

# Scioto County DD

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## *FINANCE COMMITTEE MINUTES*

December 21, 2017 @ 4:00 P.M.

STAR, Inc.

1. **Roll Call** – Present were Chairman J. Michael Thoroughman, Recording Secretary Michael Arnett, Rodney Barnett, Richard Bolin and Cindy Gibson. Attending ex-officio was Finance Director Matt Purcell.
2. **Agenda**- No changes
3. **Review of Market Salary Survey and recommendation** – Mr. Purcell reviewed the Market Salary Survey from last month's Finance meeting, and the salary ranges recommended by the consultant. It was agreed employees with less than five years of service be at least in the 80% market range; five to fifteen years at least 90%; and over fifteen years at 100% of the range or better scale. After discussion, the Committee agreed to recommend this range to the full Board.
4. **Discuss 3% base increase for permanent, non-contract, non-probationary, staff members excluding 1:1 Educational Aides funded by local school districts.** Mr. Purcell assured the Committee the increases were budgeted. The Committee agreed to recommend the increase to the full Board. The increase will go into effect the first pay period in January, 2018.
5. **Other - The Committee discussed two other items:**
  - A. Allowing non-management staff the opportunity to cash out vacation days
  - B. Giving eligible employees four personal days instead of the previous three additional paid time-off days that were intended for use in inclement weather.

After discussion, the Committee agreed to table both items until the next Finance meeting.
6. **Recommendation to the Full Board** – The Committee agreed to recommend two items to the full Board:
  - A. A 3% base salary increase for permanent, non-contract, non-probationary staff members, excluding 1:1 Educational Aides funded by local school districts.
  - B. Adjust salaries to reflect ranges suggested by the market review survey.
7. **Adjournment** – The Finance Committee adjourned at approximately 4:08 P.M.

Minutes Prepared by:  
Carla Nelson-White

Respectfully Submitted by:  
Michael Arnett, Recording Secretary

