

**RICHLAND COUNTY BOARD OF COMMISSIONERS
TELECONFERENCE SPECIAL SESSION
MARCH 30, 2021**

The Richland County Board of Commissioners met in Special Session at 8:30 A.M. on March 30, 2021 by TeleConference with Commissioners Sid Berg, Nathan Berseth, Rollie Ehlert and Perry Miller all joining the meeting by TeleConference. Commissioner Tim Campbell was in attendance along with Administration Personnel Fossum and DelVal; Communications Personnel Jill Breuer and Lori Mauch; and State's Attorney Kummer (via tele conference).

The meeting was called to order at 8:30 A.M.

A motion was made by Berg and seconded by Ehlert to approve the Agenda. Vote was unanimous.

COMMUNICATION STAFF SHORTAGE/ADVERTISING OPEN POSITIONS

Breuer reported she recently had two employees resign; she had a meeting with her Portfolio Commissioners (Berg and Miller) along with Fossum and Sheriff Leshovsky and she is requesting Board authorization to advertise the open positions.

A motion was made by Berg and seconded by Miller to advertise the open positions. Discussion followed and included:

- salary concerns/differential pay were discussed at the Portfolio Meeting
- Richland County salary is lower than the surrounding areas
- the Gallagher Study showed an acceptable salary range
- looking at other options such as a regional center
- equipment/technology costs already incurred and the continual updates needed for equipment
- concerns of retaining employees due to stress, rotating hours, salary, etc.
- the length of time to get new staff trained, the OT of other staff to get new employees trained and how to retain them after they are trained

Breuer and Mauch voiced concerns with the Overtime Hours necessary by them as well as working some weekends with no overtime pay. Breuer requested they be allowed overtime pay for the additional hours required of them due to being short staffed. Berseth replied OT was paid to exempt staff during the flood but that was because the County had declared a State of Emergency.

Following discussion a motion was made by Berseth and seconded by Miller to amend the original motion to include - looking at cost saving measures with a committee consisting of the two Portfolio Commissioners who will select the additional committee members. Vote on the amendment was unanimous.

Vote on the original motion, with the amendment, was unanimous.

The meeting adjourned at 8:55 A.M.

ATTEST: Sandy Fossum Tim Campbell CHAIRPERSON
Sandy Fossum Tim Campbell
Auditor/Administrator Board of Richland County Commissioners