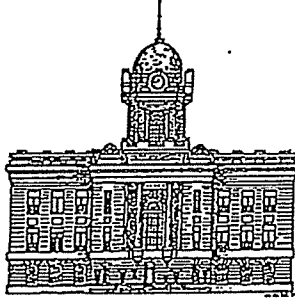


Jasper County, Iowa

Denny Carpenter

Doug Cupples

Brandon Talsma



Board of Supervisors

Courthouse

PO Box 944

Newton IA 50208

Phone 641-792-7016

Fax 641-792-1053

JASPER COUNTY BOARD OF SUPERVISORS MEETING AGENDA

www.co.jasper.ia.us

April 2nd 2019

9:30 a.m.

Pledge of Allegiance

- Item 1 Sheriff – John Halferty
 - a) Approval of Keefe Kiosk Installation at Jail

- Item 2 Jasper County Health Department –
 - a) Proclamation for Child Abuse Prevention

- Item 3 Set Public Hearing for FY 18/19 Budget Amendment
(Recommended Date of April 16, 2019 at 9:30am)

- Item 4 HR – Dennis Simon
 - a) 2019-2020 Dept. Head (progressive and non-progressive) pay plan
 - b) 2019-2020 Salaried (progressive and non-progressive) pay plan
 - c) 2019-2020 Hourly Non-Bargaining (progressive) pay plan
 - d) 2019-2020 Hourly Non-Bargaining (non-progressive) pay plan
 - e) 2019-2020 Conservation (progressive and non-progressive) pay plan

- Item 5 Approval of Board of Supervisors minutes for 3/26/19

- Item 6 Board Appointments

- Item 7 Closed Session in accordance with Iowa Code 21.5(c) “To discuss strategy with legal counsel in matters that are presently in litigation or where litigation is imminent....”

PUBLIC INPUT & COMMENTS

PAYMENT SERVICES AGREEMENT

THIS PAYMENT SERVICES AGREEMENT ("Agreement") is entered into by and between Jasper County Jail, 2300 Law Center Dr., Newton, IA. 50208 ("Client") and Keefe Commissary Network, LLC d/b/a Access Corrections, a Missouri limited liability company with its principal place of business located at 10880 Lin Page Place, St. Louis, Missouri 63132 ("**KCN**"). The Client and KCN are referred to herein individually as Party and collectively as the Parties.

WHEREAS, the Client desires to add certain cash handling and payment processing services offered by KCN; and

WHEREAS, the Parties desire to memorialize herein their respective obligations in regard to the provision of payment processing services.

NOW THEREFORE, for and in consideration of the mutual covenants and agreements expressed herein, the receipt and sufficiency of which are acknowledged, the Parties, intending to be legally bound by the terms stated in this Agreement, do agree as follows:

1. **Services.** KCN will provide cash handling services and payment processing services for payments made through kiosks, walk-in retailers, online websites and/or mobile sites, call centers or applications operated by KCN or such other methods ("**Transactions**") for crediting account balances held by Client on behalf of the recipients of funds (the "**Services**"). KCN provides the Services in its capacity as a licensed money services business. KCN represents and warrants to Client that KCN is duly licensed to provide the Services and will do so in compliance with applicable laws and regulations.
2. **Authorization.** By executing this Agreement, Client authorizes KCN to act on its behalf in handling cash and to submit Transactions initiated by individuals through the Services to the credit card networks or otherwise for authorization, processing and settlement to Client for the benefit of designated recipients.
3. **Responsibilities of KCN.**
 - a. KCN will receive payments from the public, directed to recipients by way of the Services.
 - b. KCN will transfer payment files to Client on a daily basis. KCN will deliver payments to Client by the second business day following (but not including) the day of the transaction by means of an electronic funds transfer ("**EFT**") to Client's designated bank account; provided, however, KCN, in its sole discretion, reserves the right to delay its acceptance of any transaction that KCN determines to be suspicious and warrants further investigation. Client acknowledges and agrees that KCN may terminate/cancel any proposed transaction should KCN determine the transaction is being made for an improper or illegal purpose.
 - c. KCN will provide Client with daily payment information by way of the KCN Client interface.
 - d. KCN will be responsible for responding to and resolving inquiries and complaints from senders of funds arising out of KCN's failure to timely transmit any payment to Client.
 - e. KCN will provide sufficient promotional material to be posted by Client.
 - f. KCN, upon receipt of written notice from Client, shall place limitations on transactions. The limitations will be implemented by KCN as soon as is reasonably practicable.
 - g. KCN may contract with a third-party service provider to remove cash from kiosks, to replace receipt paper and to assume responsibility for the funds until deposited into the designated bank account.
4. **Responsibilities of Client.**
 - a. Client will provide KCN with the required bank account information for transmission of an EFT. Client agrees to notify KCN, in writing, giving fourteen (14) days' notice, of any changes to the bank account information.

- b. Client will, upon receipt of written documentation of overpayment, promptly, but in no event more than ten (10) business days, refund any overpayment made by KCN, for any reason. This is to include, but not be limited to, duplicate payments, payments refunded to customers by KCN and any incorrect payments. At KCN's sole option and in lieu of the foregoing, KCN may offset any such overpayments from future payment amounts transmitted by KCN to Client and notify Client of any such offset.
 - c. Upon implementation of the Services, Client agrees that it will not accept payments designated for recipient accounts. Client will close any window or other collection method currently used to accept payments within sixty (60) days of kiosk implementation.
 - d. Client will promptly report receipt of each payment to the designated account or recipient in accordance with the Client's policy.
 - e. Client agrees that it shall, to the full extent allowed by law, assume all liability, responsibility, and risk of loss associated with its breach of this Agreement and/or its negligence in the performance of its duties hereunder. However, before Client will assume liability a breach must first be determined as a breach by a properly jurisdictional fact finder.
 - f. KCN will provide all labor necessary for and will guarantee the workmanship of the installation of a lobby kiosk including, but not limited to, material handling within the facility and all costs associated with the networking, internet connectivity and electrical enhancements required to install a kiosk at the Client's location.
 - g. Client agrees that KCN may determine, in its sole discretion, to suspend, terminate or place restrictions on one or more individual's ability to use the Services.
5. **Effective Date/Term.** This Agreement shall become effective as of the date last executed by both the Client and KCN and shall continue in effect for a term of three (3) years, unless sooner terminated as provided for herein. This Agreement shall thereafter renew automatically for one (1) year terms until written notice of termination is provided by either party at least thirty (30) days prior to the expiration of the Agreement, or any renewal term thereof.
6. **Rates.** The Services shall be provided at no cost to Client. KCN shall charge persons initiating a Transaction a service fee in accordance with its rate schedule which the Client acknowledges may be amended by KCN in its sole discretion from time to time.
7. **Exclusivity.** KCN has the exclusive right to provide the Services for the Client and the exclusive right to collect and receive money handling fees associated with the Services which fees will belong to KCN.
8. **Termination.** This Agreement may be immediately terminated by either Party, in its sole discretion, in the event Party has not cured a breach, of this Agreement within thirty (30) days of written notice of such purported breach from the non-terminating Party. Termination of this Agreement does not affect either Party's rights or obligations as to any transaction submitted for processing prior to termination.
9. **Refunds/Chargebacks.**
- a. The Parties acknowledge that once KCN accepts a transaction submitted to the applicable payment network or otherwise for processing, KCN cannot cancel or change the transaction. Except to the extent required by applicable law, payments processed by KCN are non-refundable to the individual by KCN. Individuals may have additional refund or chargeback rights under their cardholder agreement with the card issuer or applicable law.
 - b. In the case of chargebacks or returned funds, KCN will be responsible for pursuing the chargeback through the card association's dispute resolution processes, if appropriate in KCN's sole discretion. Upon written request from KCN, Client agrees to provide requested information needed to pursue the chargeback.
 - c. If an individual requests a refund, KCN will not be responsible for making those funds available if they have been already settled to a designated account by KCN or are beyond KCN's control.

d. If Client and sender of funds issue inconsistent instructions or requests to KCN, Client's instructions will control and Client will reimburse, defend, indemnify and hold KCN harmless from any and all losses, costs and expenses (including reasonable attorneys' fees) as a result of complying with Client's instructions.

10. Indemnification. Each Party (the "**Indemnifying Party**") agrees to reimburse, defend, indemnify and hold harmless the other Party (the "**Indemnified Party**") and its parents, subsidiaries and affiliates, and their respective shareholders, owners, directors, officers, members, managers, employees, agents, successors and assigns from and against all losses, claims, damages, actions, suits, proceedings or judgments, including costs, expenses and reasonable attorneys' fees assessed against or otherwise incurred by the Indemnified Party arising, in whole or in part, from (a) the Indemnifying Party's negligent acts or omissions, and/or willful misconduct; (b) a material breach of this Agreement by Indemnifying Party; or (c) a violation of any applicable laws, rules, regulations or ordinances by the Indemnifying Party. Indemnification provided in this Section does not apply to any claim or complaint to the extent caused by a Party's own negligence or willful misconduct. This Section survives termination of this Agreement.

11. Limitation of Liability; No Other Warranty. OTHER THAN KCN'S OBLIGATION FOR ANY FUNDS RECEIVED FROM INDIVIDUALS, IN NO EVENT SHALL KCN'S AGGREGATE LIABILITY IN TOTAL FOR ALL CLAIMS ARISING FROM OR RELATING TO THIS AGREEMENT EXCEED THE AMOUNT OF SERVICE FEES PAID TO KCN FOR THE TRANSACTIONS RELATING TO THE CLAIM. THE FOREGOING LIMITATION APPLIES REGARDLESS OF THE NATURE OF THE CLAIM OR THE FORM OF THE ACTION EMPLOYED, WHETHER IN CONTRACT, WARRANTY, TORT OR OTHERWISE. IN NO EVENT WILL KCN BE LIABLE FOR INDIRECT, INCIDENTAL, SPECIAL OR CONSEQUENTIAL DAMAGES, INCLUDING, BUT NOT LIMITED TO, LOST INCOME OR LOST REVENUE WHETHER BASED IN CONTRACT, TORT, OR ANY OTHER THEORY. THE SERVICES ARE PROVIDED "AS IS." EXCEPT AS EXPRESSLY STATED IN THIS AGREEMENT, NEITHER PARTY MAKES, AND EACH PARTY EXPRESSLY DISCLAIMS, ANY REPRESENTATIONS OR WARRANTIES, EXPRESS OR IMPLIED, INCLUDING ANY IMPLIED WARRANTY OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, NON-INFRINGEMENT OF THIRD PARTY RIGHTS, OR IMPLIED WARRANTIES ARISING FROM THE COURSE OF DEALING OR COURSE OF PERFORMANCE.

12. Notice.

To KCN: Keefe Commissary Network, LLC
 Attn: Business Manager
 10880 Lin Page Place
 St. Louis, MO 63132
 Email: jshoemake@keefegroup.com

To Client: *Jasper County Jail*

 Attn: Wendy Hecox

 2300 Law Center Drive

 Newton, IA. 50208

This Agreement constitutes the entire agreement between the parties with respect to the Services provided hereunder and supersedes all prior proposals and agreements, both written and oral, and all other communications between the parties.

ACKNOWLEDGED AND AGREED TO:

By signing this form, each party accepts the terms set forth herein:

CLIENT

KEEFE COMMISSARY NETWORK, LLC

By: _____

By: _____

Name: _____

Name: _____

Title: _____

Title: _____

Date: _____

Date: _____

Attest

Dennis K. Parrott, Auditor

Child Abuse Prevention Month Proclamation

Whereas, children are vital to our state's future success, prosperity and quality of life as well as being our most vulnerable assets;

Whereas, all children deserve to have the safe, stable, nurturing homes and communities they need to foster their healthy growth and development;

Whereas, child abuse and neglect is a community responsibility affecting both the current and future quality of life of a community;

Whereas, communities that provide parents with the social support, knowledge of parenting and child development and concrete resources they need to cope with stress and nurture their children ensure all children grow to their full potential;

Whereas, effective child abuse prevention strategies succeed because of partnerships created among citizens, human service agencies, schools, faith communities, health care providers, civic organizations, law enforcement agencies, and the business community;

Therefore, I do hereby proclaim April as Child Abuse Prevention Month and call upon all citizens, community agencies, faith groups, medical facilities, elected leaders and businesses to increase their participation in our efforts to support families, thereby preventing child abuse and strengthening the communities in which we live.

Signature

Attest:

Date

Dennis K. Parrott, Auditor

**Jasper County Salary Pay Plan for 2019
 Department Heads Only**

Effective July 1, 2019

** Progressive Scale - Employees hired prior to July 1, 2016 **

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Range 6 DHP	\$34,126	\$35,009	\$35,919	\$36,857	\$37,823	\$38,818	\$39,843
Range 7 DHP	\$35,921	\$36,858	\$37,824	\$38,806	\$39,843	\$40,899	\$41,985
Range 8 DHP	\$37,826	\$38,821	\$39,845	\$40,900	\$41,987	\$43,108	\$44,261
Range 9 DHP	\$39,843	\$40,899	\$41,985	\$43,105	\$44,258	\$45,446	\$46,670
Range 10 DHP	\$41,985	\$43,104	\$44,258	\$45,446	\$46,670	\$47,930	\$49,227
Range 11 DHP	\$44,261	\$45,448	\$46,671	\$47,932	\$49,231	\$50,568	\$51,945
Range 12 DHP	\$46,670	\$47,930	\$49,227	\$50,565	\$51,942	\$53,361	\$54,821
Range 13 DHP	\$49,226	\$50,563	\$51,940	\$53,359	\$54,820	\$56,323	\$57,874
Range 14 DHP	\$51,942	\$53,361	\$54,821	\$56,327	\$57,876	\$59,472	\$61,118
Range 15 DHP	\$54,822	\$56,328	\$57,876	\$59,473	\$61,118	\$62,812	\$64,555
Range 16 DHP	\$57,875	\$59,472	\$61,116	\$62,810	\$64,554	\$66,351	\$68,203
Range 17 DHP	\$61,116	\$62,809	\$64,554	\$66,351	\$68,201	\$70,108	\$72,070
Range 18 DHP	\$64,555	\$66,353	\$68,203	\$70,110	\$72,074	\$74,095	\$76,178
Range 19 DHP	\$68,204	\$70,110	\$72,074	\$74,097	\$76,178	\$78,325	\$80,534
Range 20 DHP	\$72,072	\$74,094	\$76,177	\$78,324	\$80,533	\$82,808	\$85,153
Range 21 DHP	\$76,178	\$78,325	\$80,534	\$82,810	\$85,154	\$87,569	\$90,056
Range 22 DHP	\$80,533	\$82,810	\$85,154	\$87,569	\$90,056	\$92,619	\$95,258
Range 23 DHP	\$85,153	\$87,567	\$90,054	\$92,618	\$95,256	\$97,974	\$100,774
Range 24 DHP	\$90,057	\$92,619	\$95,258	\$98,538	\$100,775	\$103,659	\$106,628
Range 25 DHP	\$95,258	\$97,975	\$100,775	\$103,658	\$106,628	\$109,686	\$112,837
Range 26 DHP	\$100,772	\$103,656	\$106,625	\$109,684	\$112,835	\$116,079	\$119,422
Range 27 DHP	\$106,629	\$109,687	\$112,837	\$116,084	\$119,426	\$122,870	\$126,414
Range 28 DHP	\$112,836	\$116,080	\$119,425	\$122,866	\$126,413	\$130,065	\$133,828
Range 29 DHP	\$119,422	\$122,865	\$126,412	\$130,064	\$133,826	\$137,701	\$141,692
Range 30 DHP	\$126,414	\$130,067	\$133,829	\$137,706	\$141,696	\$145,807	\$150,041
Range 31 DHP	\$133,827	\$137,701	\$141,694	\$145,804	\$150,038	\$154,399	\$158,892
Range 32 DHP	\$141,694	\$145,804	\$150,038	\$154,399	\$158,893	\$163,519	\$168,284
Range 33 DHP	\$150,040	\$154,401	\$158,893	\$163,520	\$168,285	\$173,194	\$178,250
Range 34 DHP	\$158,894	\$163,521	\$168,287	\$173,196	\$178,251	\$183,459	\$188,823
Range 35 DHP	\$168,285	\$173,194	\$178,250	\$183,458	\$188,822	\$194,347	\$200,038

* 3.0 % increase over 2018

Jasper County Salary Pay Plan for 2019
Department Heads Only

Effective July 1, 2019

** Non-Progressing Scale - Employees hired after July 1, 2016 **

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Range 6 DHNP	\$31,582	\$32,400	\$33,242	\$34,109	\$35,004	\$35,925	\$36,873
Range 7 DHNP	\$33,243	\$34,111	\$35,005	\$35,913	\$36,873	\$37,850	\$38,855
Range 8 DHNP	\$35,006	\$35,927	\$36,874	\$37,851	\$38,858	\$39,894	\$40,961
Range 9 DHNP	\$36,873	\$37,850	\$38,855	\$39,892	\$40,959	\$42,058	\$43,191
Range 10 DHNP	\$38,855	\$39,891	\$40,959	\$42,058	\$43,191	\$44,357	\$45,558
Range 11 DHNP	\$40,961	\$42,060	\$43,192	\$44,359	\$45,561	\$46,798	\$48,072
Range 12 DHNP	\$43,191	\$44,357	\$45,558	\$46,796	\$48,070	\$49,384	\$50,734
Range 13 DHNP	\$45,556	\$46,794	\$48,068	\$49,381	\$50,733	\$52,124	\$53,560
Range 14 DHNP	\$48,070	\$49,384	\$50,734	\$52,128	\$53,562	\$55,039	\$56,562
Range 15 DHNP	\$50,735	\$52,129	\$53,562	\$55,040	\$56,562	\$58,129	\$59,743
Range 16 DHNP	\$53,561	\$55,039	\$56,560	\$58,128	\$59,742	\$61,405	\$63,118
Range 17 DHNP	\$56,560	\$58,127	\$59,742	\$61,405	\$63,117	\$64,881	\$66,698
Range 18 DHNP	\$59,743	\$61,406	\$63,118	\$64,884	\$66,701	\$68,572	\$70,500
Range 19 DHNP	\$63,120	\$64,884	\$66,701	\$68,573	\$70,500	\$72,486	\$74,531
Range 20 DHNP	\$66,699	\$68,571	\$70,498	\$72,485	\$74,530	\$76,635	\$78,805
Range 21 DHNP	\$70,500	\$72,486	\$74,531	\$76,637	\$78,806	\$81,041	\$83,342
Range 22 DHNP	\$74,530	\$76,637	\$78,806	\$81,041	\$83,342	\$85,715	\$88,157
Range 23 DHNP	\$78,805	\$81,040	\$83,341	\$85,714	\$88,155	\$90,670	\$93,262
Range 24 DHNP	\$83,344	\$85,715	\$88,157	\$91,193	\$93,263	\$95,932	\$98,679
Range 25 DHNP	\$88,157	\$90,671	\$93,263	\$95,930	\$98,679	\$101,509	\$104,426
Range 26 DHNP	\$93,260	\$95,929	\$98,677	\$101,508	\$104,424	\$107,426	\$110,520
Range 27 DHNP	\$98,680	\$101,510	\$104,426	\$107,431	\$110,524	\$113,710	\$116,991
Range 28 DHNP	\$104,425	\$107,427	\$110,522	\$113,707	\$116,990	\$120,370	\$123,852
Range 29 DHNP	\$110,520	\$113,706	\$116,988	\$120,369	\$123,850	\$127,436	\$131,130
Range 30 DHNP	\$116,991	\$120,371	\$123,853	\$127,440	\$131,133	\$134,937	\$138,856
Range 31 DHNP	\$123,851	\$127,436	\$131,131	\$134,935	\$138,854	\$142,890	\$147,047
Range 32 DHNP	\$131,131	\$134,935	\$138,854	\$142,890	\$147,048	\$151,329	\$155,739
Range 33 DHNP	\$138,855	\$142,891	\$147,048	\$151,331	\$155,741	\$160,284	\$164,962
Range 34 DHNP	\$147,049	\$151,332	\$155,742	\$160,285	\$164,963	\$169,783	\$174,747
Range 35 DHNP	\$155,741	\$160,284	\$164,962	\$169,782	\$174,746	\$179,859	\$185,126

* No increase over 2018 (Non-Progressive Scale)

**Jasper County Salary Pay Plan for 2019
 Salaried Employees (Non Dept Heads)**

Effective July 1, 2019

** Progressive Scale - Employees hired prior to July 1, 2016 **

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Range 6 SEP	\$35,008	\$35,915	\$36,848	\$37,811	\$38,802	\$39,822	\$40,874
Range 7 SEP	\$36,849	\$37,812	\$38,803	\$39,810	\$40,874	\$41,956	\$43,071
Range 8 SEP	\$38,804	\$39,825	\$40,875	\$41,958	\$43,073	\$44,222	\$45,406
Range 9 SEP	\$40,874	\$41,956	\$43,071	\$44,220	\$45,403	\$46,622	\$47,877
Range 10 SEP	\$43,071	\$44,219	\$45,403	\$46,622	\$47,877	\$49,170	\$50,501
Range 11 SEP	\$45,406	\$46,624	\$47,878	\$49,171	\$50,504	\$51,876	\$53,289
Range 12 SEP	\$47,877	\$49,170	\$50,501	\$51,873	\$53,286	\$54,741	\$56,238
Range 13 SEP	\$50,499	\$51,871	\$53,283	\$54,739	\$56,237	\$57,780	\$59,371
Range 14 SEP	\$53,286	\$54,741	\$56,238	\$57,784	\$59,373	\$61,011	\$62,699
Range 15 SEP	\$56,240	\$57,785	\$59,373	\$61,012	\$62,699	\$64,436	\$66,226
Range 16 SEP	\$59,372	\$61,011	\$62,697	\$64,435	\$66,224	\$68,068	\$69,966
Range 17 SEP	\$62,697	\$64,433	\$66,224	\$68,068	\$69,965	\$71,921	\$73,934
Range 18 SEP	\$66,226	\$68,069	\$69,966	\$71,924	\$73,938	\$76,013	\$78,149
Range 19 SEP	\$69,968	\$71,924	\$73,938	\$76,014	\$78,149	\$80,351	\$82,617
Range 20 SEP	\$73,936	\$76,011	\$78,148	\$80,350	\$82,616	\$84,951	\$87,355
Range 21 SEP	\$78,149	\$80,351	\$82,617	\$84,952	\$87,356	\$89,833	\$92,385
Range 22 SEP	\$82,616	\$84,952	\$87,356	\$89,833	\$92,385	\$95,014	\$97,722
Range 23 SEP	\$87,355	\$89,832	\$92,384	\$95,013	\$97,721	\$100,508	\$103,381
Range 24 SEP	\$92,387	\$95,014	\$97,722	\$101,087	\$103,382	\$106,340	\$109,386
Range 25 SEP	\$97,722	\$100,509	\$103,382	\$106,339	\$109,386	\$112,523	\$115,756
Range 26 SEP	\$103,380	\$106,338	\$109,384	\$112,521	\$115,754	\$119,082	\$122,512
Range 27 SEP	\$109,551	\$112,524	\$115,756	\$119,087	\$122,516	\$126,048	\$129,684
Range 28 SEP	\$115,755	\$119,083	\$122,515	\$126,044	\$129,683	\$133,430	\$137,290
Range 29 SEP	\$122,516	\$126,043	\$129,681	\$133,429	\$137,289	\$141,263	\$145,357
Range 30 SEP	\$129,684	\$133,431	\$137,292	\$141,268	\$145,361	\$149,578	\$153,922
Range 31 SEP	\$137,288	\$141,263	\$145,358	\$149,575	\$153,920	\$158,394	\$163,001
Range 32 SEP	\$145,358	\$149,575	\$153,920	\$158,394	\$163,003	\$167,749	\$172,638
Range 33 SEP	\$153,921	\$158,395	\$163,003	\$167,750	\$172,639	\$177,674	\$182,860
Range 34 SEP	\$163,005	\$167,751	\$172,640	\$177,676	\$182,862	\$188,204	\$193,708
Range 35 SEP	\$172,639	\$177,674	\$182,860	\$188,203	\$193,706	\$199,374	\$205,213

* 3.0 % increase over 2018

**Jasper County Salary Pay Plan for 2019
Salaried Employees (Non Dept Heads)**

Effective July 1, 2019

** Non-Progressing Scale - Employees hired after July 1, 2016 **

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Range 6 SENP	\$32,146	\$32,979	\$33,836	\$34,720	\$35,630	\$36,567	\$37,533
Range 7 SENP	\$33,837	\$34,721	\$35,631	\$36,556	\$37,533	\$38,527	\$39,550
Range 8 SENP	\$35,632	\$36,570	\$37,534	\$38,528	\$39,552	\$40,608	\$41,694
Range 9 SENP	\$37,533	\$38,527	\$39,550	\$40,605	\$41,692	\$42,811	\$43,963
Range 10 SENP	\$39,550	\$40,604	\$41,692	\$42,811	\$43,963	\$45,151	\$46,373
Range 11 SENP	\$41,694	\$42,813	\$43,964	\$45,152	\$46,376	\$47,635	\$48,933
Range 12 SENP	\$43,963	\$45,151	\$46,373	\$47,633	\$48,931	\$50,267	\$51,641
Range 13 SENP	\$46,372	\$47,631	\$48,927	\$50,265	\$51,640	\$53,057	\$54,518
Range 14 SENP	\$48,931	\$50,267	\$51,641	\$53,060	\$54,520	\$56,024	\$57,574
Range 15 SENP	\$51,643	\$53,062	\$54,520	\$56,025	\$57,574	\$59,169	\$60,812
Range 16 SENP	\$54,519	\$56,024	\$57,572	\$59,168	\$60,811	\$62,504	\$64,247
Range 17 SENP	\$57,572	\$59,167	\$60,811	\$62,504	\$64,246	\$66,042	\$67,891
Range 18 SENP	\$60,812	\$62,505	\$64,247	\$66,045	\$67,894	\$69,799	\$71,761
Range 19 SENP	\$64,248	\$66,045	\$67,894	\$69,800	\$71,761	\$73,783	\$75,864
Range 20 SENP	\$67,892	\$69,798	\$71,760	\$73,782	\$75,863	\$78,007	\$80,214
Range 21 SENP	\$71,761	\$73,783	\$75,864	\$78,008	\$80,216	\$82,490	\$84,834
Range 22 SENP	\$75,863	\$78,008	\$80,216	\$82,490	\$84,834	\$87,248	\$89,734
Range 23 SENP	\$80,214	\$82,489	\$84,833	\$87,247	\$89,733	\$92,292	\$94,930
Range 24 SENP	\$84,835	\$87,248	\$89,734	\$92,824	\$94,932	\$97,648	\$100,445
Range 25 SENP	\$89,734	\$92,293	\$94,932	\$97,647	\$100,445	\$103,325	\$106,294
Range 26 SENP	\$94,929	\$97,646	\$100,443	\$103,324	\$106,292	\$109,348	\$112,498
Range 27 SENP	\$100,596	\$103,326	\$106,294	\$109,353	\$112,501	\$115,745	\$119,084
Range 28 SENP	\$106,293	\$109,350	\$112,500	\$115,741	\$119,082	\$122,523	\$126,068
Range 29 SENP	\$112,501	\$115,740	\$119,081	\$122,522	\$126,067	\$129,716	\$133,475
Range 30 SENP	\$119,084	\$122,524	\$126,069	\$129,721	\$133,479	\$137,351	\$141,341
Range 31 SENP	\$126,066	\$129,716	\$133,477	\$137,349	\$141,338	\$145,447	\$149,677
Range 32 SENP	\$133,477	\$137,349	\$141,338	\$145,447	\$149,680	\$154,037	\$158,526
Range 33 SENP	\$141,339	\$145,448	\$149,680	\$154,038	\$158,527	\$163,151	\$167,913
Range 34 SENP	\$149,681	\$154,039	\$158,528	\$163,152	\$167,914	\$172,821	\$177,874
Range 35 SENP	\$158,527	\$163,151	\$167,913	\$172,819	\$177,873	\$183,077	\$188,439

* No increase over 2018 (Non-Progressive Scale)

2019 Hourly Non-Bargaining Pay Scale
Progressive Scale - employees hired before July 1, 2016

Effective: July 1, 2019
3.0% increases (ATB)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Range 9	\$9.49	\$9.85	\$10.22	\$10.60	\$11.00	\$11.41	\$11.89	\$12.30
Range 10	\$9.92	\$10.26	\$10.62	\$10.95	\$11.33	\$11.72	\$12.12	\$12.52
Range 11	\$10.11	\$10.44	\$10.80	\$11.15	\$11.51	\$11.90	\$12.31	\$12.74
Range 12	\$10.26	\$10.62	\$10.95	\$11.33	\$11.72	\$12.12	\$12.52	\$12.96
Range 13	\$10.42	\$10.76	\$11.12	\$11.49	\$11.88	\$12.29	\$12.72	\$13.15
Range 14	\$10.63	\$10.97	\$11.34	\$11.73	\$12.13	\$12.53	\$12.97	\$13.43
Range 15	\$10.80	\$11.15	\$11.51	\$11.90	\$12.31	\$12.74	\$13.18	\$13.63
Range 16	\$10.94	\$11.32	\$11.71	\$12.11	\$12.51	\$12.93	\$13.38	\$13.86
Range 17	\$11.15	\$11.51	\$11.90	\$12.31	\$12.74	\$13.18	\$13.63	\$14.10
Range 18	\$11.32	\$11.71	\$12.11	\$12.51	\$12.93	\$13.38	\$13.86	\$14.34
Range 19	\$11.51	\$11.90	\$12.31	\$12.74	\$13.18	\$13.63	\$14.10	\$14.59
Range 20	\$11.73	\$12.13	\$12.53	\$12.97	\$13.43	\$13.89	\$14.38	\$14.89
Range 21	\$11.90	\$12.31	\$12.74	\$13.18	\$13.63	\$14.10	\$14.59	\$15.11
Range 22	\$12.13	\$12.53	\$12.97	\$13.43	\$13.89	\$14.38	\$14.89	\$15.43
Range 23	\$12.33	\$12.75	\$13.19	\$13.66	\$14.13	\$14.62	\$15.13	\$15.67
Range 24	\$12.55	\$12.98	\$13.45	\$13.91	\$14.39	\$14.90	\$15.44	\$15.97
Range 25	\$12.75	\$13.19	\$13.66	\$14.13	\$14.62	\$15.13	\$15.67	\$16.23
Range 26	\$12.98	\$13.45	\$13.91	\$14.39	\$14.90	\$15.44	\$15.97	\$16.55
Range 27	\$13.21	\$13.67	\$14.14	\$14.64	\$15.15	\$15.68	\$16.24	\$16.81
Range 28	\$13.43	\$13.89	\$14.38	\$14.89	\$15.43	\$15.96	\$16.53	\$17.13
Range 29	\$13.68	\$14.11	\$14.60	\$15.12	\$15.66	\$16.20	\$16.79	\$17.40
Range 30	\$13.91	\$14.39	\$14.90	\$15.44	\$15.97	\$16.55	\$17.14	\$17.75
Range 31	\$14.15	\$14.65	\$15.16	\$15.69	\$16.25	\$16.84	\$17.46	\$18.08

Effective: July 1, 2019

2019 Hourly Non-Bargaining Pay Scale

Progressive Scale - employees hired before July 1, 2016

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
Range	32	\$14.38	\$14.89	\$15.43	\$15.96	\$16.53	\$17.13	\$17.74	\$18.37
Range	33	\$14.66	\$15.17	\$15.72	\$16.28	\$16.87	\$17.48	\$18.10	\$18.75
Range	34	\$14.90	\$15.44	\$15.97	\$16.55	\$17.14	\$17.75	\$18.38	\$19.06
Range	35	\$15.16	\$15.69	\$16.25	\$16.84	\$17.46	\$18.08	\$18.72	\$19.39
Range	36	\$15.46	\$16.00	\$16.57	\$17.17	\$17.79	\$18.42	\$19.10	\$19.78
Range	37	\$15.71	\$16.27	\$16.85	\$17.47	\$18.09	\$18.73	\$19.40	\$20.12
Range	38	\$15.97	\$16.55	\$17.14	\$17.75	\$18.38	\$19.06	\$19.75	\$20.45
Range	39	\$16.28	\$16.87	\$17.48	\$18.10	\$18.75	\$19.41	\$20.13	\$20.85
Range	40	\$16.55	\$17.14	\$17.75	\$18.38	\$19.06	\$19.75	\$20.45	\$21.20
Range	41	\$16.89	\$17.49	\$18.11	\$18.76	\$19.43	\$20.14	\$20.87	\$21.64
Range	42	\$17.17	\$17.79	\$18.42	\$19.10	\$19.78	\$20.50	\$21.25	\$22.03
Range	43	\$17.47	\$18.09	\$18.73	\$19.40	\$20.12	\$20.84	\$21.60	\$22.40
Range	44	\$17.79	\$18.42	\$19.10	\$19.78	\$20.50	\$21.25	\$22.03	\$22.84
Range	45	\$18.10	\$18.75	\$19.41	\$20.13	\$20.85	\$21.61	\$22.42	\$23.24
Range	46	\$18.43	\$19.11	\$19.79	\$20.51	\$21.27	\$22.04	\$22.85	\$23.71
Range	47	\$18.77	\$19.44	\$20.16	\$20.90	\$21.68	\$22.45	\$23.29	\$24.14
Range	48	\$19.10	\$19.78	\$20.50	\$21.25	\$22.03	\$22.84	\$23.69	\$24.57
Range	49	\$19.44	\$20.16	\$20.90	\$21.68	\$22.45	\$23.29	\$24.14	\$25.04
Range	50	\$19.79	\$20.51	\$21.27	\$22.04	\$22.85	\$23.71	\$24.58	\$25.50
Range	51	\$20.18	\$20.92	\$21.70	\$22.49	\$23.33	\$24.18	\$25.08	\$26.01
Range	52	\$20.52	\$21.29	\$22.05	\$22.87	\$23.72	\$24.60	\$25.52	\$26.46
Range	53	\$20.92	\$21.70	\$22.49	\$23.33	\$24.18	\$25.08	\$26.01	\$27.01
Range	54	\$21.31	\$22.09	\$22.90	\$23.74	\$24.62	\$25.54	\$26.49	\$27.49
Range	55	\$21.72	\$22.51	\$23.35	\$24.20	\$25.12	\$26.04	\$27.01	\$28.02
Range	56	\$22.08	\$22.89	\$23.73	\$24.61	\$25.53	\$26.48	\$27.47	\$28.49

Effective: July 1, 2019

2019 Hourly Non-Bargaining Pay Scale

Progressive Scale - employees hired before July 1, 2016

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
Range	57	\$22.49	\$23.33	\$24.18	\$25.08	\$26.01	\$26.99	\$27.98	\$29.03
Range	58	\$22.90	\$23.74	\$24.62	\$25.54	\$26.49	\$27.49	\$28.51	\$29.60
Range	59	\$23.34	\$24.19	\$25.10	\$26.03	\$27.00	\$28.01	\$29.04	\$30.15
Range	60	\$23.78	\$24.64	\$25.57	\$26.53	\$27.52	\$28.56	\$29.63	\$30.74
Range	61	\$24.18	\$25.08	\$26.01	\$26.99	\$27.98	\$29.03	\$30.14	\$31.27
Range	62	\$24.64	\$25.57	\$26.53	\$27.52	\$28.56	\$29.63	\$30.74	\$31.89
Range	63	\$25.13	\$25.98	\$27.04	\$28.05	\$29.09	\$30.18	\$31.32	\$32.50
Range	64	\$25.59	\$26.55	\$27.55	\$28.58	\$29.65	\$30.77	\$31.92	\$33.13
Range	65	\$26.05	\$27.03	\$28.03	\$29.08	\$30.17	\$31.30	\$32.48	\$33.72
Range	66	\$26.55	\$27.55	\$28.58	\$29.65	\$30.77	\$31.92	\$33.13	\$34.40
Range	67	\$27.05	\$28.06	\$29.10	\$30.21	\$31.35	\$32.52	\$33.75	\$35.05
Range	68	\$27.56	\$28.59	\$29.66	\$30.78	\$31.94	\$33.14	\$34.42	\$35.72
Range	69	\$28.07	\$29.13	\$30.22	\$31.36	\$32.53	\$33.77	\$35.06	\$36.38
Range	70	\$28.59	\$29.66	\$30.78	\$31.94	\$33.14	\$34.42	\$35.72	\$37.08
Range	71	\$29.13	\$30.22	\$31.36	\$32.53	\$33.77	\$35.06	\$36.38	\$37.76
Range	72	\$29.66	\$30.78	\$31.94	\$33.14	\$34.42	\$35.72	\$37.08	\$38.49
Range	73	\$30.23	\$31.38	\$32.56	\$33.78	\$35.07	\$36.41	\$37.81	\$39.25
Range	74	\$30.82	\$31.98	\$33.19	\$34.45	\$35.75	\$37.13	\$38.54	\$40.02
Range	75	\$30.78	\$31.96	\$33.19	\$34.48	\$35.81	\$37.21	\$38.66	\$40.15
Range	76	\$31.35	\$32.56	\$33.82	\$35.12	\$36.49	\$37.90	\$39.38	\$40.91
Range	77	\$31.96	\$33.19	\$34.48	\$35.81	\$37.21	\$38.66	\$40.15	\$41.72
Range	78	\$32.57	\$33.83	\$35.13	\$36.51	\$37.92	\$39.39	\$40.92	\$42.51
Range	79	\$33.20	\$34.49	\$35.83	\$37.22	\$38.67	\$40.17	\$41.73	\$43.35
Range	80	\$33.86	\$35.16	\$36.53	\$37.94	\$39.42	\$40.96	\$42.55	\$44.20
Range	81	\$34.49	\$35.83	\$37.22	\$38.67	\$40.17	\$41.73	\$43.35	\$45.03

2019 Hourly Non-Bargaining Pay Scale
 Non-Progressive Scale - employees hired after July 1, 2016

Effective: July 1, 2019
 Step Progression only - No ACOL

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Range 9	\$9.22	\$9.56	\$9.93	\$10.29	\$10.68	\$11.08	\$11.54	\$11.94
Range 10	\$9.63	\$9.96	\$10.31	\$10.63	\$11.00	\$11.38	\$11.77	\$12.16
Range 11	\$9.82	\$10.14	\$10.48	\$10.82	\$11.18	\$11.55	\$11.96	\$12.37
Range 12	\$9.96	\$10.31	\$10.63	\$11.00	\$11.38	\$11.77	\$12.16	\$12.58
Range 13	\$10.11	\$10.45	\$10.80	\$11.15	\$11.53	\$11.93	\$12.35	\$12.77
Range 14	\$10.32	\$10.65	\$11.01	\$11.39	\$11.78	\$12.17	\$12.59	\$13.04
Range 15	\$10.48	\$10.82	\$11.18	\$11.55	\$11.96	\$12.37	\$12.79	\$13.23
Range 16	\$10.62	\$10.99	\$11.37	\$11.76	\$12.14	\$12.56	\$12.99	\$13.45
Range 17	\$10.82	\$11.18	\$11.55	\$11.96	\$12.37	\$12.79	\$13.23	\$13.69
Range 18	\$10.99	\$11.37	\$11.76	\$12.14	\$12.56	\$12.99	\$13.45	\$13.93
Range 19	\$11.18	\$11.55	\$11.96	\$12.37	\$12.79	\$13.23	\$13.69	\$14.16
Range 20	\$11.39	\$11.78	\$12.17	\$12.59	\$13.04	\$13.49	\$13.96	\$14.46
Range 21	\$11.55	\$11.96	\$12.37	\$12.79	\$13.23	\$13.69	\$14.16	\$14.67
Range 22	\$11.78	\$12.17	\$12.59	\$13.04	\$13.49	\$13.96	\$14.46	\$14.98
Range 23	\$11.97	\$12.38	\$12.81	\$13.26	\$13.71	\$14.20	\$14.69	\$15.21
Range 24	\$12.18	\$12.61	\$13.05	\$13.50	\$13.97	\$14.47	\$14.99	\$15.51
Range 25	\$12.38	\$12.81	\$13.26	\$13.71	\$14.20	\$14.69	\$15.21	\$15.76
Range 26	\$12.61	\$13.05	\$13.50	\$13.97	\$14.47	\$14.99	\$15.51	\$16.06
Range 27	\$12.83	\$13.27	\$13.73	\$14.21	\$14.71	\$15.23	\$15.77	\$16.32
Range 28	\$13.04	\$13.49	\$13.96	\$14.46	\$14.98	\$15.50	\$16.05	\$16.63
Range 29	\$13.28	\$13.70	\$14.17	\$14.68	\$15.20	\$15.73	\$16.30	\$16.89
Range 30	\$13.50	\$13.97	\$14.47	\$14.99	\$15.51	\$16.06	\$16.64	\$17.23
Range 31	\$13.74	\$14.22	\$14.72	\$15.24	\$15.78	\$16.35	\$16.95	\$17.55

Effective: July 1, 2019

2019 Hourly Non-Bargaining Pay Scale
 Non-Progressive Scale - employees hired after July 1, 2016

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Range 32	\$13.96	\$14.46	\$14.98	\$15.50	\$16.05	\$16.63	\$17.22	\$17.83
Range 33	\$14.23	\$14.73	\$15.26	\$15.80	\$16.38	\$16.97	\$17.57	\$18.20
Range 34	\$14.47	\$14.99	\$15.51	\$16.06	\$16.64	\$17.23	\$17.85	\$18.51
Range 35	\$14.72	\$15.24	\$15.78	\$16.35	\$16.95	\$17.55	\$18.18	\$18.82
Range 36	\$15.01	\$15.53	\$16.09	\$16.67	\$17.27	\$17.88	\$18.54	\$19.20
Range 37	\$15.25	\$15.79	\$16.36	\$16.96	\$17.56	\$18.19	\$18.84	\$19.53
Range 38	\$15.51	\$16.06	\$16.64	\$17.23	\$17.85	\$18.51	\$19.17	\$19.85
Range 39	\$15.80	\$16.38	\$16.97	\$17.57	\$18.20	\$18.85	\$19.54	\$20.24
Range 40	\$16.06	\$16.64	\$17.23	\$17.85	\$18.51	\$19.17	\$19.85	\$20.58
Range 41	\$16.39	\$16.98	\$17.59	\$18.21	\$18.86	\$19.56	\$20.26	\$21.01
Range 42	\$16.67	\$17.27	\$17.88	\$18.54	\$19.20	\$19.90	\$20.63	\$21.39
Range 43	\$16.96	\$17.56	\$18.19	\$18.84	\$19.53	\$20.23	\$20.97	\$21.75
Range 44	\$17.27	\$17.88	\$18.54	\$19.20	\$19.90	\$20.63	\$21.39	\$22.18
Range 45	\$17.57	\$18.20	\$18.85	\$19.54	\$20.24	\$20.98	\$21.76	\$22.57
Range 46	\$17.89	\$18.55	\$19.21	\$19.91	\$20.65	\$21.40	\$22.19	\$23.01
Range 47	\$18.22	\$18.87	\$19.57	\$20.29	\$21.04	\$21.80	\$22.61	\$23.44
Range 48	\$18.54	\$19.20	\$19.90	\$20.63	\$21.39	\$22.18	\$23.00	\$23.85
Range 49	\$18.87	\$19.57	\$20.29	\$21.04	\$21.80	\$22.61	\$23.44	\$24.31
Range 50	\$19.21	\$19.91	\$20.65	\$21.40	\$22.19	\$23.01	\$23.86	\$24.76
Range 51	\$19.59	\$20.31	\$21.07	\$21.83	\$22.65	\$23.48	\$24.35	\$25.26
Range 52	\$19.92	\$20.67	\$21.41	\$22.20	\$23.03	\$23.88	\$24.77	\$25.69
Range 53	\$20.31	\$21.07	\$21.83	\$22.65	\$23.48	\$24.35	\$25.26	\$26.23
Range 54	\$20.69	\$21.45	\$22.24	\$23.05	\$23.90	\$24.80	\$25.72	\$26.69
Range 55	\$21.09	\$21.86	\$22.67	\$23.50	\$24.38	\$25.28	\$26.23	\$27.20
Range 56	\$21.43	\$22.22	\$23.04	\$23.89	\$24.79	\$25.71	\$26.67	\$27.66

Effective: July 1, 2019

2019 Hourly Non-Bargaining Pay Scale

Non-Progressive Scale - employees hired after July 1, 2016

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
Range	57	\$21.83	\$22.65	\$23.48	\$24.35	\$25.26	\$26.20	\$27.17	\$28.18
Range	58	\$22.24	\$23.05	\$23.90	\$24.80	\$25.72	\$26.69	\$27.68	\$28.74
Range	59	\$22.66	\$23.49	\$24.37	\$25.27	\$26.21	\$27.19	\$28.20	\$29.27
Range	60	\$23.09	\$23.92	\$24.82	\$25.75	\$26.72	\$27.72	\$28.76	\$29.85
Range	61	\$23.48	\$24.35	\$25.26	\$26.20	\$27.17	\$28.18	\$29.26	\$30.36
Range	62	\$23.92	\$24.82	\$25.75	\$26.72	\$27.72	\$28.76	\$29.85	\$30.96
Range	63	\$24.40	\$25.22	\$26.25	\$27.23	\$28.24	\$29.31	\$30.40	\$31.55
Range	64	\$24.84	\$25.78	\$26.74	\$27.75	\$28.79	\$29.87	\$30.99	\$32.16
Range	65	\$25.29	\$26.24	\$27.22	\$28.23	\$29.29	\$30.39	\$31.54	\$32.73
Range	66	\$25.78	\$26.74	\$27.75	\$28.79	\$29.87	\$30.99	\$32.16	\$33.40
Range	67	\$26.26	\$27.24	\$28.26	\$29.33	\$30.44	\$31.57	\$32.76	\$34.03
Range	68	\$26.76	\$27.76	\$28.80	\$29.88	\$31.01	\$32.17	\$33.41	\$34.68
Range	69	\$27.25	\$28.28	\$29.34	\$30.45	\$31.58	\$32.79	\$34.04	\$35.32
Range	70	\$27.76	\$28.80	\$29.88	\$31.01	\$32.17	\$33.41	\$34.68	\$36.00
Range	71	\$28.28	\$29.34	\$30.45	\$31.58	\$32.79	\$34.04	\$35.32	\$36.66
Range	72	\$28.80	\$29.88	\$31.01	\$32.17	\$33.41	\$34.68	\$36.00	\$37.37
Range	73	\$29.35	\$30.46	\$31.61	\$32.80	\$34.05	\$35.35	\$36.71	\$38.11
Range	74	\$29.92	\$31.05	\$32.22	\$33.45	\$34.71	\$36.04	\$37.41	\$38.85
Range	75	\$29.88	\$31.03	\$32.22	\$33.47	\$34.77	\$36.13	\$37.53	\$38.98
Range	76	\$30.44	\$31.61	\$32.83	\$34.10	\$35.43	\$36.80	\$38.23	\$39.72
Range	77	\$31.03	\$32.22	\$33.47	\$34.77	\$36.13	\$37.53	\$38.98	\$40.51
Range	78	\$31.62	\$32.85	\$34.11	\$35.44	\$36.81	\$38.24	\$39.73	\$41.27
Range	79	\$32.23	\$33.48	\$34.78	\$36.14	\$37.54	\$39.00	\$40.52	\$42.09
Range	80	\$32.87	\$34.13	\$35.47	\$36.84	\$38.28	\$39.76	\$41.31	\$42.91
Range	81	\$33.48	\$34.78	\$36.14	\$37.54	\$39.00	\$40.52	\$42.09	\$43.72

Conservation Pay Plan 2019 - 2020
(Progressive Pay Plan)

Effective July 1, 2019
3% increase over the 2018 - 2019

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Conservation Director	\$71,423	\$73,491	\$75,494	\$77,556	\$79,681	\$81,871	\$84,124	N/A
Park Officer	\$53,287	\$54,742	\$56,239	\$57,783	\$59,374	\$61,009	\$62,698	N/A
Assistant Park Officer	\$43,945	\$45,127	\$46,340	\$47,592	\$48,882	\$50,210	\$51,576	N/A
Naturalist I	\$55,072	\$56,528	\$58,026	\$59,568	\$61,160	\$62,791	\$64,484	N/A
Naturalist II	\$39,562	\$40,609	\$41,688	\$42,799	\$43,943	\$45,123	\$46,339	N/A
Maintenance Tech I	23.32	24.17	25.07	25.97	26.96	27.97	29.03	30.10
Maintenance Tech II	19.58	20.35	21.17	22.02	22.90	23.82	24.76	25.27
Administrative Assistant	17.48	18.11	18.76	19.41	20.13	20.87	21.60	22.03

On 4/13/17 the Conservation Board voted to lock down their pay pay creating a Non-Progressive Pay Plan. All current employees will remain on a progressive plan and will receive future increases as approved by the Board. Employees hired after July 1, 2017 will start on the Non-Progressive Pay Plan and will only receive appropriate step increase and not the ACOL (annual cost of living) increase to the pay plan. Once an individual reaches the top of the Non-Progressive Pay Plan, they will receive the ACOL and leave the plan and move into a Standard Number in the Payroll system.

Conservation Pay Plan 2019 - 2020
(Non-Progressive Pay Plan)

Step progression only - No ACOL

Effective July 1, 2019

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Conservation Director	\$67,917	\$69,883	\$71,787	\$73,749	\$75,769	\$77,852	\$79,994	N/A
Park Officer	\$50,277	\$51,649	\$53,062	\$54,519	\$56,020	\$57,563	\$59,156	N/A
Assistant Park Officer	\$41,463	\$42,578	\$43,722	\$44,904	\$46,120	\$47,374	\$48,662	N/A
Naturalist I	\$51,961	\$53,334	\$54,748	\$56,203	\$57,705	\$59,244	\$60,841	N/A
Naturalist II	\$37,327	\$38,315	\$39,333	\$40,382	\$41,461	\$42,574	\$43,721	N/A
Maintenance Tech I	\$22.00	\$22.80	\$23.65	\$24.51	\$25.44	\$26.39	\$27.39	\$28.40
Maintenance Tech II	\$18.47	\$19.20	\$19.97	\$20.78	\$21.61	\$22.47	\$23.37	\$23.84
Administrative Assistant	\$16.49	\$17.09	\$17.70	\$18.31	\$18.99	\$19.69	\$20.38	\$20.79

March 26, 2019

Tuesday, March 26, 2019 the Jasper County Board of Supervisors met in regular session at 9:30 a.m. Supervisors Talsma, Cupples and Carpenter present and accounted for; Chairman Carpenter presiding.

Motion by Talsma and seconded by Cupples to change the wording for agenda item 6 C to “employee evaluation & contract”.

YEA: CUPPLES, TALSMA, CARPENTER

Motion by Talsma and seconded by Cupples to open a public hearing concerning a 5 year contract for a permitting software program between Jasper County and Schneider Geospatial.

YEA: CUPPLES, TALSMA, CARPENTER

There were no public comments and no comments received by the Auditor.

Motion by Cupples and seconded Talsma to close the public hearing.

YEA: TALSMA, CUPPLES, CARPENTER

Motion by Talsma and seconded by Cupples to approve a 5 year contract for software and services for a permit program in the total amount \$69,500 between Schneider Geospatial and Jasper County.

YEA: CUPPLES, TALSMA, CARPENTER

Barry Hurto asked the Board to allow the Annual Crop Walk to begin on the Courthouse lawn October 6, 2019.

Motion by Cupples and seconded by Talsma to approve the use of the Courthouse lawn, from 1 – 3 p.m. October 6, 2019.

YEA: TALSMA, CARPENTER, CUPPLES

Robert O'Brien, SMIDD President asked the Supervisors to allow bicycle racks to be placed on the cement around the Courthouse sidewalk.

Motion by Cupples and seconded Talsma to approve the placement of two removable bicycle racks on the cement near the flower bunkers one at the southwest corner and the other at the northeast corner of the Courthouse. SMIDD is to remove the racks for winter snow removal.

YEA: TALSMA, CUPPLES, CARPENTER

Motion by Cupples and seconded by Talsma to approve of a liquor license for the Friends of Neal Smith NTL Wildlife Refuge.

YEA: CARPENTER, TALSMA, CUPPLES

Motion by Cupples and seconded by Talsma to approve Board of Supervisors minutes for 3/19/2019.

YEA: TALSMA, CUPPLES, CARPENTER

Motion by Talsma and seconded by Cupples to adopt Resolution 19 – 25 opposing Iowa Senate bill 1045 and Senate File 184 which would amend and make changes to Iowa Code Chapter 321 related to transportation of indivisible loads and raw forestry products on primary and non-primary highways.

YEA: CUPPPLES, TALSMA, CARPENTER

County Engineer presented to the Board his monthly report.

Engineer Russ Stutt asked that his employee review and contract discussion be held in closed session.

Motion by Talsma and seconded Cupples to enter into closed session in accordance with Iowa Code Section 21.5 (i) to evaluate the professional competency of an individual whose appointment, hiring, performance, or discharge is being considered when necessary to prevent needless and irreparable injury to that individual's reputation and that individual requests a closed session.

YEA: CUPPLES, TALSMA, CARPENTER

The Board entered back into open session and spoke to Stutt about better communication with the public, putting secondary road sheds out for bid, the rock supply, creating a social media page and 2 seasonal employees that the Engineer wants to hire.

Motion by Carpenter and seconded by Talsma to adjourn the Tuesday, March 26, 2019 meeting of the Jasper County Board of Supervisors.

YEA: TALSMA, CUPPLES, CARPENTER

Dennis K. Parrott, Auditor

Denny Carpenter, Chairman