

**RECORD OF PROCEEDINGS  
BOARD OF COMMISSIONERS  
MARION COUNTY, KS**

November 10, 2021

Commission met in special session at 1:00 p.m. at the Marion County Lake Hall with Chr. Randy Dallke, Comm. Dave Crofoot, Comm. Jonah Gehring, Comm. Kent Becker, and Comm. David Mueller present. Also present was Co. Clerk Tina Spencer, Co. Engineer Brice Goebel, Road & Bridge Supt. Steve Hudson, Road & Bridge employees, and other County staff.

**PAY PLAN DISCUSSION:** The recent implementation of the new pay plan was discussed. Questions were asked regarding longevity, the process used to develop and implement the plan, and the wage structure. The need to review job descriptions, development of a clear career path, new market information regarding wages for comparable positions, personnel shortages, insurance premium costs, and other related topics were discussed. All department employees with questions and/or suggestions were allowed to speak. Crofoot left the meeting at 1:45 p.m.

Other concerns raised were disheartening comments from the public (and on social media) and perceived pay disparities between position levels. The Board thanked the department for their work and said they would take the feedback under advisement and look for ways to improve.

Dallke moved to adjourn. Becker seconded and motion carried 4-0. Meeting adjourned at 2:31 p.m.

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Randy Dallke - Chairman

ATTEST: \_\_\_\_\_  
Tina D. Spencer, County Clerk