



## PERSONNEL COMMITTEE MINUTES

February 15, 2022

8:00 am

Virtual Meeting

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**Staff Present:** Commissioner Linda Flanders, Commissioner Jason Majerus, Scott Arneson, Melissa Cushing, Jessica Ahlbrecht, Lisa Hanni, Steve O'Keefe, Mark Jaeger, Jeremy Lorfald, Kristine Holst, Brian Anderson, Marty Kelly, Tim Redepenning, Nina Arneson, Andrea Benck

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 February 15, 2022 at 8:00 am. 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://meet.goto.com/944215293> or calling 18773092073 any time during the meeting." Access Code: 944-215-293

### **HUMAN RESOURCES: RECOMMENDED PAY GRADE CHANGES**

Melissa Cushing presented job descriptions whose job duties have significantly changed thus calling for reevaluation. The compensation consultant determined the jobs listed on Ms. Cushing's report should move to a higher grade on the 2022 pay scale.

Commissioner Flanders asked how staff would progress to the new pay grade. Melissa explained that staff would move to the next higher step on the new pay grade. For example, a staff at grade 82, step 12 (\$35.10) would move to grade 83, step 7 (\$35.45).

Commissioner Majerus has additional question and department heads responded to specific job duty changes.

Commissioner Flanders and Majerus questioned the timing of the grade changes. Ms. Cushing explained that the date corresponds to the effective date of changes made for grade changes in the LELS bargaining unit and the date is meant to provide equity among all positions reevaluated at a higher pay grade. Mr. Arneson reiterated the importance of consistency in implementing the changes. However, given that the information has been available for the last month, Commissioner Majerus understands the request and need for consistency.

The request will be sent to the County Board for consideration.

### **HEALTH & HUMAN SERVICES: GRANT FUNDED INTERN REQUEST**

Nina Arneson brought forth a request to hire a Healthy Communities Intern contingent upon receiving a Rural Health Assessment Grant.

Commissioner Majerus and Commissioner Flanders support employing an intern contingent upon securing the Rural Health Assessment Grant Program.