

Minutes  
APC Meeting  
October 21, 2016

Members present: Chuck Moreland (Vice Chairman), Bob Schooler, Norty Markham, Donald Paczkowski, Phil Kadlecek, Don Goff (Board Liaison) and Earl Foster (Staff)

The meeting was called to order by Chuck Moreland (Vice Chairman).

**Introduction of Don Paczkowski.**

Don was introduced as the new committee member to replace Don Goff who was elected to the MUD Board.

**Salary and benefit survey**

Earl Foster shared the one proposal he has received to date covering a salary and benefits survey.

Discussion followed as to the need to have a comprehensive survey of all benefits included. The feeling of the committee members familiar with the past several years of activities was that changes have already been made to most benefits to make sure they are competitive. Only health insurance needs to be included in this survey effort and Earl Foster suggested that MUD Staff could complete the health insurance analysis. The committee feels such an approach will be the lowest cost approach to provide the desired comparison information.

A motion was made by Bob Schooler to restrict the outside survey requests to cover only the compensation survey and in concurrence with Earl Foster's comments, the health insurance survey would be conducted by MUD staff. Seconded by Philip Kadlecek. Passed unanimously.

Don Paczkowski offered to contact a local HR Society organization to seek other prospects to quote the outside compensation survey.

Earl Foster will revise his external survey request to cover only the compensation comparison. We hope to obtain at least three proposals.

Once proposals have been received and reviewed by the committee, the committee will make a recommendation to the MUD Board

**Next Meeting:**

As soon as Compensation survey proposals are received.

Notes submitted by Philip Kadlecek

Approved ( ✓ ) via e-mail by: Chuck Moreland \_ ✓ \_ Norty Markham \_ ✓ \_ Bob Schooler \_ ✓ \_  
Donald Paczkowsk \_ ✓ \_ Philip Kadlecek \_ ✓ \_