



## PERSONNEL COMMITTEE MINUTES

July 18, 2023

7:00 am

301-1 Conference Room

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Staff Present: Commissioner Linda Flanders, Commissioner Todd Greseth, Scott Arneson, Tom Day, Amanda Holst, Jessica Ahlbrecht, Mary Priebe, Jon Huneke, Marty Kelly, Jess Greenwood, Lisa Hanni, Ethan Seaberg, Tessia Melvin (virtual), Molly Strauss, Sam Pierret, Dan Vierling, Doug Morem and Pam Holst

### **Classification Appeal Review.**

Employees were given the opportunity to review and appeal their job classification. Appeal process was sent out on July 5, 2023 and was due on July 11, 2023. Employees wishing to appeal their job classification had to submit an appeal form indicating what was missing from their job description, why the change was warranted and any other reasoning to be considered.

Tessia, from DDA, reviewed the appeals and noted if a change was warranted and why or if no change was warranted. Eight of the 34 appeals were recommended to increase classifications.

Discussion was had regarding why department heads are now at different pay grades, the possibility of creating more open grades for future growths and the appeal process.

*Commissioners Flanders agreed with the recommendations put forth from Tessia Melvin on the job classification appeals.*