

MEMORANDUM
LA PORTE COUNTY COUNCIL &
COMMISSIONERS JOINT WORKSHOP
April 22nd, 2024

A La Porte County Council & Commissioners Joint Workshop was held on April 22nd, 2024 at 4:30 p.m. (central time) in the Assembly Room of the La Porte County Government Complex, 809 State Street, La Porte, IN 46350.

CALL TO ORDER

The meeting was called to order by Council President Randy Novak.

Councilman Novak, Councilman Kiel, Councilman Rosenbaum, Councilman Koronka, and Councilman Mollenhauer were all physically present for the meeting. Councilman Cunningham and Councilman Yagelski were not present for the meeting. Commissioner Connie Gramarossa and Commissioner Joe Haney were physically present for the meeting, while Commissioner Rich Mrozinski attended the meeting electronically via Zoom.

Senior Consultant Addie Rooker of Waggoner, Irwin, Scheele & Associates explained the background of La Porte County's job classification system and the factor evaluation system going up to the most recent classification evaluation in 2022, and also explained which positions fell into which classifications, as well as the reason that they fell into these categories. She noted that requests to reclassify a job should be evaluated using the factor guide charts to see if it warranted reclassification. Ms. Rooker reported seeing alternating classifications on remote positions, and increased pay in positions such as attorneys, merit officers, nurses, and employees that held CDL positions. To reclassify an employee, Ms. Rooker advised that a job analysis form be completed and submitted with a copy of the job description, as well as any revisions that happened to the position. Human Resources Director Monique Thomas added that the Job Evaluation Committee would take this information, and meet with the appropriate department supervisor to calculate a recommendation for said employee's pay, with the Council to make the final approval on the reclassification. Ms. Rooker additionally advised keeping factor guide charts within the HR Department or the Council to ensure that department heads do not take advantage of the reclassification process.

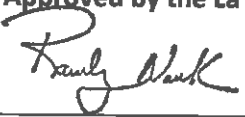
Ms. Rooker stated that internal tier pay could also be established and tied to a specific criteria for positions such as equipment operators or LTC IIIs, relative to each employee's qualifications. When Mr. Novak asked if the grid could be expanded to allow for the creation of an LTC VI position, Ms. Rooker recommended investigating the LTC classes as a whole to first identify if

the job descriptions were accurate, or if there was an empty class that would allow for restructuring.

Examined & Approved by the La Porte County Council the 29th day of May, 2024.

Examined & Approved by the La Porte County Commissioners the 5th day of June, 2024.

3rd July 2024



Randy Novak, Council President

Connie Gramarossa, Board President



Adam Koronka, Council Vice President

 UNSER
PROTEST

Richard Mrozinski, Board Vice President



Earl Cunningham, Councilman



Joe Haney, Board Member



Mark Yagelski, Councilman



Justin Kiel, Councilman




Mike Rosenbaum, Councilman

ABSENT

Mike Mollenhauer, Councilman

ATTEST:



Timothy Stabosz, Auditor