



Dakota County

General Government and Policy Committee of the Whole

Minutes

Tuesday, November 12, 2024

9:30 AM

**Conference Room 3A, Administration
Center, Hastings**

(or following County Board)

1. Call To Order And Roll Call

The meeting was called to order at 9:30 a.m. by Commissioner Workman.

Present

- Commissioner Mike Slavik
- Commissioner Joe Atkins
- Commissioner Laurie Halverson
- Commissioner William Droste
- Commissioner Liz Workman
- Commissioner Mary Liz Holberg
- Commissioner Mary Hamann-Roland

Also in attendance were Heidi Welsch, County Manager; Tom Donely, First Assistant County Attorney; and Jeni Reynolds, Sr. Administrative Coordinator to the Board.

The audio recording of this meeting is available upon request.

2. Audience

Chair Workman noted that all public comments can be sent to
CountyAdmin@co.dakota.mn.us
No comments were received for this agenda.

3. Approval Of Agenda (Additions/Corrections/Deletions)

3.1 Approval of Agenda (Additions/Corrections/Deletions)

Motion: Joe Atkins

Second: Mary Hamann-Roland

Ayes: 7

CONSENT AGENDA

On a motion by Commissioner Hamann-Roland, seconded by Commissioner Droste, the Consent agenda was approved as follows:

4. County Administration - Approval of Minutes

4.1 Approval of Minutes of Meeting Held on October 8, 2024

Motion: Mary Hamann-Roland

Second: William Droste

Ayes: 7

5. County Board/County Administration

5.1 Authorization To Provide One-Time Base Equity Adjustment To Non-Temporary, Non-Union County Staff

Motion: Mary Hamann-Roland

Second: William Droste

WHEREAS, during 2021 and 2022, the County adopted a non-union merit compensation plan and merit matrix which included a combination of base and lump sum merit payments for all non-union employees; and

WHEREAS, the lump sum payments were established due to the economic uncertainty caused by the on-going COVID 19 pandemic; and

WHEREAS, as a result of the lump sum payments, employee advancement through the salary ranges were somewhat stagnated; and

WHEREAS, County staff hired after that time received initial wage rates that were constrained by current staff wages due to internal equity considerations; and

WHEREAS, to reconcile the impact of the lump sum payments in 2021 and 2022, the Human Resources Director recommends a one-time two percent (2%) base increase for all non-temporary, non-union County employees employed as of the first pay period in January 2025.

NOW, THEREFORE, BE IT RESOLVED, That the Dakota County Board of Commissioners hereby authorizes a one-time two percent (2%) equity adjustment to all non-temporary, non-union employees, employed by the County as of the first pay period of 2025.

This item was approved and recommended for action by the Board of Commissioners on 12/3/2024.

Ayes: 7

5.2 Adoption Of 2025 Merit Compensation Policy And Plan Provisions

Motion: Mary Hamann-Roland

Second: William Droste

WHEREAS, market competitive compensation and pay policy administration are essential to effective and efficient government; and

WHEREAS, the 2024 Merit Compensation Policy and Plan provisions should be amended for application in 2025.

NOW, THEREFORE, BE IT RESOLVED, That the Dakota County Board of Commissioners hereby adopts the 2025 Merit Compensation Policy and Plan to

include the following provisions:

- Non-union salary ranges increased 4.25 percent above 2024 non-union salary ranges
- The merit matrix provides for a combination of 0.0 percent to 8.25 percent base adjustments

; and

BE IT FURTHER RESOLVED, That participating employees' 2025 salaries shall be established in the context of and consistent with these provisions; and

BE IT FURTHER RESOLVED, That the Human Resources Director is hereby authorized to update, edit and amend the 2024 Merit Compensation Policy and Plan for application in 2025.

This item was approved and recommended for action by the Board of Commissioners on 12/3/2024.

Ayes: 7

REGULAR AGENDA

6. Physical Development

6.1 Discussion Of Dakota County Library System Renovation Plan And Future Funding Considerations

Capital Projects Manager Jay Biedny and Library Director Margaret Stone briefed this item and responded to questions. This item was on the agenda for informational purposes only. No action was taken.

Information only; no action requested.

7. Enterprise Finance and Information Services

7.1 Update On Dakota County Bonding Process

Finance Director Paul Sikorski and Bruce Kimmel from Ehlers briefed this item and responded to questions. This item was on the agenda for informational purposes only. No action was taken.

Information only; no action required.

7.2 Report On Budget Amendments, Year-End Projections For Operations And Contracts

Finance Director Paul Sikorski briefed this item and responded to questions. This item was on the agenda for informational purposes only. No action was taken.

Information only; no action requested.

7.3 Update On 2025 Dakota County Budget Process

Finance Director Paul Sikorski and County Manager Heidi Welsch briefed this item and responded to questions. This item was on the agenda for informational purposes only. No action was taken.

Information only; no action requested.

8. County Manager's Report

County Manager Heidi Welsch gave a brief update on the following:

- Open Enrollment is open until November 13, 2024.
- The December 6, 2024 Governance and Strategic Planning Workshop Agenda is coming together.
- Senior Leadership Team is reviewing the remote/hybrid policy.

9. Future Agenda Items

No future agenda topics were discussed. Commissioner Slavik will bring future discussion on operational efficiencies to a future meeting.

10. Adjournment

10.1 Adjournment

Motion: Mary Hamann-Roland

Second: William Droste

Commissioner Atkins left the meeting at 11:05 a.m. On a motion by Commissioner Hamann-Roland, seconded by Commissioner Droste, the meeting was adjourned at 11:46 a.m.

Ayes: 6

Excused: 1

Respectfully submitted,
Jeni Reynolds
Sr. Administrative Coordinator to the Board