

CARVER COUNTY COMMISSIONERS PROCEEDINGS

REGULAR SESSION – January 17, 2023

A Regular Session of the Carver County Board of Commissioners was held in the County Government Center, Chaska, on January 17, 2023. Chair John P. Fahey convened the session at 9:00 a.m.

Members present: John P. Fahey, Chair, Tom Workman, Vice Chair, Gayle Degler, Tim Lynch and Matt Udermann.

Members absent: None.

No public comments were received.

Degler moved, Lynch seconded, to approve the agenda. Motion carried unanimously.

Workman moved, Degler seconded, to approve the minutes of the January 3, 2023, Organizational Session. Motion carried unanimously.

Workman moved, Lynch seconded, to approve the following consent agenda items:

Approved out of state training for two licensed deputies to complete DRE certification.

Authorized the Parks Department to issue redeemable vouchers for outdoor recreation services and reservable park system facilities.

Approved special event use permit for Special Olympics Minnesota for a polar plunge on February 10 and 11, 2023, at Lake Waconia Regional Park.

Professional services agreement with Launch Ministry for the youth employment and education program with a not to exceed amount of \$50,000 for the period of January 17, 2023, through December 31, 2023.

Contract with Blue Earth and Nicollet County for one secure juvenile detention bed.

Professional services agreement with A Better Society for the creation of a collaborative network with a not to exceed amount of \$125,000 for the period of January 17, 2023, through December 31, 2024.

Appointed Robin Bielefeldt to the Extension Committee for a three-year term, appointed Charles Lawler to the Mental Health Advisory Committee for a three-year term and confirmed the appointment of Scott Hoese as the township appointment to the Planning Commission.

Approved increasing the 2022 salary ranges by three percent for non-bargaining employees and for bargaining units participating in pay for performance in 2023, to be effective January 2, 2023.

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Resolution #06-23
Defining 2023 Non-Bargaining Employee Compensation

WHEREAS, the Carver County Board of Commissioners has authority to establish and revise compensation systems for non- bargaining employees; and

WHEREAS, the Carver County Board of Commissioners has established a pay-for-performance system for non-bargaining employees; and

WHEREAS, the pay-for-performance system includes the salary ranges for the affected employees' classifications, the methods, amounts and timing of salary actions based on employee performance evaluation ratings; and

THEREFORE, BE IT RESOLVED, Carver County shall set forth a pay-for-performance system effective in 2023 for non- bargaining employees, indicating salary payment methods, percentage salary actions based on employee performance evaluation overall ratings, and timing of salary actions:

- A. In 2023, regular non-bargaining employees and probationary employees shall receive a three percent (3.00%) general increase, not to exceed the 2023 range maximum, effective the first full pay period of January 2023.
- B. In 2023, the percentages used to compute pay-for-performance salary actions based on the overall rating on each employee's performance evaluation shall be: zero percent (0.00%) for needs improvement, two percent (2.00%) for successful, three percent (3.00%) for exceeds expectations, and four percent (4.00%) for outstanding.
- C. In 2023, pay-for-performance salary actions shall be calculated and applied as follows:
 1. For employees whose base rate of pay is at or below the assigned salary range target rate, their pay- for-performance salary action shall be a base pay adjustment, computed on the target rate of the assigned salary range, not to exceed the salary range maximum.
 2. For employees whose base rate of pay is above the assigned salary range target rate and is at or below 110% of the assigned salary range target rate, their pay-for-performance salary action shall be a base pay adjustment, computed on the employee's base rate of pay not to exceed the salary range maximum.
 3. For employees whose base rate of pay is above 110% of the assigned salary range target rate and below the maximum of the salary range, their pay-for-performance salary action shall be a combination of base and lump sum payment, as outlined in the 2023 pay-for-performance matrix; and the salary action percentage shall be calculated on the employee's base rate of pay not to exceed the salary range maximum.
 4. Pay-for-performancce salary actions shall be lump sums for any

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amount of the compensation that exceeds the salary range maximum.

5. For any employee whose current base rate of pay is at or above the assigned salary range maximum, the pay-for-performance salary action shall be calculated based on the assigned salary range maximum.

d. Effective with the first full pay period following successful completion of a new hire probationary period or a trial period resulting from a promotion, non-bargaining employees shall receive a performance compensation salary action that correlates to the overall rating on the probationary or trial period evaluation, and as outlined in the 2023 pay-for-performance matrix.

e. Non-bargaining employees shall only receive pay-for-performance compensation based on the months they are actively employed by the County in a position eligible for pay-for-performance, or on an eligible leave of absence, during the calendar year under review.

f. Non-bargaining employees shall be evaluated for all months worked in an eligible position; and there shall be no compounding of pay-for-performance compensation; and employees shall only receive pay-for-performance compensation based on the months they are actively employed in the eligible group.

g. The pay-for-performance annual salary actions shall be effective the first full pay period in March 2023, based on the overall performance evaluation rating for 2022 work, with the evaluation completed and signed by all parties, no later than February 15, 2023.

BE IT FINALLY RESOLVED, that the County reserves the right to make additional adjustments to compensation or benefits by amendment to the Carver County Personnel Policies or future Board Actions.

Approve the 2023 benefits for non-bargaining employees as outlined including 2023 monthly cafeteria contribution amounts for full-time benefit eligible non-bargaining employees based on the employee's election of health insurance with \$936.24 for single, \$1,541.43 for employee + spouse, \$1,160.32 for employee + child(ren), \$1,961.56 for family, and \$150.00 for waiver; maintaining the \$250.00 per month toward the cost of single health insurance for employees budgeted at least half-time but less than 0.8 FTE; and providing HRA/VEBA contributions in the amounts of \$750/\$1,500 and contributions for those electing the HSA High Deductible Health Plan option in the amounts of \$1,200/\$2,100 as described and related budget amendment.

Set health insurance contribution for eligible retirees, not to exceed the coverage tier level provided at the time of separation: Retirees selecting family coverage would receive \$1,961.56 per month toward their insurance, employee + spouse would receive \$1,541.43, employee + children would receive \$1,160.32, and those electing single coverage would

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receive the lesser of the single premium amount or \$936.24 per month.

Approved the elimination of the 0.50 part-time accounting technician position and 0.10 office clerical STOC FTE and created a 0.60 part-time accounting technician position and related Financial Services budget amendment.

Reviewed January 10, 2023, Community Social Services' actions/Commissioners' warrants in the amount of \$291,587.94 and reviewed January 17, 2023, Community Social Services' actions/Commissioners' warrants in the amount of \$433,901.01

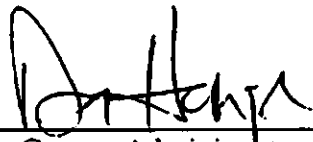
Motion carried unanimously.

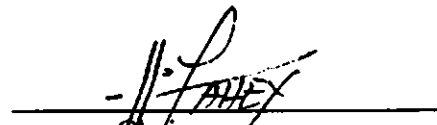
The Board recognized four advisory committee members who had served nine years. Members included Virgil Stender for his service on the Board of Adjustment; Jim Boettcher and Gerald Bruner for their service on the Park Commission and Mark Willems for his service on the Extension Committee. The Board acknowledged the commitment and dedication of each of these members and thanked them for their service.

Workman moved, Degler seconded, to adjourn the Regular Session at 9:37 a.m. and go into a work session for updates on transit planning and coordination and CarverLink funding options.

Dave Hemze
County Administrator

ATTEST:


County Administrator


Chair