



CHURCHILL COUNTY AGENDA REPORT

Date Submitted: September 3, 2021

Meeting Date Requested: September 15, 2021

To: Board of County Commissioners

From: Geof Stark, Human Resources Director

Subject Title: Consideration and possible action re: Approval of a revised pay grade for the Fairgrounds Operations Deputy

Type of Action Requested: Action

Does this action require a Business Impact Statement? No

Recommend Board Action: Motion to approve the change in pay grade for the Fairgrounds Operations Deputy position to Grade 74

Discussion: In the budget for Fiscal Year 21-22, the board approved a new position of Fairgrounds Operations Deputy to oversee and market the new civic center. The position was created to act as a “chief deputy” for the Parks and Recreation Department. Staff has been recruiting for the position since June of 2021, but the candidates have not shown the education and experience the county was hoping to see. After discussing the challenges in recruitment for the position, County Manager Jim Barbee and Human Resources Director agree that one of the challenges may be the pay range.

The position was originally approved at pay grade 63 (\$66,872 to \$89,960). In reviewing similar positions elsewhere and in discussions Mr. Barbee has had with prospective candidates who appear to be qualified, the pay range may be a bit low for the duties the county expects this person to perform. Staff is requesting the position be changed to pay grade 74 (\$87,750 to \$118,060) – this would put the position two pay grades below the department head.

Alternatives:

- Do not change the pay grade
- Choose another pay grade

Fiscal Impact: Approximately \$27,700

Explanation of Impact: The fiscal impact reflects the difference in hiring at the first step of Grade 74 instead of the first step of Grade 63. It covers a full year of salary and benefits.

Funding Source: N/A

Prepared By: Geof Stark, Human Resources Director

Reviewed By: Jim R. Barbee, County Manager

Benjamin Shawcroft, Chief Deputy DA

The submission of this agenda report by county officials is not intended, necessarily, to reflect agreement as to a particular course of action to be taken by the board; rather, the submission hereof is intended, merely, to signify completion of all appropriate review processes in readiness of the matter for consideration and action by the board.

Sherry Wideman, Comptroller

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