

Minutes of
Community Development Services
Study Session
May 27, 2003

Those Present: Bruce Coe, Perry Huston and Max Golladay

Also Present: David Taylor and Allison Kimball

2003 Salary Adjustments – Combined Departments

David Taylor presented to the Board a budget narrative for an amendment to the 2003 Budget to allow for some restructuring and salary increases. He showed an organizational chart and salary numbers. He cited the compensation committee, information received from Kirk Eslinger, Human Resources Director, Municipal Research and others. He stated the market value of these positions and their value to the county.

Taylor discussed alternatives also. One of those discussed was to exempt everyone in the department except the Office Assistant/Board Clerk which is a Union position. Rehire all the planners, Building Inspectors, Plans examiners. This would mean that the position descriptions would be revised making them exempt positions. The Board told Taylor to coordinate with Eslinger to examine exempt issues as well as any rehire issues.

They discussed the need to make a case for the planners workload versus the new duties. He discussed the historical workload method (workload vs. responsibility), a new look at workload vs. staff reduction and enhanced or the same level of service (statutory vs. actual). He stressed that the dollars be commensurate with the job done.

The worst case scenario would be the need to hire an additional planner and building inspector to increase the level of service.

Rob Omans Evaluation

David Taylor said that Rob Omans received an overall rating of above average in his evaluation earlier this month and asked for a 4% salary increase. He cited Oman's help with the building policies and transition.

The Board approved the 4% raise in salary for Omans.

APPROVED
1/6/04