



Personnel Committee Meeting January 8, 2024 6:00 p.m. Minutes

Attendance: Bob Buermann, Lori Ruple, Mike Curtis, Catherine Dimitruk

Additions or changes to the agenda
None.

Proposed Personnel Policy Changes

The Committee discussed the proposed changes to NRPC holidays. The proposal would separate holiday time from the actual office closure dates to allow flexibility for cultural and religious choices by staff without additional approvals. The changes would add additional holiday dates to the benefits. The changes are being reviewed by the attorney. B. Buermann moved to recommend the change to allow holiday choice, pending review by the attorney. M. Curtis seconded. Motion carried unanimously.

The Committee discussed the proposed changes to reflect new statutory language around harassment and sexual harassment. The Committee noted it was a positive that the 'wobble room' language was being removed. The Committee discussed some examples, and the change to allow someone other than the person(s) harassed to make a complaint. B. Buermann moved to recommend the changes to reflect sexual harassment statutory changes, as drafted by the NRPC attorney. M. Curtis seconded. Motion carried unanimously.

Summary of Benefits Changes

L. Ruple presented the addition of the tuition and training reimbursement approved by the Executive Committee due to timing of interest in the benefit. Committee members discussed the value of the benefit. B. Buermann moved to ratify the addition of the Tuition and Training benefit. M. Curtis seconded. Motion carried.

C. Dimitruk presented a possibility of changing the VMERS level from B to C, requiring a much higher level of employee contribution, but providing greater benefit to staff. Previously the Executive Committee was concerned about requiring that high of a

contribution and Committee members agreed with that concern. Now, NRPC could make the change and set up a parallel defined contribution plan, allowing existing and new employees the option to choose that instead of the higher contribution Group C. Committee members discussed the proposed change, noting it was an improvement from only offering Group C. C. Dimitruk will discuss with staff to determine if there is still interest, and if so, will bring more information to the Committee.

Personnel Item

C. Dimitruk let the Committee know that an employee will be ending their work with one of our towns sooner than the originally planned June 30th date. NRPC will advertise for a new planner who can serve in this role. The existing employe will support the transition and then will shift to other NRPC work until their planned employment end of June 30, 2024. She will keep committee members informed about the hiring process in case they are interested and able to participate in interviews.

Commissioner and Staff Announcements, Public Comment

L. Ruple noted that she will be away for the Executive Committee meeting and asked B. Buermann to make the committee report.

The meeting adjourned at 7:15 p.m.