



RESOLUTION NO. 09-01

**A RESOLUTION OF THE MARSHALL COUNTY PERSONNEL BOARD RECOMMENDING
A SCHEDULED PAY SCALE STUDY EVERY EIGHT (8) YEARS**

The undersigned, being all of the Members of the Marshall County Personnel Board (the "Board"), and acting pursuant to the Policies and Procedures Manual of Marshall County (the County), hereby unanimously agree and consent as follows:

WHEREAS, the Board is empowered to govern the Marshall County Pay and Classification Plan for the benefit of determining the competitive market value of employees and to assure that the wages being paid to employees are fair and equitable; and

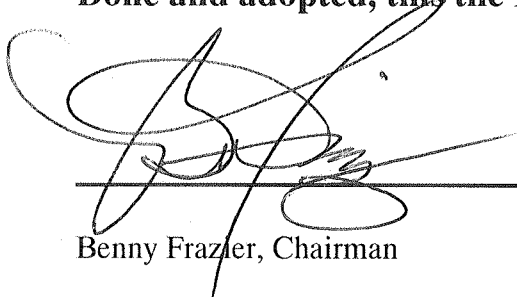
WHEREAS, by having an adopted Pay and Classification Plan within the County it allows the County to attract and retain quality employees benefiting the overall ability of the County to provide quality services more effectively and efficiently; and

WHEREAS, the Board believes that it is in the best interest of the County and the employees of the County to request that the Marshall County Commission fund a Pay Scale Study every eight (8) years; and

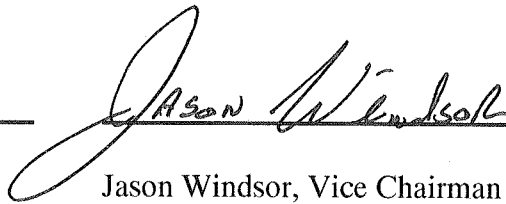
WHEREAS, having come to such opinion and belief, the Board unanimously adopted the following resolution at its' regularly scheduled Board meeting of March 9, 2009:

NOW, THEREFORE BE IT RESOLVED, that the Board hereby recommends and requests that the Marshall County Commission require a County wide Pay Scale Study during the 8th year following the previous Pay Scale Study and that during the 6th and 7th fiscal years prior to the above described 8th fiscal year the County Commission will budget money to fund the Pay Scale Study to be performed in the 8th fiscal year.

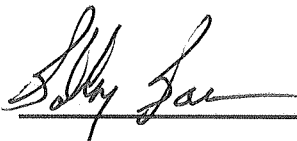
Done and adopted, this the 9th day of March, 2009



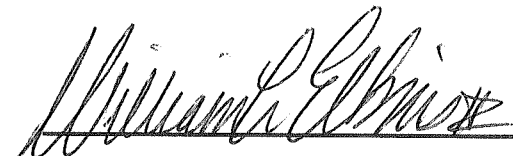
Benny Frazier, Chairman




Jason Windsor, Vice Chairman



Bobby Boen, Board Member



Bill Elkins, Board Member



Martha Handschumacher, Secretary