

PERSONNEL COMMITTEE MINUTES

Tuesday, August 2, 2016
Clark County Courthouse, Rm. 307

Call to order: 9:30 a.m.

Supervisors Present: Marcia Hochhalter, Mark Renderman, Al Bower, Arlene Kodl, and Randy Sebesta

Others present for some or all of the meeting: Clinton Langreck, Personnel Manager; Kelly Mathis, Personnel Administrative Assistant; Joan Jalling, CCRLC; Wayne Hendrickson, County Administrator/County Board Chairman, and Marcus Auman, Forestry and Parks Department.

Motion made by Al Bower, seconded by Randy Sebesta to approve the Personnel Committee minutes from the July 18th, 2016 meeting. Voice vote, all ayes, motion carried.

Motion made by Al Bower, seconded by Randy Sebesta to approve the Personnel Committee minutes from the July 19th, 2016 meeting. Voice vote, all ayes, motion carried.

Motion made by Marcia Hochhalter to deny the reclassification request for the I & A Specialists in the ADRC Department from Pay Grade K to Pay Grade I. No second. No action taken.

Motion made by Arlene Kodl to approve the reclassification request for the Office/Safety Manager in the ADS Department from Pay Grade K to Pay Grade J. No second.

Motion made by Marcia Hochhalter, seconded by Randy Sebesta to deny the reclassification request for the Office Safety Manager in the ADS Department from Pay Grade K to Pay Grade J. Randomized roll call vote, 3 ayes, 2 nays (Renderman & Kodl), motion carried.

Motion made by Al Bower, seconded by Marcia Hochhalter to deny the reclassification request for the Adult Development Services Director in the ADS Department from Pay Grade G to Pay Grade E. Randomized roll call vote, 4 ayes, 1 nay (Kodl), motion carried.

Motion made by Arlene Kodl, seconded by Mark Renderman to approve the reclassification request for the Food Service Manager in the ADS Department from Pay Grade J to Pay Grade K. Randomized roll call vote, 4 ayes, 1 nay (Bower), motion carried.

There was further review on the reclassification request for the Vocational Counselor in the ADS Department from Pay Grade M to Pay Grade L. No action taken.

Motion made by Arlene Kodl to approve the reclassification request for the Finance/Payroll Assistant in the Finance Office from Pay Grade M to Pay Grade L. No second.

Motion made by Randy Sebesta, seconded Marcia Hochhalter to deny the reclassification request for the Finance/Payroll Assistant in the Finance Office from Pay Grade M to Pay Grade L. Randomized roll call vote, 4 ayes, 1 nay (Kodl), motion approved.

Motion made by Mark Renderman to approve the reclassification request for the Accountant/Payroll & Benefits Coordinator in the Office of Finance from Pay Grade H to Pay Grade G. No second. No action taken.

Motion made by Arlene Kodl to approve the reclassification request for the Accounting Assistant in the Community Services Department from Pay Grade O to Pay Grade M. No second.

Motion made by Randy Sebesta, seconded by Marcia Hochhalter to deny the reclassification request for the Accounting Assistant in the Community Services Department from Pay Grade O to Pay Grade M. Randomized roll call vote, 4 ayes, 1 nay (Kodl), motion carried.

Motion made by Mark Renderman, seconded by Arlene Kodl to approve the reclassification request for the Birth to Three Program Coordinator/Service Coordinator/Early Interventionist in the Community Services Department from Pay Grade K to Pay Grade I. Randomized roll call vote, 2 ayes, 3 nay (Hochhalter, Bower, Sebesta), motion failed.

Motion made by Marcia Hochhalter, seconded by Mark Renderman to approve the reclassification request for the Emergency Mental Health Crisis Worker in the Community Services Department from Pay Grade J to Pay Grade I. Randomized roll call vote, all ayes, motion carried.

Motion made by Arlene Kodl to approve the reclassification request for the Accounting Technician in the Community Services Department from Pay Grade M to Pay Grade J. No second. No action taken.

Motion made by Mark Renderman, seconded by Al Bower to approve the reclassification request for the Maintenance Technician in the Forestry and Parks Department from Pay Grade M to Pay Grade L. Randomized roll call vote, all ayes, motion carried.

Motion made by Al Bower to approve the reclassification request for the Administrative Assistant in the Forestry and Parks Department from Pay Grade M to Pay Grade K. No second. No action taken.

Motion made by Al Bower to approve the reclassification request for the Forestry Technician in the Forestry and Parks Department from Pay Grade L to Pay Grade J. No second. No action taken.

Motion made by Al Bower to approve the reclassification request for the Forester in the Forestry and Parks Department from Pay Grade I to Pay Grade H. No second. No action taken.

Motion made by Mark Renderman, seconded by Al Bower to approve the reclassification request for the Parks Worker/Equipment Operator in the Forestry and Parks Department from Pay Grade O to Pay Grade M. Randomized roll call vote, all ayes, motion carried.

Motion made by Al Bower to approve the reclassification request for the Facilities Manager in the Forestry and Parks Department from Pay Grade I to Pay Grade H. No second. No action taken.

Motion made by Al Bower, seconded by Mark Renderman to approve the reclassification request for the Construction Specialist/Heavy Equipment Operator in the Forestry and Parks Department from Pay Grade K to Pay Grade J. Randomized roll call vote, all ayes, motion carried.

Motion made by Al Bower, seconded by Arlene Kodl to approve the reclassification request for the Parks and Program Manager in the Forestry and Parks Department from Pay Grade G to Pay Grade F. Randomized roll call vote, 2 ayes, 3 nays (Hochhalter, Renderman, Sebesta), motion failed.

Motion made by Mark Renderman, seconded by Marcia Hochhalter to approve the lateral reclassification request for the Administrative Assistant in the Public Health Department to step four on the scale or \$18.77 per hour. Randomized roll call vote, 2 ayes, 3 nays (Sebesta, Kodl, Bower), motion failed.

Motion made by Randy Sebesta, seconded by Marcia Hochhalter to approve the lateral reclassification request for the Administrative Assistant in the Public Health Department to step three on the scale or \$18.02 per hour. Randomized roll call vote, all ayes, motion carried.

Motion made by Al Bower to approve the lateral reclassification request for the Operations Manager/Patrol Superintendent in the Highway Department to step five on the scale of \$32.29 per hour. No second.

Motion made by Randy Sebesta, seconded by Marcia Hochhalter to deny the lateral reclassification request for the Operations Manager/Patrol Superintendent in the Highway Department to step five on the scale or \$32.29 per hour. Randomized roll call vote, 4 ayes, 1 nay (Bower), motion carried.

Motion made by Marcia Hochhalter, seconded by Mark Renderman to deny the lateral reclassification request for the Highway Financial Manager in the Highway Department to step four on the scale or \$27.42 per hour. Randomized roll call vote, 4 ayes, 1 nay (Bower), motion carried.

Motion made by Al Bower to approve the lateral reclassification request for the Mechanic/Welder/Fabricators in the Highway Department to step four on the scale or \$23.59 per hour. No second. No action taken.

Motion made by Al Bower, seconded by Mark Renderman to approve the lateral reclassification request for the Heavy Equipment Operators in the Highway Department to step three on the scale or \$22.65 per hour. Randomized roll call vote, 2 ayes, 3 nays (Hochhalter, Kodl, Sebesta), motion failed.

Motion made by Marcia Hochhalter, seconded by Randy Sebesta to deny the lateral reclassification requests for the Equipment Operators in the Highway Department to step four on the scale or \$22.09 per hour. Randomized roll call vote, 3 ayes, 2 nays (Renderman, Bower), motion carried.

Motion made by Mark Renderman, seconded by Arlene Kodl to approve the reclassification request for the Telecommunicators in the Sheriff's Office from Pay Grade M to Pay Grade L. Randomized roll call vote, all ayes, motion carried.

Motion made by Arlene Kodl, seconded by Mark Renderman to approve the reclassification request for the Access Workers in Social Services Department from Pay Grade M to Pay Grade L. Randomized roll call vote, 3 ayes, 2 nays (Bower, Hochhalter), motion carried.

Motion made by Arlene Kodl to approve the reclassification request for the Account Technician in the Social Services Department from Pay Grade M to Pay Grade K. No second. No action taken.

There was further review on the reclassification request for the Benefits Specialist in the Veteran Service Office from Pay Grade L to Pay Grade K. No action taken.

Motion made by Arlene Kodl, seconded by Mark Renderman to approve the reclassification request for the Beautician in the CCRLC from Pay Grade Q to Pay Grade O. Randomized roll call vote, 2 ayes, 3 nays (Hochhalter, Bower, Sebesta), motion failed.

Motion made by Arlene Kodl, seconded by Mark Renderman to approve the reclassification request for the Assistant Director of Food and Nutrition in the CCRLC from Pay Grade I to Pay Grade H. Randomized roll call vote, 2 ayes, 3 nays (Hochhalter, Bower, Sebesta), motion failed.

Motion made by Marcia Hochhalter, seconded by Randy Sebesta to approve the reclassification request for the Activity Therapists in the CCRLC from Pay Grade P to Pay Grade O. Voice vote, 4 ayes, 1 nay (Bower), motion carried.

Motion made by Mark Renderman, seconded by Arlene Kodl to approve the reclassification request for the Resident Assistants in the CCRLC from Pay Grade P to Pay Grade O. Randomized roll call vote, all ayes, motion carried.

Motion made by Arlene Kodl to approve the reclassification request for the Housekeepers in the CCRLC from Pay Grade S to Pay Grade Q. No second.

Motion made by Mark Renderman, seconded by Randy Sebesta to table the Housekeeper reclassification request. Randomized roll call vote, all ayes, motion carried.

Motion made Randy Sebesta, seconded by Al Bower to table the Laundry Worker/Linen and Clothing Clerk reclassification request. Randomized roll call vote, all ayes, motion carried.

Motion made by Mark Renderman, seconded by Randy Sebesta to table the Food Service Worker reclassification request. Randomized roll call vote, all ayes, motion carried.

Motion made by Mark Renderman, seconded by Arlene Kodl to approve the reclassification request for the Sewing Room Clerk in the CCRLC from Pay Grade R to Pay Grade Q. Randomized roll call vote, 4 ayes, 1 nay (Sebesta), motion carried.

Motion made by Arlene Kodl, seconded by Mark Renderman to approve the reclassification request for the Personal Support Workers in the CCRLC from Pay Grade P to Pay Grade O. Randomized roll call vote, all ayes, motion carried.

Motion made by Mark Renderman, seconded by Arlene Kodl to approve the reclassification request for the Adult Day Care Aide in the CCRLC from Pay Grade Q to Pay Grade O. Randomized roll call vote, all ayes, motion carried.

Motion made by Marcia Hochhalter, seconded by Mark Renderman to approve the reclassification request for the Day Services Coordinator in the CCRLC from Pay Grade K to Pay Grade I. Randomized roll call vote, 4 ayes, 1 nay (Bower), motion carried.

Motion made by Arlene Kodl, seconded by Mark Renderman to approve the reclassification request for the Day Services Assistant Coordinator in the CCRLC from Pay Grade O to Pay Grade N. Randomized roll call vote, all ayes, motion carried.

Motion made by Arlene Kodl to approve the reclassification request for the Director of Financial Services in the CCRLC from Pay Grade E to Pay Grade C. No second. No action taken.

Motion made by Randy Sebesta, seconded by Al Bower to deny the reclassification request for the Registered Dietician in the CCRLC from Pay Grade I to Pay Grade H. Randomized roll call vote, 4 ayes, 1 nay (Kodl), motion carried.

Motion made by Arlene Kodl to approve the reclassification request for the Director of Medical Records in the CCRLC from Pay Grade K to Pay Grade J. No second. No action taken.

Motion made by Marcia Hochhalter, seconded by Arlene Kodl to approve the reclassification request for the Housekeeping Supervisor in the CCRLC from Pay Grade L to Pay Grade K. Randomized roll call vote, 3 ayes, 2 nay (Sebesta, Bower), motion carried.

Motion made by Mark Renderman, seconded by Arlene Kodl to approve the reclassification request for the Licensed Practical Nurses in the CCRLC from Pay Grade L to Pay Grade K. Randomized roll call vote, 2 ayes, 3 nays (Hochhalter, Bower, Sebesta), motion failed.

Motion made by Marcia Hochhalter, seconded by Arlene Kodl to approve the reclassification request for the Rehab Office Supervisor/Accounting Technician in the CCRLC from Pay Grade N to Pay Grade M. Voice vote, all ayes, motion carried.

Motion made by Arlene Kodl, seconded by Mark Renderman to approve the reclassification request for the Food Service Manager in the CCRLC from Pay Grade I to Pay Grade J. Randomized roll call vote, all ayes, motion carried.

Motion made by Arlene Kodl, seconded by Mark Renderman to approve the reclassification request for the Director of Activity Therapy in the CCRLC from Pay Grade K to Pay Grade J. Randomized roll call vote, 3 ayes, 2 nays (Hochhalter, Sebesta), motion carried.

Motion made by Mark Renderman, seconded by Arlene Kodl to approve the reclassification request for the Resident Accounts/Bookkeeper in the CCRLC from Pay Grade N to Pay Grade M. Randomized roll call vote, 2 ayes, 3 nays (Hochhalter, Bower, Sebesta), motion failed.

Motion made by Arlene Kodl, seconded by Mark Renderman to approve the reclassification request for the Unit Clerk in the CCRLC from Pay Grade O to Pay Grade M. Randomized roll call vote, 2 ayes, 3 nays (Hochhalter, Bower, Sebesta), motion failed.

Motion made by Arlene Kodl, seconded by Mark Renderman to approve the reclassification request for the Health Information Technician in the CCRLC from Pay Grade N to Pay Grade M. Randomized roll call vote, 2 ayes, 3 nays (Hochhalter, Bower, Sebesta), motion failed.

Motion made by Mark Renderman, seconded by Arlene Kodl to approve the reclassification request for the Staffing Coordinator/Administrative Assistant in the CCRLC from Pay Grade N to Pay Grade M. Randomized roll call vote, 4 ayes, 1 nay (Hochhalter), motion carried.

Motion made by Arlene Kodl, seconded by Mark Renderman to approve the reclassification request for the Client Services Specialist in the CCRLC from Pay Grade O to Pay Grade N. Randomized roll call vote, 2 ayes, 3 nays (Hochhalter, Bower, Sebesta), motion failed.

Motion made by Arlene Kodl to approve the reclassification request for the Director of Social Services in the CCRLC from Pay Grade H to Pay Grade G. No second. No action taken.

Motion made by Mark Renderman, seconded by Arlene Kodl to approve the reclassification request for the Plant Operation Specialists in the CCRLC from Pay Grade M to Pay Grade L. Randomized roll call vote, 2 ayes, 3 nays (Hochhalter, Bower, Sebesta), motion failed.

Motion made by Arlene Kodl, seconded by Mark Renderman to approve the reclassification request for the Housekeepers in the CCRLC from Pay Grade S to Pay Grade Q. Randomized roll call vote, 4 ayes, 1 nay (Sebesta), motion carried.

Motion made by Arlene Kodl, seconded by Mark Renderman to approve the reclassification request for the Food Service Workers in the CCRLC from Pay Grade S to Pay Grade Q. Randomized roll call vote, 4 ayes, 1 nay (Sebesta), motion carried.

Motion made by Arlene Kodl, seconded by Mark Renderman to approve the reclassification request for the Laundry Workers/Linen and Clothing Clerks in the CCRLC from Pay Grade S to Pay Grade Q. Randomized roll call vote, 4 ayes, 1 nay (Sebesta), motion carried.

Next Meetings:

- Tuesday, September 20th @ 9:30 a.m. in Room 307 (AFSME)
- Wednesday, September 21st @ 9:00 a.m. at CCRLC (Teamsters)

Motion made by Arlene Kodl, seconded by Marcia Hochhalter to adjourn at 3:26 p.m. Voice vote, all ayes, motion carried.