



Wednesday, April 13st, 2022
Personnel Committee Meeting
Grafton Park Board Meeting Room
715 West 5th Street
5:00pm

Minutes:

- I. Call to Order by Jessica Tanke at 5:00pm
 - A. Board Members Present: Scott Hills, Cory Burns, Ryer Stark, Jessica Tanke
 - B. Board Members Present Via Phone: Jon Jelinek
 - C. Staff Present: Bill Dahl, Matt Oppegard

- II. Jessica turned the meeting over to Matt. Matt explained that he had updated the "compensation" portion of the policy manual to include the elements that the committee wanted to add from the last meeting held on March 31st. Matt asked the committee that since they had 2 weeks to review the step plan what were their questions, comments, and/or concerns with the plan. Scott mentioned that he felt that there was nothing to gain by adopting the salary step plan. He felt that we would still argue about the cost of living increase. Matt explained that he would match the cost of living increase that the city council approves taking out any questions as to how we came up with the number since the city has their own process that they use to come up with the cost of living increase. Cory felt that it was not fair that everyone in the step plan receives the same cost of living percentage since it should be based on performance. The committee discussed the step plan and agreed to keep the current pay system in place. Ryer asked that we do not discard the step plan in case the committee would like to revisit it at a later date. Bill requested a date change for the salary discussion meeting from November to a date before the budget is approved so the salaries that are budgeted match the salaries paid for that budget cycle. The committee agreed that salary discussions will happen in July each year so they can be approved during the 1st reading of the budget in August. Bill also asked the committee to consider a pay raise for the Recreation Manager. The committee discussed and agreed that the certification to train lifeguards needed to happen first. Scott made a motion to table the Recreation Manager's raise until July. No second was made.

- III. New Business:

- IV. Public Comments:

- V. Adjournment: Ryer made a motion to adjourn the personnel committee meeting. Cory seconded the motion. Motion passed all approved. Meeting adjourned at 5:29pm.