

LOCKWOOD CO., INC. REORDER NO. 121128-0-72

Bob Bergin	\$ 764.00	Reclassified to Skilled & Special Adjustment - \$130
Charles Falk	745.00	Special Adjustment - \$86
Ivan Flory	942.00	Special Adjustment - \$70
James Flory	845.00	Special Adjustment - \$168
Anthony Foshee	619.00	Special Adjustment - \$57
Raymond Gager	764.00	Special Adjustment - \$123
Willie Gallegly	942.00	Special Adjustment - \$70
Roy Hargett	686.00	Reclassified to Common Laborer & Special Adjustment - \$39
Howard Hemphill	745.00	Special Adjustment - \$111
Joe Jamison	942.00	Special Adjustment - \$70
William Johnson	725.00	Special Adjustment - \$91
Elmer Jolliff	845.00	Special Adjustment - \$65
Ralph Koehler	697.00	Special Adjustment - \$93
Eric Lawson	725.00	Special Adjustment - \$91
Allen Markley	845.00	Special Adjustment - \$125
Kenneth Markley	895.00	Special Adjustment - \$85
Marlin Markley	830.00	Special Adjustment - \$110
John May	864.00	Special Adjustment - \$84
Dale McMillen	1330.00	Special Adjustment - \$209
Ray Newton	864.00	Special Adjustment - \$144
Cecil Robinson	776.00	Special Adjustment - \$99
Earl Rousselo	764.00	Special Adjustment - \$123
William Taylor	745.00	Special Adjustment - \$86
Albert Thomas	619.00	Special Adjustment - \$57
Arthur Sparks	727.00	Special Adjustment - \$123
George Waisner	845.00	Special Adjustment - \$125
E. A. Westgate	760.00	Special Adjustment - \$101
Pat Williams	745.00	Special Adjustment - \$86

Mr. Sanderson justifies these special adjustments within classifications to the Board on the basis of comparisons with salaries existing in local trades as well as those salaries which exist in similar positions with neighboring counties where it has been uniformly shown that Douglas County has not been compensating the shop employees in an adequate or competitive way. After complete review it was moved by Mr. Neis that these special adjustments be approved as of 1 January 1978, seconded by Mrs. Bradley, and carried unanimously.

The Board met with the director of the ambulance service, Mr. Ted McFarlane, to discuss any special adjustments which he feels may be due to those within his department over and above the cost-of-living increase. Mr. McFarlane makes the following recommendations:

That Sinda Onions, whose salary as of 1 January 1978 is \$3.58 per hour, be specially adjusted to a new rate of \$3.92 per hour based upon the considerable administrative duties which she is absorbing as secretarial assistant to Mr. McFarlane.

That Joseph Thibodeau, whose salary as of 1 January 1978 is \$4.19 per hour, be specially adjusted to the rate of \$5.00 per hour due to the responsibilities which he is assuming and has assumed as assistant director of the ambulance service.

That a one year increase for merit be granted for Brian Lawrence, training officer, at the rate of 5% which will bring his salary to \$1151 per month.

That Sid Apps be granted a one year increase for merit at 6% to the rate of \$3.54 per hour.

That Jere McElhaney be granted a one year increase for merit at the rate of 4% which brings his salary to \$3.54 per hour.

After complete discussion on these recommendations by Mr. McFarlane it was moved by Mrs. Bradley that they be approved effective 1 January 1978, seconded by Mr. Neis, and carried unanimously.

Sheriff Rex Johnson appeared before the Board to recommend the following special adjustments and merit increases for employees in his department which will be considered over and above the cost-of-living increase effective 1 January 1978:

Dallas Murphy, undersheriff, an increase from the rate effective as of 1 January 1978 of \$1265, a special adjustment to a new rate of \$1325. Henceforward the records shall show Mr. Murphy as having 15 years experience with Douglas County as of 1 January 1978.

Robert Cassity, captain, an increase from the rate of \$1186 as of 1 January 1978, specially adjusted to the rate of \$1260 per month effective 1 January 1978. Henceforward the record shall show that Mr. Cassity is in the 15 to 20 year bracket for captain as of 1 January 1978 and that his next eligibility for merit review will be January 1983.

Donald Schwartz, lieutenant, from the rate of \$1171 per month effective 1 January 1978, specially adjusted to the new rate of \$1250 per month effective 1 January 1978. Mr. Schwartz shall show 17 years of total service with Douglas County.

Personnel: app.

Sal. Inc. for

Sinda Onions

Joseph Thibodeau

Sid Apps 'yr.

Jere McElhaney 'yr.

Personnel: app.

Sal. Inc. & change

operating for

Sheriff's Dept.