



Board of Commissioners' Human Resources Meeting  
October 11, 2019 ~ 9:00 am ~ Room 214

10/11/2019 - Minutes

**1. Call To Order, Those Present**

Commissioner Boyd, Commissioner Morris, Commissioner DeGroot, Lisa Jackson/Human Resources, Mika Blain/County Counsel, Vickie Noel/Finance, Sandy Cox/Admin Staff, Becca Robbins/Herald and News, Lyle Ahrens/KOTI

**2. County Wide Comp & Class Study RFP Discussion**

Lisa Jackson addresses the Board, discussion on estimated cost associated with Countywide Class & Compensation Study, between 100k - 200k depending on the level of detail we are seeking. Discussion that contracting policy requires issuance of formal RFP, Board consensus is to have Contract Manager help Lisa Jackson get an RFP issued. Commissioner Morris is not in favor of going down this road, thinks this will cost the County a lot of money. Commissioner Boyd disagrees, believes not all positions are under compensated, suggests that we start eliminating the vacant positions we keep funding and not filling and use that funding to pay people more and expect more from them. Commissioner Morris would like to see other incentives before diving into the salary part. Commissioner Boyd explains that the study would cover other incentives as well. Commissioner DeGroot feels if the County offers good pay/incentives then we can expect people to go above and beyond for the County. Commissioners ask Mika Blain if Leslie Barlow-Hunter can help HR get the RFP issued. Blain responds that yes she can help, but she really needs to know th scope of work. Consensus is to move forward with issuing an RFP.

**3. EE Notification**



Lisa Jackson presents letter to employees, notification of change to Pension Plan. Commissioner DeGroot motions to sign letter, Commissioner Morris seconds. Discussion about distribution method. Unanimous vote. Approved

**4. Other County Business**

Vickie Noel addresses the Board regarding Sheriffs budget, is being told to transfer 100k from General Fund to equipment reserves? Discussion that Commissioner Boyd will go back and listen to the audio from the Budget Hearing to see if that was the decision. Board asks Vickie to add the matter to next Tuesday's Admin meeting for further discussion.

**5. Adjournment**

9:17am

Audio recordings of all proceedings are available at the County Commissioners' office. The meeting facility is handicap accessible. Persons needing materials in alternate format or communication access, should telephone this office at 541-883-5100  (voice/TDD) or the ADA Coordinator at 541-883-4296  at least 48 hours in advance of the scheduled meeting.

Klamath County Commissioners' Weekly Calendar is subject to change without notice.

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