

LINCOLN-PIPESTONE RURAL WATER SYSTEM

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PERSONNEL COMMITTEE MEETING MINUTES

February 14, 2019

The Personnel Committee met on Monday, March 25, 2019 at 12:45pm at the Lake Benton office. Those present were Randy Kraus, Brent Feikema, Glen Grant, Personnel Committee Chair Jan Moen, Board Chair Earl DeWilde, General Manager Jason Overby and Enterprise Technician Jodi Greer.

The purpose of the meeting was to visit about the rate of turnover of LPRW staff over the past months. The staff that have left in recent months are as follows:

Ron Carr – Hired 1/1980; reason for departure (3/2019): retirement.

Jared Beck – Hired 1/2012; reason for departure (3/2019): career opportunity with Eros Data Center.

Shaun Nelson – Hired 5/1999; reason for departure (7/2018): accepted position with MMU.

Dave Maras – Hired 7/2013; reason for departure (10/2018): accepted position as Head Maintenance/Public Works with City of Brewster.

Joshua Gums – Hired 9/2015; reason for departure (10/2018): accepted position as Head Maintenance – Pipestone Systems, Inc.

Brandon Houselog – Hired 7/2018; reason for departure (10/2018): previous employer offering higher pay to return.

Glen Grant – Hired 6/2013; reason for departure (4/2017): accepted position as Public Works Director with City of Russell.

Connie Bressler – Hired 6/1992; reason for departure (6/2017): retirement.

Jason gave a report on the new hires that LPRW had with high praise for them. The new hires are:

Matt Wieme
Keith Engelkes
Keith Johnson
Shaun Slegers
Barry Berkenpas

There was discussion on reasons why there was such a high turnover. The reason Jason gave were higher pay or other career opportunities for most of those that left.

There was discussion on Jason hiring for the positions of:

1. Operations Manager Position
2. North Supervisor Position
3. GIS and Well Head Protection Position -

Jason has been in contact with SDSU to look for GIS graduates that will be looking for employment. The North Supervisor and the Operations Manager positions will not be immediately filled at this time. But discussion that filling these positions will free up Jason's time.

It was brought to the Committee's attention that there were hard feelings with employees that were on call who received 4 hours time-off during the week to compensate them for being on call. They wanted to be able to use this comp time at a later time.

M/S/P Kraus/Grant To recommend to the full board to allow staff to use their 4 hours for being on call to go into their comp time which they may use at a later date.

Jason had a resolution that Ron Schramel had created for Jodi Greer's education reimbursement. Jason will be emailing each member of the Committee for their review and they are to reply to all whether they approve of this resolution.

M/S/P Feikema/Kraus To adjourn the meeting.

Meeting adjourned at 3:45pm.

Respectfully Submitted,

Jan Moen, Chair
Personnel Committee