

**Macon County Board of Health Meeting  
Personnel Committee Meeting  
Macon County Health Department WIC Conference Room  
1221 E Condit Street, Decatur IL 62521  
December 13, 2022, at 4:45pm**

Mark Scranton, Board of Health President, ok Carolyn if you would do roll call. I want to call the meeting to order at 4:45 PM for the Special Meeting of the Personnel Committee on Tuesday, December 13, 2022, at 4:45 PM.

Carolyn Wagner okay roll call. Roll call taken.

**Roll Call**

Mark Scranton, President - present  
Jeff Entler, Vice President - present  
Candace Clevenger, Treasurer - present  
Carolyn Wagner, Secretary - present

**Health Department Staff in Attendance**

Brandi Binkley, MPA, SHRM-CP, CPHA, Public Health Administrator  
Bethany Krieg, MPH, CPHA, Assistant Public Health Administrator

**Public in Attendance**

None

Mark Scranton asked if everyone would please rise and recite the Pledge of Allegiance. Pledge of Allegiance followed.

Mark Scranton responded I appreciate everybody being able to come a little bit earlier today for this portion of the meeting.

**Public Comment**

Mark Scranton replied do we have any public comment, Brandi?

Brandi Binkley responded, no.

**Approval of Agenda Topics**

Mark Scranton stated okay, I would need the approval of the agenda topics. Carolyn Wagner made the motion to approve the Agenda Topics, seconded by Jeff Entler.

Mark Scranton responded so we have October and November to approve?

Brandi Binkley responded those are for the main meeting. We don't have to do anything with those for this meeting.

Mark Scranton responded okay sorry. Brandi Binkley replied that's okay; there's a lot. Mark continued we don't have any previous meeting minutes to approve.

Brandi Binkley responded no.

Mark Scranton responded okay, Old Business.

### **Old Business**

#### **Discussion and Action Regarding Position Vacancies and Related Policies**

Mark Scranton responded we don't have anything regarding vacancies, do we, that you want to touch base on?

Brandi Binkley responded no, not specifically. I just kept that wording there since after Carolyn and I talked. It was just to kind of encompass retention policies, compensation, all of that. So, I kept the language the same. That's why I put it under old. And then you'll see that also on the main Board Meeting agenda. Just that way it was consistent, and he needed to carry that over to the next meeting.

Mark Scranton responded okay, do you want to give us an update where you're at with the EP position right now with this, or do you want to wait for the board meeting?

Brandi Binkley responded whichever you prefer.

Mark Scranton responded well; it'd be good to hear it. We can hear it twice.

Brandi Binkley responded they are in the process of checking references right now. They had two kind of top candidates at the end of their checking references, basically to determine whom they're going to move forward with and then hopefully with, of course, that person giving notice to their previous employer we'll have someone starting hopefully within a month or so. Of course, we have pre-employment screening, too, so that can sometimes take about a week, sometimes it's faster. But hopefully we'll have someone starting in January.

Mark Scranton responded so sometime after the first of the year then, you think. Good candidates?

Brandi Binkley responded yes.

Jeff Entler responded so you've got two.

Brandi Binkley responded yes; we do. We do have a top candidate. It is somebody that has a lot of experience in emergency preparedness, and so hopefully that one works out, but our other candidate also comes with a wealth of experience that we feel would be applicable to the position.

Mark Scranton responded Okay, good. I'm glad to hear you're getting good response. Okay, so the main reason that I asked Brandi to set this meeting up because we had been talking about, ya know we've obviously made some tough choices this last year with things regarding the budget and stuff. And we talked about when Carolyn had this idea for the Christmas dinner and stuff, talking about what we could do to kind of build some, some morale boosting at the same time, some appreciation for employees' efforts in regards to long term employment retention. And Carolyn kind of ran an idea by me one day that I quite frankly, on the surface, I liked the sounds of it. And I thought it would warrant to spend a few minutes of time before the Board meeting tonight to discuss a little bit, and then we'll go with this with the rest of the Board in the Board meeting as well. But Carolyn's kind of got a concept, and I really wanted to give her the floor to have the opportunity to kind of talk about what she envisioned this would entail and how we'd go about doing it, and this is just for conversation at this point, thinking about potentially what we might do going into next year once we reach some kind of consensus on how we would structure this and what the criteria be and things like that. So, I'm going to turn over Carolyn and let her talk about it.

Carolyn Wagner responded thank you. You know, I'm still going through these exit interviews from 2019, 20, 21, 22. And if I'm correct at looking at this, it looks like to me that in 2019, there were seven resignations. In 2020, there were seven resignations. In 2021, there were 36 resignations. Mark said wow. Carolyn continued and in 2022 - 20 resignations. Does that sound right to you?

Bethany Krieg responded yes.

Brandi Binkley responded she can give more information, but that would include all of the temporary COVID resignations that were brought on. Yeah, we nearly doubled our staff before that, so that's how that's reflected. Carolyn said okay.

Candi Clevenger responded does that include resignations and terminations. Carolyn said, yes, yes, yes.

Carolyn Wagner responded yeah, because I saw exit interviews, so I would assume there were some people who didn't choose to fill it out that you at least submitted so that I knew there was a position there that had been exited. Okay. So, if we even cut that in half, that would say in 2021, there were 18 legitimate ones?

Bethany Krieg responded I would say that I would have to look at. I know, but I would say even more than that, because that would be I mean, we retained some of those contact tracing staff and the other positions, but I would imagine...

Carolyn Wagner responded I am still weeding through the responses, because unfortunately, on some of them it doesn't tell me the position that they held. I'm kind of inferring it from reading about some of those things, but that was an eye opener for me.

Candi Clevenger responded was there any way to you probably get to how many of them were resignations versus how many of them were people you didn't retain or put them all off to know the true number of changes in this year.

Jeff Entler responded so, so how long is it, it sounds like it's pretty normal. You lose seven a year, eight, so like less like 10%, that's kind of the norm?

Brandi Binkley responded I couldn't say the exact number with confidence, but I did recently look at our retention numbers just to see where we've been the last few years. And we were in the high 90s in the, I would say like 19-20s going into 21, 22 because even when people would leave, we would be able to somewhat quickly fill most positions we've talked about, some of those positions are very difficult to fill. Jeff Entler said the nurses. Brandi Binkley continued but we definitely have seen in 2022 part of 21, but definitely in 22, we've seen more people leaving in difficulty filling those positions and our vacancy rate is creeping up there and retention rate is not as good.

Carolyn Wagner responded and so right now you have 22 as of December 9<sup>th</sup>. This latest paper we were given, right now you have 22 vacancies for upcoming, you know, someone is quitting, 19 of those are full time, three are part time. Um, so, I mean that speaks to a whole lot of things. It speaks to a lot of turnover and just the work getting done. It speaks to a lot of turnovers in a job where I would assume a fair amount of these people really need to know their clientele and their clientele are having to get used to new case managers or what have you. Plus, it's a lot of your time orienting people, a lot of money, a lot of time, lot of money orienting. So, I am going to work really hard to get through 22, 21 and 22 exit interviews. But I can tell you that from what I've seen, just preliminarily in 2019, 2019 predominantly when I look at the question, why were you looking for a new job? So, in 2019 it was either the driving distance was too long, they were moving, their spouse got a new job, they were moving. I have one person in that period of time that said they needed better hours and better pay. In 2020, it was moving out of state, but here we go...wanted full time work and then another person wanted full time work and a chance for career advancement. A couple of people said the current job was too stressful. Another one said financial, which I have to believe must mean that they felt like they needed better compensation. And then there was a family issue and that was pretty much what led them to ultimately decide to leave their job. Everyone who answered the questionnaire said that they felt very well equipped to do their job for both 2019 and 2020. So, they were not leaving because they felt like they were overwhelmed or didn't know how to do their job or didn't have resources. When they were asked to describe their work culture in 19 and 20, in 19 - resoundingly, warm, welcoming, family environment, friendly, inclusive. In 2020, same kind of responses, with the exception of one person who wrote a several page addendum to her...and she was having some problems with feeling that the rules in her particular department were inconsistent. She had some problems with a couple of supervisors. What could we have done to keep you in 2019? One person said, pay me the compensation I need for the gas money to drive back and forth. One person said more money. One person said let me do my internship here. Which I don't know what that meant. I don't know if they were becoming a health administrator, or I don't know.

Brandi Binkley responded that was a position...if I'm thinking of the right person, that she was required to do an internship for her schooling but was not allowed to work during her schooling, did

not have the ability to do like a paid internship. We didn't want to lose that person, but basically there was no way to be able to keep her.

Carolyn Wagner responded sure, sure. Here's another one though. I want a 40-hour work week. Here's another person, I want full time status. So now we got about five people that are making the comment that they want 40 hours of pay a week, which is an issue that we. Jeff Enter said opposed to the 37 that they. Carolyn replied 35, isn't that what it is?

Brandi Binkley responded well; I think that's what's being alluded to in those is those are part-time people time that want a full time position so that they could get benefits. Jeff Enter responded that is what I was thinking, Mark Scranton replied yes.

Jeff Entler responded they're all the temps that you hired.

Brandi Binkley responded they may not all be temps we know each position. Carolyn said this is for 2019.

Bethany Krieg responded yeah, but we still have part time even. Yeah, even. Regardless.

Carolyn Wagner responded okay. Okay see, I'm thinking in my mind that they said I want my hours, I want my full 40 hours instead of 35 hours.

Brandi Binkley responded no. Carolyn said what is the county okay... Brandi said I am sorry, I didn't mean to cut you off.

Carolyn Wagner responded that's okay.

Brandi Binkley responded we have people who, historically, if they've had a part-time position and they've wanted full time so that they could get all of the benefits, if that particular grant or program does not need, allow or fund a full-time position, our hands are kind of tied with that.

Carolyn Wagner responded unless you can plug them into working a little bit here and there, okay.

Mark Scranton responded okay, so that brings up an interesting question about staff. That thing about vacancies we got and stuff like that because I looked at this before and one of the things, I was curious about is in certain spots you've got two or three potentially part-time people. I just looked at one here while ago, vaccination nurses. So, you got three nurses of those, are those part-time or full-time positions? I see PT next to it in parenthesis, so I don't know if that means part-time or not. Just was trying to figure out under clinical nursing.

Brandi Binkley responded yeah, those people are part-time, and they were people that we actually brought in during COVID response to assist and thankfully they've been willing to stay on to assist with other duties in the nursing department, but they do not or cannot because of their retirement, take a full time position or make full time pay or hours. So, we'd love to have one or a couple of them fill some of those full-time positions, but they are not interested. But thankfully they are able to work

up to 28 hours for us depending on their availability so that we do have available nurses. And as you can tell, they are really holding their weight in the nursing department right now.

Carolyn Wagner responded yeah because you are down four full-time RN's. Brandi said yes.

Mark Scranton responded I just wondered if you got any opportunities to where maybe in lieu of having a couple of part-time people, like breastfeeding counselors got two vacancies. Again, the grants may dictate that those could only so instead of having two part time people, what do we do about just getting one full time person. Carolyn said they would get benefits. Mark continued because they'd have benefits, and they make maybe a little bit more money. But I know with the danger of that is. You put all your eggs in one basket, so to speak, and they get one person you rely on, and that person doesn't come to work. Now you have nobody. So, I mean, I understand like I said...Carolyn said but you have nobody now. Mark continued relationship wise with their retirement or whatever. Maybe full time is not a good fit for them. I don't know. I'm just thinking about out loud about that stuff. But what I wanted you to talk about, Carolyn, was your concept. I know you're leading up to that, but her idea of how we can provide...I want to be mindful of the time.

Carolyn Wagner responded we want to think, we want to think about getting people in, but we also want to keep them here. Okay, so two different concepts. Longevity bonus, I think is a great idea, but I don't know how staff feels about that. And I was just kicking options around, like, maybe at 5-10-15-20-25-30 year Hallmarks or Anniversaries, we give, like, a \$200 per year bonus. Like, if I worked five years, I would get \$1,000 on my anniversary of my fifth year. If I worked 20 years, I would get a \$4,000 bonus. We're also going to have to answer the question about if we were to do that and we were to start it in 2023, what are we going to do about the folks who turned five years this last year?

Mark Scranton responded where do we draw the line of sand that's the conversation, I had with her is a great concept, but how do you start it out? I mean, I guess that's where we'd ask you to come up with some statistics to give us something to evaluate and say, okay, there's only ten people that meet this criteria right now going into next year. Or you may tell us that half the people who work here fall into five or ten or 15 year all of a sudden, we're paying a lot out at one time. So that, so that was the thing I told her that I had concerns about, was to see, you know, numbers wise, how that would all play out. So that's something we would probably look for you to provide that information to us moving forward, so that way we kind of look at the whole picture of it. The idea of, I think it's a great idea. I think it's a great way to maybe incentivize people.

Carolyn Wagner responded I would almost rather start that now to say, thank you, please don't leave. We do value you, and then start working on, like, finders fees, sign on bonus. Doesn't have to be for every job. You can look on here and say, oh, my God, I'm four RNs down, this is critical mass, and it doesn't have to last forever.

Mark Scranton responded, and I talked about it before in one of the previous meetings, but we started a thing a while back at work and had me with all employees come up with, like, what you're talking about, Carolyn? But I told everybody, look, I said, if you know somebody that you think would be a good fit to work here and would be reliable and dependable and ya know have certain skills or whatever and you physically refer them via, hey, I want to let you know I'm going to put this person

down for reference or whatever. And they would come on board to work for the company, and they stayed for 90 days. Then, and you and I have this conversation about how this will work, because you're like, well, they get something. The person got hired doesn't get anything. But I told them if you bring somebody in and they have to stay for 90 days, then you get \$500 for that referral of that person. Carolyn said finder's fee. Mark continued and after 90 days, typically, it's what I do. We do evaluations, and then they get a bump in pay the new hire does. But that's a good way to maybe bring people into the fold because somebody knows somebody, they're not happy with where they're working or say, hey, I just talked to a friend of mine today, a that's surgical nurse. She just took on a contract. She's going to, like, two or three different hospitals for the next 13 weeks traveling to do surgical stuff, and they've offered her some pretty good money, but she can't, she can't stay busy enough to work the amount of hours she wants to work here locally, so she's looking for some other opportunities. So, I think a lot of it's just making people aware that we have this available and maybe somebody that knows somebody that works somewhere else, and everybody's taking people away from everybody else. It's a, it's a tough cycle to compete with, but I think conceptually, what Carolyn is talking about doing, I like the idea because I think it's good to recognize people for their years of service with more than just a pin on their lapel, so to speak, and maybe a \$25.00 gift card. So, I guess my only concern I had with her, and I talked about this initially, this all came out of Christmas party conversations. Where it came out from that is I just like to see numbers. So, if you guys by next month, between now and next month, I'd like to have before then, if you could have something you could provide to us that said, okay, here's people that are now have reached their one-year anniversary here's, five years. And if they've already hit the five years mark this last year, or they're getting ready to come into the five-year mark coming up in this coming year. I'd kind of like to know where we're at, because then we could sit down and talk about the dollar amount that we come up with and how many people it's going to affect if somebody gets five years. Now, if they're sitting at seven or eight years, we can't go back and give them five years. They're going to wait until they hit ten years because they're going to get the benefit of five plus five, which equals ten. They're going to get that benefit down the road. So, you can't work backwards... Carolyn said right. Mark continued with the program. We have to look at it going forward.

Candi Clevenger responded from a motivational perspective, are you thinking that people would go ahead and stay another year assuming they were getting that?

Carolyn Wagner responded I would hope they would just continue to stay. Yeah, I mean we obviously can't give them a \$30,000 thank you. But I mean every little bitty thing that we do to say we value you stay here.

Mark Scranton responded well, and another thing behind what Carolyn had talked about, I've been kind of thinking about this too, with some of the programs we've got through Richland and Millikin and stuff. How many staff members do you think currently are in a position that doesn't really allow for any growth opportunities that they may want to pursue? I'm coming in with this job here, but my aspirations are to take your job or, I'm doing this, but I want to go over here. I want to work in that department, do what she's doing, but I can't do it because I need to go to school. Is there something there that would make sense where we might provide some kind of small, I don't want to say scholarship might be the wrong word, but something for some kind of continued education to where. If you had somebody you felt really strongly about, say, hey, this person is great. We'd love to keep

them. They're looking for advancement. We like to give them the tools to do this, and here's what they're going to need to get to that point. So, we'd like to be able to pay for a couple of classes for them to go to Richland and they're working towards an associates degree, or I don't know. I'm just doing some out loud thinking here. And that's why we want to have this meeting, so we could start the dialogue of brainstorming and saying, what could we do? Try to think outside the box.

Brandi Binkley responded you know, um, we love that idea. Well, I won't speak for Bethany, but we have looked at that and we did kind of draft some stuff for the Board about continuing education. We would love to be able to do that. And that is one of the things we've had several staff ask about. We already even have documents in place for training or continuing education if it's not required for the position. And if you were to have to pay it back if you left within a certain amount of time. So, we did already look at some things for that. I love that idea. I think investing in our staff is something that if you don't give them money off the top, that's another way that you can make them feel valued and also strengthen the organization. And then also, we do have the numbers handy if you want those right now. If you'd rather me send them, I can do that for the anniversary dates, kind of how many people we have in each category.

Carolyn Wagner responded how many did you have that turned a Hallmark year this year in 2022?

Jeff Entler responded so it's every five years, right? 5-10-15-20. Mark said yes, and Carolyn responded yes.

Brandi Binkley responded so we had five that would have been five years. Carolyn said okay.

Candi Clevenger responded this is during 2022? Carolyn said 2022, Candi continued Macon County 2022, not fiscal year?

Brandi Binkley responded this is on calendar because we just encompass all of their anniversary dates in the calendar year.

Jeff Entler responded so you had five people that were five years.

Brandi Binkley responded well, let me can, I can I give it to you what they're going to be in 2023? Carolyn said that's fine. Brandi continued by stating okay. So, we are going to have nine people hitting their five years in 2023. Carolyn said okay.

Brandi Binkley responded we have one person that will hit their ten. Carolyn said okay. Brandi Binkley continued by stating we have two people that will hit their 20, and then everybody else falls within something in the middle of those.

Jeff Entler responded no 15?

Brandi Binkley responded no, no 15.

Carolyn Wagner responded \$8000, 9000. So \$19,000 for next year would be paid out in bonuses.



Bethany Krieg responded there's, like, between that 50, just to give you an idea there, Jeff, between the 15 and 20, there's, like, eight people of various years, just.

Mark Scranton responded because not everybody's going to hit the anniversary at the same time.

Carolyn Wagner responded right.

Mark Scranton responded you got some people that are at four years and some people that are at seven or eight years and so it's going...

Jeff Entler responded so pretty minimal hit to the budget.

Carolyn Wagner responded I think so, it's less than \$2,000 a month and that...

Mark Scranton responded essentially. I like the idea, and I think, I think the money that we potentially be looking at is probably I don't have a real concern about that. Of course, you could have a lot of people hit 50 or 20 years in the same year. Hey, it is well...

Carolyn Wagner responded well it is what it is. When you have so much turnover that, you know, that may very well may not be the case. My concern, obviously, is those people that hit a milestone in 2022, and I don't have an answer for what you do with that.

Brandi Binkley responded do you think there would be any way I'm just thinking off the cuff, but to do maybe some size of retention bonus for all staff, obviously smaller than your milestone, to say to them, hey, we want to give you a bonus, and this is a new program.

Carolyn Wagner responded we did do that one year.

Brandi Binkley responded yeah. So that everybody feels like they get something and then they can look forward to.

Carolyn Wagner responded maybe like, a \$250 thank you bonus.

Jeff Entler responded for every year, and this is... Carolyn said no.

Carolyn Wagner responded so like she's been here 20 years. I've been here one year. We both get \$250 a piece just one time thank you. And now let us tell you about the new program that we're rolling out. Kind of takes a little of the sting away. Mark said something small for everybody.

Brandi Binkley responded yeah, that's what I was saying. But to his point, if there's concerns about people being here 29 years versus one year, we could do some kind of prorated thing as well. Jeff said an investment in our staff. Carolyn said I understand, Brandi continued something like that, I think. Either way. But like you said, take the sting out a little bit. Carolyn said yeah you could do...

Mark Scranton responded how many people out of 90 right now would you say have been here less than a year?

Carolyn Wagner responded we shouldn't have 90 though. She's got 91 minus 22, she's got 68 people.

Mark Scranton responded right.

Brandi Binkley responded so ten.

Mark Scranton responded you getting benefit out of it, though? That's the question. You throw money at something, right? (Several people talking about once). Mark Scranton stated then there's other things that drive people away. Like you said. Got a job out of state, payment situations change. Got divorced, got married. I don't need work anymore. I really need work more.

Carolyn Wagner responded right now the hospitals are dying for people and they are using a lot of locums.

Jeff Entler responded yeah; they are. I've had a lot of discussions with people about that.

Carolyn Wagner responded it is very costly. So, you're competing with all of them.

Jeff Entler responded do you guys know what she means, locum tenens, the temporary.

Carolyn Wagner responded you're competing with them. But you have, your nursing staff does not work weekends, do they?

Brandi Binkley responded they do, but not every single weekend.

Carolyn Wagner responded how do they work weekends? Tell me how.

Brandi Binkley responded if they go out and do Vaccination clinics or if they do community events, that's primarily what it would be if they were out on weekends.

Carolyn Wagner responded how often does that happen?

Brandi Binkley responded not very often. During flu season it's more often because there might be an organization...

Jeff Entler responded maybe more so in the COVID time on. Brandi said no, flu is every year.

Mark Scranton responded your food, environmental, health and do it all kinds of stuff during the summertime. You've got tons of festivals and fairs and things like that. They got to go out a lot of evenings and weekends, food inspections and stuff. They literally can't do inspections till the vendors are set up. Carolyn Wanger stated I know I know. Mark Scarnton continued and most of those don't take a tremendous amount of time, but it is work outside the normal working hours.

Jeff Entler responded so what do you two think of the idea?

Brandi Binkley responded I think any kind of retention bonus or investment is a really great idea. Honestly, I do think if there's a way for us to start everybody off with something that will help, because I already know kind of what we're hearing from staff. And I think if they all feel like they're getting a little bit of something that they also can look forward to their milestone year, I think that would be the best way to do it. Otherwise, we might tip people over the edge that are ready to leave. They're on the fence. They might just say bye; that's the last straw. But I think it's a great idea.

Mark Scranton responded how many people do you have just they can think of that are here less than a year as of right now?

Bethany Krieg responded eleven. Of course, this will fluctuate, but I can give them to you very quickly.

Mark Scranton responded but one of them might hit their anniversary next month, and one of them might not hit their anniversary for eight months down the road. So, let's just say we got 69 people right now and take eleven out of that - 58. That's what you'd have if you did that amount right now.

Carolyn Wagner responded but we were also talking about doing a graduated prorated that not everybody got the same thing. Like as she was saying, is it fair for somebody who's been here 29 years to get the same amount at the one time?

Mark Scranton responded I think the onetime thing in my mind, the way I'm looking at it, is we're letting everybody know, hey, we're doing this for everybody right now that currently works here, and we're doing this, and then this is our kickoff to what we're doing down the road. I think if you sit and try to prorate it, I think it gets too complicated sorting all that out, and then it's like, okay, so that diminishes the people that have been here less and in terms of actual money and the I think undervalues the people have been here longer. Because it's like, okay, I get what you're selling, and I see that down the road. But this thing right now so the person has been here a long time. How do you decide what they're going to get because what I don't want to do, and I'm afraid if we go down that road, is now all of a sudden, we're telling people it's been the person's been here 20 years? As of, you know, this period of time, you're, you're automatically going to get this, and then in six months, you're going to get this. I don't know. I think just initial shock of putting some money in front of everybody, that gets everybody motivated. It lifts everybody up together. Carolyn said okay. Mark continued and then saying, this is our plan going into 2023. This is how this will be structured. It'll be administered by, by the, by the staff because they're tracking everybody's years of employment, stuff like that. And the only reason I'm bringing this up now because we do have this on the agenda, whatever, if we really wanted to kick this.

Carolyn Wagner responded well I want to do it for January if we're going to do it.

Mark Scranton responded yeah, but you know what I'm saying, it'd be a great - not a holiday message to send - but just the idea that we're doing something like this around this time of year, I think would be kind of nice.

Bethany Krieg responded I was just going to ask not to complicate it, but then is it the same whether you're part-time or full-time?

Mark Scranton responded I think part time people...(Several people talking at once.)

Candi Clevenger responded let's say the amount was per year, \$20.

Mark Scranton responded do you have a lot of long-term part-time people? I guess.

Bethany Krieg responded are you talking...

Candi Clevenger responded the ones who didn't, everybody.

Mark Scranton responded I mean, to me, this is something for full time people, in my in my mind at least.

(Several people talking at once).

Mark Scranton responded so you know what you pro, you prorate that I mean, maybe they get 50% of the full-time person gets because if I was a full-time person.

Bethany Krieg responded we have a couple part-time that have been here 20 plus years, just to give you an idea.

Jeff Entler responded really?

Carolyn Wagner responded see, I would, I would give them all the same. That's just me. How many part-time do you ask you have?

Brandi Binkley responded I agree with you because I don't want to send a message that they're less valuable because I think they're so important here, especially now.

Carolyn Wagner responded exactly.

Mark Scranton responded on the flip side, a full-time person looking at it saying, they got the same thing that I got, and I'm here twice as many hours. We're trying to do something positive here, and I don't want to get to where it turns into like...

Bethany Krieg responded well, you're getting six to eight maybe, to answer your questions...without looking at it super closely, just.

Mark Scranton responded yeah but the connotation is there that you're working full-time hours and you're getting above we've both been here the same amount of time. You've been here ten years. I've been here ten years. You work 25 hours a week. I work 40 or 50 hours a week, and now we're both

getting the same, same thing for our anniversary. Jeff said you have to use your best judgement; you'll catch some slack either way. Mark continued I mean, you have to balance it out either way. Well, I think to balance it out to where people could understand, I would have some kind of differentiation there. Even if it's 25%.

Brandi Binkley responded I will say, if it helps you decide a couple of things. A lot of our part-time people I can't say all off top of my head but are part-time by choice. The other thing is our base pay, if you remember it starts out at \$0.25 more an hour for part-time than the full-time, like an entry level person coming in, because we aren't having to pay for fringe and all that for them. So, they do already have that little bit of adjustment. And then, of course, full-time staff do have a lot of benefits that part-time don't.

Candi Clevenger responded part-time don't get any leave time, right?

Carolyn Wagner responded right.

Candi Clevenger responded do they get holiday?

Brandi Binkley responded no, nothing.

Carolyn Wagner responded so see they don't get anything.

Mark Scranton responded I could probably go either way on that. It's just that's kind of looking from the outside.

Carolyn Wagner responded can we, can we let the entire group decide on that?

Mark Scranton responded I think yeah, I think it's good. That's why I say I don't want to get the dialogue going to get.

Carolyn Wagner responded so let's get that point in there tonight when we bring it up, let's make sure we put that point in.

Mark Scranton responded I think perception is important. Carolyn Wagners said I agree. Mark continued I don't want to put something positive on the table for everybody. And then the full-time people feel like, well, I'm working twice as many hours, and I'm getting treated the same as the part-time person in regards to this specific thing. But it's, it's based on their years of service. And I guess that's probably where we need to look at whether it's part-time or full-time to a certain extent. I could go along with that.

Candi Clevenger responded so we would be adjusting the budget by this amount and um...

Brandi Binkley responded yes, we would just have to do a resolution to pull that basically out of Health Fund. Another thing...

Candi Clevenger responded it would be okay to take out of the Health Fund?

Carolyn Wagner responded is it on the agenda that we can talk about? Mark Scranton said yes, I told her to put it on there.

Brandi Binkley responded yes, I want to get on there that position vacancies and related policies, so I think we are good to go.

Mark Scranton responded because her and I talked the other day and I said, let's put it on the agenda for personnel and then we can kind of expand on that once we've kind of seen where all of us are at, and then we can expand on it to enlighten the rest of the board.

Jeff Entler responded I like it. It's a good idea.

Mark Scranton responded go ahead. I'm sorry.

Brandi Binkley responded I was just going to say one other thing, so you don't feel surprised by it in the whole meeting. If we do something different for full versus part-time, we do have some staff that starts part-time and went full-time or who were full-time, went part-time, went back full-time. So, for the sake... Carolyn said you might, you might not be able to figure out. Brandi continued I mean, we have all that documented, but then it might be, oh, well, did that person really get the full time if they were part time for part of their year? So, it might be for logistics purposes, easier to make it the same. But I just want to say that now so that it's not a surprise later.

Candi Clevenger responded we go through that experience then if you spell it out so that the formula, whatever you create is logical and whatever it is okay. They just want to make sure they get the right amount.

Brandi Binkley responded right.

Candi Clevenger responded that's our family, of our staff...

Brandi Binkley responded right, I think our staff will be very, very happy if this goes through.

Mark Scranton responded well I just think the timing when Carolyn brought it up, because as I told you, we had been talking about the idea of maybe doing something in, in, in conjunction with the dinner and stuff, and her and I talked about it. I said, I said it would be nice to do from a gesture standpoint, but I don't think it has any real impact. And this is something I like a lot better; I think has real impact to people. And at the end of the day, it may not make that much difference to some of them, but hopefully they'll at least appreciate the effort of what we're trying to do here. Okay, well.

Candi Clevenger responded do you give a Christmas gift?

Brandi Binkley responded the health department? Most of our supervisors, and then we get our staff, but it that comes out of our pockets...we don't have a...

Candi Clevenger responded we used to give a gift card to everybody. At one point, we used to give turkeys...way back when.

Brandi Binkley responded that sounds fun.

Mark Scranton responded and just for the good of the cause, the rest of you will know, and I'd already talked to Brandi about this, and we won't have a date set, and I'll just let you know, and we're going to do it. But when we talk about doing this dinner, their idea and we had surveyed staff, obviously, no matter when you have something, it's never a good time for somebody, but we have everything pretty much ready to go. So, if we're unable to do something during the holidays because people got plans or whatever already, I would like to get an evening on a weekend or afternoon. And what I told Brandi that I would like to do on behalf of the board is I'd like to have a movie day, family day, with some movies, fun movies that families would enjoy. And we'll treat them to come to the theater and see a couple of movies, have some popcorn, so that type of thing, and they would get the kids, the family involved type thing. It's a little too late to get it crammed into the holiday right now, but I think over the winter, everyone's going to shut up and stuff like that. But I think that would be something that they would really enjoy doing. Carolyn said that is very nice. Brandi said I think it is a good idea to wait for more people. Mark continued we'll get a date worked out for that sometime between now and the spring, we'll come up, I think a weekend probably to do that. Okay. Anything else? We don't have anything for closed session.

Carolyn Wagner responded oh I, let me think, because I have to try to remember. I have minutes that...Mark Scranton asked do we need to review those? Carolyn Wagner stated she couldn't remember if those need to just go to personnel or do they go to the entire Board.

Mark Scranton responded we have to set some minutes here.

Brandi Binkley responded you have a third, right, Carolyn, that you did that we didn't have?

Mark Scranton responded I've got October 17<sup>th</sup> and November 1<sup>st</sup>.

Brandi Binkley responded I think you have the 18<sup>th</sup> one. These are the two that Sue did that I put out the October 17<sup>th</sup> and November 1<sup>st</sup>.

Carolyn Wagner responded oh okay.

Brandi Binkley responded and the 18<sup>th</sup> you should have.

Carolyn Wagner responded yes, yes, yes, I have the 18<sup>th</sup>. Yes.

Mark Scranton responded okay, so...

Carolyn Wagner responded that's what I'm saying, does this go to the entire Board, or does this go just to...

Mark Scranton responded well we have it on the agenda for the Board. Do we need to approve these minutes, Brandi, in this meeting?

Brandi Binkley responded I'm double checking. Wasn't that a full Board meeting Closed session? I'm going to double check. We have it.

Mark Scranton responded these these here are both personnel committees.

Carolyn Wagner responded I believe it's closed session.

Mark Scranton responded but you have on the agenda for the board, you have October 17<sup>th</sup>, 18<sup>th</sup>, and November 1<sup>st</sup>

Brandi Binkley responded oh I see what you're saying.

Mark Scranton responded so I don't think we don't need to prove the personnel committee and then turn and approve again from the general Board meeting.

Carolyn Wagner responded okay, so here's the 17th. I've got the 18th. And then here's November 1<sup>st</sup> Okay, so I just pass them out.?

Mark Scranton responded would you agree? I mean, you've got it on the agenda for the Board meeting, so we don't need to do that right now.

Brandi Binkley responded I don't think so, because the personnel committee will be in the full meeting. But if you want to, there is an approval meeting that is on this personnel committee agenda. So, if you want to and then also do it in full board, you can.

Mark Scranton responded I think it's redundant. Okay, anybody got anything else they want to talk about related to personnel? Think we've covered everything we wanted to accomplish. So, let's bring our colleagues in.

### **Adjournment**

Mark Scranton responded okay, I'm going to make a motion to adjourn at 5:28 PM. Jeff Entler said so moved. Personnel meeting is adjourned.

Respectfully Submitted,



Susan Hertel  
Administrative Assistant

President: \_\_\_\_\_

Secretary: \_\_\_\_\_

Date: \_\_\_\_\_