

GRAND FORKS COUNTY SPECIAL MEETING – August 10, 2012 – 1:30pm
Topic: Compensation/Position Description Study

The Board met pursuant to adjournment with Commissioners Schmisek, Pic, Murphy, Knauf and Malm present.

Ann Antonsen, Springsted Incorporated, explained the attached preliminary market results.

Ms. Antonsen asked the Commissioners about their pay philosophy, do they want to be at 95% of market or 100% or 105%. She also asked them how they wanted to structure the compensation plan. They created two sample pay scales, a step plan and an open range plan, see attached.

Chairman Schmisek asked what the 95%, 100% or 105% is based on. Ms. Antonsen said the market average.

Commissioner Malm asked what the trend was for pay scales. Ms. Antonsen said the open range scale. She said we will need a good performance evaluation system with an open range plan. Springsted does have a good performance evaluation system and they would provide the needed training to implement the system.

Moved by Malm, seconded by Pic, to have Springsted calculate the cost of implementing the market study at 95%, 100% and 105% of market. Motion carried.

The Commission will consider the various pay scale options.

Commissioner Pic asked for a model budget if we move forward with implementing a performance evaluation system. Ms. Antonsen said she will put that together.

Chairman Schmisek asked if we will be able to continue an annual market study on our own. Ms. Antonsen said yes.

Moved by Malm, seconded by Pic, to adjourn. Motion carried. The meeting adjourned at 2:05pm.

John Schmisek, Chair
Grand Forks County Commission

Debbie Nelson, County Auditor