



Thursday, March 31st, 2022
Personnel Committee Meeting
Grafton Park Board Meeting Room
715 West 5th Street
12:00pm

Minutes:

- I. Call to Order by Jessica Tanke at 12:00pm
 - A. Board Members Present: Scott Hills, Cory Burns, Ryer Stark, Jessica Tanke, Jon Jelinek
 - B. Staff Present: Bill Dahl, Matt Oppegard

- II. Jessica turned the meeting over to Matt. Bill and Matt had been meeting with Nick Ziegelmann to discuss what the city does for their step plan. Matt came up with a carbon copy of the city's plan. Nick had stressed that we should focus on the starting salaries and be realistic as to what will be needed for entry level qualifications for each position. Matt put together a spreadsheet showing the starting wages for the Director, Business Manager, Facility Manager, and Recreation Manager and each step of the 20 step plan. Each step is worth a 1.5% raise. Matt went on to explain that there would also be a cost of living adjustment that would take place and that we would want to mirror the city for what they approve. The committee discussed the plan. Cory asked if we could base the step raise on evaluations. If an employee gets a bad evaluation then they would not get the step increase. Cory feels that there are some at the city that coast since they are guaranteed a step raise. The committee agreed that it would not be fair to the ones that work hard and do a good job, if there was one that was slacking and doing a poor job. Matt explained that he could make an addition to the proposed policy manual change to include the step raise depending on evaluation. Scott asked if we could table this discussion so the committee members could look at the information more closely. The committee agreed. The full time salary step plan was tabled until the committee can reconvene on April 13th at 5pm.

- III. New Business:

- IV. Public Comments:

- V. Adjournment: Cory made a motion to adjourn the personnel committee meeting. Ryer seconded the motion. Motion passed all approved. Meeting adjourned at 12:57pm.