

**MINUTES from Work Session meeting  
Harris Township Board  
Wednesday, March 30, 2016 - 7:00pm closed meeting 8:00 pm Open meeting**

Pledge to the flag Followed by reading of the township mission statement

Purpose of the closed meeting was to evaluate the current employees of the township.

**OPEN meeting to the public at 8:00p.m. as posted**, and summarize the conclusion of closed meeting

**Pledge to the flag** Followed by reading of the township mission statement

Recessed closed meeting @ 8:08 pm opened meeting to the public at 8:08 pm - (need more time for the next years EE).

Reopened closed meeting at 9:09 pm -adjourned- ***motioned Supervisor Kortekaas seconded by Supervisor Kelly***

**Review current compensation of township employees, and discuss any changes for May 2016-Apr 2017**

As a point of reference, see "Request for Board Action" from May 13, 2015, for current rates of pay for township employees. Consider any changes for the upcoming year, May 2016 – April 2017

Job evaluation done for the maintenance crew a couple of years ago, for the job duties they are comparable in pay to others doing the same jobs. Maintenance did not receive a cost of living increase last year (2015). Supervisor Rosato motioned 4% living increase in pay, Supervisor Kortekaas second, Supervisors Ives and Kelly both think too high, Opposed by Supervisors Ives, Kelly, & Haubrich, Motioned failed. Discussion: Supervisor Haubrich suggested 2%-3%, ***Supervisor Haubrich motioned for a 3% raise, Supervisor Kelly seconded. Passed by unanimous vote.***

Caretaker- Discussion for Hiring the caretaker for \$12 for cleaning and showing, gets life insurance and pera, hourly pay no matter what she does (shows or cleans). Supervisor Haubrich employee's supervisor's. ***Supervisor Ives motioned to hire Amber at \$12 hour, seconded by Supervisor Kelly. Passed by unanimous vote.***

Rink attendant- wage determined by the state of Minnesota equivalent to large employer's minimum wage,(we use hiring agency to hire some employees) ***motioned by Supervisor Kelly seconded by Supervisor Haubrich. Passed by unanimous vote.***

Summer maintenance- leave at same, ***Motioned by Supervisor Ives, Seconded by Supervisor Haubrich Passed by unanimous vote.***

Moderator- to remain the same ***motioned by Supervisor Rosato, seconded by Supervisor Haubrich- Passed by unanimous vote.***

Election judge- to remain the same ***Motioned by Supervisor Kelly Seconded by Supervisor Haubrich Passed by unanimous vote.***

Assistant Clerk- to receive the same compensation as the clerk. ***Motioned made by Supervisor Kelly Seconded by Supervisor Kortekaas. Passed by unanimous vote.***

Reviewed "Employee Compensation Policy" page, last updated in January and March 2016

Motioned by Supervisor Ives to remain at the same pay rates as printed. Hourly, monthly, meeting same, ***Supervisor Kelly Seconded, compensation for all chairman's, supervisors, clerk, treasurer, deputy clerk to remain the same as last year. Two opposed Supervisors Rosato and Kortekaas. Passed by Majority Supervisor's Kelly, Ives, and Haubrich.***

**Review responsibilities and compensation of Supervisors, Treasurer, and Clerk**

As a point of reference, see Resolution #2015-006 for officers *current* compensation passed in May 2015. Consider any changes for the upcoming year, May 2016 – April 2017- ***NO change made – reference the above motions.***

At 9:07 pm Supervisor Kelly made a motion to close the meeting and Supervisor Ives seconded the motion. The meeting was adjourned.

By Cari Ann Alleman  
Harris Township clerk