

THE MORGAN COUNTY BOARD OF COMMISSIONERS AND MORGAN COUNTY COUNCIL MET IN A JOINT SESSION ON MONDAY, JUNE 15, 2020 AT 5:00 P.M.

COMMISSIONER MEMBERS PRESENT WERE RYAN GOODWIN, KENNY HALE AND NORMAN VOYLES. COUNCIL MEMBERS PRESENT WERE BRYAN COLLIER, KIM MERIDETH, DAVE ZOLLER, VICKIE KIVETT, DANIEL ELLIOTT, AND KELLY ALCALA. DEB VERLEY, EXECUTIVE ASSISTANT; DAN BASTIN, AUDITOR; JOSH MESSMER, COUNTY ADMINISTRATOR; DAREE FRY, HR DIRECTOR; AND JIM WISCO, COUNTY ATTORNEY, WERE ALSO PRESENT. PAUL PRATHER WAS ABSENT.

PLEDGE.

PRAYER (*Ryan Goodwin*).

WAGE AND JOB STUDY

Ryan Goodwin stated that the purpose of the meeting was to review the results of the job study that was commissioned last year with Waggoner Irwin Scheele & Associates.

Josh Messmer stated that Morgan County Government wants to be the employer of choice in Morgan County. There is a significant portion of the current county workforce (23%) that has retirement in view that will be taking a lot of institutional knowledge with them and the county will be a need to skill up new employees who won't be as qualified. Mr. Messmer discussed obstacles and opportunities.

Daree Fry showed the turnover for 2018, 2019 and so far for 2020. Ms. Fry also outlined the liability for unequal pay and stated that the cost for litigation could be anywhere from \$100,000 to \$500,000. If employees perceive a pay gap, they are 16% more likely to seek employment elsewhere. Also mentioned were moral issues, employee burnout, and the cost of overtime. In 2019, there were over 8,000 hours of overtime at a cost of \$265,000 (excluding EMS). Ms. Fry stated that satisfied employees with competitive wages have fewer safety incidents, recruit other employees, are more productive, have less absenteeism, and have less turnover. With higher moral, employees tend to stay longer and are more loyal when they feel appreciated and valued. Ms. Fry stated that the county needs a high-quality workforce; two quality employees can have a higher productivity rate than three employees that are less engaged.

Josh Messmer stated that Waggoner Irwin Scheele & Associates looked at two things – how employees in a like position are paid compared to one another; this is the internal base. Next was how the county compares to the external market. This included 14 counties, 7 cities, and internal data WIS has compiled. WIS provided information showing that if employees that are far outside of the mid-point were brought up to the mid-point level, it would cost \$197,459 in the first year. Bringing the lowest half of the employees to the external mid-point would be \$194,379 in the second year and the remaining half would be \$194,379 in the third year. WIS recommended that longevity be made a part of the pay rate and that future raises be based on a multi-component matrix; longevity, performance, and credentials.

Mr. Messmer showed tables and graphs illustrating the differences in the internal and external rates compared to existing rates and discussion and questions followed.

Ryan Goodwin stated that WIS was thorough and knowledgeable in completing the plan; the Council now has more information at their fingertips than ever before. Mr. Goodwin stated that they need to act while the information is fresh.

Dan Bastin stated that elected officials and department heads would need to make sure that job descriptions are kept up to date. Bryan Collier stated that he could see WIS doing an update and smaller revision in five years.

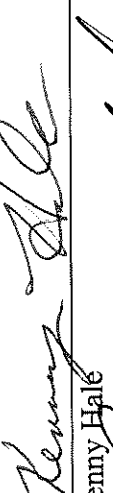
Mr. Goodwin noted that the State Board of Accounts has deemed a range of pay acceptable for the executive category which contains positions such as County Administrator, HR Director, Data Administrator, and other management positions; all other positions need to be specified.

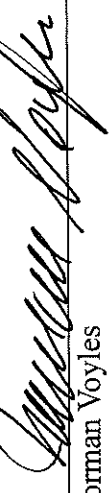
ADJOURNMENT

Kim Merideth made a motion to adjourn. Motion seconded by Daniel Elliott. Motion carried 6-0.
Kenny Hale made a motion to adjourn the meeting. Motion seconded by Norman Voyles. Motion carried 3-0.

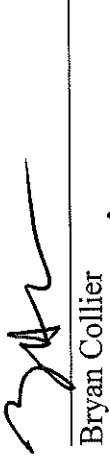
Morgan County Board of Commissioners


Ryan Goodwin


Kenny Hale


Norman Voyles

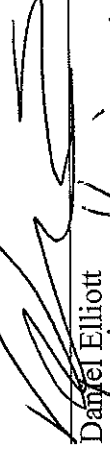
MORGAN COUNTY COUNCIL

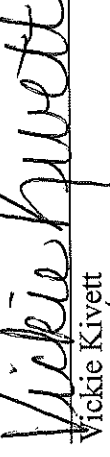

Bryan Collier

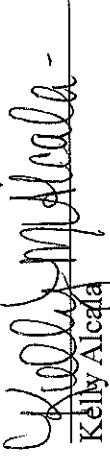

Kim Merideth


Paul Prather


Dave Zoller


Daniel Elliott


Vickie Kivett


Kelly Alcada

ATTEST:


Dan Bastin, Morgan Co. Auditor