



TO: Honorable County Commissioners
FROM: Goodhue County Retention Committee
DATE: 11/19/2024
RE: Approve Manager Training, Employee Recognition Gift

The Retention Committee is recommending the following:

Support the allocation of \$15,000 from the Employee Retention budget to go toward increased manager/supervisor training. The Retention Committee recognizes the importance of managers in employment satisfaction. Poor management skills can lead to dissatisfied employees and negatively impacts retention. The Retention Committee recommends making an investment in managers to upskill their leadership competency and thereby bolster retention. Training topics could range from conflict management, effective communication, motivating employees, showing gratitude, team building, emotional intelligence, coaching and mentoring and leading change.

The total cost of this proposal would not exceed \$15,000.

Support the allocation of \$80 per employee to provide gift certificates for county logo-wear. This would be for either the County store for employees. Staff in the Sheriff's Office could order logo items with the Sheriff's Office logo. This is a good faith gesture to thank all Goodhue County employees and promote the new branding.

The total cost of this proposal would be approximately \$30,400 depending on the exact number of employees at the time of distribution.

Recommendation from the Goodhue County Retention Committee:

For the Goodhue County Board to pass a resolution supporting these Retention Committee efforts.

Find your Good here.



TO: Honorable County Commissioners
FROM: Goodhue County Retention Committee
DATE: 11/19/2024
RE: Approve Flexible Work Schedule

The Retention Committee is recommending the following:

Proclamation for Flexible Work Schedules

The Employee Engagement Survey conducted last year revealed a strong preference for more flexible work schedules, where feasible. While many departments are already making progress in this area, there are opportunities for improvement. Adopting flexible or modified schedules can enhance employee productivity, boost morale, and reduce absenteeism and tardiness, all without impacting the budget. Additionally, such flexibility promotes healthier work/life balance, which can improve both employee retention and recruitment efforts.

Recommendation from the Goodhue County Retention Committee

We recommend that the Board pass a proclamation encouraging supervisors and employees to support and implement flexible work schedules where possible.



Proclamation in Support of Flexible Work Arrangements

WHEREAS, Goodhue County (“County”) is committed to fostering a work environment that supports the well-being, productivity, and work-life balance of all employees; and

WHEREAS, flexible work arrangements, including but not limited to alternative work schedules, remote work, and job-sharing options, can contribute to greater employee satisfaction, retention, and overall efficiency, while also aligning with evolving workplace expectations and practices; and

WHEREAS, the County recognizes that flexible work arrangements can enhance diversity, equity, and inclusion by accommodating the varied needs of employees with different life circumstances, caregiving responsibilities, and personal challenges; and

WHEREAS, the County is committed to ensuring that any flexible work arrangements align with the operational needs of the organization and the delivery of high-quality services to the public, particularly in light of the organization’s 24/7 operational demands; and

WHEREAS, the County acknowledges that certain employees are subject to collective bargaining agreements, which may impose limitations on the types of flexible work arrangements that can be offered to them, and is committed to working within these agreements to explore feasible options; and

WHEREAS, the County affirms that the implementation of flexible work arrangements should not result in the creation of overtime, the need for additional staffing, or any undue burden on employees, and must not disrupt service delivery or operational continuity;

NOW, THEREFORE, BE IT RESOLVED, that the County affirms its support for offering flexible work arrangements wherever possible, as a means of enhancing employee engagement, retention, and organizational effectiveness, while ensuring that such arrangements do not place additional strain on the organization’s resources or staffing requirements;

BE IT FURTHER RESOLVED, that the County encourages the exploration of flexible work options for all employees, consistent with operational requirements and the terms of applicable collective bargaining agreements, with careful consideration to avoid the need for overtime or additional staffing to accommodate these arrangements;

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BE IT FURTHER RESOLVED, that the County will work collaboratively with labor representatives and employee unions to explore and, where possible, negotiate the implementation of flexible work arrangements that balance the needs of both the employees and the organization,

BE IT FURTHER RESOLVED, that the County commits to regularly reviewing its policies and practices to ensure they remain aligned with the needs of the workforce and the objectives of the organization, with the goal of increasing access to flexible work options wherever feasible, without requiring overtime or additional staffing to support such arrangements;

BE IT FURTHER RESOLVED, that the County will provide appropriate support, guidance, and resources to both employees and managers to facilitate the successful implementation of flexible work arrangements where applicable, including training on best practices, communication, and technology, while ensuring that flexible work does not result in any undue operational impact.

PASSED AND ADOPTED, November 19, 2024, by the Goodhue County Board of Commissioners.

Todd Greseth, Goodhue County Chair

Scott Arneson, Administrator