

WADENA COUNTY BOARD OF COMMISSIONERS ADJOURNED MEETING
MARCH 18, 2010/9:00 A.M.

The Wadena County Board of Commissioners Meeting was held on Thursday, March 18, 2010, at the Wadena County Courthouse in the Commissioners Room at 415 Jefferson St. S., Wadena Minnesota. The meeting was called to order at 9:00 a.m. by Chairman William Stearns and the pledge of allegiance to the flag was said.

Present: Commissioners Dave Schermerhorn, Lane Waldahl, Ralph Miller, Rodney Bounds, Auditor/Treasurer Char West. County Attorney Kyra Ladd was periodically in attendance.

Agenda: Motion by Miller, seconded by Waldahl, to approve the day's Agenda as amended to include i) Administrative Leave Request – Extension Office, 3/5/10, j) FMLA Request, k) Budget, motion carried.

Minutes: Motion by Schermerhorn, seconded by Miller, to approve the Board of Commissioners Meeting minutes of March 2, 2010, as amended, motion carried.

Sheriff's Department – Bill Cross, Chief Deputy Sheriff, informed the Board that the new K-9, Zeus, had been received and assigned to Deputy Bryan Savaloja. He added that retired K-9, Danny, under Sheriff's Department Policy 29, could be offered to the previous K-9 handler, Luke Manderscheid, to purchase so it would be with someone who had trained it; or the Sheriff may choose another placement for the dog. Chief Deputy Cross commented that they would like to sell the retired dog to Deputy Manderscheid at a fee specified by the Sheriff.

Motion by Waldahl, second by Schermerhorn Chairman, to sell retired Sheriff's Department K-9, Danny, to Deputy Luke Manderscheid,

Chairman Stearns questioned whether this practice was legal.

Kyra Ladd, County Attorney, responded that the Sheriff's Department had a Policy addressing this.

Deputy Cross responded that all Sheriff Offices that have K-9's have a policy covering the use of the dog, where it can go, what it can be used for; this was a State-wide practice and the Wadena County Sheriff's Department has adopted this policy.

Ms. Ladd advised that since there was a Policy in place to address this clearly and it was being practiced, doing something contrary would probably produce more issues than following the current Policy which had been in force.

Motion carried.

Wahoo Valley Liquor License - Ms. Ladd informed the Board that the Wadena County Sheriff's Office completes an annual compliance check on establishments in Wadena County as it related to the sale of on-sale and off-sale liquor. She pointed out that, unless there had been a harmful incident, the Sheriff's Department would issue a first time violator a warning and information of a class being given as it related to the sale of on-sale/off-sale liquor and a second violation warranted a letter being sent advising them that they had been warned and now that they had violated a second time they were subject to both criminal and civil liability; the second violation required payment of a financial obligation plus the class they must attend. She added that in the last compliance check, four people were charged for selling or providing to minors.

Ms. Ladd continued by informing the Board that the current case involved the Wahoo Valley Bar & Grill. She pointed out that when she received the Renewal Liquor License Application for the establishment it stated the requirement of both the Sheriff and County Attorney to sign off that the person who was applying had not had any law violations in the past 5 years relating to the sale of liquor. She pointed out that the problem was that Wahoo Valley had violations so they were unable to signoff on the Application. Ms. Ladd added that she and the Sheriff do feel that the Renewal Application should be approved by the Board; they had followed the steps that needed to be done and that Mr. Long was very much aware that if this should occur again, it was a very serious situation and he would probably lose his Liquor License.

Deputy Cross added that he and Ms. Ladd had talked with Mr. Long and feel he should have his Liquor License renewed.

Motion by Waldahl, seconded by Schermerhorn, to approve issuing the Renewal Liquor License for Wahoo Valley Bar & Grill, without the signatures of the Wadena County Sheriff and the Wadena County Attorney, with the understanding that the next violation, the Owner/Operator could lose their license; based on the recommendation of the County Attorney and the County Sheriff due to the fact that Wahoo Valley Bar & Grill had taken corrective action, motion carried.

Child in Need of Protection Services (CHIPS) Payment Plan: Ms. Ladd reviewed the background of the development of the County's CHIPS Payment Plan which was initiated in 2008 due to the State no longer paying for State appointed Attorneys in Child Protection matters which then required the County to be responsible for the cost. She pointed out that a recent situation had occurred making it necessary to have some qualifying language in the County's CHIPS payment structure should a situation similar occur again, as the County was currently caught in a situation of being held-hostage by a Court Order. Ms. Ladd explained that a recent situation involved appointment of multiple attorneys on a Child Protection Case, which was authorized by the Court. She clarified that for a qualifying CHIPS case the County would pay \$500, if it went into permanency the payment could be an additional \$1,000 or \$3,000 depending on the case per attorney; this would involve two Attorneys on a case being appointed. Ms. Ladd recommended the current Payment Plan remain in place, but amend the wording to include a uniform hourly rate based on the County's rates paid for other Court Appointed attorneys so payment was similar in all situations.

Motion by Waldahl, seconded by Miller, to approve adding the wording to the current CHIPS Payment Plan as follows: "After the first appointment of CHIPS counsel was made under the payment structure previously authorized by the Board, any subsequent appointments that were made in CHIPS cases, that are done so in accordance with the law, shall be paid at the hourly rate of \$75.00 per hr., which was the hourly rate the County paid for other legal appointments", motion carried.

Notice of the Public Hearing – City of Wadena. The Board acknowledged a Notice of Public Hearing from the City of Wadena for the purpose of considering a Draft Facility Plan for the City's Wastewater Treatment Facilities over the next 20 years.

Vendor List Approval: Ms. West reminded the Board that they had discussed, during the March 2, 2010 Board Meeting, the need to approve the County's current Vendor List for the purpose of meeting current accounting standards, which Commissioner Waldahl had volunteered to do and had completed.

Motion by Waldahl, seconded by Schermerhorn, to approve the Wadena County Vendor List for the year 2009; an updated List to be brought to the Board for review annually, motion carried.

Wadena County Crisis & Referral 2nd Half 2009 Allocation: Ms. West informed the Board that she had spoke to the Wadena County Crisis & Referral Program Director regarding the request for payment of the 2nd Half 2009 Allocation. She pointed out their request had been overlooked; this had occurred with other agencies before with Board action approving the payment after the current year but pointing out the need to make requests in the current year.

Commissioner Waldahl recommended making payment but that they keep the request within the current year.

Motion by Waldahl, second by Schermerhorn, to approve payment of the second half 2009 Appropriation to the Wadena County Crisis and Referral Program in the amount of \$1,660, motion carried.

Ducks Unlimited Application for Lawful Gambling Permit at Blueberry Pines:

Motion by Bounds, seconded by Schermerhorn, to approve the MN Lawful Gambling Application for Exempt Permit submitted by Ducks Unlimited Headwaters Chapter, to be held at Blueberry Pine Restaurant on May 8, 2010, motion carried.

Nimrod Area Lions Application for Lawful Gambling Permit at Nimrod Senior Citizens:

Motion by Schermerhorn, seconded by Miller, to approve the MN Lawful Gambling Application for Exempt Permit submitted by the Nimrod Area Lions, to the held at the Nimrod Senior Citizens Center on Labor Day weekend, motion carried.

Highway Department: Jeff Adolphson, Assistant Highway Engineer, came before the Board and presented them with an Agenda.

Mr. Adolphson informed the Board that he had received three quotes for Engineering Flat Files which the Transportation Committee had reviewed and recommended accepting the low quote. Quotes are as follows;

C&H Distributors of Milwaukee WI	\$ 784.00
Viking Office Equipment	\$2,580.57
Quill Office Supplies	\$1,589.97

Motion by Bounds, seconded by Waldahl, to approve the low quote for Engineer Flat Files from C&H Distributors of Milwaukee Wisconsin in the amount of \$784.00, motion carried.

Mr. Adolphson reviewed with the Board, a handout of the Highway Department's Account Balance Summary; he point out that this information would be presented to the Board monthly.

Mr. Adolphson reviewed with the Board the Highway Department Equipment Plan and Replacement Plan. He pointed out that the Transportation Committee had review the information and recommended that the Highway Department start out with nine pieces of equipment and end up with five at the end of 2010. Mr. Adolphson added that the Grader mileage would be lowered due to Township Road Turn backs and that the Plan provided transparency of their full inventory of equipment including replacement. He requested permission to obtain quotes for equipment scheduled for replacement as per the 2010 Equipment Replacement Plan and recommendation of the Transportation Committee for Board consideration; all of which were budgeted for in 2010. Mr. Adolphson added that the Department would like to return in one month with recommendations and price quotes on the following equipment;

- 1 – Tandem Truck w/plow equipment to replace Unit 21
- 1 – 1-ton Pickup to replace Unit 14
- 1 – 1/2 - ton Pickup to replace Unit 10 in Engineering
- 1 – 1/2 - ton Pickup to replace Unit 9 in Verndale

Mr. Adolphson pointed out that Ryan Odden, new County Highway Engineer, had reviewed and approved the plan and would like to go forward with it. He added that the Commissioners could stop in and talk with him about the Plan if they so desired.

Mr. Adolphson informed the Board of the recommendation by the Transportation Committee to move several Delinquent Accounts from active to inactive; the accounts could still be pursued for payment. He pointed out that the Delinquent Account balance of \$1,444.95 included such incidents as work involving laying culverts, damaging electric lines and selling culverts to townships.

Commissioner Bounds questioned if they had changed their way of selling culverts that would be more secure.

Mr. Adolphson responded that they had made the process more secure and advised that when Mr. Odden was on Board he may want to discuss this with the Board.

Chairman Stearns requested Ms. Ladd's opinion on the situation.

Ms. Ladd commented that Conciliation Court could be utilized to recoup the delinquent bills but the statute of limitations had run out on the current delinquent bills; she was willing to work with the Highway Department on this.

Motion by Bounds, seconded by Waldahl, to authorize the transfer of \$1,444.95 of Highway Department delinquent accounts from an active to an in-active status, motion carried.

Mr. Adolphson requested permission to advertise for one seasonal summer position to start in late May and last approximately three months; this position would involve maintenance and assisting the Engineering Department on an as needed basis.

Commissioner Schermerhorn questioned; if the funds were available and the work load considered, could the Highway Department hire two people in light of the economy.

Mr. Adolphson responded that the funds would be available and they could definitely use a second person due to the absence of one of the full-time Maintenance employees.

Commissioner Bounds commented that since things were in order for one person, why hire an extra employee when one would do what was needed done.

Chairman Stearns commented that when the position was advertise, one position could be filled and then an eligibility list of applicants could be made; if the full-time Maintenance employee did not return when anticipated, then a second part-time person could be reconsidered.

Motion by Bounds, seconded by Miller, to authorize the Highway Department to advertise for one seasonal summer position to start in late May and last approximately 3 months, motion carried.

Mr. Adolphson reported on the building improvements that had been made at the Highway Department shops, which had previously been approved by the Board. He requested permission to move forward with the Menahga Shop insulating project with the remaining funds.

Motion by Waldahl, seconded by Miller, to authorize the Highway Department to move forward with the Menahga Shop insulating project, motion carried.

Mr. Adolphson informed the Board that a Highway Department software upgrade was scheduled in 2010, which had been budgeted for; low quote recommendations for County Road magnesium chloride would be presented to the Board on April 2, 2010; reviewed a map of Wadena County road maintenance and improvements scheduled in 2010.

Mr. Adolphson thanked the Board for the opportunity to serve as interim Highway Department Head during the absence of a Highway Engineer.

The Board commended Mr. Adolphson for his time and effort in serving as Interim Department Head for the Highway Department.

The Board recessed at 10:20 a.m.

The Board reconvened at 10:36 a.m.

Todd Wadena Community Corrections: Kathy Langer, Todd Wadena Community Corrections Director, presented the Board with a Resolution for the appointment of a Community Corrections Advisory Board Member for the Ethnic Minority Position; Nora F. Carrillo-de Montanez.

Motion by Waldahl, seconded by Schermerhorn to approve the following Resolution:

RESOLUTION

WHEREAS, The Todd County Board of Commissioners and the Wadena County Board of Commissioners, on May 4, 1974, and on May 5, 1974, respectively, duly caused a resolution to be adopted wherein they declared it their intention to the State of Minnesota, pursuant to Minnesota Laws of 1973, Chapter 401, to participate in the Community Corrections Act subject to the preparation and approval of a comprehensive plan by the Counties of Todd and Wadena and the Commissioner of Corrections for the State of Minnesota and

THEREFORE, IT IS RESOLVED pursuant to the revision of said law, that the following persons are hereby appointed by the Chairperson of each County Board of Commissioners, with the advice and consent of each, to the Community Corrections Advisory Board.

1. Serving in the capacity of Citizen Member shall be Mark Hepokoski.
2. Serving in the capacity of Citizen Member shall be Naomi Moyer.
3. Serving in the capacity of Ethnic Minorities shall be Nora F. Carrillo-de Montanez.
4. Serving in the capacity of Victim Services shall be Connie Nelson.
5. Serving in the capacity of Todd County Commissioner shall be David Kircher.
6. Serving in the capacity of Todd County Commissioner shall be Mark Blessing.
7. Serving in the capacity of Wadena County Commissioner shall be Lane Waldahl.
8. Serving in the capacity of Wadena County Commissioner shall be David Schermerhorn.
9. Serving in the capacity of District Court Judge shall be Honorable Sally Ireland Robertson.
10. Serving in the capacity of Prosecuting Attorney shall be Jane Gustafson.
11. Serving in the capacity of Public Defender shall be Gregory Peters.
12. Serving in the capacity of Police Chief shall be Kyle Huber.
13. Serving in the capacity of Wadena County Sheriff shall be Michael Carr, Jr.
14. Serving in the capacity of Todd County Sheriff shall be Peter Mikkelson.
15. Serving in the capacity of Health Professional shall be Cheryl Schneider.
16. Serving in the capacity of Social Services Director shall be Frank Sandelin.
17. Serving in the capacity of Educational Administrator shall be James Hofer.

18. Serving in the capacity of Corrections Agent shall be Johanna Jones.
19. Serving in the capacity of Correctional Administrator shall be Katherine Langer.

IN TESTIMONY WHEREOF THE WADENA COUNTY BOARD OF

COMMISSIONERS has caused this resolution to be adopted this 18th day of March,
2010.

ATTEST:

WADENA COUNTY BOARD OF COMMISSIONERS

Wadena County Auditor
Motion carried.

By _____
Chairperson

MCIT Correspondence: Commissioner Miller commented that this letter was a point of information regarding MCIT insurance coverage for Community Action Agencies.

Administrative Leave Request for Extension Office: Ms. West reviewed with the Board a request for Administrative Leave for the Extension Office as it had to be closed on March 5, 2010, due to the lack of heat in that area of the Highway Department Building; this was due to a furnace malfunction starting on March 4th and continuing through March 5th. She pointed out that previous Board approval had been granted in similar situations affecting health and safety.

Motion by Miller, seconded by Schermerhorn, to approve the Administrative Leave Request for the Extension Office personnel for March 5, 2010, due to the lack of heat in that area of the Highway Department Building due to a furnace malfunction, motion carried.

Request for Voluntary Early Retirement/Resignation Incentive Program and Pay Equity Re-evaluation: Ms. West presented the Board with copies of Teamster Local #320 correspondence requesting Pay-Equity re-evaluations of the Planning/Zoning Administrator position and Planning/Zoning Administrative Assistant position. She added that the second handout was relating to the Board's request for her to obtain a current fee charge from the HayGroup for pay equity evaluation/re-evaluations as the company had previously provided these services to the County in 2007. Ms. West reviewed the HayGroup response pointing out that the company no longer had an office in Minnesota but that their office in Chicago currently covered Minnesota; their fee estimate per job evaluation was \$475; they bill by the hour which was estimated on the assumption that it would take a consultant 1.25 hours to complete.

Commissioner Bounds informed the Board that he contacted two surrounding counties regarding who they used for Hay Group studies for job evaluations; the person he talked with at Crow Wing County thought they were paying \$125 per hr. for the service.

Commissioner Waldahl and Chairman Stearns pointed out that the County was currently paying Gibson Consulting \$50 per hr. for this service.

Commissioner Bounds commented that the Board had received a letter from the Union advising that they did not approve of someone local or 'inside' doing this.

Chairman Stearns responded that Mr. Gibson was not an employee. He added that a questionnaire needed to be completed in order for the HayGroup to conduct the pay equity study. Chairman Stearns pointed out that the first option would be for the questionnaire to be completed and sent to HayGroup in Chicago, the second option would be to have Mr. Gibson use the Hay method and third option would be to use another party to complete the Study. He added that he did not have a problem with submitting the Planning/Zoning Administrative Assistant position to the HayGroup as it involved two part-time positions.

Commissioner Bounds commented that the Board had received a letter from the Teamster Union recommending not to use Mr. Gibson; the County should go with someone else in order to keep harmony.

The Board reviewed a letter sent to the Teamsters Local #320 in response to their correspondence expressing concern over the County's use of Gibson Consulting services for pay equity studies and pointing out that that Mr. Gibson was an independent contractor who provided consultation services for the County and his pay equity work was deemed satisfactory to the MN Department of Management and Budget. Ms. West commented that this letter was a result of a Board directed Committee Meeting that included Chairman Stearns, Commissioner Bounds, Social Services Director Paul Sailer and herself.

Board discussion was held as to the time frame to complete the pay equity studies.

Commissioner Waldahl commented that he recommended using Mr. Gibson as it saved the County money.

Commissioner Bounds commented that he would like to see what the surrounding counties were being charged and who they used.

Motion by Bounds, seconded by Schermerhorn, to contact the four Region 5 Development Commission counties; Crow Wing, Morrison, Cass and Todd, as well as Otter Tail County and Hubbard County, to inquire what their cost was when conducting pay equity studies as well as who provided the service to them;

Board discussion was held as to who would contact the six counties with agreement that Ms. West would contact the counties.

Commissioner Miller commented that his position on the Board had been questioned in regard to public perception of some issues and that he was advised not to participate in Board strategizing for Union negotiations. He advised that he had protested because he did not represent the County employees, but a constituency; because he knew someone in the Auditor's Office he was asked not to participate. Commissioner Miller added that public perception existed with

Mr. Gibson conducting pay equity studies; one person making decisions for one or more persons was more dominant than he sitting on the Board strategizing for Union wages.

Ms. Ladd responded regarding Commissioner Miller's participation; it was not just public perception but a law of conflict of interest, his marriage to someone who participation in a process very likely could be accelerated as a conflict of interest; Mr. Gibson was not married to a County employee and was not a County Employee. She clarified, because of the conflict of interest law she advised the Board and Commissioner Miller as it related to liability and to protect this Board, which could be subject to litigation. Ms. Ladd reiterated that this was her advice to this Board and it had not changed.

Chairman Stearns pointed out that the Board had a motion on the floor to contact the area counties of Otter Tail, Todd, Crow Wing, Cass, Morrison and Hubbard regarding their pay equity study services.

Commissioner Schermerhorn, Commissioner Miller, Commissioner Bounds, Chairman Stearns - Aye; Commissioner Waldahl - nay, motion carried.

Chairman Stearns advised that he and the Board had received a packet of information from the Teamsters #320 Business Agent regarding the two positions at the Solid Waste Transfer Station facility and how it was felt that those positions had changed over the years. He commented that he had conversations with Mike Hanen, Otter Tail/Wadena Solid Waste Administrator, regarding this correspondence and requested him to do some research on the matter.

Mike Hanen, Otter Tail/Wadena Solid Waste Administrator, came before the Board and informed them that he had reviewed the packet received from the Teamster's Business Agent. He presented the Board with his letter of response, pointing out that the Business Agent's letter indicated items that were added by the two individuals that currently fill the certified Solid Waste Attendant positions; he pointed out that the original questionnaire included all of these duties and responsibilities and appeared to be pretty completely filled out. Mr. Hanen pointed out that one duty; providing and servicing of the canisters (recycling containers) at the sites, was an added duty, as previously the employees never left the site with the equipment; now it was being done at 10 different sites around the County. He commented that maybe this duty needed to be looked at.

Chairman Stearns commented that basically the use of an unlicensed not-DOT registered or certified vehicle on site was previously being done opposed to now taking a DOT certified vehicle and going around the County with a pup trailer attached, which was a major difference.

Mr. Hanen responded that this was correct; it required a Class A Driver's license but the original position description did require a CDL, but then they were not leaving the property.

Commissioner Bounds questioned if the duties did not change much why would another study have to be done.

Discussion was held regarding the Solid Waste Attendant job duty changes and the suggested comparison of this position to the Highway Maintenance III positions duties and responsibilities.

Chairman Stearns suggested that the Board direct Mr. Hanen to meet with Mr. Gibson and the Teamster's Business Agent to resolve the matter in a timely way.

Discussion was held regarding the time frame to act on the request, whether employee compensation would be made retroactively, discussion with the Labor Attorney regarding the "Me-Too" clause.

Board consensus was to defer action on the Teamsters Local #320 request for a pay equity re-evaluation of the Solid Waste Attendant positions until the Board received pay equity services information from the surrounding counties.

Mr. Hanen informed the Board that the Otter Tail County Solid Waste Department would be advertising several pieces of unused equipment for sale and questioned whether Wadena County would like to include two of their unused trucks in the advertisement and sale.

Motion by Schermerhorn, seconded by Miller, to authorize the Solid Waste Administrator to advertise two unused Solid Waste Transfer Station trucks for sale; the County reserves the right to reject any and all quotes, motion carried.

Chairman Stearns requested Deana Skov, Planning/Zoning Administrator and Gina Dahms, Assistant Planning/Zoning Administrator come before the Board; he informed them that the Board had received requests from the Teamsters Union to review three positions for a possible change in grade; this review involved Ms. Dahms position as Assistant Planning/Zoning Administrator due to the changes in her duties. Also present was Jeff Adolphson, Assistant Highway Engineer.

Mr. Adolphson informed the Board of his perspective, which he had discussed with the new Highway Engineer and Mr. Gibson, about some of the duties that Ms. Dahms would be doing at the Highway Department as it related to GIS. He pointed out that Ms. Dahms was a member of the Teamsters Union and by coming over to the Highway Department, which was a 49'ers shop, a lot of her duties were duties the Highway Department Engineering staff had done in the past or could do in the future. He added that rather than redefine her position and work with two Unions, maybe the position should be reassigned into more of an Engineering Technician-type position which was naturally broader and may eliminate any conflict with Engineering Technicians that were presently working under the 49er's Contract thus avoiding any potential grievance.

Ms. Skov requested clarification as to whether they are trying to pull Ms. Dahms into the 49'ers completely and create a new job description that included job duties that some of the Engineering staff currently do.

Ms. Dahms questioned whether the position would still be 20 hours per week or 50% time.

Mr. Adolphson responded that he felt this would stay the same but the rest of the time would clearly be items that an Engineering Technician would perform with GIS.

Ms. Skov commented that if GIS would be completely pulled out of the General Revenue Fund and moved to Highway then there would still be two conflicting things.

Mr. Adolphson commented that, in using Hubbard County as an example, within the Highway Department the County Land Surveyor Office was funded by the General Revenue Fund but they were all in the 49'ers Union.

Chairman Stearns pointed out that the position could be paid with Highway Department Funds where there was more money.

Ms. Skov commented that from her perspective and other County Department's perspective, if Ms. Dahms was a full time Highway employee, how much of that time was going to be taken away from her present position; if she had to justify 50% time in Highway she would struggle with everything else.

Ms. Dahms advised that she did GIS full-time currently and if taking 50% of that time for Highway work she would struggle to keep up with everything.

Mr. Adolphson commented that he agreed, adding that the job description needed to be inclusive, Ms. Dahms, under a new job description and under a new Union, might be a cleaner way to do this; the funding could still be 50% and 50%. He pointed out that with Ms. Dahms sitting next to people who were doing some of this work a year ago in Engineering; this was where he saw the conflict.

Chairman Stearns commented that it may be beneficial for Mr. Adolphson and Ms. Skov to visit with the 49er's and Teamsters Business Agents regarding this issue as the Board was not able to make a decision on this matter at this time.

Ms. Skov questioned if an immediate response was needed.

Chairman Stearns responded that they needed to respond to the Teamster's Business Agent so the Board needed to have both Unions and Departments discuss this to see where it would go.

Commissioner Bounds commented that the development of this new position would take time and questioned how a pay equity study could be done at this time.

Mr. Adolphson responded that all the duties Ms. Dahms was currently doing would fit under the current Engineering Technician description which would not require a new study be done.

Ms. Skov commented that she would like to make a suggestion "off the cuff"; not just looking at the position description situation but also from a budgetary standpoint; the Zoning Department had received a grant through Clean Water to help fund half-time wages for the Administrative

Assistant in the Zoning Office; maybe it should be considered to put things back the way they were the first of the year; her full-time wages, full-time wages for the front desk and Ms. Dahms 50% time in the Zoning Office and 50% time funded by the Highway Department.

Chairman Stearns advised that with \$500,000 in State funding cuts coming before the end of the year, the Board would be looking at things much tighter and much closer than before adding that he felt the Board should go with the original plan of sharing the position 50% at Highway and 50% at Zoning; meeting with the Business Agents and get the job description completed.

Board consensus was for the Planning/Zoning Administrator, Highway Engineer/Assistant Highway Engineer and the 49er's and Teamsters Business Agents, complete the job descriptions and then return to the Board.

Chairman Stearns requested that Ms. West notify the Teamster's Business Agent of the Board's actions relating to her requests for Pay Equity Re-evaluations of the three positions.

Closed Board Meeting - On going Investigation in the Auditor's Office Involving Possible Litigation: Chairman Stearns closed the Regular Board of Commissioners Meeting at 11:30 a.m. for the purpose of informing the Board of an on going Investigation in the Auditor's Office that involved possible Litigation and Attorney-Client Privilege was Invoked to discuss said Litigation. Present: Chairman Stearns, Commissioners Waldahl, Bounds, Schermerhorn, County Attorney Ladd, Auditor/Treasurer West. Absent due to a Conflict of Interest: Commissioner Miller.

Chairman Stearns reconvened the Regular Board of Commissioners Meeting at 12:11 p.m.

Chairman Stearns advised discussion on the Closed Board issue had ended and there was a motion to be considered.

Motion by Schermerhorn, seconded by Bounds, effective immediately; the suspension of payment of any new "additional cash compensation" for all eligible Wadena County employees until June 30, 2010; at such time the subject would be placed on the next County Board Agenda for review, Commissioners Schermerhorn, Bounds, Waldahl, Stearns voting aye, Commissioner Miller abstain, motion carried.

Motion by Waldahl, seconded by Schermerhorn, to authorize the County Auditor/Treasurer and the County Attorney to use the services of Labor Attorney, Steve Burton, to address questions regarding additional cash compensation, Commissioners Schermerhorn, Bounds, Waldahl, Stearns voting aye, Commissioner Miller abstain, motion carried.

FMLA Request:

Motion by Waldahl, seconded by Schermerhorn, to approve the Family Medical Leave of Absence (FMLA) request from Sheriff's Department Jailer/Dispatcher Jennifer Palm beginning March 2, 2010 through April 9, 2010, motion carried unanimously.

Budget Committee: Chairman Stearns commented that in the past Wadena County had conducted various forms of addressing budget changes; he pointed out that many counties were using what was called a “Budget Committee” that would review the County budget and then recommend to the Board possible alternative actions. He recommended the Committee members consist of the Board Chair, Vice Chair, and the three Fund Managers, i.e. the Auditor/Treasurer, Highway Engineer and Social Services Director. This Committee would consider the potential of minimum budget cuts of \$200,000 to maximum of \$500,000 and be able to do this in a more sensitive manner; this would enable the County to do a lot of ‘what ifs’ without panicking anyone.

Motion by Miller, seconded by Schermerhorn, to authorize the development of a Budget Committee consisting of the Board Chairman, Vice Chairman, and the three Fund Managers, i.e. the Auditor/Treasurer, Highway Engineer, Social Services Director, to review potential Budget cuts from the State,

Commissioner Waldahl questioned how other Department Heads, such as the Sheriff’s Department, would be involved and have input.

Chairman Stearns responded that the Committee would meet with the various Department Heads.

Motion carried.

Commissioners Reports:

Commissioner Waldahl: CHAMPS Meeting - discussed ways for people to get to know the group, Prom and Graduation issues, School Grants.

Commissioner Bounds: Central MN Council on Aging – no grants for Wadena at this time; Fair Board Meeting - discussed fund raisers; Wadena County Management Team - looked at what the Department Heads and people thought in regards to needing a Human Resources person or Consultant.

Commissioner Schermerhorn: Safety Issues Meeting at Lakewood Hospital Health Systems - very good meeting involving the Sheriff; Township Sign Reflecting Meeting – Assistant Highway Engineer held meeting.

Commissioner Miller: Fair Board Meeting – discussed using a Muppet show to educate people on the aspects of recycling, it was hinted to use County funds for this purpose which he discouraged, a possibility of \$800. He recommended they call Cheryl Hills from Region 5 who would have more knowledge on obtaining funding.

Commissioner Schermerhorn suggested checking with the Solid Waste Administrator as this could be considered an education topic that may involve some funding.

Commissioner Miller: SWCD Annual Meeting; Old Wadena Meeting would be held April 11th.

Commissioner Stearns: Highway Committee Meeting –already reported by the Assistant Highway Engineer; Perham Resource Recovery – would now be Prairie Lakes Solid Waste Municipal Authority, the four counties would become owners of the Facility, Otter Tail would have two Commissioners on the Board, one each from Wadena, Todd and Becker counties. The Facility did receive the 5 million of additional funding in the bonding bill and the Governor did sign it; there was 2.8 million from four years ago, 7.8 would go towards the Facility expansion.

Commissioner Miller questioned whether the Early Retirement Incentive Program request would be discussed.

Ms. West responded that she and the Social Services Director had contacted Labor Attorney Steve Burton to discuss the Teamsters request for reinstating the County’s Early Retirement Incentive Program; he recommended that they meet with the Teamsters Business Agent to discuss the matter prior to reporting back to the Board. She added that she had discussed this with Ms. Derby the day prior and they had set up a meeting.

Commissioner Miller commented regarding the new chairs in the break room; the County staff that utilize the chairs felt they were not comfortable and that he had talked with every department that utilizes the break room and they were unhappy with them.

The Board recommended the matter be discussed at the Building Services Meeting.

Board Bills: Motion by Bounds, seconded by Waldahl, to approve the Board bills in the amount of 113,216.86, motion carried unanimously.

Chairman Stearns Adjourned the Board of Commissioners Meeting at 12:40 p.m.

Charleen West, Auditor/Treasurer

William Stearns, Chairman