

Forman, North Dakota
December 16, 1998

The Sargent County Board of Commissioners met in special session at 4:00 p.m. with the following present: Betty Hewitt, Don Wehlander, Lysle Coleman, Steve Wyum and Bill Smith. Absent none. Also present Travis Paeper, Gina Hillestad and Lyle Bopp.

Travis Paeper, representing and SC Personnel Board, stated that the Board had reviewed the policy manual, proposed pay plan and some of the numbers as determined by Gina Hillestad. The Personnel Board amended some of the language in the pay plan document and voted to adopt and recommend to the Board of County Commissioners for adoption. They would like to schedule a meeting with all department heads on January 11, 1999 at 3:30 p.m. to discuss the implementation of the pay plan upon approval by the Board of Commissioners.

The commissioners reviewed the proposal, discussed weed board employees and probationary employees as well as dollars available to implement this plan.

Eligible employees will receive a 3% pay increase on January 1, 1999 as adopted in the budget.

WHEREAS, the county's policy is to pay base compensation that is competitive with its relevant labor market,

IT IS HEREBY RESOLVED to concur with the Sargent County Job Classification and Pay Plan to adopt the first step for all eligible employees and the second step for employees not at mid-range for their grade and class. Probationary employees not included and weed board employees included but not eligible because of a previous commitment with that Board for 1999. The effective date is January 1, 1999 and subject to numerical review by the chief financial officer. (Smith/Wyum. Roll Call vote. Aye: Smith, Wyum, Coleman, Wehlander, and Hewitt. Nay: none. Motion carried)

Meeting adjourned at 5:15 p.m.

BETTY HEWITT, CHAIRMAN

ATTEST:

SHERRY HOSFORD, AUDITOR