

**MINUTES  
OF THE  
LA PAZ COUNTY BOARD OF SUPERVISORS  
Tuesday, January 22, 2019, 1:00 p.m.  
Worksession**

Chairman Minor called the January 22, 2019, worksession of the La Paz County Board of Supervisors to order at 1:00 p.m. Elected Officials and Department Heads present were: Chairman Minor, Supervisor Irwin, Supervisor Wilson, County Administrator Drake, Deputy County Attorney Dooley, Shop Supervisor Braska, Finance Director Krukemyer, Health Director Shontz, County Attorney Rogers, Sheriff Risen, Fiduciary Hartless, Human Resource Director Frantz, Clerk of the Board Green.

**Presentation of Employee Comp & Class Information**

Human Resource Director Frantz distributed a handout to the Board giving a glossary of her presentation and “true-up” salary compensation information.

She explained the spreadsheet information, stating that the “true-up” would only include hourly employees.

Discussion ensued at length with comments and suggestions as to how to go forward on job and personnel evaluations, employee compression, grant positions, noting that salary ranges/benchmark positions could be compared to the Arizona Association of Counties (AACO) information on County positions and salaries.

Chairman Minor expressed that much needed to be done regarding these issues; however, it could not be done overnight, and a target goal could be set.

Supervisor Wilson expressed concern on the “true-up” suggestion noting that Human Resource and the Board can make recommendation to the Department Heads for their employees; however, it should be up to the department heads to perform some merit review or evaluation and give them some discretion on increases if the Board moves in that direction.

Supervisor Irwin expressed that many good and long-time employees were lost for lack of salary increases; and many come and go, staying here for only a couple of years for the training and go elsewhere for salaries substantially above what the County pays.

Human Resource Director Frantz stated that she would start with the AACO studies of positions/salaries and bring forth something for the Board to work with. She would discuss with County Administrator Drake as to when to come back before the Board.

