

MEMBERS PRESENT: Connie Stauffer
Kolette McDonald
Lisa Jundt, Clerk of Commission

OTHERS PRESENT: Brittany Rust, Laurie Davis, Justin Seifert, Travis Seifert,
Deanna Stoddard, Peter Kaliher, Stephen Pdrygula, Kelli
Kronscschnabel, Aaron Moss, Aaron Bowles

Presentation of the Proposed 2020 Annual Pay and Classification Plan for the City of
Minot

Lisa Jundt called the meeting to order at 10:01 AM

With the onset of the Covid-19 Pandemic Crisis, the current employment market is unstable. It was determined that any survey data that was collected would be unreliable and therefore could not be used for the upcoming Annual Pay Plan. All current grade classifications will remain in effect for 2021.

The current year-to-date turnover rate is 3.57%; this rate does not include employee who have left due to retirement. This rate is trending closely with rate experience this same time last year, which was 3.60%. The final turnover rates for 2019, 2018 and 2017 were 7.6%, 12.56% and 14.87% respectively. If the current trend continues, the annual turnover rate for 2020 should be similar to that seen in 2019.

The total cost for the proposed 2021 Annual Pay Plan is \$712,832 which is 2.84% of current base payroll. This increase will be significantly less than the \$954,998 proposed for 2020, mainly due to the inability to recommend any reliable equity increase associate with a market survey.

Aaron Moss posed the question if there are any planned increases to employee contributions toward benefits in 2021, and Lisa Jundt indicated at this time, there are no planned premium increases.

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Deanna Stoddard posed the question if the competitive market survey data will resume for the 2022 year, and Lisa Jundt indicated that it would resume as has been done in the past as long as there is accurate market data to do so.

Meeting was adjourned at 10:16 AM.