



Dakota County

General Government and Policy

Committee of the Whole

Minutes

Tuesday, November 4, 2025

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 by Commissioner Workman at 9:45 a.m.

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

Commissioner Atkins attended the meeting remotely via interactive technology.

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: Mary Hamann-Roland

Second: Mike Slavik

Ayes: 7

CONSENT AGENDA

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

4. County Administration - Approval of Minutes

4.1 Approval of Minutes of Meeting Held on October 21, 2025

Motion: Mary Hamann-Roland

Second: Laurie Halverson

Ayes: 7

5. County Board/County Administration

5.1 Adoption Of 2026 Merit Compensation Policy And Plan Provisions

Motion: Mary Hamann-Roland

Second: Laurie Halverson

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

WHEREAS, the 2025 Merit Compensation Policy and Plan provisions should be amended for application in 2026.

NOW, THEREFORE, BE IT RESOLVED, That the Dakota County Board of Commissioners hereby adopts the 2026 Merit Compensation Policy and Plan to include the following provisions:

- Non-union salary ranges increased 4.25 percent above 2025 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' 2026 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 2025 Merit Compensation Policy and Plan for application in 2026.

This item was approved and recommended for action by the Board of Commissioners on 11/18/2025.

Ayes: 7

5.2 Adoption Of 2026 Unclassified Employees Merit Compensation Policy And Plan

Motion: Mary Hamann-Roland

Second: Laurie Halverson

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

WHEREAS, a Dakota County Pay Equity Compensation Structure has been established; and

WHEREAS, the County maintains a process by which Elected Officials' compensation is determined; and

WHEREAS, the Unclassified Employees' Merit Compensation Policy and Plan should be updated for application in 2026.

NOW, THEREFORE, BE IT RESOLVED, That the Dakota County Board of Commissioners hereby adopts, for application in 2026, the 2026 Unclassified Employees' Merit Compensation Policy and Plan:

- the 2026 Pay Equity Compensation Structure recommended to the Board of Commissioners for classified employees, applies to, and is the same for, unclassified employees; and
- the 2026 non-union Merit Matrix provides for five levels of performance with varying merit opportunity based upon performance levels for classified employees is the same and applies to unclassified employees; and
- The non-union 2026 merit matrix and salary ranges are included in the Unclassified Employee Merit Compensation Policy and Plan document for clarity.

; and

BE IT FURTHER RESOLVED, That the participants' calendar or payroll year 2026 salaries shall be established in the context of and consistent with this Plan; and

BE IT FURTHER RESOLVED, That the Human Resources Director is hereby authorized to amend the 2025 Unclassified Employees Merit Compensation Policy and Plan consistent with the above referenced 2026 provisions in Human Resources Policies and Procedures.

This item was approved and recommended for action by the Board of Commissioners on 11/18/2025.

Ayes: 7

REGULAR AGENDA

6. County Board/County Administration

6.1 Update And Introductions From Metropolitan Council

Metropolitan Council members (Mark Jenkins, Victor Obisakin, Wendy Wulff) were present for introductions and an update. This item was on the agenda for informational purposes only.

Information only; no action requested.

7. Central Operations

7.1 Discussion Of Updated Demographic-Economic Trends And Forecast And The Program And Service Inventory

Management Analysts (Penny Anderson, Shannon Laughlin, Tim Trumpy) presented this item and responded to questions. This item was on the agenda for informational purposes only.

Information only; no action requested.

7.2 Environmental Legacy Fund Overview

Finance Director Will Wallo and Physical Development Director Georg Fischer briefed this item and responded to questions. This item was on the agenda for informational purposes only.

Information only; no action requested.

8. County Manager/Deputy/Director's Report

County Manager Heidi Welsch gave an update on the following:

- A budget workshop will be held on Nov. 18, 2025.
- Community Services has selected an Employment and Economic Assistance (E&EA) Director. The new director will begin in late November.
- Elections Director Michelle Blue provided a brief update on Election Day.

9. Future Agenda Items

There were no suggested topics for future meetings.

10. Adjournment

10.1 Adjournment

On a motion by Commissioner Slavik, seconded by Commissioner Halverson, the meeting was unanimously adjourned at 11:48 a.m.

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