

Knox County Commission

Courthouse – 62 Union Street – Rockland, Maine 04841

Carol L. Maines – Commissioner District #1

Richard L. Parent, Jr. – Commissioner District #2

Roger A. Moody – Commissioner District #3

Special Meeting – Agenda

Thursday – August 18, 2011 – 9:00 a.m.

Commissioners and Department Manager’s Workshop Total Compensation / Position Classification Study

- | | | |
|--------------|----------------------|---|
| I. | 9:00 | Meeting Called To Order |
| II. | 9:01 – 9:30 | External Market Review <ul style="list-style-type: none">• Explanation of terms• Interpreting the results - Wages & Benefits• Questions |
| III. | 9:30 – 9:45 | Job Evaluation Process <ul style="list-style-type: none">• Review of Position Analysis Questionnaire• Maintenance of the Job Evaluation system• Questions |
| IV. | 9:45 – 10:30 | Recommendations <ul style="list-style-type: none">• 2012 Pay Plan Structure Options• Option 1 – Step Plan• Option 2 – Open Ranges Plan• Salary Adjustment Recommendations• Going forward – Longevity (length of service)• Questions |
| V. | 10:30 – 10:45 | Job Descriptions <ul style="list-style-type: none">• Discussion of review/approval process |
| VI. | 10:45 – 11:00 | Outstanding Questions/Comments |
| VII. | 11:00 | Other Items |
| VIII. | Adjourn | |