

**MINUTES
OF THE
LA PAZ COUNTY BOARD OF SUPERVISORS
Monday, January 7, 2019, 1:00 p.m.
Worksession**

Chairman Minor called the January 7, 2019, worksession of the La Paz County Board of Supervisors to order at 1:05 p.m. Elected Officials and Department Heads present were: Chairman Minor, Supervisor Irwin, Supervisor Wilson, County Administrator Drake, Deputy County Attorney Dooley, Human Resources Director Frantz, Sheriff Risen, Public Works Director Simmons, Community Development Administrator Yackley, Elections Director Scholl, County Attorney Rogers; and Clerk of the Board Green.

Presentation of Employee Comp & Class Information

Human Resources Director Frantz gave a power point demonstration giving an overview of what Comp & Class Planning was about. She went over objectives, scope, methods, responsibilities, and what the County was presently doing with hiring.

She stated that the purpose of the worksession was to get direction from the Board.

Chairman Minor stated that he was leaning towards information that could be had through the National Association of Counties (NACO) instead of paying out for a study.

She expressed that she felt there needed to be a “true-up”.

Supervisor Irwin suggested that the Waters Study in 2005 could be used as a “base” of analysis.

Supervisor Wilson questioned at what point in the salary ranges provided by the Waters Study was the value of the position attained.

Discussion ensued on employer costs for medical that must be considered with regard to salaries.

Discussion ensued at length at what the definition of “true-up” meant to each person, with the Board expressing they needed an analysis that would give them a “financial piece” to the plan.

County Administrator Drake stated that he “struggled” with the thought of just a compensation study, “leapfrogging” into a process that could be missing information on a job classification that would not be included in the compensation plan.

Chairman Minor stated that he wanted to find a proper range on salaries, award longevity and have a merit plan also.

