Minnesotans selected for leadership roles by NACo President Greg Cox include:

- Mary Jo McGuire, Ramsey County, Vice Chair, Programs & Services Committee
- Elizabeth Lo, Hennepin County, Vice Chair, Information Technology Committee
- Bob Fox, Renville County, Vice Chair, Agriculture and Rural Affairs Steering Committee
- Jim McDonough, Ramsey County, Chair, Community, Workforce and Economic Development Steering Committee
- Victoria Reinhardt, Ramsey County, Vice Chair, Environment, Energy and Land Use Steering Committee
- Toni Carter, Ramsey County, At-Large Board Appointment; Vice Chair, Human Services and Education Steering Committee
- Randy Maluchnik, Carver County, Chair, Transportation Steering Committee
- Peter McLaughlin, Hennepin County, Vice Chair, Transportation Steering Committee
- Jim McDonough, Ramsey County, Immediate Past Chair, Large Urban Caucus
- Vance Stuehrenberg, Blue Earth County, Vice Chair, Rural Action Caucus

All 87 of Minnesota’s counties are members of NACo. If you’d like more information about how to get involved, please contact Laurie Klupacs, AMC Deputy Director.
Thanks to Donation, Cook County Sheriff’s Office and Deputies Carry Narcan

The Cook County Sheriff’s Office and Deputies, including K-9 Deputy Eddy, are now equipped to carry the opioid antidote Narcan, thanks to a citizen donation through their 501(C)(3) charitable medical organization. The overdose reversal drug protects the public as well as the officers themselves.

“We are thrilled to help with the acquisition of a life-saving drug for our community,” said John and Rose Schloot, lodge owners in the Gunflint Trail area of Cook County.

There is a significant threat to law enforcement personnel and other first responders who may encounter fentanyl, carfentanil and other fentanyl-related substances through routine law enforcement, evidence collection or emergency or life-saving activities. Fentanyl can be ingested orally, inhaled through the nose or mouth, or absorbed through the skin or eyes. Exposure to even a small amount (equivalent of five to six grains of salt) can lead to significant health complications, respiratory depression or death.

“We are extremely grateful for this donation and for the Schloot family’s concern for our law enforcement officers’ and life safety in the community,” said Sheriff Pat Eliasen. “Unfortunately, these dangerous substances are out there and we are now protected should we be exposed.”

The Sheriff’s Office has just completed training to use the Narcan through the Grand Marais Northshore Health Hospital. Deputies have each been provided with the nasal-spray type antidote which can be self-administered or given to an overdose victim if Law Enforcement is first on scene. Doses of the overdose reversal agent will now also be kept in the booking room at the Cook County Jail and in the evidence processing room. ☐

Periodic Data Match Rolls Out With a Field Test

By Emily Babcock, AMC Health & Human Services Policy Analyst

As county workers adjust to the rollout of additional eligibility verification requirements as part of a statewide change affecting public health programs, this time counties get to play a part in evaluating the new process. Counties are playing a central role in an assessment of the Periodic Data Matching (PDM) process before a permanent implementation of these requirements. PDM was mandated by the legislature in 2015 and requires enrollees of MinnesotaCare and Medical Assistance (MA) to be subject to an additional eligibility review using electronic data sources.

The recent rollout of PDM is a temporary activation of the process and includes one full cycle of cases being reviewed as part of a field test of the process. The “turn on/tturn off” type field test of PDM allows the statewide start to PDM, as required by law. But a temporary break after the first run of cases will also allow for counties to evaluate the impact on clients and county staff.

The assessment of the field test will examine the general functionality of the technology system, as well as the adequacy of communication and training.

The data match compares client information in the Minnesota Eligibility Technology System (METS) with income and other data from sources such as the Internal Revenue Service and Social Security Administration. More than 1 million Minnesotans are enrolled in MinnesotaCare and MA. The PDM requires an additional review of an individual’s eligibility at a time separate from the enrollee’s renewal period. The Department of Human Services (DHS) selects cases for data matching each month.

Clients whose data is inconsistent between the data match sources and what was submitted to METS, will receive a discrepancy notice generated by DHS. Clients will need to follow up and resolve the discrepancy within 30 days or lose eligibility to the health program.

County leaders have been vocal about the existing technology limitations of METS and called for postponing PDM. While PDM was initially proposed with the goal of reducing state expenditures by identifying potential eligibility errors, the software is applied in a troubled system. Despite the fact that METS was created, in part, to help streamline the enrollment process, the system continues to face technology problems. Counties have been forced to invest in additional staff time and respond with time-consuming manual workarounds. Legislators appropriated some additional funding starting in 2017, earmarked to assist counties with implementing PDM, and since, about $5.6 million dollars has been allocated to counties.

Leading up to and during the 2018 legislative session, counties continued to advocate for the need to test technology systems that impact county government at the local level. AMC went into the 2018 legislative session with the priority to support field testing of PDM at the county level. Mid-session, DHS and Minnesota IT Services (MNIT) announced a delay in the March rollout of PDM and opened the door for potential testing of the technology.

This spring, AMC and MACSSA reconvened a working group to identify priorities around a possible field test. County leaders brought the proposal to the state’s IT governance committee and developed a plan for assessing the implementation of PDM.

Working with DHS and MNIT, county experts identified procedures to collect feedback and identify problems specific to PDM within the existing procedures in place at DHS and MNIT to report technology issues. In addition, a small group of counties will be leading an effort to capture separate, detailed feedback from county workers. These counties will work closely with DHS and MNIT to analyze the feedback and develop recommendations by the end of November. ☐
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MACO Legislative Recap: Progress, But More Work To Do

By Troy Olsen, chief lobbyist, Minnesota Association of County Officers

Although the focus of the even year of Minnesota state legislative sessions usually is on passage of a capital investment/improvement bill, the 2018 legislative session was dominated by the disagreement between the Legislature and the Governor on how Minnesota should conform to recent federal tax code changes. Ultimately, the disagreements led to the veto of two tax bills that contained a handful of items supported by MACO and/or were included in MACO's Platform. Some of those items include:

- Requiring the Department of Revenue (DOR) to issue a deed for land sold at a tax-forfeiture sale if the county auditor has written confirmation from a closing agent, title insurer, or title insurance agent that funds sufficient to purchase the deed are held in escrow. If the closing does not occur, the county must return the deed to the DOR.
- Changing the threshold for filing a Certificate of Real Estate Value at consideration in excess of $1,000 to in excess of $3,000.
- Changing the minimum consideration for real property, used in calculating the deed tax, from $500 or less to $3,000 or less.

MACO's legislative team worked closely with Rep. Abigail Whelan (R-Anoka), the Minnesota Association of Assessing Officers and other stakeholders to produce legislation consolidating 17 residential property tax classifications to two classifications and simplifying some property tax deadlines and due dates. The legislation closely followed the recommendations of the 2012 Property Tax Working Group Report. While the provisions where advanced in the House and were included in the first House tax bill, the provisions ultimately were left out of both tax bills that passed the Legislature and were vetoed.

In March, Congress and the President passed a federal appropriation which included $380 million in grants for states to help secure and improve election systems using Title I of the Help America Vote Act. Minnesota's share of that funding is $6.6 million. However the state Legislature and Governor did not reach an agreement on a supplemental budget bill, so the funds cannot be distributed or utilized in 2018. Securing these funds will be a top priority for MACO in 2019.

Legislation allowing election administrators additional choices in voting equipment was one of the most lobbied issues this session. While the measure was included in the House omnibus election bill, the provision was opposed by the Senate and was not included in the Senate omnibus election bill. The Legislature did not pass an elections bill this session.

MACO also collaborated with the Minnesota Deputy Registrars Association in lobbying for emergency funding to compensate private and public Deputy Registrars for damages caused by the failed roll-out of the Minnesota Licensing and Registration System (MNLARS). Legislation providing relief was vetoed by the Governor and an attempt to override the Governor's veto did not prevail in the House. MNLARS will be a high priority issue for MACO again in 2019 as we work with the Minnesota Deputy Registrars Association (MDRA) and other stakeholders to secure reimbursement from the state as well as restructure the licensing fee structure to reflect the shift of labor from the state to Deputy Registrars.

MACO's legislative committees already have started work on formulating MACO's platform for the 2019 legislative session and look forward to continuing to advance issues important to Minnesota's counties.

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Community Dispute Resolution Programs: How They Can Help You Help Your Constituents

By Professor Sharon Press, Director Dispute Resolution Institute Mitchell Hamline School of Law

Community Dispute Resolution

Community mediation has a long history in Minnesota. The earliest programs began in 1982 and since then, Community Dispute Resolution Programs (CDRPs) have been providing valuable mediation, facilitation and restorative services. Recently, the CDRPs have come together under the umbrella of Community Mediation Minnesota (CMM) to increase their ability to provide services state-wide. I am honored to serve as co-president of CMM along with Professor Jeffrey Ringer, from Saint Cloud State University.

Mediation

The primary service which is now available state-wide is mediation. Mediation is a conversation between two or more people who disagree, facilitated by one or more trained mediators. All participants are given time to talk about their concerns with the assistance of the mediator and decision-making rests with the participants. While not all situations are appropriate for mediation, many conflicts and disputes can be resolved through mediation. In fact, data from mediation participant’s evaluation forms reveal that 90% of those who participate in mediation report that they were satisfied with mediation and 96% state that they would recommend mediation to others. (2016)

Mediation has proven to be especially helpful in disputes and conflicts involving neighbors, landlords and tenants, family relationships, businesses and consumers, workplace issues, and youth.

And because mediation provides people with the opportunity to hear and understand each other, resolutions from mediation sessions tend to have high compliance rates. In addition, participants often learn how to address each other going forward so they are able to handle potential disagreements before they become unwieldy problems – resulting in complaints to their county commissioners and administrators!

The benefits of mediation include: convenience (mediations can be scheduled at times that work for the individuals – not just during “normal” business hours); accessibility (even if someone is unable to leave home, if s/he has access to a phone or a computer, mediation is possible); speed (mediation can be set up as quickly as individuals request); affordability (community mediation programs use sliding scale payments and are committed to providing services regardless of an individual’s ability to pay); flexible (conflicts can be resolved based on what makes sense to the people in the dispute – not someone else’s idea of what is fair or right); all participants have an opportunity to be heard and have control over the outcome.

Community Mediation Minnesota

There currently are six Community Dispute Resolution Programs that are “certified” by the Minnesota Supreme Court that cover 7 of the 10 Judicial Districts in Minnesota:

- Community Mediation and Restorative Services, New Hope (Hennepin County)
- Conflict Resolution Center, Minneapolis with satellite offices in Duluth and Saint Cloud
- Mediation Services for Anoka County
- Dispute Resolution Center, Saint Paul (Ramsey County)
- Mediation and Conflict Solutions, Rochester
- Rice County Dispute Resolution Program

Under Community Mediation Minnesota, the CDRPs have established a toll-free number [1-833-266-2663] for individuals or referral sources to call to request a mediation anywhere in the state. Or, if it more convenient, requests can be made via the CMM website www.communitymediationmn.org. The mediation could take place in person or “remotely” via telephone or video conferencing via “zoom.” Mediators in each of the CDRPs have been specially trained to handle “remote” or “distance” mediation. This capability enables mediators to assist Minnesotans, wherever they live, and also to assist in the resolution of issues even if everyone does not live in Minnesota. For example, one of the CDRPs recently assisted some siblings regarding a dispute they were having about a cabin they inherited from their parents. The two siblings who still live in Minnesota were able, with the assistance of two mediators, to talk to their sibling who was out of state and ultimately resolve their issues.

Additional Services

In addition to mediation services, Community Dispute Resolution Programs can provide assistance facilitating community conversations and dialogues. Many programs also offer restorative services that provide the community with a means, in a compassionate manner, to hold individuals accountable to those impacted. Many CDRPs also provide dispute resolution services in schools and to courts and training to individuals and organizations.

An important tenet of community mediation is that services are primarily provided by volunteer mediators. There are over 400 volunteer community mediators throughout the state who have completed a Minnesota Supreme Court certified mediation training and an apprenticeship. The philosophy of Community Dispute Resolution is of, by, and for the community.

If you are interested in learning more about creating a Community Dispute Resolution Program in your county, Community Mediation Minnesota is happy to assist. You can contact me at Sharon.press@mitchellhamline.edu. If you wish to make a referral to mediation, please call CMM’s toll-free number (listed above) or request a mediation (for yourself or someone else) via CMM’s website.
New PTSD Law Reminds Us of Need to Address Employees’ Mental Health

At the close of the 2018 legislative session, Governor Dayton signed a bill that provides a workers’ compensation presumption to first responders who develop a post-traumatic stress disorder (PTSD) as a result of their employment. This new law takes effect Jan. 1, 2019, and applies to:

- Licensed police officers
- Firefighters
- Paramedics
- Emergency medical technicians
- Licensed nurses employed to provide emergency medical services outside of a medical facility
- Public safety dispatchers
- Officers employed by the state or a political subdivision at a corrections or detention facility
- Sheriffs
- Full-time deputy sheriffs of any county
- Members of the Minnesota State Patrol

There are presently two presumptions that apply to first responders in Minnesota: cardiac/heart/lung and cancer. The concept of a presumption is that if the employee did not have a diagnosis of the condition prior to his or her employment, then it can be presumed that the occupational disease arises from the work as a first responder.

By adopting this presumption, the Legislature expects to eliminate what it views as the inherently adversarial nature of workers’ compensation that generally includes personal and probing questions needed to determine compensability. Based on input from experts in treating PTSD, the workers’ compensation system can exacerbate the condition. The Legislature expects that the PTSD presumption will reduce anxiety and expedite benefits for the affected employee and reduce the need to litigate compensability.

PTSD Is Not Career Ending

Research has shown that PTSD is not necessarily a career-ending diagnosis and can often be treated with therapy or medication. In the most severe circumstances, the employee may not be able to perform the essential functions of his or her first responder duties, but that does not preclude other work.

Although the legislation does not require that the employee seek or receive treatment, it does require that the Commissioner of the Department of Labor and Industry, in consultation with the Medical Services Review Board, develop treatment parameters for PTSD. These parameters are to rely heavily on the American Psychological Association’s Clinical Practice Guideline for the Treatment of PTSD in Adults.

For those employees who do seek treatment, which is compensable, these rules ensure effective treatment using the most current knowledge of the illness.

The presumption applies only to first responders. However since 2013, Minnesota has recognized PTSD as a compensable illness for all employees for the purpose of workers’ compensation benefits.

MCIT continues to refine its workers’ compensation claim protocols for working with employees with a diagnosis of PTSD. The goal is to return the employee to his or her pre-injury position whenever possible or find the individual a job within his or her restrictions with the employer or another employer. MCIT emphasizes the value of treatment to reduce the effects of PTSD and reimburses mental health providers that assist in this effort.

Mental Health Wellness Is Key for All Employees

In response to growing concerns about mental health issues in the workplace, MCIT has worked with Sand Creek, the Employee Assistance Program administrator, to develop and deliver sessions about building resiliency. Individuals who have developed and honed skills to deal with difficult situations are generally less likely to develop PTSD when the unexpected happens or at least a less severe case.

MCIT continues to offer this training, at no cost, to county members during 2018. Members can contact MCIT toll-free at 1.866.547.6576 or visit MCIT.org/employee-assistance-program/ for more information.

MCIT’s Employee Assistance Program was introduced in 1996 as a risk management tool to address personal issues that may affect the employee’s work performance. Over the years, many of these one-on-one counseling sessions have focused on helping an employee deal with difficult situations that arise from the work they perform. The Sand Creek team includes counselors with law enforcement experience and a keen understanding of the challenges faced by these first responders.

The EAP program is also available at no cost to dependents of all MCIT members’ employees. The EAP can be a critical tool to help the family of any employee dealing with PTSD. The employee/first responder and his or her family can access this service any time by calling 1.800.550.6248.

Finally, EAP counselors are available to offer advice and coaching to supervisors and managers when they believe an employee may be dealing with PTSD, mental health or personal issues. The EAP can connect the sheriff, chief deputy and department supervisors with counselors who have the personal experience to understand the challenges of dealing with issues that arise in the course and scope of law enforcement activities.

Key to effective risk management is identifying exposures and taking steps to mitigate the possibility and severity of a potential loss. Although workers compensation is a benefit that is available when an employee sustains a work-related mental illness, it is important to identify and develop personal and organizational strategies to lessen the frequency and the severity of these claims.

MCIT offers a continuum of services and resources ranging from one-on-one counseling for employees and their dependents, to supervisor coaching and on-site training sessions to help individuals and organizations prepare to deal with difficult issues that affect the mental health of employees. Members can contact MCIT for additional information about this issue.

Not All PTSD for First Responders May Be Covered

The 2018 PTSD workers’ compensation law allows for the presumption to be rebutted when there are substantial facts that the illness does not arise out of employment. Whenever it is determined that PTSD is not compensable and a denial of liability is made, the employee must be advised of the reason(s) for the denial.

MCIT Announces $11.75 Million Dividend

The June meeting of the MCIT Board of Directors included a discussion of the merits for returning fund balance to the membership. Many factors are considered, but none is as important to the board as maintaining MCIT’s financially strong, fully funded status. In the end, the board voted to return a dividend of $11.75 million.

Each year the board looks forward to the prospect of declaring a dividend when it is determined to be fiscally sound and financially prudent. The dividend discussion follows a review of the actuary’s reserve analysis, an investment report and the annual report of the independent auditor.

This year, Rick Atkinson of Actuarial Advisors, MCIT’s long-term actuary, reported that in the reality of declining investment income and multiyear trend of rate reductions, MCIT’s disciplined claims management, including a commitment to adequate claim reserving, has positioned the organization to release funds.

There was much discussion about the status of Driver’s Privacy Protection Act (DPPA) claims that have required significant financial reserving over the past four years. Those claims have largely been resolved through court dismissals or settlements, thereby releasing the funds needed going forward.

Several factors influenced the ability to release workers’ compensation funds, such as new diagnosis-related medical provider reimbursement formulas, changes in case reserves and members’ effective return to work practices.

At the conclusion of his report Atkinson opined that MCIT is in the financial position to again return fund balance to the membership. With this reassurance, the board voted unanimously to return $11.75 million of fund balance to members in good standing.

- Workers’ Compensation: $7.75 million
- Property/Casualty: $4 million

Controlling Claims Is Key

The ability to declare a dividend is attributable to the overall financial strength of the organization. Many elements contribute to that including effective leadership and staff who are dedicated to carrying out the mission of MCIT. But as one board member pointed out, “this decision would not be possible without our members’ commitment to loss control and risk management, and their efforts to prevent claims from happening in the first place.”

Members will receive notice of their specific 2018 dividend in late July, and dividends will be distributed in November. Members are reminded that there is no guarantee of future dividends, but the MCIT Board evaluates the merits of returning fund balance on an annual basis.
Improving Performance by Improving Employee Engagement

By Bob Lavigna, Director, Institute for Public Sector Employee Engagement

These are not easy times for government. Public-sector leaders across the nation, including in county government, are under enormous pressure to maintain or improve performance despite a landscape of shrinking budgets and often negative rhetoric about the role and size of government.

One proven way to succeed in this tough environment is to improve the level of employee engagement. After all, the primary resource we have in government is talent – our people. If our employees perform well, government also performs well.

But what is employee engagement? There are many (perhaps too many) definitions. A Google search results in a confusing assortment of more than 37 million responses.

To cut through this noise, here is one definition that I believe best captures the concept of employee engagement:

Improving Performance by Improving Employee Engagement

Engaged employees have pride in their organization and mission and are deeply committed to its success. They believe that the organization values them and, in return, are willing to provide “discretionary effort,” going above basic job requirements to enable the organization to succeed.

Why Engagement Matters

Decades of research have linked improved employee engagement to improved organizational performance. In the business world, this translates into financial performance. High-engagement companies outperform low-engagement companies on key metrics such as sales, revenue, revenue growth, profit, stock price, earnings per share, and so on.

In government, we usually don't have financial measures like these. As a result, we can struggle to measure the impacts of our work. However, as I detail in my book, Engaging Government Employees, research also shows the link between engagement and performance in the public sector. High-engagement government organizations excel at achieving strategic goals, delivering responsive customer service, promoting innovation, retaining good employees, boosting attendance, and keeping workplaces safe.

My organization, the Institute for Public Sector Employee Engagement, has developed the “engagement value chain” below to illustrate why engagement matters in government.

As this model shows, when a public-sector organization such as a county government improves its performance by boosting employee engagement, the result is that residents and stakeholders will be more satisfied with the services they receive. This improved satisfaction leads to more trust in government. And when county employees believe that the people they serve trust them and their work, they will likely feel more engaged.

In other words, a virtuous cycle.

Engagement Is Low

Despite the link between employee engagement and performance, the results from a national poll reveal that the level of fully engaged employees is low across the U.S. economy.

The poll, conducted by our Institute, included responses from employees in a variety of jobs. The results are nationally representative of both the private and public sectors, including all three levels of government.

Our poll results, shown below, revealed that 43 percent of private-sector employees are fully engaged compared to 30 percent of public-sector employees overall, and 31 percent in local government.

Employee Engagement (in %)

I like to think of these results as a bad-news, good-news story. The bad news is that engagement is lower than we’d like it to be, including in local government. On the other hand, the good news is that improving the engagement of public servants offers enormous potential to improve the performance of government.

What Drives Engagement?

To improve employee engagement, we need to understand what conditions and actions will create high engagement.

That’s why our research also focuses on identifying the factors that have the biggest impact on employee engagement – the “key drivers” of engagement, statistically. In other words, the workplace and cultural factors an organization should focus on to improve engagement.

We incorporated two types of engagement drivers into our model. First are workplace factors such as leadership, the work itself, supervision, resources, compensation and benefits, and employee development. We also looked separately at the cultural drivers of engagement. These include promoting a culture of innovation, valuing employees and involving them in decisions.

We found that the top workplace factor in government is “leadership and managing change.” When employees feel good about their leaders, how well these leaders manage change and whether the changes leaders implement are positive, engagement also tends to be high.

We found that the top cultural driver for public-sector employees is, “I feel valued for the work I do.” In other words, recognizing employee achievements and contributions.

While employee recognition is often viewed as providing financial rewards, it can be difficult for government to provide employees with meaningful financial recognition.

While money is important, it doesn’t always buy happiness, at least at work. For example, according to the U.S. Department of Labor, 64 percent of Americans who leave their jobs say they do so because they don’t feel appreciated.

Recognition can mean simply telling the people we work with that we appreciate them and their contributions. But we have to do this in a specific and authentic way.

It’s also important to understand how each employee wants to be recognized. Some employees delight in being publicly recognized while others are mortified when they are singled out publicly.

Finding Out What Matters To Your Employees

Our Institute’s poll results are revealing, including the need to focus on leadership and employee recognition. However, there isn’t a one-size-fits-all solution to improving employee engagement. Instead, each organization, including county governments, should measure the level of engagement among its employees to identify where it is succeeding and where it can improve. Then, the organization can take action on these results to improve engagement.

Regular employee surveys can be the best way to assess engagement. Through periodic surveys, the organization can establish an engagement level baseline, take action and, over time, see if the needle of engagement is moving in the right direction.

There is no single or easy solution to the challenge of attracting, developing, engaging and retaining talent in government. Instead, what is needed is an integrated and comprehensive strategy.

Measuring and improving employee engagement can be a key part of this strategy. I look forward to talking with you and other county leaders at the MACA/MCHRMA Conference in early October and also at the Local Government Workplace Symposium later that month.
For How Long Can We Hire a Summer Seasonal?

By Melanie Ault, DDA Human Resources, Inc.

It’s such a simple and legitimate question, but the answer keeps getting more complex. Layers of laws affect how long a county may hire a summer seasonal worker without other requirements or costs being imposed.

The clearest answer is, “year-round, as long as the employee does not work more than 14 hours per week.” If the employee does work more than 14 hours in a week, then the summer seasonal employee is typically limited to showing up for work for a maximum of 67 days. (Number each day worked.) But, if the county is willing to accept and apply other state and federal obligations, the employee can stay longer.

Collective Bargaining Agreements (CBAs)

Each of your county’s CBAs probably has wording on what constitutes a “seasonal” or “temporary” worker. You need to abide by it or risk having the CBA’s pay, benefits, and seniority be imposed.

Personnel Policies

Even if there is no applicable Collective Bargaining Agreement (CBA), your county may already have language imposed on itself limiting the length of time or the conditions which apply to a “seasonal” or “temporary” employee. Your county has control over what it establishes as its personnel policies, but the county still has to abide by state and federal laws and requirements.

Minnesota Public Employment Labor Relations Act (PELRA)

Minnesota PELRA defines who is not recognized as a “public employee.” It excludes anyone who does not work more than 14 hours per week, no matter how many days worked. It excludes a worker whose position is “basically temporary or seasonal in character” and is not for more than 67 working days in a calendar year. However, if the worker is under age 22 and is and intends to continue to be a full-time student, the employee can work up to 100 working days.

A seasonal employee working a traditional full-time schedule for 67 work days is about a 0.26 full time equivalent (FTE). In 2018, if the employee started on June 1, and did not work the two holidays, the 67th day would be Wednesday, September 5.

(Note: to get more hours worked in the same number of days worked, use a work week with 4, 10-hour days. A worker who only comes in for one hour has “used up” one of the 67 possible work days, and the county may not have received much productivity for the day.)

On the 68th/101st day worked, the employee becomes covered by the state labor relations laws as a “public employee,” and this likely means the worker is covered by the relevant CBA. If no CBA, then refer to your personnel policies. But don’t think you can do “serial hiring” to get around the 67/100 work days limitation and string several seasonal workers in succession to cover the work year-round. PELRA explicitly states that such workers are public employees.

Fair Labor Standards Act (FLSA) and Overtime Payment

If you want to maximize productivity by working a seasonal more than 8 hours per day, remember that 40 hours per week is the maximum number of hours a non-exempt employee can work before receiving time-and-one-half overtime compensation.

Affordable Care Act (ACA)

Seasonal employees’ customary annual employment is 6 months or less, beginning in each calendar year, at about the same time of year (e.g., summer or winter). Exceeding that can qualify the employee for county health insurance.

$ Earned, Not Days Worked: PERA

A few years, ago, PERA switched to an annual dollars earned standard for determining when an employee is “covered” by PERA. An employee can now earn up to $5,100 in a calendar year before the employer and employee have to contribute toward PERA. The contributions are “held” until the $5,100 threshold is earned, then all of the contributions are counted toward the employee’s PERA account. If your county will work the employee on a full-time schedule for 67 working days, then it is likely the county will need to pay into PERA.

For more on this article and a flow chart for hiring seasonal/temporaries under Minnesota’s PELRA law, see the Knowledge Base section at: www.amcdahrusport.com/home.
“My first role working with counties in Minnesota was at AMC and it prepared me in so many ways for this leadership opportunity with Ramsey County,” O’Connor said. “Understanding our collective challenges and opportunities, and working with commissioners and staff to develop statewide approaches to addressing those issues, provided the ideal foundation from which to learn, grow and eventually lead.”

The Ramsey County Manager makes recommendations to the board of commissioners, implements the board’s policies, provides leadership and direction to nearly 4,000 county staff, and develops and implements an operating budget of more than $710 million. The hire follows a months-long recruitment effort that began when current County Manager, Julie Kleinschmidt, announced her retirement earlier this year.

“This is a thrilling opportunity to continue driving our mission to become an organization of excellence,” said O’Connor. “I’m grateful to commissioners for their confidence and trust, and I look forward to working alongside the organization’s dedicated and talented staff to serve every resident that calls Ramsey County home. Together we will set a new standard for effective, welcoming, accessible and inclusive service delivery.”

Prior to joining Ramsey County, O’Connor worked as an associate for Richardson, Richter and Associates. He’s also worked in various public policy positions in London, England, Washington, D.C. and Bloomington, Indiana. He holds a bachelor’s degree in political science and communications from the University of South Dakota and a master’s degree in public affairs from Indiana University. He lives in Saint Paul and serves on the Saint Paul College President’s Advisory Council and the University of South Dakota Farber Fund Board of Directors.

“Ryan has proven himself as a leader who understands the critical role of county government and is committed to excellent service for all of our communities,” said Ramsey County board chair and AMC Past President Jim McDonough.
In the Yellow Medicine River Watershed, upstream projects are gaining downstream support as One Watershed, One Plan catches on.

The locally driven, watershed-based approach spans political boundaries as it prioritizes conservation work with the potential to make the biggest water-quality improvements.

A $551,700 Clean Water Fund implementation grant allowed the Yellow Medicine River Watershed to leverage federal funds that will cut landowners’ shared costs and put more projects on the ground.

The watershed drains land in four counties, from Lincoln County in the southwest to the Minnesota River south of Granite Falls in Upper Sioux Agency State Park.

“If we’re putting those practices in and the money in upstream, you’re going to see benefits downstream,” said Michelle Overholser, Yellow Medicine River Watershed District administrator.

Yellow Medicine County Commissioner Ron Antony, whose district lies in the middle of the watershed near Canby, agreed. Antony has phased out of full-time farming since his crop insurance business took off, but most of his constituents are farmers.

“The watershed isn’t just isolated to our county. As projects are being done upstream, it’s ultimately going to help us downstream,” Antony said. “This is how you have to think, as a watershed, not as ‘I’m part of this county,’ or ‘I’m part of this district.’”

Agriculture dominates the 665,073-acre watershed. Most watershed districts in this part of the state formed decades ago to alleviate flooding.

Partners involved in creating Yellow Medicine’s One Watershed, One Plan set three goals for the watershed: Mitigate altered hydrology and reduce flooding; reduce nutrients (including sediment, contaminants and E.coli) in streams; preserve and protect groundwater quantity and quality.

“If we don’t do it and we don’t take the initiative to do it and show everybody that we can do it, somebody’s going to make that decision somewhere else and we’re not going to like it,” Antony said of the years-long planning process.

Having a Comprehensive Watershed Management Plan in place and state money available enabled Yellow Medicine to apply for National Water Quality Initiative funds. That $123,750 award is one of two it’s received from the Natural Resources Conservation Service. The second, for about $500,000, is its share of Regional Conservation Partnership Program dollars awarded to BWSR and the Minnesota Association of Soil and Water Conservation Districts.

Within the Judicial Ditch 24 subwatershed, NWQI funds target Lyon County’s Cottonwood Lake, which is impaired for aquatic recreation. The biggest single project: a three year, 721-acre cover-crop planting.

“It’s a one-stop shop for hitting all of our priority concerns,” said Tyler Knutson, Yellow Medicine SWCD technical director. Cover crops slow snowmelt runoff, retain sediment and fix nitrogen.

“I think there’s a lot of landowners that are interested in it, but it’s really tough to get a lot of buy-in from landowners when there’s uncertainty. There’s worry that it could drop their yields. There’s worry that it’s not going to take, and they’re just going to waste the money,” Overholser said. “For us to financially help people to do it so that we can see some of those success stories and neighbors can see that it worked — that’s some of the best advertising you can get.”

The 721-acre planting would meet 10 percent of the subwatershed’s cover-crop goal.

Not long ago, the 10 conservation-related local government units within the Yellow Medicine River Watershed were more likely to compete than to cooperate over project funds.

“It always did seem like each county was a little island unto themselves, whether it was the county or the soil and water district. They were all competing for the same money. There were times it would get a little bit tense,” said Kerry Netzke, Area II Minnesota River Basin Projects executive director. “But now that the perspective has changed to a watershed basis, it seems to me like those turf wars aren’t as obvious as they once were. I think there’s a lot more collaboration and cooperation going on.”

Collaboration has paid off in other ways. Local government units have cut expenses by sharing expertise and staff. That’s been especially helpful to people like Overholser, who’s been on the job for not quite four months.

“No by any single office has to have every single capability. We can share that,” Overholser said.

For example, the watershed district is sharing staff with Lincoln and Yellow Medicine SWCDs for bookkeeping and technical assistance.

Ultimately, the resource will benefit.

“When you focus on the watershed and not the political boundary, you’re really putting the focus on the resource and looking at that contributing area,” said Marcey Westrick, BWSR’s clean water coordinator. “If you work on that watershed basis, it does allow for that more holistic approach where you’re looking at … the biological, the physical, the chemical collectively — so habitat and wetlands and water quality.”

“Sometimes the ag community gets a bad rap about being the polluters of the water, but I think they’re the best conservationists we have. Everybody’s conscious of it. All the people that live in this area and work this land — there’s nobody else that knows the land better than what we do.”

Ron Antony, Yellow Medicine County commissioner, on the benefits of participating in One Watershed, One Plan
Nearly 70 Minnesota County Officials, Staff Attend White House Briefing

Nearly 70 county commissioners, officials, staff and guests traveled to Washington D.C. to attend a private briefing and tour at the White House on May 31, 2018.

The White House Office of Intergovernmental Affairs has organized similar events for county officials in each state to visit the White House and attend a personalized briefing from federal officials, which included a visit from U.S. Vice President Mike Pence.

“I was excited about the opportunity to go to the White House to meet with staff of the agencies we work with as counties but I was also skeptical because counties are often viewed as being at the bottom of the food chain and usually ignored Federal Agencies,” AMC President and Isanti County Commissioner Susan Morris said. “We were reassured several times that they were here to work with us and wanted to hear from us.”

“Even Vice President Pence came in to welcome us and reassured our group that this was not a one-and-done type of meeting,” Morris continued. “It actually took a few days for it to sink in that the federal agencies really did want to work with us and that is a real paradigm shift for me!”


“It was wonderful having so many commissioners from around the great state of Minnesota that were able to join us and I believe it’s a day that we will fondly remember,” Morris said. “It was so nice getting to know some of the commissioners who have not engaged with AMC before. We all do the same work, and we can learn best practices from each other and give a better value to our taxpayers.”

The Minnesota group, including AMC President and Isanti County Commissioner Susan Morris (shown here), also attended a briefing on county issues at the National Association of Counties’ (NACo) headquarters while in Washington, D.C.

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Telemedicine Provides Local Public Health a Unique Opportunity to Innovate Service Delivery

By Sarah Reese, Public Health Director, Polk County and Renee Frauendienst, Public Health Division Director/CHS Administrator, Stearns County

Telemedicine is growing in its role in providing health care services particularly in rural areas where providers are scarce or a long distance away. This expanding way of providing services is also applicable for use by local public health. During the 2018 legislative session, the Local Public Health Association advocated for a bill, which made small changes to the current telemedicine statute to support the expansion of treatment and control of infectious diseases such as tuberculosis (TB).

Active Tuberculosis (TB) cases in MN have increased over the past several years in MN with 178 cases in 2017. Local public health agencies are responsible for the case management of TB cases which includes daily visits by public health staff to deliver medications for the duration of their six to nine month treatment, often referred to as directly observed therapy (DOT). This is very labor intensive for public health and disruptive for the client. The intent of DOT is to increase the chance that treatment is successful and completed on time, prevent transmission to others, and decrease the risk of drug-resistant TB.

The staff time and travel-related expenses associated with this type of treatment add up quickly. Public health agencies in the metro-area struggle with high volumes of cases and strain on staff time. In rural areas of the state, geographic distance and workforce shortages pose additional challenges to treatment.

Telemedicine provides local public health a unique opportunity to innovate service delivery by allowing qualified staff to witness DOT virtually. By eliminating the need for daily travel, public health staff save money on travel expenses and free up time to see other clients. Scheduling becomes more convenient for clients, too.

These benefits, however, are limited by the current telemedicine statute, which restricts the number of billable visits to three per week per enrollee. It also excludes certified community health workers, who are key service providers.

Local public health providers are already able to bill up to seven days per week for these services that are provided in person to treat and control infectious disease, and certified community health workers are currently eligible to bill Medical Assistance for in-person services.

In this way, the bill does not change what services are billed or by who – just how they are being provided. These small legislative changes would promote cost efficiencies and reduce barriers to treatment that would better support local public health’s efforts to prevent the spread of infectious disease.

The bill proposed during the 2018 legislative session removed the three telemedicine visits per week coverage limit for services provided for the treatment of tuberculosis. It did not affect billing limits for other infectious diseases and it did not add certified community health workers to the list of eligible providers. The proposed changes were included in the Supplemental Omnibus Budget Bill, but was eventually vetoed.

In the upcoming 2019 session, advocating for changes to the telemedicine statute will continue to be a top priority for the Local Public Health Association. Being allowed to fully use telemedicine for this type of work not only will help the client but will make the work of local public health more effective and efficient.

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Addressing Racial Disparities in the Human Services System

By Nicole Names, Human Services Director, Pope County
MACSSA 2019 President-Elect

Did you know that the state of Minnesota is challenged with some of the highest racial disparities in the nation when it comes to outcomes in the health and human services system? Moreover, individuals from communities of color are disproportionately represented in non-voluntary human services programs and underrepresented in voluntary programs. The data clearly shows that it is critical for the Health and Human Services System in Minnesota to focus on addressing these issues as we strive to fulfill our mission for all those we serve.

As such, MACSSA has adopted race equity as a priority for the Association. As leaders in the human services field, MACSSA members recognize that significant racial and culturally based inequities and disparities exist, therefore the Association must commit to a leadership role in addressing those issues.

Race equity is one of three systemic priorities (integrated services and sustainable financing are the other priorities) MACSSA adopted to form a framework for the Association to focus our resources on addressing the bigger picture forces that are impacting our membership and the communities they serve.

MACSSA is committing over the coming years to promoting equity and supporting counties to take a leadership role in addressing disparities, disproportionality and access issues. Additionally, MACSSA is committed to ensuring that the Association is an inclusive organization and one that is actively seeking and engaging diverse viewpoints.

Data from the Minnesota Department of Human Services data indicates that:

• The percentage of persons of color being served in the human services system is disproportional to the overall percentage of persons of color living in Minnesota

• Those who are white and receiving services (reflected in the MAXIS system) are representative of 7.26% of the population, while those who are American Indian are representative of 53.44% (7 times higher) of the population and those who are black are representative of 58.21% (8 times higher) of the population

• Out of Home Care Counts also reflect significant disparities: Those who are white are representative of 0.64% of the placements, while those who are American Indian are representative of 12.82% (20 times higher) of placements and those who are black are representative of 1.94% (3 times higher) of placements, additionally, those identifying 2 or more races are representative of 2.57% of placements (4 times higher)

• Similar disparities are reflected in Healthcare Program Enrollees: white: 17.78%, American Indian 68.34% and Black or African American 68.10%. As required by Minnesota law, DHS is in the process of developing measures to address racial disparities as part of the Human Services Performance Management System that measures county performance in administering human services programs. Counties will be a primary partner in the development of those measures.

Additionally, The Minnesota Department of Health has done significant work in examining inequities as they relate to health outcomes and has developed strategies to address them. In 2012 the Healthy Minnesota Partnership, which is coordinated by the Minnesota Department of Health (MDH), stated in its Minnesota Statewide Health Assessment that “many Minnesotans, especially populations of color and American Indians, experience inequitable living conditions and unequal treatment in many aspects of life.” This report contributed to the Legislature directing MDH to develop a report to address health equity issues in 2014. In its report, Advancing Health Equity, MDH observed, “Structural racism is perpetuated when decisions are made without accounting for how they might benefit one population more than another, or when cultural knowledge, history and locally-generated approaches are excluded. When this happens, programs and policies can reinforce or compound existing race-based inequities.” (https://healthequityguide.org/case-studies/minnesota-changes-the-narrative-around-health-equity/)

The data indicates that race plays a significant role in the quality of life and overall health and well-being of people living in Minnesota.

In order to make progress, it will be critical for MACSSA to engage with a broad and diverse group of government and non-governmental partners. MACSSA looks forward to working with our partner organizations within the Association of Minnesota Counties, DHS and others as we move forward on this important work.

Resources:
Minnesota Department of Human Services, Office of Equity, Performance, and Development: http://www.dhs.state.mn.us/main/dcp/IdcService=GET_DYNAMIC_CONVERSION&RevisionSelectionMethod=LatestReleased&dDocName=id_08444

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AMC BOARD OF DIRECTORS MINUTES
March 16, 2018

CALL TO ORDER
President Susan Morris called the AMC Board of Directors’ meeting to order at 10:00 a.m. on Friday, March 16, 2018, in the Board Room at the Association of Minnesota Counties building located in St. Paul, MN.

PRESIDENT’S REPORT – COMMISSIONER SUSAN MORRIS
• President’s Remarks/NACO’s Legislative Conference update – President Morris reported the conference was very successful and found value in the presentations from the different committee speakers. AMC Executive Director Julie Ring and two AMC staff also attended.
• Executive Committee Update – the Executive committee met in January and this morning prior to the board meeting.

SECRETARY/TREASURER REPORT – COMMISSIONER MARY JO MCGUIGRE
• Approval of the Minutes
  MOTION by Mary Jo McGuire; seconded by Larry Lindor to approve the January 19, 2018 AMC Board of Directors’ meeting minutes as presented. The motion carries.
• Approval of the 2017 December and 2018 January Financial Reports
  MOTION by Mary Jo McGuire; seconded by Joe Bouvette to accept the 2017 December financial statement as presented. The motion carried.
  MOTION by Mary Jo McGuire; seconded by Stan Kanowski to accept the 2018 January financial statement as presented pending the AMC 2018 annual audit. The motion carried.

FINANCE COMMITTEE REPORT – COMMISSIONER MARY JO MCGUIGRE
• Investments – a description of this item was included in the board packet. In January, the AMC Board adopted a resolution, which allowed AMC to enter into a short-term investment with Multi-VaCa Companies, Inc. (MVC) and eConnectDirect until the Finance Committee met to review AMC’s Investment Policy, and to list Julie Ring, AMC Executive Director and Sue Bowman, AMC Accountant as officers of AMC authorized to make investments. After discussion, the Finance Committee was comfortable with the new eConnect Direct tool for buying CDs and requested the accountant to have the flexibility she previously had to buy longer term CDs. The Board recommended to list only titles of AMC authorized officers and not list names of authorized officers. The motion carries. The Finance Committee will finalize its meeting minutes as presented.
  MOTION by Mary Jo McGuire; seconded by Larry Lindor to amend the Investment Policy and bring an updated policy to the AMC Board before the end of the year. The motion carries.
• Dues and Budget Timeline – a description of this item was included in the board packet. For the past several years, the AMC dues increases were decided by the Finance committee in April, recommended to the board in May/June for action, and then the budget was set later in the year. This year, AMC will know the amount of AMC dues for the partial budget process. The Finance Committee and the AMC Board have adopted a practice of increasing the dues by a small inflationary amount each year, making the dues more predictable from year to year. The Finance Committee recommends that the Board change the timeline so that the dues amount and the budget are approved at the October AMC Board meeting. Estimates will still be available for those boards that need them earlier each summer.
  MOTION by Mary Jo McGuire; seconded by Rick Anderson to change the AMC dues timeline to adopt individual county dues amounts and overall AMC budget in October each year. The motion carries.

EXECUTIVE DIRECTOR’S REPORT – JULIE RING
2018 AMC Day at the Capitol and Legislative Conference – Reviews were overwhelmingly positive for the new Day at the Capitol. AMC staff earned a lot from this first event and already have ideas for the new Day at the Capitol. AMC staff learned a lot from this first event and already have ideas.

• 2018 AMC Day at the Capitol and Legislative Conference – Reviews were overwhelmingly positive
  MOTION by Mary Jo McGuire; seconded by Larry Lindor to approve the January 19, 2018 AMC Board of Directors’ meeting minutes as presented. The motion carries.
  MOTION by Mary Jo McGuire; seconded by Joe Bouvette to accept the 2017 December financial statement as presented. The motion carried.

NACO/DISTRICT DIRECTORS/AFFILIATE MEMBERS REPORT:
• Braving a polar vortex to the Capitol for the AMC Legislative Conference. The conference was held at the InterContinental Hotel in St. Paul on February 28 - March 1. 1,760 members attended.
• 2018 District Meetings update – the spring district meeting dates and locations were reviewed.

EDUCATION AND TRAINING COMMITTEE REPORT – CHAIR GARY HENDRICKX
The AMC regional trainings are available for commissioners, administrators, and department heads, as well as Census 2020 prep outreach sessions in partnership with MN State Demographer, the Big 4, and MNS Service Cooperatives. The HR Technical Assistance grant is going strong after five weeks with over thirty counties and fifty submitted questions. The Bush Foundation Grant for a mini-documentary with the Saint Paul Neighborhood Network, called: What It Means to Be a County Commissioner, began filming at the AMC Legislative Conference and continues in the months to come.

STRATEGIC DIALOGUE: LEGISLATIVE UPGRADES AND ACTION ITEM
• Staff provided an update on several current bills that are moving through the legislature such as: The Home Law Enforcement, Pensions, Mental Health Bonding, etc. The Board discussed ways to improve AMC’s legislative platform development process to improve member engagement.
• Soil and Water Conservation District funding (levy authority and/or fees) – a description of this item was included in the board packet.
• There was a recommendation from the Environment and Natural Resources (ENRAC) Policy Committee to recommend the AMC Board oppose SWCD legislative proposal seeking water quality fee authority and ad valorem levy authority. The Board may also consider taking separate positions on SWCD water quality fee authority and ad valorem levy authority.
  MOTION by Randy Kramer; seconded by Mike Potter to approve the recommendation of the Environment and Natural Resources Policy Committee to oppose the Soil and Water Conservation District legislation that would allow SWCDs to establish a levy or fee to support their work. The motion carried.
• Motion by Larry Lindor; seconded by Marcia Ward to oppose each of the separate provisions allowing SWCDs to establish a levy or fee to support their work. The motion carried.
• Motion by Marcia Ward; seconded by Mike Slavik to approve any legislation requiring counties to include a separate line item for the SWCD amount on the tax levy statements. The motion carried.

GENERATIVE DIALOGUE: REVIEW OF THE PROCESS FOR ADOPTION OF AMC PLATFORM CHANGES
Julie Ring, AMC director reviewed the AMC platform development process. Items reviewed: Why consider change, timeline, key decision points, potential limitations of the current process, and ideas from the NACO platform process. After discussion, the Board asked Julie to develop some options for improving the transparency of the process and the level of member engagement for consideration at a future board meeting. Some recommendations included the development of a Policy Coordinating Committee similar to NACO’s, which would meet before the Annual Conference, and a Resolutions Committee that would meet after policy committees but before the annual meeting.

BUSINESS & PARTNERSHIP DEVELOPMENT COMMITTEE REPORT – CHAIR SCOTT SCHULTE
The Premier Business Partners were exclusively invited to exhibit at the AMC Legislative Conference. The Premier partners were very happy with the number of connections that they made with AMC members. After the conference, the committee followed up with each member to ask for input and the committee came up with a few ideas to make it even more worthwhile for the Premier partners.

The next big deliverable for these important partners is to hold a reception on Thursday, June 21, the evening prior to the June 22 AMC Board of Directors meeting at the AMC building. More details will be shared at the April Board meeting.

RESEARCH COMMITTEE REPORT – CHAIR JACK SWANSON
Commissioner Swanson will no longer serve as chair of the Research Committee. Commissioner Jack Swanson, vice-chair of the Policy Committee will serve as chair due to the vacancy created when the former chair, Karla Bigham, was elected to the State Senate. President Susan Morris appointed the Research Committee’s current vice-chair, Shane Anderson, named Chair.

NACO/DISTRICT DIRECTORS/AFFILIATE MEMBERS REPORT:
• District Directors, Policy Committee Chairs, NACOs and Affiliate representatives reported on key issues that affect their districts/ associations.

ADJOURN
The AMC Board of Directors adjourned at 2:30 p.m.

HR Program Updates – This program was officially launched on January 18, 2018. Some of the use data as of this writing is as follows:
• There have been over 50 inquiries
• 12 different counties/entities have submitted questions
• 12 counties/entities have asked submitted multiple questions
• There are 40 documents in the resource library
• Responses to questions have been prompt, detailed and understandable for those requesting information.
• There have been several comments received about the service including the following:
  • “This is very helpful. Thank you”
  • “Thank you very much for the great information!”
  • “Thanks so much Melanie for your call yesterday and your reply today. This service is very helpful for our county, which does not have its own HR department.”
  • “Wow – this is great, thanks for sharing!”
  • “Thank you so much for your thorough analysis of our situation. You provided some great points we knew to think about as we move forward. This HR Technical Assistance Program is great!”

AMC REGIONAL TRAININGS are available for commissioners, administrators, and department heads, as well as Census 2020 prep outreach sessions in partnership with MN State Demographer, the Big 4, and MNS Service Cooperatives. The HR Technical Assistance grant is going strong after five weeks with over thirty counties and fifty submitted questions. The Bush Foundation Grant for a mini-documentary with the Saint Paul Neighborhood Network, called: What It Means to Be a County Commissioner, began filming at the AMC Legislative Conference and continues in the months to come.

AMC regional trainings are available for commissioners, administrators, and department heads, as well as Census 2020 prep outreach sessions in partnership with MN State Demographer, the Big 4, and MNS Service Cooperatives. The HR Technical Assistance grant is going strong after five weeks with over thirty counties and fifty submitted questions. The Bush Foundation Grant for a mini-documentary with the Saint Paul Neighborhood Network, called: What It Means to Be a County Commissioner, began filming at the AMC Legislative Conference and continues in the months to come.
CALL TO ORDER
President Susan Morris called the AMC Board of Directors’ meeting to order at 10:00 a.m. on Friday, April 20, 2018 in the Board Room at the Association of Minnesota Counties building located in St. Paul, MN.

Introductions were made. Todd Patzer, Lac qui Parle Commissioner announced he has reached the end of his term as District VI Director. His term expires at the end of June. This is Commissioner Patzer’s last board meeting, he will not be at the June meeting. Commissioner Patzer talked about his experience serving on the board.

APPROVAL OF AGENDA – COMMISSIONER SUSAN MORRIS
MOTION by Bob Fox; seconded by Mary Jo McGuire to approve the April 20, 2018 AMC Board of Directors’ meeting agenda as presented. The motion carried.

PRESIDENT’S REPORT – COMMISSIONER SUSAN MORRIS
President’s Remarks – President Morris noted the AMC Leadership Summit was excellent. She heard many positive comments about the presenter, the content and location from conference attendees. She praised AMC for a great conference.

Executive Committee Update – minutes from the March executive committee are included in the board packet.

Commissioner Schulte reported the executive committee, at their April 11th meeting, voted to rescind the motion that was made at the March 9th executive committee meeting to recommend the board approve a proposal to update the technology in the board room.

SECRETARY/TREASURER REPORT – COMMISSIONER MARY JO MCGUIRE
Approval of the Minutes
MOTION by Mary Jo McGuire; seconded by Rich Sieve to approve the March 16, 2018 AMC Board of Directors’ meeting minutes. The motion carried.

Approval of the 2018 February Financial Report
MOTION by Mary Jo McGuire; seconded by Joe Bouvette to accept the 2018 February financial statement as presented pending the AMC 2018 annual audit. The motion carried.

DISCUSSION: SEXUAL HARASSMENT PREVENTION AWARENESS MONTH
April was named Sexual Harassment Prevention Awareness Month by Gov. Dayton. MMB Commissioner Myron Frans attended the board meeting to share the activities of the executive branch. Jen Wolf from MCIT shared information about resources available from MCIT. After discussion the board recommended that information on this topic be shared at upcoming district meetings.

EXECUTIVE DIRECTOR’S REPORT – JULLIE RING
AMCUS update – Jen Wolf from MCIT provided a brief update pending and resolved cases.
Non-Emergency Medical Transportation Lawsuit – no update at this time.
Recent news – AMC sent a follow-up press release after the state auditor’s press release was provided.

Letter to the Public Utilities Commission – reviewed a proposed letter to the PUC regarding a proposed letter to the PUC regarding a request for relief of electric rates.

Letter to the Public Utilities Commission – reviewed a proposed letter to the PUC regarding a proposed letter to the PUC regarding a request for relief of electric rates.

Call to Order – a handout listing the spring district meetings was provided.

The Board reviewed the legislation that has met third deadline and is still moving forward this session. A complete written update will be included in the Legislative Update on Monday morning.

Three Member Services Committees were created and began in 2017, to create more member involvement and to be more intentional about the Member Services education, training, research and non-dues revenue via business partnerships. At the June board meeting, members will discuss if the committees are helping to meet AMC’s strategic goals.

BUSINESS & PARTNERSHIP DEVELOPMENT COMMITTEE REPORT – CHAIR SCOTT SCHULTE
The Premier Business Partners are invited to give a 15-minute presentation to the AMC Board of Directors at the June 22nd meeting. The evening prior to the board meeting, Thursday, June 21st from 5:00 – 6:30PM, a networking reception will be held at the AMC building for board members and the premier business partners.

The Business and Partnership committee is scheduled to meet on Thursday, June 21st just prior to the Preferred Business Partner reception with the Board. AMC board members received a calendar invite for this reception and participation is very important as this is a promised benefit for AMC Premier Business Partners. Since the last Board meeting, AMC has two new Associate Business Partners (WSB & Associates, Inc. and Goff Public). Revenue is now at $94,000.

RESEARCH COMMITTEE REPORT – CHAIR MIKE SLAVIK
The committee is meeting next Thursday and the focus of the meeting will be data piles. AMC intern is assisting with research on this issue.

EDUCATION AND TRAINING COMMITTEE REPORT – CHAIR GARY HENDRICKX
The committee will be conducting a strategic discussion in late June to map goals for the next 3-5 years. Currently, there is a proposal under review for a 2019-20 Supervisor Workshop Series, in partnership with Metropolitan State University.

NACO/DISTRICT DIRECTORS/AFFILIATE MEMBERS REPORT: District Directors, Policy Committee Chairs, NACOs and Affiliate representatives reported on key issues that affect their districts/associations.

ADJOURN
The AMC Board of Directors adjourned at 2:30 p.m.
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