

The Traill County Commissioners came to order in special session on 10-05-23 at 8:00 a.m. with the following members present: Commissioners Eblen, Nesvig, Elliott, Young and Amb. Also in attendance were several department heads, employees, and members of the public.

The purpose of the special meeting was to review the 2024 Budgets.

Human Service Zone Director Kim Jacobson was requested to provide an overview of the 2014 Traill County Social Services pay plan approved by the Traill County Commission which was implemented through 2018. This plan addressed salary administration plan needs for Traill County Social Services employees prior to the transition to human service zones. This was a time when the county social services department experienced high turnover and difficulty in filling professional positions. The 2014 plan considered employee position grade, prior service history, performance, and budgetary authority. Director Jacobson also provided information regarding the state merit system pay structure/salary administration plan that applies to human service zones for the Commission's consideration.

There was much discussion concerning the Gallagher Survey, how the numbers in the survey were updated, why some employees would see a large increase and others perhaps only a 3% increase, how the survey will help going forward and the funds available to help cover the 2024 budget. Currently, the August estimated tax statements that were sent out showed a 0.93 reduction in mills over last year, largely due to the increase in valuations for property. It was explained that the December tax statements will not see an increase in dollars, but rather a small decrease depending on what happens with the survey. Commissioners agreed, we need something in place to attract new employees and keep the ones we have now, just not sure the Gallagher Survey, as presented is the right way to go.

Commissioner Nesvig motioned to rescind the motion made at the regular commission meeting dated October 4, 2023, which reads: *"On motion of Commissioners Nesvig, seconded by Commissioner Amb to adopt the Gallagher Survey Study, report #4, which includes updated salaries, a 3% COLA, 1-step adjustment for dual positions, a 1 to 5 step adjustment for years of service, to be disbursed over a two-year period (2024 & 2025), with all employees getting at least a 3% raise in 2024. All future COLA raises will be determined on a year-to-year basis."*

The motion was seconded by Commissioner Amb. Upon roll call vote, those voting in favor to rescind the motion: Commissioners Eblen, Elliott and Young. Those voting against rescinding the motion: Commissioners Nesvig and Amb motion to rescind the previous motion passed.

Commissioner Eblen motioned to adopt the Gallagher Survey Study, report #4 which includes updated salaries, a 3% COLA, a 2-step adjustment for dual positions, a 1 to 4 adjustment for years of service with all employees getting at least a 3% raise for the 2024 budget year. Motion was seconded by Commissioner Amb. Upon roll call vote Commissioners voting in favor of the motion: Eblen, Nesvig, Young and Amb. Commissioners voting against the motion: Elliott. Motion passed.

Commissioner Eblen motioned to rescind the motion made at the regular commission meeting dated October 4, 2023, which reads: *"On motion of Commissioner Amb, seconded by Commissioner Nesvig and carried to freeze Commissioner's salaries at 2023 rates."* The motion was seconded by Commissioner Nesvig. Upon roll call vote, those voting in favor to rescind the motion: Commissioners Eblen, Nesvig, Young and Amb. Commissioner Elliott voted against rescinding the motion. Motion passed.

Commissioner Eblen motioned to give the Commissioners a 3% COLA for the 2024 budget year. Commissioner Nesvig seconded the motion. Upon roll call vote, those voting in favor of the motion: Commissioners Eblen, Nesvig, Young and Amb. Commissioner Elliott voted against the motion. Motion passed.

Discussion was held on the rising costs of family health insurance and how the county can help the employees that need the insurance. Currently the county pays for a single policy and the employee pays for a family plan. The premiums for a family plan, out-of-pocket, for 2024 will be \$1,370.47. In 2023, the county froze the family out-of-pocket premium at \$1,039.92 which is the 2022 out-of-pocket premiums. On motion of Eblen, seconded by Elliott to

freeze the out-of-pocket family health insurance rate at 2022 rates. Upon roll call vote, those voting in favor of the motion: Commissioners Eblen, Elliott, Nesvig, Young and Amb. Those voting against the motion, none. Motion passed.

There being no further business to be brought before the board, the meeting was adjourned at 9:30 a.m. to meet again in regular session on Tuesday, October 17, 2023.

Attest:

Glenda Haugen, Auditor

Larry Young, Chairman