

Traverse County Commission
Special Board Meeting
December 29, 2020

The meeting was called to order at 1:00 p.m. by Commission Chairman Mark Gail. The Pledge of Allegiance was recited. This is a Special meeting being conducted pursuant to Minnesota Statute 13D.021, which allows a meeting be conducted by telephone or other electronic means during a health pandemic by the governor of the State of Minnesota in Minnesota Statute Chapter 12. Appearing personally are Dave Salberg, Tom Monson, Kevin Leininger, Todd Johnson and Mark Gail. Appearing via Zoom are members from the public. The purpose of today's meeting is to discuss labor negotiations (closed session), non-union and elected wages for 2021 and the Social Services lobby opening.

At 1:01 p.m. Salberg made a motion to close the Board meeting as permitted by section 13D.03 to discuss the County's labor negotiation strategy, seconded by Leininger and approved unanimously.

At 1:25 p.m. Monson made a motion to reopen the meeting, seconded by Leininger and approved unanimously.

Lisa Zahl, County Coordinator, explained to the Board that the Personnel Committee came up with four different options to bring to the Board for the non-union and elected, excluding Commissioners, increases for 2021. First option; to follow option 2 from wage study, everyone falls on the step with an increase from the previous year plus a step on 1/1/2021. Second option; if the employee position received a grade change the employee would receive two steps from the step with an increase from the previous year. Everyone else falls on the step with an increase from the previous year. Longevity for all non-union and elected. Everyone would receive a step increase on 1/1/2021. Option three; if the employee position received a grade change the employee would receive two steps from the step with an increase from the previous year. Everyone else would receive one step. Everyone would receive step increase on 1/1/2021. Option four; a 2% COLA added to the wage scale in the wage study. If a position received a grade change the employee receives two steps from the step with an increase from the previous year. Everyone else would receive one step increase from the step with an increase from the previous year. Everyone would receive a step increase on 1/1/2021. With all four options, under no circumstance should 2021 step placement exceed the step you were on in 2020. Leininger made a motion to go with option four for the non-union and elected, excluding the Commissioners, as listed in attachment a, seconded by Salberg and approved unanimously. Monson made a motion for the Commissioners to receive a 2% cost of living adjustment for 2021; seconded by T. Johnson and approved 4-1 with Leininger opposed. Trevor Wright, Sheriff, asked to speak to the Board. He asked if the Board's intention for doing the wage study was to make the county market competitive and do they think what was acted on today did that and was it fair? He also asked the Board if it is market competitive and fair to take steps and years of experience away from employees? Wright has always been appreciative of the increases he has received and he thanks the Board for doing the market study but he argues the principle of the market study. He thinks that option 3 would have been

the better option by not taking steps away from the employees and that would have been the principle of the market study. Trevor concluded by saying that Traverse County employees deserve to be at a market competitive level pay. Leininger said that he does think what they picked for increases is fair and he appreciates the Law Enforcement and everyone. He wonders with the way the wages are increasing, how we will ever get a new courthouse? T. Johnson said he appreciates Sheriff Wrights input.

Zahl informed the Board that the Social Services lobby will be open on January 4, 2021 but the public will still need an appointment.

Gail adjourned the meeting at 1:40 p.m.

Lisa Zahl, County Coordinator

Mark Gail, Board Chairman