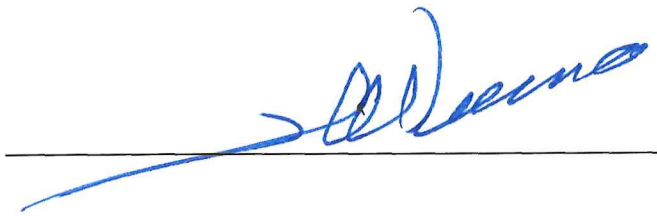
**CCMCF SPECIAL BOARD MEETING**

November 19, 2026

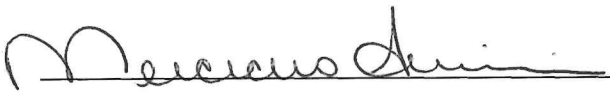
1. Call to Order
    a. Chair Wierman called the meeting to order at 9:02 a.m.
2. Roll Call
    a. Members present: Vicki Vaughn, James Wierman
    b. Members absent: Jeff Carmen
    c. Also present were Administrator Mercedes Schirripa, Director of Finance Jeanette Hamel and County Administrator Jennifer Rentfrow. Marketing and Communications Manager Ambrosia Neldon was present to take minutes.
3. Additions/Deletions to Agenda
    a. None.
4. Approval of the Agenda
    a. Vicki Vaughn moved to accept the agenda. Motion carried.
5. CCMCF Classification and Compensation Study
    a. Schirripa gave an overview of benefits, including ESTA, PTO, long- and short-term disability, and health, dental and vision insurance. All agreed benefits are fine as is, and the concern is more with wages than benefits.
    b. The board has previously said they are not comfortable decreasing anyone's wages. There are a handful of employees that are making more than the average employee for that position, but only two that are paid outside of the range suggested by the study.
    c. Vicki Vaughn moved, James Wierman seconded, CARRIED, to propose the following:
        i. The two employees currently compensated outside the range proposed by the comp study will remain at the same salary until COLA increases. New hires to this position will be compensated at the wage scale.
        ii. All other positions will follow the proposed wage table, adding an annual COLA increase to determined annually by the board.
        iii. The administrator is permitted to hire all new hires anywhere from Step 1 to the midpoint.
        iv. The Administrator will receive a 10% increase. Future increases to be determined at employee review.

v. All pay increases are effective FYE27. Employees receiving increases will receive pay retroactive to October 1, 2026. All COLA increases will be considered annually as of the fiscal year.

6. Public Comments
7. Adjournment
    a. The meeting was adjourned at 10:17 p.m.



_____ Board Chairman



_____ Administrator