

COUNTY OF BALDWIN

Personnel Board met at 7:15 a.m.
Delchamps Room
161 N Section Street, Fairhope, AL 36532
Thursday, October 14, 2016

Present:

Members: Diane Thomas, Chairman; Lorenzo Howard, Jenny Erdoes, Scherry Douglas, Rob Stankoski, Pandora Heathcoe, Human Resources Director, and Kevin Boone, City Council Liaison.

Absent:

The meeting was called to order at 7:15 a.m.

Minutes from the September 15, 2016 meeting were approved by a first motion set forth by Lorenzo Howard and second by Scherry Douglas.

Under old business:

Diane Thomas, Chairman, began the meeting by asking the Board members if each one had reviewed the new compensation study RFQ and were there any suggestions or changes anyone felt should be made.

The following suggestions were made:

Scope of Work

1. Let the consultant determine
2. No changes
3. No changes
4. No changes
5. Adjustment of ranges should be more frequent than has occurred in the past. Consultant should provide clear guidance or frequency of adjusting ranges and frequency of re-evaluation of entire classification and compensation structure.
6. No changes

Jenny Erdoes suggested that a completion time frame be added to the RFQ. Rob Stankoski offered to send wording on this addition for Diane to insert into the proposal.

The Board voted unanimously to approve the RFQ with the time frame addition.

Diane Thomas said she would give it to Dan Ames in Purchasing to put in the RFQ final format so she can make a presentation to the City Council. However, she also felt that it should be shared with Mayor -elect Karin Wilson before presentation to the Council.

Under New Business:

The general discussion was made concerning the empty slot currently on the Board and that there had been three (3) applications submitted so far. Diane Thomas made the suggestion that since one person who had submitted an application had already attended several meetings to observe, she would extend an invitation to the other two applicants to do the same.

There being no further business, the meeting was adjourned at 8:05 AM with first motion set forth by Lorenzo Howard and second by Jenny Erdoes.

The next meeting is scheduled for Thursday, November 17, 2016.

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Respectfully submitted,

Pandora Heathcoe
Acting Secretary