

LIVINGSTON COUNTY BOARD
PERSONNEL COMMITTEE
MINUTES OF MARCH 6, 2019

Chairman Jack Vietti called the meeting to order at 5:00 p.m. in the Committee Room of the Historic Livingston County Courthouse.

Present: Vietti, Ambrose, Gerwin, Vitzthum, Wilkey

Absent: Lovell, Blackard

Also Present: County Board Chairman Bob Young, Vice-Chairman Kathy Arbogast, Human Resource Director Ginger Harris, Finance Director Diane Schwahn, Executive Director Alina Hartley

Vietti called for any additions or corrections to the agenda with none requested. *Motion by Wilkey, second by Vitzthum to approve the agenda as presented. MOTION CARRIED WITH ALL AYES.*

The Committee reviewed the minutes of their February 6, 2019 meeting. *Motion by Wilkey, second by Ambrose to approve the minutes of the February 6, 2019 meeting. MOTION CARRIED WITH ALL AYES.*

Holiday Schedule – Harris reported that at the most recent employee representative meeting, the topic of the Christmas Eve holiday was brought up once again. Harris stated that this topic does come up every couple of years but generally does not come up until after the holiday calendar has already been approved. Harris stated that the 2019 calendar has been approved, so the employees request was to switch Lincoln’s Birthday with Christmas Eve in 2020. Harris explained that during certain years this could be an issue with the bookkeeping department and the timing of payroll. Harris stated that it was then suggested that the County look at doing a half day on Christmas Eve as the courts generally have already closed down by noon and most banks close at noon. Harris stated that adding the half day may make things more feasible for the departments affected. Ambrose stated that she would not be in favor of adding a holiday, even at a half day, due to the increased cost to the County. Gerwin concurred. Gerwin suggested switching Lincoln’s Birthday with a half day on Christmas Eve, with the consensus being this would not be seen as a positive. In order to allow time for department head input, the committee agreed to continue discussion at the April meeting.

Minimum Wage Update – Harris provided an update on the recently approved minimum wage increase. Harris stated that the county will not have an issue until 2022, when approximately 10 employees will fall short of the minimum wage. Harris stated that in 2023 there will be quite a few employees (approximately 30) who fall short of the \$13 minimum wage. Harris stated that the bigger problem would be just increasing those

that fall short, resulting in a compression issue. Harris discussed possible solutions with the Committee.

With there being no further business to come before the Committee, there was a *motion by Wilkey, second by Gerwin to adjourn.* **MOTION CARRIED WITH ALL EYES.**

Meeting adjourned at 5:31 p.m..

Alina M. Hartley
Executive Director