



Memo

To: Board of Commissioners
From: Doug Coutts, Director
Date: 9/10/2021
Re: Personnel-Salary Increase approval

Tom brought to my attention that Austin had told him he had been offered a position with the School District and would like to stay but was being offered more money and additional benefits to go there. I sat down with both Tom and then Austin and went through what we could do. Austin was offered \$33 per hour to work for the School District and the benefits included paid medical and dental for him and his family. I talked with Austin and let him know that I could talk to the board and with their approval, could move him to the last step in the grade for his position. That step would put Austin at \$31.44 per hour for the remainder of this year, moving to \$31.91 per hour beginning January 1st. We do not currently offer paid benefits for spouses and dependents.

Austin really wanted to stay here and has told me he would do so if the board approved the move up in Salary. I talked individually to all board members prior to the meeting and told Austin that I would advocate to the board to move him up in the salary scale so we could keep him here.

Austin has been an invaluable part of our staff team and losing him would not only result in a phase of training, an impact on the quality of the parks, and a slowdown on projects for the near future, but in all likelihood would result in a negative budget impact with additional monies having to be spent on outside contractors to do certain projects that we would have normally handled in house.

Staff recommends moving Austin to Grade 9/Step J in the Salary scale for his position effective October 1st.