



PERSONNEL COMMITTEE MINUTES  
August 17, 2021  
7:30 AM  
ADMINISTRATION CONFERENCE ROOM

---

Staff Present: Commissioner Brad Anderson, Commissioner Jason Majerus, Scott Arneson, Melissa Cushing, Greg Isakson, Brian Anderson, Jessica Ahlbrecht.

### **Personnel Committee Structure**

Melissa Cushing brought forth a report explaining the history of the Personnel Committee's objectives. There is a desire among leadership to update the Personnel Committee's purposes to better align with current practice as well as to realize efficiencies in personnel processes.

Ms. Cushing's report outlines 3 options for the Personnel Committee process and discussion centered around the 2<sup>nd</sup> option. Proposed changes include:

- authority to backfill budgeted positions throughout the year;
- departmental structure studies;
- non-traditional hiring approvals;
- labor lawsuit settlements;
- succession planning;
- conflicted investigations/ allegations;

Mr. Arneson added that the Board members need not be involved in the hiring processes by statute. The current Board may wish to provide input on which personnel processes to be involved in. Commissioner Anderson recommended opening the topic for discuss at the August 17, 2021 Board Meeting. Mr. Arneson recommended discussing the structure again at a August 24, 2021 Personnel Committee.

### **Public Works Succession Planning**

Greg Isakson brought forth an updated report with respect to succession planning in Public Works leadership. Mr. Isakson does not intend to seek renewal of his County Engineer appointment which expires in May 2023 and intends to formally retire in late 2023 or early 2024. Mr. Isakson is seeking approval to begin an internal hiring process to name a replacement for the Public Works Director/ County Engineer position. The successful candidate would be hired into the new position effective May 2023. Mr. Isakson anticipates this will create a gap in the leadership team and therefore seeks to add 1.0 FTE Licensed Project Engineer.

Commissioner Anderson supports the concept understanding staffing needs may change during the 2-year implementation of this succession plan. Commissioner Majerus supports the succession plan concept, but does not agree with adding a FTE to the budget.