of 100% time reporting. The wage that is being requested for 2020 is \$65,289.45 or the same as what a Social Work Supervisor is making. This represents a 17% increase in wages. Support staff will be receiving a 2.5% increase in wages in 2020.

Becky Dahl, Regional Manager, was present to give her support for Roby's request for increase in wages.

The committee felt that it would have been better to have had initially a different starting salary than increasing it a year later. When Roby became the ADRC Director it was a lateral move from Human Services with no increase in pay. The committee felt that the ADRC committee should have come to Personnel to advocate for an increase in pay.

Gigi Collins, Property Lister, addressed the committee regarding Roby's increase in wages if the committee felt it was justified. She wasn't sure how other department heads would feel about it.

Krachey moved, Orr seconded to approve the 2020 wage increase for Roby Fuller, ADRC Director, with the wages being the same as the Social Work Supervisor. The motion carried with no negative votes cast.

Highway hiring For the purpose of having a paper trail in the minutes, the Clerk reported that the Highway department had an employee quit and since it was within the 90 day period the next applicant, John Poots, Jr. was contacted and accepted the position.

HR report Cheri Leachman reported that she has had many people contacting her. She is still reviewing policies that need to be changed. The first department head meeting only had seven in attendance. Cheri stated that she is hearing from employees that they want consistency and direction.

Next meeting September 25, 2019 at 10:00 a.m.

Adjourn Krachey moved, Kelley seconded to adjourn. The motion carried with no negative votes cast and the meeting adjourned at 11:07 a.m.

**Janet Geisler
County Clerk**