

~Minutes~

POTTER COUNTY SALARY BOARD MEETING

December 16, 2021

CALL TO ORDER Commissioner Grupp called the meeting to order at 11:02 a.m.

MOMENT OF SILENCE

PLEDGE OF ALLEGIANCE

ROLL CALL Treasurer Krista Miller; Commissioner Nancy Grupp; Commissioner Barry Hayman; Commissioner Paul Heimel; Chief Clerk Jessica Giebel; and Recording Secretary Danielle Gietler, all present.

MINUTES – December 2, 2021 ~Action~ Treasurer Miller moved to approve. Comm. Hayman seconded. Miller yes; Hayman yes; Grupp yes; Heimel yes.

NEW BUSINESS

Potter County Human Services (PCHS) Starting Base-Rate Salary Schedule for any new non-union and appointed employees for 2022. Treasurer Miller moved to approve a 2-percent increase in the pay rate. Comm. Grupp seconded. Miller yes; Grupp yes; Hayman yes; Heimel yes.

Temporary agreement between PCHS and the employees' union to increase starting salary for all positions. ~Action~ Comm. Hayman moved to table. Comm. Heimel seconded. Hayman yes; Heimel yes; Grupp yes; Miller yes.

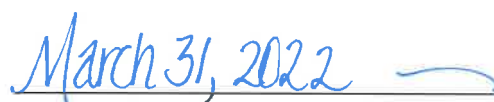
PUBLIC COMMENT

Four Potter County elected officials as well as Treasurer Miller expressed concern about the salary scale that is in place under separate contracts between the county and labor unions. The current four-year labor agreements expire on Dec. 31, 2023. Sheriff Glenn Drake, Register & Recorder Nicole Larsen, Prothonotary and Clerk of Courts Kathy Schroeder, and District Attorney Andy Watson requested that the Board of Commissioners consider taking steps to make salaries of county employees more attractive and competitive with those in the private sector. A far-reaching conversation ensued. Commissioner Hayman responded that the appropriate time to resolve compensation issues is during the collective bargaining process. He said he was reluctant to consider reopening the ratified labor contracts and increasing compensation for certain employees only. Treasurer Miller repeated her assertion made at an earlier meeting that increasing pay for certain non-union employees at a higher rate than those who are covered by union contracts was unfair. Commissioner Heimel pointed out that the county's compensation to employees is not merely salary, but also a fully paid top-tier health insurance package, a guaranteed pension plan and other benefits. He added that salaries, time management, performance management and many related topics could be addressed by the commissioners contracting for a study by a qualified consultant. Commissioner Grupp advised that employees who are covered by collective bargaining agreements should take their grievances to their union leadership, which could then contact the Board of Commissioners for discussions.

ADJOURNMENT ~Action~ Treasurer Miller moved to adjourn. Comm. Grupp seconded. Miller yes; Grupp yes; Hayman yes; Heimel yes.

Prepared by Danielle Gietler


Potter County Executive Secretary


Approval Date