



GOODHUE COUNTY BUDGET COMMITTEE
MINUTES
Administration Conference Room
November 23, 2004
11:00 a.m.

Present: Robert Noah, Roseanne Grosso, Brad Johnson, David Hamilton and Andrea Benck.

C/Noah called the meeting to order.

1. Pay Study of Elected Officials. Mr. Hamilton stated that this issue had been deferred from previous meetings. In August, our four elected officials presented salary requests to the budget committee. A complete package of the information that they provided was included in the packet. The Budget Committee agreed with the recommendation of the County Administrator to utilize the services of the Hay Group, while recognizing the Statutes that determine that the elected positions are outside the parameters of county employees. At that time, the Human Resources Director provided information for the Budget Committee on the parameters of the requests and background information determining why the elected officials had not been included in the Compensation Study, completed earlier by the Hay Group. This information was also included in the packet.

The Hay Group surveyed the four elected officials requesting additional information concerning their duties and responsibilities. In addition, Mr. Bunnett met with the elected officials to discuss their requests and their positions. Mr. Bunnett has now forwarded his report and recommendations and Mr. Hamilton in turn was forwarding them to the Budget Committee for consideration.

The following table presents the recommendations in three columns; Present Salary, Requested 2005 Salary and Recommended 2005 Salary.

County Attorney

Present 2004 Salary	Requested 2005 Salary	Hay Recommended 2005 Salary
\$77,126.40	\$85,820	Range 90, Step 6 \$85,820

County Sheriff

Present 2004 Salary	Requested 2005 Salary	Hay Recommended 2005 Salary
\$73,744.80	\$85,820	Range 90, Step 5 \$78,954

County Recorder

Present 2004 Salary	Requested 2005 Salary	Hay Recommended 2005 Salary
\$60,424	\$74,048	No Change Range 85

**Note that the top of the Hay recommended range 85 is \$58,869. The Recorder position is currently paid \$60,424.

County Auditor/Treasurer/Assessor

Present 2004 Salary	Requested 2005 Salary	Hay Recommended 2005 Salary
\$77,126	\$85,820	Range 89, Step 7 \$77,326

Adjustments are recommended that would increase the salary of the County Attorney and the County Sheriff. The Recorder's position is by the Hay recommendation, already above the maximum so no adjustment is recommended. Finally, the Auditor/Treasurer/Assessor position remains unchanged from the evaluation that was previously prepared on December 20, 2003. However, upon a successful evaluation, a step increase would proceed in 2005 as indicated on the attached table. Staff's recommendation was to approve the salary adjustments as recommended by the Hay Group for the four elected positions for 2005 as outlined in the above table.

Mr. Johnson felt that range 90 would be fair. Looking at the comparables, he pointed out that Steele County had a combined position and did not have Elections. Rice County also had a combination. Mr. Johnson felt that it was hard to compare apples to apples because Goodhue County was unique in combining the Auditor/Treasurer and the Assessor. He also pointed out that the chief deputy in the Sheriff's department is ranked at a range 89.

Mr. Betcher pointed out that Mr. Hamilton's memo indicates that there would be an increase if merited in January. Mr. Hamilton agreed but stated that he could not assume that Mr. Johnson would receive a step increase in January based on his appointed position when discussing his elected status as Auditor/Treasurer. However, in January should Mr. Johnson receive a positive evaluation based on his appointed position, then he would move to the next step.

C/Grosso asked if the step increase was included in the table. Mr. Hamilton stated that it was not because he wrote the report addressing the elected portion of Mr. Johnson's job. Mr. Betcher suggested that for elected officials, the salary should be figured prior to the beginning of the year. Mr. Hamilton agreed, but pointed out that because this was a report based on elected officials, he did not account for the appointed portion of the job.

Mr. Albers appreciated the fact that the board agreed to look at the elected official's salary. He requested range 90 step six. He pointed out that he operates a much larger budget and manages a larger staff than the county attorney. In addition, it was an around the clock job. Mr. Albers also

pointed out that his Chief Deputy received a large increase. Mr. Albers proposed that he be placed at range 90, step 5, and then in July he be moved to step 6.

C/Noah pointed out that both commissioners on the committee will not be around after the first of the year. The best that they can do is to make a recommendation. Mr. Albers agreed.

Mr. Hamilton stated that it was his understanding that what ever this committee and the board recommends for next year, is what will be done. Mr. Betcher agreed.

Mr. Betcher expressed his gratitude for the completion of the Hay Study and asked the board to consider their recommendation. He felt it was important to keep us balanced with surrounding areas. He wanted people to be aware that wages are constantly being reviewed. Everyone is attempting to have their positions reviewed on a regular basis and hoped that Goodhue County will do the same.

C/Grosso asked Mr. McNurlin's salary. Mr. Albers thought it was range 89 step 6. C/Grosso commented that looking at the recorders salary, she felt the Hay Group did an OK job, but had faults. She pointed out that Ms. Dankers also had 25 years of service to the county that did not count toward her description.

C/Noah agreed with Sheriff Albers' request. He felt that the board should give a recommendation to increase the Sheriff to step 6 in July. Mr. Johnson's will be reviewed in January with his job evaluation. Mr. Hamilton suggested that the elected officials be at the meeting.

The Committee agreed to recommend the Hay Groups proposed salaries for the elected officials as presented with the addition that the Sheriff would receive a step increase to step 6 effective July 1, 2005.

2. Jail Bond Refinancing. Mr. Johnson reported that Mr. Bob Thistle with Springsted and Associates has sent the county Feasibility Summaries regarding refinancing the jail bonds. Savings indicated on the 1996A Series are \$276,749.32 over the life of the loan. The 1998A series is not yet favorable, but may be more so in January. Mr. Thistle recommends the following calendar:

Set sale resolution	December 21 Board Meeting
Accept sale	January 18 Board Meeting

Mr. Johnson recommended the committee proceed with the refinancing of the jail bonds.

C/Noah pointed out that anytime there is a potential to save money it was worth looking at.

The committee agreed to proceed with the refinancing of the jail bonds.

3. Health Insurance Premium Payment. Mr. Johnson reported that with the impending switch to Blue Cross, he and Human Resources Director Melissa Cushing, met to discuss potential

issues. Blue Cross will need the January premium paid in December (about \$250,000). Staff's recommendation was that this be taken from the Health & Wellness Fund. They are also receiving estimates on the run-out claims that will require payment out of the balance of that fund. Numbers appear to run from \$500-\$700,000. The current balance of that fund should be sufficient to handle both the December Blue Cross premium (which is unbudgeted otherwise) and the run-out claims.

C/Grosso asked how much money was there. Mr. Johnson stated it was about 1.2 million. They are currently looking at the run off. Mr. Hamilton noted that there are plenty of ideas on what we could do with any leftovers, but it was premature to discuss that at this point.

The committee recommended paying the January premium, which is due in December, from the Health and Wellness Fund balance.