

PERSONNEL BOARD
Minutes of Special Meeting
October 18, 2005

Board members present: Acting Chairman Kathy Wilfert, Lynn Watts, Robert Titus and Christine Gundling. Also present: John Walden.

7:00 p.m.: **JOHN WALDEN – DPW MANAGER**

Mr. Walden requested to hire Tom Marquedant as Maintenance Craftsman/Electrician at W-4, Step 6 (\$18.82/hr.) He explained that he received approval to hire a different person from the Board in August for the same position, but did not hire the person because there were problems. Mr. Walden said that Mr. Marquedant is a licensed electrician and has 20 years of experience. Also, he has a CDL license, hydraulic license and training in electrical controls, which is 50% of what he will be required to do. Mr. Marquedant's references were good and Mr. Walden felt that he is very qualified and requested to pay him retroactive to his start date.

Mrs. Wilfert commented that she was not sure why the Board had to act on this now and not at their November meeting, or even at their regular October meeting, since Mr. Marquedant started on October 11th. Mr. Walden said it was because the Board was having a meeting. Mrs. Wilfert said this meeting was set for a different function. Mr. Walden apologized for the confusion and said that he is just trying to get people on board because of lack of help. He said that since they went through the process in August and Mr. Marquedant is equally qualified, he thought it would be all right to bring him in at the same rate. Mrs. Wilfert said it is looked at employee by employee.

Mrs. Watts said the last salary listed for Mr. Marquedant is \$33,000/yr. and a Step 6 would pay him over \$39,000/yr. She suggested starting him at Step 5 (\$37,000/yr.), which would give him room to grow. Mr. Walden explained that Mr. Marquedant was offered lower pay but would only take \$18.82/hr. Mrs. Watts commented that Mr. Marquedant was also offered a review in six months.

MOTION: Mr. Titus moved to approve Mr. Marquedant at W-4, Step 6 (\$18.82/hr.) as requested. Mrs. Wilfert seconded. Mrs. Gundling was concerned that he would receive a review in six months and recommended giving him a performance review only, with no step rate increase. Since this is a union position, Mr. Walden will research and meet with the Board in November if needed. Mr. Titus amended the motion to include that Mr. Marquedant would receive a performance review in six months and a step review at his anniversary date. The Board unanimously voted in favor. The meeting ended at 7:25 p.m. and the Board began their work session.

Respectfully submitted,

Joanne Morris
Administrative Assistant

Approved:

Kathy Wilfert, Acting Chair