

PERRY COUNTY HEALTH DEPARTMENT

Special Board Meeting

Tuesday, March 06, 2018

Present: Brice Harsy, Chair
Dr. Beth Bigham
Dr. Andrew Forbes
Bobby Kelly
Linda Quillman

Absent: Dr. Lucas Steele
Sherry Wertz

Board advised of repairs needed on one of the company vehicles, 2006 Ford Taurus. The estimated cost of the repairs is \$614.13.

Motion to proceed with repairs at estimated cost.....Dr. Beth Bigham

Second.....Bobby Kelly

All in favor.....motion carried.

Board was asked by Administrator to entertain a motion to increase the starting \$ amt. (hourly wage) for an R.N. in the Home Health Clinic and adjust the pay scale for others accordingly. Per Barb Stevenson, Administrator, this request comes as a result of the lack of qualified applicants and inability to fill the position due to the rate of pay. The current rate of pay (18.00-19.00/clinic and 18.40-19.40/home health) has been the same for a minimum of 7 yrs. Also, currently the PCHD has nothing in writing that reflects any type of adjustment in pay when an employee transfers from one department to another. Examples of recommended rate increases were provided for consideration. *Barb reported that her inquiry with other local health departments revealed that the PCHD pay scale did fall in the middle.

Discussion on pros/cons of changing the pay scale at this point took place at length, taking into account how such a change would affect the union contract that was just signed and agreed upon in the Fall of 2017. Motion and vote on this subject was declined by the board at this time pending the presentation of written documentation of acceptance of the change from the Union.

*Overall, the consensus was that changing the pay scale would be better and equitable for all, if done at the time of new contract negotiations. *Suggestion was made to increase the offer to a new hire to \$18.96 at this time to assist in getting an applicant during this crisis period; the Administrator has the authority to make this change without approval from the board.

The overall base rate increase discussion will continue at the regular scheduled meeting in April, 2018, if need be.