



Public Notice: Jasper County Board of Health Agenda

Thursday, January 25, 2024 at 11 AM

Jasper Co. Office Building, 315 W 3rd St N, Large Conference Room, Newton, Iowa

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The virtual meeting option is provided for convenience and cannot guarantee access; if a member of the public wishes to ensure participation in the meeting, they should attend in person.

Join Zoom or phone by calling 1(305)224-1968, ID 443 059 9235# or link

<https://jasper.zoom.us/j/4430599235?omn=82101191931>

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Special Meeting Agenda: Jasper County Board of Health (revised 1/22/2024)

Call to order: Roll call of Jasper County Board of Health members

Public input: Public may make comments on items not on the agenda. Comments will be limited to 3 minutes per individual. The board may not take action on comments due to the requirements of the Open Meetings Law but may do so in the future.

Old Business:

Salary, employment agreements

Administrator (Action)

Discussion about the Administrator pay as of 7/1/2024. Department Head pay scale will end on 6/30/2024.

Public Health Coordinator (Action) Added 1/22/2024

The Board of Supervisors revised the policy on Department Heads and Salaried Employee's wages dated 1/23/2024.

Next meeting Date: Thursday, March 14, 2024, 11:00 AM,

Location: Jasper County Office Building, 315 W 3rd St N, large conference room #006, Newton, Iowa 50208.

Motion to Adjourn: (Action) Time: _____

Revised Policy

Department Head and Salaried Employees wage Policy:

1. Newly Hired Salary Employees:

Effective immediately upon approval by the Jasper County Board of Supervisors, all new salaried employees hired under this policy, will be placed on the revised five (5) step progressive pay plan. During this time, the salaried employee will only be eligible to receive the annual step progression increase on their anniversary date and will not be eligible to receive the Annual Cost of Living (ACOL) increase on July 1. Once the newly hired salaried employee reaches the top of their pay plan, they will be subject to receive the Annual Cost of Living (ACOL) on July 1 in the amount approved by the Jasper County Board of Supervisors.

2. Newly Hired Department Heads:

Effective immediately upon approval by the Jasper County Board of Supervisors, all new Department Heads hired will start at an agreed upon salary and will be subject to an annual review by the Jasper County Board of Supervisors. Based on the annual review, Department Head salaries will be adjusted appropriately as determined by the Jasper County Board of Supervisors for July 1. Newly hired Department Heads will not be placed on a progressive step pay plan but will be entered into the payroll system as a "Standard" salary.

3. Current Salaried Employees:

Effective July 1, 2024, all current salaried employees will no longer be eligible for both the annual progressive step increase and the annual cost of living (ACOL) increase on July 1. As of July 1, 2024, all current salaried employees still on a progressive step pay plan will only receive their annual step increase on their anniversary date until they reach the top of the pay plan. At which time, they will be moved to a "Standard" salary in the payroll system and will be eligible to receive the Annual Cost of Living (ACOL) increase on July 1 as approved by the Jasper County Board of Supervisors.

4. Current Department Head Employees (at the top of the progressive step pay plan):

Effective immediate, all current Department Head employees who are at the top of their progressive step pay plan will be subject to an annual review by the Jasper County Board of Supervisors. Based on the annual review, Department Head salaries will be adjusted appropriately as determined by the Jasper County Board of Supervisors.

5. Current Department Head Employees (still in a progressive step pay plan):

Current Department Head Employees still in a progressive step pay plan, the Jasper County Board of Supervisors will establish a new "Standard" salary for the individual and the position. Once the salary is established, current Department Head Employees will no longer be on a progressive pay plan and subject to an annual review by the Jasper County Board of Supervisors. Based on the annual review, Department Head salaries will be adjusted appropriately as determined by the Jasper County Board of Supervisors.

Jasper County Salary Pay Plan for 2023-2024
Salaried Employees (Non Dept. Heads)
 6% increase over 2022-2023 pay plan

Effective July 1, 2023

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Range 6 SP	\$37,825	\$38,808	\$39,822	\$41,193	\$42,262	\$43,367	\$44,503	\$45,674	\$46,880
Range 7 SP	\$39,823	\$40,867	\$41,927	\$43,368	\$44,504	\$45,660	\$46,880	\$48,121	\$49,399
Range 8 SP	\$41,943	\$43,049	\$44,189	\$45,676	\$46,882	\$48,123	\$49,402	\$50,720	\$52,078
Range 9 SP	\$44,188	\$45,362	\$46,572	\$48,121	\$49,399	\$50,718	\$52,075	\$53,472	\$54,911
Range 10 SP	\$46,570	\$47,819	\$49,101	\$50,716	\$52,075	\$53,472	\$54,911	\$56,395	\$57,922
Range 11 SP	\$49,103	\$50,424	\$51,786	\$53,475	\$54,913	\$56,396	\$57,926	\$59,498	\$61,119
Range 12 SP	\$51,785	\$53,187	\$54,632	\$56,395	\$57,922	\$59,496	\$61,116	\$62,785	\$64,502
Range 13 SP	\$54,629	\$56,116	\$57,650	\$59,493	\$61,112	\$62,782	\$64,501	\$66,270	\$68,094
Range 14 SP	\$57,652	\$59,230	\$60,857	\$62,785	\$64,502	\$66,274	\$68,098	\$69,976	\$71,913
Range 15 SP	\$60,858	\$62,532	\$64,257	\$66,275	\$68,098	\$69,977	\$71,913	\$73,904	\$75,956
Range 16 SP	\$64,256	\$66,032	\$67,861	\$69,976	\$71,909	\$73,902	\$75,955	\$78,070	\$80,247
Range 17 SP	\$67,860	\$69,747	\$71,689	\$73,901	\$75,955	\$78,070	\$80,245	\$82,489	\$84,798
Range 18 SP	\$71,690	\$73,688	\$75,749	\$78,071	\$80,247	\$82,492	\$84,802	\$87,182	\$89,633
Range 19 SP	\$75,749	\$77,871	\$80,057	\$82,492	\$84,802	\$87,183	\$89,633	\$92,157	\$94,757
Range 20 SP	\$80,054	\$82,304	\$84,623	\$87,181	\$89,630	\$92,156	\$94,754	\$97,433	\$100,190
Range 21 SP	\$84,624	\$87,011	\$89,470	\$92,157	\$94,757	\$97,434	\$100,192	\$103,033	\$105,961
Range 22 SP	\$89,470	\$92,003	\$94,611	\$97,434	\$100,192	\$103,033	\$105,961	\$108,975	\$112,081
Range 23 SP	\$94,609	\$97,297	\$100,066	\$103,032	\$105,959	\$108,974	\$112,080	\$115,276	\$118,572
Range 24 SP	\$100,068	\$102,920	\$106,463	\$108,975	\$112,081	\$115,940	\$118,573	\$121,966	\$125,459
Range 25 SP	\$105,855	\$108,881	\$111,995	\$115,277	\$118,573	\$121,965	\$125,459	\$129,056	\$132,765
Range 26 SP	\$111,993	\$115,202	\$118,506	\$121,963	\$125,456	\$129,055	\$132,762	\$136,580	\$140,514
Range 27 SP	\$118,508	\$121,913	\$125,421	\$129,058	\$132,765	\$136,585	\$140,518	\$144,569	\$148,739
Range 28 SP	\$125,417	\$129,031	\$132,748	\$136,581	\$140,517	\$144,565	\$148,738	\$153,035	\$157,463

Approved by the Board of Supervisors on