



PERSONNEL COMMITTEE MINUTES

March 15, 2022

8:00 am

Virtual Meeting

Staff Present: Commissioner Linda Flanders, Commissioner Jason Majerus, Scott Arneson, Melissa Cushing, Jessica Ahlbrecht, Brian Anderson, Erin Kuester, Greg Isakson, Julie Huneke, John Smith.

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 March 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/760817981> or calling 1 877 309 2073 any time during the meeting." Access Code: 760-817-981

INFORMATION TECHNOLOGY: RECLASSIFICATION OF NETWORK SECURITY ANALYST

John Smith put forth a report to reclassify the Network Security Analyst position. The position is currently designed as a shared position with the City of Red Wing and Red Wing Public Schools, but attempts to hire have been unsuccessful. Mr. Smith proposes the Network Security Analyst position be devoted to Goodhue County only and the opportunity be posted internally only.

Commissioners Majerus & Flanders support the request to post internally for a dedicated Network Security Analyst and hire an internal candidate at the step which would provide at least a 2% increase over their current pay (commensurate with County practice). Commissioners would like additional information from Mr. Smith prior to backfilling any vacancy created if an internal candidate is hired.

PUBLIC WORKS: REQUEST TO BACKFILL ASSISTANT COUNTY ENGINEER

Greg Isakson put forth a request to post for an Assistant County Engineer now that Jess Greenwood has been selected as the next County Engineer/ Public Works Director. Public Works has sought to hire a licensed Project Engineer as part of their succession planning, but recruitment has been unsuccessful. Mr. Isakson believes an Assistant County Engineer posting would garner more interest from candidates.

Commissioners Majerus & Flanders support posting for an Assistant County Engineer. (The current Project Engineer posting will remain active.) Commissioners do not support filling both positions without additional information from Mr. Isakson.

COUNTY ATTORNEY: REQUEST TO HIRE TEMPORARY LAW CLERK

Erin Kuester presented Stephen O'Keefe's request to hire a temporary, seasonal law clerk to assist the County Attorney's Office. Mr. O'Keefe proposes compensating the Law Clerk at \$20.00/ hour. Mr. Arneson noted that this position requires advanced education and experience, but wanted to note that if hired at \$20/ hour the Law Clerk would make more than some full-time, permanent positions for Goodhue County.

Commissioners Majerus & Flanders support hiring a temporary Law Clerk at a rate of \$20 per hour.