

COMMISSIONERS APPROVAL

KANENWISHER

FOSS *SK*

CHILCOTT *g*

IMAN *JR*

STOLTZ 

Members Present.....Commissioner Matt Kanenwisher, Commissioner Suzy Foss, Commissioner Greg Chilcott, Commissioner J.R. Iman and Commissioner Ron Stoltz

Date.....March 14, 2012

► Minutes: Commissioner Kanenwisher

► The Board met at 8:30 a.m. for a discussion concerning limits, duties and authorities of individual members and chairman. The discussion also concerned the airport mower lease and transactions at the Road Department; for example a snow plow, as well as the purchasing and the surplus equipment policy for the county. No decisions were made.

► The Board met at 9:00 a.m. to discuss the Road Administrator Applicants and to make a possible decision on hiring. The Board noted there were four applicants:

1. John Horat
2. John Extrom
3. Eric Anderson
4. Brian Wilkinson

Discussion included if the Board wanted to exercise their option to re-advertise for the position.

It was agreed to have each Commissioner pick their top two choices of which Robert Jenni, Human Resource Director tallied the choices:

1. Four Commissioner choices for Eric Anderson
2. Three Commissioner choices for Brian Wilkinson
3. One Commissioner choice for John Horat
4. No Commissioner choice for John Extrom

Commissioner Chilcott made a motion to offer the position to Eric Anderson.

Commissioner Foss seconded the motion. Discussion: Commissioner Chilcott noted Eric has demonstrated that he is willing to take on a contentious position and build positive relationships. Eric is bright and has a engineering background. He might not run equipment but he is able to write plans and has good oral skills. Commissioner Chilcott also felt Eric is able to foster relationships with the staff and the public and is a "quick study". Commissioner Foss stated Eric presented an outstanding interview. She felt the Commissioners need a problem solver and Eric has identified problems as well as offered solutions. She noted the two open positions (administrative and operations) will back each other in the job. She noted Eric has grant

experience and overall she feels he has team building skills and would be a good fit for the job. Commissioner Stoltz felt Eric might have issues with the budget and the budget process. Commissioner Iman noted Eric came into the Flood Plain Managers position under a difficult time and with his organizational skills he feels confident that Eric can step into this position. He noted Eric is familiar with the requirements for bridges/water ways. Commissioner Kanenwisher stated Eric is taking a huge leap into this position and if chosen the Commissioners are putting a lot of faith in him. **Commissioners Foss, Kanenwisher, Iman and Chilcott voted "aye". Commissioner Stoltz voted "nay".**

Discussion included offering the position as a one year contract. **Commissioner Stoltz made a motion to offer this position as a one year contract. No second was obtained. Commissioner Stoltz made a motion to offer this position to Eric Anderson with a one year probation at \$45,000 annual salary. Commissioner Foss seconded the motion.** Discussion: Commissioner Chilcott stated while he is against offering the top salary of \$55,000 annually, he also wants to recognize that Eric is an engineer. Commissioner Foss concurred. Commissioner Stoltz stated this would cost the county to train Eric. Commissioner Chilcott stated whomever is hired for this position has a learning curve. **After further discussion the motion was withdrawn.**

Commissioner Chilcott made a motion to offer the salary at \$47,500.00 with a one year probation with an increase in salary to be determined at the end of the first year. Commissioner Foss seconded the motion. Discussion of the one year probation allowing him sufficient time to succeed and learn the job. **All voted "aye". (5-0)**

It was also agreed that Commissioners Kanenwisher and Stoltz would continue to act as liaison to the Road Department.

Public Comment: Bill Menager suggested Eric is better suited for the operations position as he does not have any supervisory experience.

Eric was then called into the meeting and the Commissioners offered the position of Road Administrator. It was agreed that Human Resource Director Robert Jenni will put the offer in the form of a letter.