

October 1, 2024

A Special meeting of the McCook County Commission was called to order in their Meeting Room by Chairman Charles Liesinger. Members present: Dean Koch, Chuck Mehlbrech, and Steve Gordon. Member absent: Marc Dick.

Chairman Liesinger led the Pledge of Allegiance.

Chair Liesinger called for approval of the agenda. Motion Koch to approve the agenda as posted. Second Gordon. Motion carried.

Public Comment: none.

Commissioner Reports: none.

Conflict of Interest: none

Michelle Stubkjaer, HR Consultant, Cori Kaufmann, Dir of Equalization/Zoning Administrator, Angie McCormick, Equalization & Zoning Clerk, Becky Huiten, Deputy Auditor, Carol Lauer, Treasurer, and Laurie Schwans, Register of Deeds, met with the Commission to discuss operations in Dir of Equalization Office following resignation of Kaufmann. Kaufmann noted that the office staff doesn't want to handle zoning issues, jobs are already full-time. There are concerns with who to go to when issues/situations arise. Huiten noted that the Auditor's Office contacts another county that uses Incode software when assistance is needed. Stubkjaer asked the Board if they want the job split into two, equalization and zoning, separately. Koch said to leave the job description as is, both equalization and zoning. Stubkjaer asked Kaufmann if these positions were separated into Director of Equalization and Zoning/Drainage Administrator roles, would each position have enough work to be considered full-time. Kaufmann indicated yes, there is a list for P&Z work to be completed because there is never enough time to get to it.

Mark Norris, Sheriff, joined the meeting, to discuss the experience of the two newest deputies hired. Stubkjaer noted that HR was not consulted when determining what pay should be offered and requested the commission sign the new hire paperwork for payroll which indicates the rate of pay, as it was not determined by HR, rather, discussed by the Sheriff with some of his staff and the commission in the absence of HR. Norris stated that the county spends thousands of dollars on deputies that go to school to become certified and then leave. Norris left the meeting. Stubkjaer noted that there are many factors that contribute to employee retention and pay is one factor for consideration. Another issue locally is that many of the newest hires in the Sheriff's department are not residents of McCook County, thus creating a challenge of becoming connected to the community outside of their work, which factors into retention as well. Koch asked about having a contract that states the employee stays with McCook County for a certain length of time. Stubkjaer advised contracts are difficult to enforce and there is an increasing practice of other agencies buying out a contract. There is no guarantee this practice would lead to increased retention. Stubkjaer added that law enforcement is challenging, particularly given the geographic proximity to Sioux Falls, while still being a rural community. As far as new hires, Koch asked if they will receive a pay increase the first of the year. Discussion was held that a review should be conducted at the 3- and 6-month mark for hires within the last half of the year, to determine if they would be eligible for an increase. If hired within the last quarter, the review would take place at the 3- or 6-month mark, and a possible increase awarded at that time. No motion made to adopt this practice.

Motion Gordon to enter Executive Session at 10:20 a.m. per SDCL 1-25-2 (1) for personnel discussion. Second Koch. Motion carried. Michelle Stubkjaer, HR Consultant, and Auditor Sherman were present. Chairman Liesinger declared out of Executive Session at 10:40 a.m.

The meeting adjourned subject to call.

Dated this 1st day of October 2024.

Charles Liesinger _____
Chairman, McCook County Commission

ATTEST:

Geralyn Sherman _____
Auditor, McCook County