

**Minutes of Lacleade County
Non-Union Matrix Committee Meeting**

The meeting, in the County Board Room in the basement of the Safety Building called to order at 8:30 a.m., January 15, 2013, by Chairman Solin.

Members Present: Dave Solin, Jerry Burns, Doug Nonnenmacher, Brad Henricks, Gary Olsen, and Robin Stowe.

Members Absent: None

Others Present: none.

Agenda Item #1: Call the meeting to order: The meeting was called to order at 8:30 a.m. by Chairman Solin.

Agenda Item #2: Approve minutes of the last meeting on December 18, 2012: Motion by Burns, second by Nonnenmacher to approve the minutes of the last meeting on December 18, 2012, all ayes, motion carried.

Agenda Item #2: Discuss referral from the Personnel Committee regarding Register in Probate Non-Union salary: The Personnel Committee referred the issue of determining where the Register in Probate position would be placed on the Non-Union matrix schedule. The Committee discussed how in the past new positions were created on the Non-Union matrix based on internal comparables first and then external comparables from the other like sized counties. Because this position was an existing union position, with a set wage, the position was placed on the matrix with the current salary for the Register in Probate being step 10. The position would get the Non-Union COLA increase and could be evaluated with the whole group when this is completed next year. One of the primary purposes of the Matrix is to ensure that compensation for existing positions is not changed separate and apart from a review of the entire Matrix. In order to accurately determine the compensation ranges for existing positions, all positions must be reviewed first internally and then externally. Motion by Nonnenmacher, second by Burns to place the Register in Probate position on the Non-Union matrix at the current salary, at step 10, all ayes, motion carried.

Motion by Burns to adjourn at 8:45 a.m., second by Nonnenmacher, all ayes, motion carried.

Respectfully submitted,
Gary D. Olsen
Recording Secretary