

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

Monday – August 22, 2011 – 8:00 a.m.

- I. 8:00 Meeting Called To Order**
- II. 8:01 Discussion Items**
 - 1. Pay Adjustment Philosophy – COLA, Longevity Pay, Across the Board Increases, Merit (Pay for Performance), Range Adjustments, etc.
 - a. COLA Basis (CPI, etc.)
 - b. Performance Evaluation as the Basis for Merit Pay
 - c. Union Contract Implications
 - 2. Pay System – 1) Step Plan (including # of steps) or 2) Open Ranges
 - 3. Job Descriptions
 - 4. Elected Officials – Job Descriptions; Job Evaluation (Grades and Salary Ranges); Compensation Philosophy
 - 5. Commissioners' Compensation
 - 6. Job Evaluation Committee and Process
 - 7. Benefits Analysis
 - 8. Cost Projections
- III. 9:30 Action Items**
 - 1. Pay Adjustment Philosophy
 - 2. Pay System
 - 3. Elected Officials
 - 4. Commissioners' Compensation
 - 5. Budget Recommendations
 - 6. Employee Communication Plan
- IV. 9:45 Next Steps and Time Frames**
- V. 10:00 Discuss Dates for Public Hearing for Bond Referendum Question**
- VI. 10:05 Adjourn**