



PERSONNEL COMMITTEE MINUTES
JULY 7, 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, Mark Jaeger, Brian Anderson, Nina Arneson, Mike Zorn, Mary Heckman.

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 July 7, 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/175493565](https://global.gotomeeting.com/join/175493565) or calling 1 866 899 4679 beginning at 7:50 a.m. or any time during the meeting." Access code: 175-493-565.

LAND USE MANAGEMENT: Administrative Assistant Update.

Motion by Barney Nesseth to take request to hire Administrative Assistant off the table and Paul Drotos seconded.

Lisa Hanni is withdrawing her request to hire an Administrative Assistant position and backfill the vacant Zoning Assistant position.

Both commissioners agreed with Ms. Hanni's approach to hire a Zoning Assistant.

VETERANS SERVICES: Request to Hire Administrative Assistant.

Motion by Barney Nesseth to take request to hire Veteran's Services Administrative Assistant off the table and Paul Drotos seconded.

Melissa Cushing provided a status update. Nathan Pelz previously brought forth a request to hire an administrative assistant. The Personnel Committee tabled the request and entertained the idea of hiring an Assistant County Veteran Service Officer (ACVSO) in lieu of an Administrative Assistant. Today's report provides salary comparison between the two positions as well as a proposed job description for the Assistant County Veteran Service Officer.

At this point, Mr. Pelz would rather have an Administrative Assistant in the office. Mr. Pelz feels hiring an ACVSO would have an overwhelmingly administrative workload and would therefore be overcompensated.

Commissioner Nesseth supports hiring an Administrative Assistant in the office. Commissioner Drotos believes the Veterans Service office needs fundamental reorganization. In other counties, they function with a County Veterans Service Officer as well as an Assistant County Veteran Service Officer.

Commissioner Drotos moved to hire an Assistant County Veteran Service Officer. Commissioner Nesseth agreed with Drotos' recommendation.



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ADMINISTRATIVE CONFERENCE ROOM
GOVERNMENT CENTER

HEALTH & HUMAN SERVICES: Organizational Changes.

Nina Arneson is putting forth a request to make position changes to better serve their organization in light of staffing changes due to retirements. These changes were anticipated to take place in April, but due to the COVID-19 pandemic, plans had to be put on hold. However, with retirement imminent, the changes can no longer be delayed.

Mike Zorn went on to explain the financial implications of the changes and how they would end up being budget neutral. Ms. Arneson indicated both positions would be posted for internal candidates only at that time.

Commissioner Drotos supports moving forward with the organizational changes as laid out in the report. Commissioner Nesseth agreed.

COURT SERVICES: Request for Reconsideration of Director Compensation.

Motion by Barney Nesseth to take request for reconsideration off the table and Paul Drotos seconded.

Scott Arneson has reviewed Carver County's approach to Court Services. Carver County has integrated the department into Community Services (HHS) and have not had compensation issues although there are complications around benefit program integration. Commissioner Drotos asked about Mark Jaeger's thought process about the potential of integration of the department into Goodhue County's Health & Human Services. Mr. Jaeger stated the office considered integration, but felt their department functions well in cooperation with HHS rather than as a division of the department.

Commissioner Drotos clarified that today's request is specifically for the Director position and does not address the compensation of Court Services staff. Commissioner Drotos asked Mr. Jaeger how the Court Services staff felt about their positions not being submitted for reconsideration. Mr. Jaeger indicated there was a 33% difference in the top of the scale for the Director position versus 13% for the Probation Agent positions and was therefore insufficient to merit reconsideration.

Commissioner Drotos recommends denying the request. Commissioner Nesseth agrees with denying the request. Both commissioners believe Mr. Jaeger's compensation concerns will be addressed if/when the County wage scale is re-evaluated.