

GRAND FORKS COUNTY SPECIAL MEETING – June 4, 2013 – 1:00pm

Topic: Reconsideration Requests

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

Ann Antonsen, Springsted Incorporated, addressed the board.

Ms. Antonsen presented a pay scale with two lower steps that could be used to help with compression issues. Social Services will be asked to review the pay ranges to see if they would work with the merit system pay ranges.

Debbie Nelson, Finance and Tax Director, has calculated the cost to implement a plan similar to what was used in 2004, where employees would be given a step for the following years of service:

- Less than 3 years – No step
- Less than 7 years – 1 step
- Less than 12 years – 2 steps
- Over 12 years – 3 steps

No elected officials were included and no employee was allowed to go above step 13. The estimated cost would be \$475,000, with additional cost of about \$100,000 for social security and retirement.

Sheriff Rost addressed the board regarding the rank structure at the Sheriff's Department. There are Corporals making more than Sergeants and Sergeants making more than Lieutenants and this needs to be addressed.

Bret Burkholder, Correctional Center Administration, addressed the board regarding the Adult Corrections Sergeant appeal recommendation.

Bridgie Hansen, Juvenile Detention Administrator, addressed the board.

Ed Christ, Social Services Director, addressed the board regarding the HSPA I position. The merit system pay range is much different than the County's pay range for that position. The salaries for the Lead Worker positions can be addressed after the compression issue has been addressed.

Ms. Antonsen will review the Adult Corrections Sergeant and the HSPA I appeals again. She will be able to review the positions next week.

Moved by Malm, seconded by Schmisek, to approve the appeal recommendations by Springsted for the Emergency Management Assistant, Assistant Treasurer II/Election Assistant, Senior Information Tech, Social Worker III, Business Manager, Eligibility Worker I, Eligibility Worker II, Eligibility Supervisor, HSPA III, Social Worker II, Lead Social Worker II and Direct Care III positions, effective January 1, 2013. Motion carried unanimously.

Ms. Antonsen was asked for the cost for a salary survey update. Debbie Nelson will place the item under Unfinished/New Business as soon as it is available. The Commission will also discuss how often a salary survey should be done.

Vicky Hendrickson, Payroll and Human Resource Assistant, addressed the board.

Moved by Murphy, seconded by Schmisek, to adjourn. The meeting adjourned at 3:04pm.

Cynthia Pic, Chair
Grand Forks County Commission

Debbie Nelson, County Auditor