

**BOARD OF COMMISSIONERS' PROCEEDINGS, GOODHUE COUNTY, MN
NOVEMBER 19, 2024**

The Goodhue County Board of Commissioners met on Tuesday, November 19, 2024, at 9:00 a.m. in the Goodhue County Boardroom, Red Wing, MN, with Commissioners Flanders, Betcher, Majerus, Anderson and Greseth all present.

C/Greseth asked for any disclosure of interest. There were none.

¹ Moved by C/Anderson, seconded by C/Betcher and carried to approve the November 5, 2024, County Board meeting minutes.

² Moved by C/Betcher, seconded by C/Majerus, and carried to approve the November 19, 2024, County Board Agenda.

Administrator Arneson requested to move the Human Resource Report to the beginning of the agenda and noted that a map for the Public Works item was distributed this morning.

³ Moved by C/Majerus, seconded by C/Greseth, and carried to approve the following items on the consent agenda:

1. Approve the Human Trafficking Investigators Task Force JPA with the State of MN.
2. Approve the sale of the parts washer via Public Surplus.

HUMAN RESOURCE DIRECTOR'S REPORT

Retention Committee Recommendation. The retention committee recommended the board support the allocation of \$15,000 from the Employee Retention budget to go toward increased manager/supervisor training; support the allocation of \$80 per employee to provide gift certificates for county logo-wear; and approve the Proclamation for Flexible Work Schedules.

⁴ Moved by C/Anderson, seconded by C/Betcher, and carried to approve the following Retention Committee Recommendation to allocate \$15,000 of the Employee Retention budget to go toward increased manager/supervisor training and allocate \$80 per employee for gift certificates for county logo-wear with the taxes being paid by the county.

⁵ Moved by C/Anderson, seconded by C/Flanders, and carried to approve the following Retention Committee Recommendation to approve the following 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

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agreements, with careful consideration to avoid the need for overtime or additional staffing to accommodate these arrangements;

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.

Personnel Committee Report. The Personnel Committee met on Tuesday, November 18, with the following item on the agenda:

2024 Annual Wage Review. The Personnel Committee recommended approval of the proposed changes for the 6 job descriptions: Training Sergeant- New at 115, Records Support Specialist- Move to 106, Facilities Maintenance Director- Move to 118, Facilities Maintenance Technician II- New at 108, County Surveyor/Recorder- New at 117, and Land Use Management Director- New at 117; In addition start the process for reviewing the following 6 classifications: Court Services Director, Human Resources Managers, GIS Systems Specialist, Probation Officer, Accountant II, and Office Support Specialist.

⁶ Moved by C/Anderson, seconded by C/Flanders, and carried to approve the Personnel Committee recommended approval of the proposed changes for the 6 job descriptions: Training Sergeant- New at 115, Records Support Specialist- Move to 106, Facilities Maintenance Director- Move to 118, Facilities Maintenance Technician II- New at 108, County Surveyor/Recorder- New at 117, and Land Use Management Director- New at 117; In addition start the process for reviewing the following 6 classifications: Court Services Director, Human Resources Managers, GIS Systems Specialist, Probation Officer, Accountant II, and Office Support Specialist for the next board meeting.

C/Betcher noted her concern with the process being transparent and hoped the process would improve in the future.

FINANCE DIRECTOR'S REPORT

Public Hearing- 2025 Fee Schedule. Staff recommended the board conduct a public hearing, review the proposed fee schedule and approve the 2025 fee schedule.

⁷ Moved by C/Flanders, seconded by C/Anderson, and carried to approve to open the public hearing.

C/Greseth asked three times for public comment. There were no comments.

⁸ Moved by C/Anderson, seconded by C/Majerus, and carried to approve to close the public hearing.

C/Betcher noted that some fees haven't been changed for several years. She suggested making some updates in the future.

⁹ Moved by C/Anderson, seconded by C/Betcher, and carried to approve the 2025 Fee Schedule.

PUBLIC WORKS DIRECTOR'S REPORT

Set Special County Board Meeting Date. Staff recommended the County Board hold a special county board meeting to conduct a hearing to discuss revoking the short section of old CSAH 1 to Featherstone Township on January 14, 2025, at 7:30 pm in the Featherstone Town Hall.

Mr. Greenwood noted there were a number of conflicts with the proposed date and suggested February 11, 2025, at 6:00 p.m. in Featherstone Township Hall.

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10 Moved by C/Anderson, seconded by C/Betcher, and carried to approve to hold a special county board meeting to conduct a public hearing to discuss revoking the short section of old CSAH 1 to Featherstone Township on February 11, 2025, at 6:00 pm in the Featherstone Town Hall.

COMMITTEE REPORTS:

C/Betcher	•
C/Greseth	•
C/Anderson	• Department of Revenue Meeting.
C/Majerus	•
C/Flanders	•
Administrator Arneson	•

Review and Approve the County Claims

11 Moved by C/Anderson, seconded by C/Majerus, and carried to approve to pay the County claims in the amount of 01-General Revenue \$471,709.78, 03-Public Works \$716,533.35, 11- Human Service Fund \$197,152.63, 12- GC Family Services Collaborative \$00, 15- County Ditch 1 \$00, 20-National Opioid Settlement Fund \$00, 25- EDA \$00, 34-Capital Equipment \$476,777.83, 35-Debt Services \$00, 61-Waste Management \$26,790.48, 72-Other Agency Funds \$959.00, 81-Settlement \$6,390,790.46, in the total amount of \$8,280,713.53.

Adjourn

12 Moved by C/Anderson, seconded by C/Majerus, and carried to approve to adjourn the November 19, 2024, County Board Meeting.



SCOTT O. ARNESON
COUNTY ADMINISTRATOR



TODD GRESETH, CHAIR
BOARD OF COUNTY COMMISSIONERS

MINUTE

1. Approved the November 5, 2024, board meeting minutes. (Motion carried 5-0)
2. Approved the county board agenda. (Motion carried 5-0)
3. Approved the consent agenda. (Motion carried 5-0)
4. Approved the retention committee recommendations. (Motion carried 5-0)
5. Approved the resolution of support for flexible work schedule. (Motion carried 5-0)

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6. Approved the 2024 pay study recommendations. (Motion carried 5-0)
7. Approved to open the public hearing. (Motion carried 5-0)
8. Approved to close the public hearing. (Motion carried 5-0)
9. Approved the 2025 Fee Schedule. (Motion carried 5-0)
10. Approved to set a special session count board meeting. (Motion carried 5-0)
11. Approved the county claims. (Motion carried 5-0)
12. Approved to adjourn the November 19, 2024, County Board Meeting. (Motion carried 5-0)