



## **Personnel Committee Meeting**

**June 11, 2024 6:00 p.m.**

Minutes

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

### **Additions or changes to the agenda**

C. Dimitruk noted that she was unable to compile additional data on the proposed retirement changes for recommendation tonight.

### **FY 24 Annual Review and FY 25 Recommendations**

L. Ruple reviewed the process for annual reviews and noted that C. Dimitruk collaborates with B. Remmers on the reviews and recommendations. C. Dimitruk presented a proposed FY 25 salary and bonus plan developed with B. Remmers. C. Dimitruk reviewed the individual positions and noted the good work of Commission staff. She added that several staff expressed feeling supported by the Board and committees. Committee members shared positive experiences with specific staff members. J. Pelkey moved to recommend the salary and bonus schedule as presented in the meeting. B. Buermann seconded. Motion carried unanimously.

### **Proposed Retirement Changes**

C. Dimitruk reminded the committee about the 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 option of presenting to the Executive Committee if the Personnel Committee did not otherwise need to meet.

### **Hiring Update**

C. Dimitruk let the committee know that the budget allowed for extending a one-year temporary position to our current AmeriCorps member. She provided an update on the hiring process for the new water quality project manager. The incumbent was offered but declined to return to her previous or substantially similar role, and has offered to work a day a week doing special projects. NRPC has therefore advertised for a new water quality project manager. There was an outstanding response to advertising with many highly

qualified applicants. Staff will be conducting first interviews next week. The Committee identified potential dates for second interviews July 1<sup>st</sup> or 2<sup>nd</sup>.

**Commissioner and Staff Announcements, Public Comment**

C. Dimitruk thanked L. Ruple for her service as Chair of the Committee, noting that this was her last meeting since her term will end June 30<sup>th</sup>.

B. Buermann moved to adjourn the meeting. J. Pelkey seconded. Motion carried and meeting adjourned at 6:45 p.m.