

FILLMORE COUNTY COMMISSIONERS' MINUTES

April 2, 2019

This is a preliminary draft of the April 2, 2019 minutes as interpreted by the Clerk of the Board for use in preparing the official minutes. It is expected that there will be corrections, additions, and/or omissions before the final minutes are reviewed and officially approved by the County Board.

The Board of County Commissioners of Fillmore County, Minnesota met in special session this 2nd day of April, 2019 at 9:00 a.m. in the Commissioners' Board Room, Fillmore County Courthouse, in the City of Preston.

The following members were present: Commissioners Duane Bakke, Marc Prestby, Randy Dahl, and Mitch Lentz. Also present were: Bobbie Vickerman, Coordinator/Clerk; Kristina Kohn, Human Resources Officer; Heidi Jones, Auditor/Treasurer; Brian Hoff, Land Records Director; John DeGeorge, Sheriff; Lance Boyum, Chief Deputy; Terry Schultz, Building Maintenance Supervisor; Cristal Adkins, Zoning Administrator; Vic Peterson; Bonita Underbakke; Kevin Beck; Jordan Fontenello; Renee Zachman, LELS Union Representative; Dan Dornink, Deputy and LELS Union Steward; Jesse Grabau, Investigator and LELS Union Steward; Bonita Underbakke; Gretchen Mensink, Republican Leader; and Karen Reisner, Fillmore County Journal.

The Pledge of Allegiance was recited.

On motion by Lentz, seconded by Prestby, the Board unanimously approved the agenda.

On motion by Dahl, seconded by Lentz, the Board unanimously approved the following Consent Agenda:

1. March 26, 2019 County Board minutes as presented.
2. Payment of 2nd qtr. invoice for 2019 for \$9,825.50 to Community and Economic Development Associates (CEDA) for economic development staffing services.
3. Overnight stays for Roxane Alden, Property Appraiser, and Kayla Pierce, Account Technician, to attend Sidwell Legal Description Workshop sponsored by MCCC as recommended by the Land Records Director.
4. Overnight stays for Roxane Alden, Property Appraiser, to attend Appraiser Licensing Course, Pre-Registered for Assessment Laws & Procedures w/Ethics, as recommended by the Land Records Director.

On motion by Lentz, second by Dahl, the Board unanimously voted to pull the Auto License Bureau invoice in the amount of \$1,889.02 for the Ford F150 truck in the Highway Department from the warrant list.

On motion by Dahl, seconded by Prestby, the Board unanimously approved payment of the following Commissioner warrants:

WARRANTS

The Auditor's warrants were reviewed.

Heidi Jones, Auditor/Treasurer, and Brian Hoff, Land Records Director, were present.

A motion was made by Dahl, seconded by Lentz, to authorize Rick Adams to repurchase forfeited property, Parcel No. 19.0245.000, in the city of Lanesboro, with the caveat that a repurchasing fee be set up in the future to include all associated costs. Jones stated that she felt that all costs were already accounted for on this property. The Chair called for a vote: Commissioners voting "aye": Lentz, Bakke, and Dahl. Commissioners' voting "nay": Prestby. The motion prevailed.

Auditor/Treasurer Jones and Land Records Director Hoff updated the Board on the tax statements and valuation notices. Jones noted there was a graphical error on the statements as well as an error in the data of the

valuation notices. Due to the incorrect information on those statements, new statements will be sent out on the 4th of April. Commissioner Prestby inquired as to the additional postage cost, noting that it had to be paid, and who was responsible for the error. Jones stated that she had asked if we could do a mass notice rather than mailing out individual updated statements, but the state said they had to send out new statements.

The Citizen's Input portion of the meeting was opened and closed at 9:35 a.m., as no one was present to speak.

Kristina Kohn, Human Resources Officer, was present

On motion by Prestby, seconded by Dahl, the Board unanimously approved the second reading as the final version of the Early Retirement Incentive Program (ERIP) policy.

On motion by Dahl, seconded by Lentz, the Board unanimously approved the Memorandum of Understanding (MOU) between Fillmore County and Local #49 which placed Local #49 members on the pay scale provided by David Drown & Associates, yet keeping their already pre-negotiated cost of living adjustments (COLA) for the 2019 and 2020 years.

John DeGeorge, Sheriff, and Lance Boyum, Chief Deputy, were present.

On motion by Dahl, seconded by Lentz, the Board unanimously approved the purchase of squad car equipment and set up costs from Emergency Automotive Technologies, Inc. for \$9,894.42; from Watch Guard for \$4,820.00; from Kelly Printing & Signs for \$484.50 and from MPH Industries, Inc. for \$1,746.00. Equipment from the Impala cannot be transferred to the new vehicle.

On motion by Prestby, seconded by Lentz, the Board unanimously approved the purchase of 2019 Training and Duty Ammunition from Streicher's for \$3,524.96.

Bobbie Vickerman, County Coordinator, was present.

Coordinator Vickerman gave an update regarding the move to Taxpayer Services, noting that she has been absent due to unforeseen circumstances and has not had a chance to meet with Terry Schultz regarding construction. Commissioner Lentz stated he feels that where the staff is currently, the Land Records and Auditor/Treasurer Departments sharing the old Auditor/Treasurer Office area should stay the same and the Zoning/Feedlot Departments should be moved up to where the Assessor's office was. This will create a convenient area for taxpayers to conduct business with these departments. Land Records Director, Brian Hoff, stated concerns about space and noise that his staff is experiencing and brought forward his previous suggestion that his department go back to where they were before and moving the Zoning/Feedlot Department up with the Auditor/Treasurer's Department. Discussion ensued about the transition and working situation. Commissioner Dahl commented that Department Heads are expected to take the lead during this reorganization and work together.

On motion by Lentz, seconded by Dahl, the Board unanimously approved to have Land Records and Auditor/Treasurer departments continue sharing the old Auditor/Treasurer space on the West side, move the Zoning/Feedlot Department to the open office on the main level on the East side and relocate Victim Services into the space that was occupied by the Zoning/Feedlot Department in the lower level.

A review of the calendar was done and the following committee reports and announcements were given: Bakke - Southeast MN Water Resources Board met Monday, April 1. All of the grants were transferred to either SWCDs or counties. A resolution of support to disband may be coming to the Board to ratify the Joint Powers Board members' intent to disband taken on March 11, 2019. Economic Development Authority (EDA) Outdoor Recreation Summit – Bakke and Lentz attended, noted it was interesting and a lot of information was

shared. Bakke noted that Thursday, April 4th he will be speaking at the League of Women Voters regarding what a commissioner's role is. All Commissioners are welcome to attend to answer questions.

The Chair recessed the meeting at 10:29 a.m. and resumed back in session at 10:40 a.m.

It was decided to continue with an open meeting to review the Law Enforcement Labor Services (LELS) Union negotiations.

LELS Union Representative, Renee Zachaman, and Union Stewards Dan Dornink and Jesse Grabau reviewed goals, as follows, for this negotiation for the LELS:

- Establish competitive wages
- Ensure personal time off (PTO) benefits (maintain 800 hour cap)
- Establish Injury-On-Duty (90 day injury on duty benefit) and Short Term Disability benefits paid for by the County
- Provide cell-phones to employees whose job duties require the use of one
- Establish compensation for certified trainers

The Board reviewed their points of the contract:

- It was noted by the Board that LELS wanted to wait to negotiate a contract for 2019 until the compensation study came back. The Board stated that an investment was made by hiring a consultant to provide an objective compensation study. The Board has followed through by implementing it with the non-union staff and approved a Memorandum of Understanding with the Local 49ers to implement the compensation plan as well.
- Would like to move to the 500 hours cap for PTO with the same process that was used with the non-union staff and Local 49ers union agreement.
- Injury-On-Duty - asked Sheriff DeGeorge to seek information from other counties regarding whether they have this in place and policies for it. The Board noted that the company providing the Short Term Disability service no longer provided that service and any alternatives were too costly. Through the current County benefit package, employees are able to purchase their own Short Term Disability through Colonial Life.
- The request to have provided cell phones with a camera was discussed and Sheriff DeGeorge was going to explore how other counties have handled this and what the cost associated would be compared to the cost of cameras and stipends for cell phones.
- An additional \$1.00 per hour was given for certified trainers in the 2018 negotiations and that a compensatory time off request that was made defeated the purpose of a lower PTO cap and would be quite costly. The Board will look into options rather than the compensatory time option presented by the Union.

Human Resource Officer Kohn will update the pay plan chart to make sure everyone is in his or her proper grade and step. The next negotiation meeting will be held at 10:00 a.m. on April 23rd in an open Board meeting.

On motion by Prestby and seconded by Lentz, the Chair adjourned the meeting at 11:41 a.m.