



PERSONNEL COMMITTEE MINUTES

January 18, 2022

8:00 am

Virtual Meeting

Staff Present: Commissioner Linda Flanders, Commissioner Jason Majerus, Scott Arneson, Melissa Cushing, Josh Hanson, Jessica Ahlbrecht, Andrea Benck, Marty Kelly, Jeremy Lorfald, Brian Anderson, Nina Arneson, Jessica Seide, Greg Isakson, Jess Greenwood, Julie Huneke, Briggs Tople

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 January 18, 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://global.gotomeeting.com/join/354897189> or calling 18773092073 any time during the meeting." Access Code: 354-897-189

Administration: Outreach & Communications Specialist

Scott Arneson brought forth a request to add an Outreach and Communications Specialist position within the Administration department. Commissioner Majerus had concerns about how the position is funded after the current funding sources have been exhausted. Commissioner Flanders had a question about the special projects aspect of the position and Mr. Arneson explained that the intent is not to bog the position down with additional side projects.

Commissioner Majerus does not support hiring an Outreach and Communications Specialist. Commissioner Flanders supports hiring an Outreach and Communications Specialist.

Human Resources: HR Generalist

Melissa Cushing brought forth a request to hire an HR Generalist. Commissioner Majerus indicated he on the fence in terms of this request. Commissioner Flanders stated she would like the concerns that were mentioned in an email to all Commissioners from HR employee, Crystal Eckhoff addressed. M. Cushing and S. Arneson asked for the email to be sent to them, so that they could respond to C. Flanders and the concerns. This item was tabled until the next Board meeting, February 1st, 2022.

Sheriff's Office: Dispatcher Compensation Request

Sheriff Marty Kelly brought forth a request to hire an experience Dispatcher above step 2 of the pay grade. Commissioners Majerus and Flanders support hiring above step 2 given the candidate's prior experience.

Public Works: Replace Highway Maintenance Workers

Greg Isakson brought forth a request to backfill two Highway Maintenance Worker vacancies due to upcoming retirements. Mr. Isakson's request also includes fill a position which was eliminated in 2010. Commissioner Majerus is not in favor of backfilling or staffing the previously eliminated position. Commissioner Flanders supports backfilling for the two upcoming retirements only.

Health & Human Services: Provisional Adult Mental Health Social Worker

Nina Arneson brought forth a request to add a Provisional Adult Mental Health Social Worker. Commissioner Majerus was on the fence in part due to the fact that the position would be funded with ARPA dollars. Commissioner Flanders supports adding the position.

Compensation for Summer Help & Interns

Melissa Cushing brought forth a request to increase starting compensation for summer help/ interns to \$15.00 per hour and continue the practice of \$0.50/ hour increases each year a summer help/ intern returns. Commissioners Majerus and Flanders support increasing starting compensation to \$15.00 per hour for summer help and interns.