

the Human Resources Department every other year and last year Austin Peters Group completed one a salary survey. Also, Ms. Hensen does not compare job descriptions, only titles.

Commissioner Hermacinski stated that she doesn't necessarily agree with salary surveys in general because if salary isn't adequate then there will be untimely turnover.

Commissioner Hermacinski asked if Ms. Hensen uses private industry benchmarks. Ms. Hensen responded that it is too difficult to get data regarding salary from the private sector because they do not generally disclose their pay. A market survey is done in an odd year and the salary survey in the other years.

Commissioner Monger added that he would like to see the salary survey occur only every three or four years. Commissioner Hermacinski stated that the Board can discuss this during a work session with the County Manager.

MOTION

Commissioner Monger moved to approve the reclassification of the IV-D Administrator position retroactive back to January 1, 2016.

Commissioner Corrigan seconded; the motion carried 3-0.

RECLASSIFICATION OF THE SELF SUFFICIENCY MANAGER POSITION

Ms. Hensen stated that the Department of Human Services also thought this position would be included in the salary survey last year as well but it wasn't. This position has been an Admin V for several years. This position supervises 7.5 staff members and after a comparison of other positions in the Admin family, Ms. Hensen noted that there are no other positions that supervise this many employees. Ms. Hensen ranked this position among other Admin positions and determined that this should be ranked as an Admin VI.

Commissioner Monger stated that he is alright with this reclassification.

MOTION

Commissioner Corrigan moved to approve the reclassification of the Self Sufficiency Manager Position retroactive to January 1, 2016.

Commissioner Monger seconded; the motion carried 3-0.

EN RE: HISTORIC PRESERVATION BOARD

HISTORIC REGISTER DESIGNATION – HOLDERNESS GRANARY

Ms. Taylor stated that the Historic Designation Board met on January 14, 2016 and reviewed the application submitted by Historic Routt County and the Hayden Heritage Center to place the Holderness Granary structure on the Routt County Register of Historic Properties. There were some changes requested by the Historic Preservation Board, as outlined in the minutes from the January 14 meeting, and those changes were submitted in July 2016. Since then the Historic Preservation Board has met and felt comfortable with the changes that were submitted.

Commissioner Monger asked if the Historic Preservation Board is satisfied that the structure is now torn down and sitting on a lot in Hayden unfabricated. Ms. Taylor responded that they were satisfied and every piece of lumber has been numbered and it will be reassembled. Commissioner Corrigan asked who will be putting it back together. Ms. Taylor responded the Hayden Heritage Center.

Commissioner Monger asked what characteristics supported a qualification for the historic designation according to the Historic Preservation Board. Commissioner Corrigan responded that per the Historic Preservation Board meeting minutes the application met criteria A, D, and F.

MOTION

Commissioner Monger moved to accept the recommendation of the Historic Preservation Board and sign the Resolution designating the Holderness Granary to the Routt County Register of Historic Properties noting that the application met criteria A, D and F. The Resolution is 2016-090.

Commissioner Corrigan seconded; the motion carried 3-0.

EN RE: DEPUTY COUNTY MANAGER / DAN WEINHEIMER

EMERGENCY COMMUNICATIONS CENTER MANAGER PAY SCALE

Mr. Weinheimer stated that this is a request to hire the Emergency Communications Center Manager at a Step 5. A nationwide search was conducted and an excellent candidate, Mr. Jason Nettles, was found. Mr. Weinheimer feels that Mr. Nettles' experience and education exceed the minimum requirements of the position as posted and warrants hiring him at a Step 5 level. He has a stack of certifications including a bachelor's degree and both federal and state certifications. He is also one course away from completing a master's degree of science in critical incident management and he has five years of management level supervisory experience. Further, Mr. Nettles has been deployed with the state and federal incident response team and has worked as a trainer and process facilitator with the Florida Interoperability Network for 10 years. The Step 5 salary for this position is \$92,477 annually and \$44.46 hourly.

Commissioner Monger stated that there is no doubt that Mr. Nettles surpasses the minimum requirements but questioned how he jumped from Step 1 to Step 5. Mr. Sullivan added that he gets a step for having more than a GED and he has a bachelor's degree and has almost completed his master's degree. For every addition 2-3 years above the minimum