



PERSONNEL COMMITTEE MINUTES
JUNE 16, 2020
8:00 AM
VIRTUAL MEETING
VIA GO TO MEETING

Staff Present: Commissioner Paul Drotos, Commissioner Barney Nesseth, Scott Arneson, Melissa Cushing, Jessica Ahlbrecht, Lisa Hanni, Ryan Bechel, Nathan Pelz, Weston Wyatt, Kelly Bolin, Lisa Hanni, Mark Jaeger, Brian Anderson.

VIRTUAL MEETING NOTICE "Due to concerns surrounding the spread of COVID-19, it has been determined that in-person meetings or meetings conducted under Minn. Stat. 13D.02 are not practical or prudent. Therefore, meetings that are governed by Open Meeting Law will temporarily be conducted by telephone or other electronic means pursuant to Minn. Stat. 13D.021." "The Goodhue County Personnel Committee will be conducting a meeting pursuant to this section on June 16, 2020 at 8:00 a.m. The Personnel Committee members and presenters attending will appear by telephone or other electronic means. The public may monitor the meeting from a remote site by logging into [HTTPS://GLOBAL.GOTOMEETING.COM/JOIN/418159109](https://global.gotomeeting.com/join/418159109) or calling 1 866 899 4679 beginning at 7:50 a.m. or any time during the meeting." Access code: 9418-159-109.

COURT SERVICES: Request for Reconsideration Director Pay Grade.

Commissioner Drotos asked Melissa Cushing (HR Director) about role of Board in hiring and setting salary. Melissa went on to explain background on salaries for court services staff which was previously set by the First Judicial District. In 2019, the First Judicial District relinquished their responsibility to set wages and for supervision of court services staff. In order for the County to set wages, all jobs had to have job descriptions written so the positions could be evaluated and then assigned a grade on the County's wage table.

Commissioner Drotos asked how many other counties were impacted in this change from reporting to a judicial district to reporting to the county. Mark Jaeger answered indicating many counties statewide are impacted.

When the judicial district transferred the wage setting expectations to the County, some employees pay was frozen. County Administrator Scott Arneson reminded that there have been conversations about the County scale in general. If we re-evaluated the scale itself, issues would be resolved. Commissioner Drotos would like Administrator Arneson to revisit the evaluation of the pay scale. At the onset of the pandemic gave direction to halt the process, but with the Board's direction we can begin again and it will take a few months. Drotos questions the timing in light of pandemic.

Commissioner Nesseth expressed interest in finding a compromise and would like to know how other County's pay scales compare to ours. Commissioner Drotos indicated it may be best to re-evaluate after the peacetime emergency ends.

Nesseth moved to table the issue. Drotos seconded the motion to table.

VETERAN'S SERVICE: Request to Fill Veteran's Service Office Administrative Assistant position.

LAND USE MANAGEMENT: Request to Fill Administrative Assistant position.

This request is a carryover from the previous Personnel Committee. Nathan Pelz put forth a request to backfill the Administrative Assistant position. Commissioner Nesseth moved to combine this request with Lisa Hanni's request to fill an Administrative Assistant position (previously a Zoning Assistant position).



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ADMINISTRATIVE CONFERENCE ROOM
GOVERNMENT CENTER

Commissioner Drotos asked what duties are performed by the Administrative Assistant and Ms. Hanni indicated the person supports the Survey office as well as back-up for passport processing in the Recorder's office. Commissioner Drotos asked about workloads and Ms. Hanni indicated the workload is steady. Ms. Hanni stated that if an Assistant CVSO was hired (rather than an Administrative Assistant), the Veterans Services office would be closed on days when annual training is conducted; the office could remain open if an Administrative Assistant was hired since there is not the same annual training requirement.

Commissioner Nesseth moved to table Veteran's Service request (agenda item # 3) and Land Use Management request (agenda item #4) as well as to move Finance request to hire (agenda item #5) directly to the Board in the interest of time. Commissioner Drotos seconded the motion and closed the meeting.