

January 26, 2011

PERSONNEL COMMITTEE REPORT

The Personnel Committee met Wednesday, January 26, 2011 at 5:300 p.m., in the Quorum Court Meeting Room, Third Floor, County Administration Building, 215 East Central, Bentonville.

Committee Members Present: Sandlin, Allen, Harrison, Blaty, Carr, Moore

Others Present: County Judge Robert D. Clinard, Comptroller Richard McComas, Human Resources Manager Barbara Ludwig, JPs Herb Hawkins and Dan Douglas

Media: Tom Sissom– Benton County Daily Record

JP Sandlin called the meeting to order.

Public Comments:

None

1. New Business – Reorganization under the Office of the County Judge

Comptroller Richard McComas stated that the County Judge’s reorganization involves transfers between departments, but does not require additional funds that were not included in the budget.

JP Allen questioned if there was any savings. County Judge Bob Clinard stated that the move would make the county more efficient, therefore saving the county money.

Richard McComas stated that the Fire Marshal position was being moved from County Judge (Dept 1) to Fire Services (Dept 47), adding that there has not been a position in that department before.

A. Job Position Changes – Schedule 4

01. Move Grants Administrator from Department 19 to Department 1

02. Move Properties Coordinator from Department 1 to Department 19

Human Resources Manager Barbara Ludwig explained for the benefit of the new Justices of the Peace how the changes would affect Schedule 4 in the budget. She stated that Schedule 4 is a formal document approved by the court that lists all the positions by department and salary grades. She added that anytime those changes are made it goes through the whole court process because it will affect Schedule 4, which is part of the budget. She stated the change in “Item A” is in departments only—the Grants Administrator under Accounting/Human Resources (Dept 19) is being moved to the County Judge’s Department, and that the Properties Coordinator now under the County Judge will be moved to Accounting/Human Resources.

B. Reorganization – Department 1 (County Judge)

01. Delete Director of Public Safety – Add Administrator of Public Safety

02. Delete Director of Public Service – Add Administrator of Public Service

03. Delete GIS Coordinator (Dept 49) – Add Administrator General Service (Dept 1)

04. Delete Fire Marshal/Manager of Public Service Operations (Dept 1) – Add Fire Marshal (Dept 47)

05. Delete Comptroller/ Director of Administration (Dept 1) – Add Comptroller (Dept 19)

Barbara Ludwig stated that Items “1” and “2” are title changes with no change to salary range, and the GIS Coordinator position in Department 49 will be deleted and that person will become the Administrator of General Service under the County Judge’s Department, with no change in salary. She stated that the Fire Marshal/Manager of Public Service Operations will be deleted, and the position of Fire Marshal will be added to Fire Services (Dept 47). She added that the Comptroller/Director of Administration title in the County Judge’s Department will be deleted, and the position will be renamed “Comptroller” and moved to Accounting/Human Resources. She stated that the changes to Schedule 4 will have zero impact to the budget.

Richard McComas stated that he wanted to point out that the salaries that are being used are the same salaries that were used in the 2010 Budget.

Discussion was held on the reorganization, title, and department changes.

JP Harrison made motion to accept the reorganization changes and forward to the Tuesday, February 1, 2011 Finance Committee agenda, seconded by JP Blaty.

Motion passed by unanimous voice vote.

C. Request for Waiver in Hire-in Rate Policy

County Judge Bob Clinard stated that the administration changes are basically name changes. He stated that the request for a Waiver in the Hire-in Rate Policy is for the person he hired in as Director of Public Service, Gary Black, in order for him to receive the same salary rate that was being paid to the person previously in the position. He stated that former County Judge Gary Black will be over the Road Department, Building Maintenance, Environmental Services, and the Veterans’ Services, and that the eight years of service that Gary Black has had with Benton County as County Judge would qualify him to be paid at the mid-point of the salary range, as opposed to 90% of the midpoint of the range.

Richard McComas stated that the money is already included in the budget.

JP Moore made motion to approve the resolution requesting a Waiver of Policy regarding the Hire-in Rate, and to forward it to the Tuesday, February 1, 2011 Finance Committee agenda, seconded by JP Harrison.

Motion passed by unanimous voice vote.

2. Old Business

Barbara Ludwig stated that she wanted to make aware to the new Justice of the Peace and other members of the Quorum Court, that all Quorum Court members are eligible to buy into the county’s group insurance plan, at the full rate. She stated that if anyone is interested that she has the rates for Dental, Vision and Health insurance.

3. Other Business

County Judge Bob Clinard stated that he has found that the county has good people who are doing a good job. He stated that the Road Department had done a super job during the latest ice/snow event. He said that he did not receive one complaint, and in fact has received some compliments from people who had called to say that the Road Department had done a good job. He stated that the court needs to figure out some way to give the county employees more money. He stated that he does not yet know how to do it, and that it would probably be later on in the year when we get the final figures on how much the decline in property values is going to affect the budget, but encouraged the court to be thinking about how to give the county employees a raise.

JP Allen announced that the Finance Committee will meet Tuesday, February 1, 2011, at 5:30 p.m.

JP Sandlin reminded the court that the Statements of Financial Interest reports are due Monday, January 31, 2011.

Meeting adjourned at 5: 52 p.m.