

EXECUTIVE SESSION

Wabash County Commissioners and County Council met in Executive Session on June 10, 2009 in a joint meeting at 4:00 P.M. in the Commissioner's Meeting Room. Council members Mike Ridenour, Daryl Evans, Randy Curless, James Kaltenmark and Ted Little were present along with Commissioners Brian Haupert, Scott Givens and Barry Eppley. Also present were Jim Dils, County Coordinator/Human Resources Director and Wabash County Auditor Jane Ridgeway. All Department Heads and Elected Officials were invited to receive proposed salaries and wages for their 2010 budgets.

Ridenour called the meeting to order and briefly explained the recently completed Waggoner, Irwin, Scheele and Associates, Inc. job classification study. Ridenour explained that this year the Council and Commissioners have prepared salary expectations for each department reflecting the internal comparisons of the salary comparisons. To institute the program and still maintain some balance the Council and Commissioners has decided they can only increase salaries deemed undercompensated capped at 3% only this year. Comparison analysis was not done for elected officials and the Council fully expects a wage freeze for Elected Officials. The total of the increases this year total around \$30,000.

Little stated this study has created base line data for comparisons of job descriptions to be fair with the employees so going forward the Council should be able to build on the information to be more equitable than the practice in the past of across-the-board raises.

A Committee has been established for department heads and elected officials to go before for any adjustments due to changes in job descriptions and duties. Jim Dils, Human Resource Director, County Auditor Jane Ridgeway, Councilmen Daryl Evans, Randy Curless and Commissioner Barry Eppley will serve on the committee and they are expected to meet at least once a year prior to budget preparation. The Committee will make recommendations to the Commissioners and Council for changes and funding.

Dils added that information in the factoring program has been used by the state and across the state for job classifications since the early 70s. This is not created only for Wabash County.

Packets were distributed to each department head with the relevant information included. The Commissioners also have implemented a policy of any position openings needing to be approved by the Commissioners prior to new hires.

The meeting was adjourned on a motion by Daryl Evans, seconded by Randy Curless and a 5-0 vote.

Approved as written – June 22, 2009