



# Human Resources

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Cindy Westerhouse – Human Resources Director

## HUMAN RESOURCES

### AGENDA ITEMS

August 6, 2019

The Le Sueur County Board of Commissioners and the Employee Recognition Committee would like to recognize the following employees on their significant length of service with Le Sueur County.

Doug McCabe	Highway Department	30 years
Thomas Beer	Highway Department	30 years
Thomas Widmer	Assessor	25 years
Dave O'Malley	Building Maintenance	15 years
Amy Beatty	Environmental Services	15 years
Herbert Moon	Sheriff's Office	15 years
Ruby Kramer	County Administration	5 years
Corey Schwartz	Assessor	5 years

Recommendation to grant regular status to Yessica Macias, full time Office Support Specialist in Human Services, effective August 6, 2019.

Recommendation to accept the resignation request from David Yates, full time Assistant County Attorney in the County Attorney's Office, effective September 6, 2019.

Recommendation to post and advertise for an Assistant County Attorney in the County Attorney's Office, Grade 12, Step 4 at \$29.60 per hour.

Recommendation to change in the Personnel Policy, the vacation leave policy pertaining to the accrued vacation hours over 240 hours to:

Effective the last pay period of the year, employees may carry over a maximum of 240 hours of vacation balance. Employees who have accrued over the 240 hours of vacation time will have a one-time option, on the last pay period of each year, to:

- 1.) Convert the hours into cash and deposit the amount into their **Minnesota State Retirement System (MSRS) Health Care Savings Plan (HCSP)**.  
**Deposits made into the MSRS HCSP will be effective the last pay period of the year at the current hourly rate.** or
- 2.) Donate the hours to the **County sick leave account**.

Contact the Human Resources Department to receive information regarding the **Health Care Savings Plan**.

Recommendation to change in the Personnel Policy, the 457(b) Deferred Compensation Plan vendors to:

457 Deferred Compensation Plans: Le Sueur County offers benefits eligible employees the option to enroll in a 457 Deferred Compensation Plan. The County limits the number of 457 deferred compensation plan vendors to **three (3)**, pursuant to Minnesota State Statute 356.24, Supplemental Pension or Deferred Compensation Plans, Subdivision 1b.

Recommendation to enter into an agreement with North Risk Partners to conduct a health plan market evaluation.

*Equal Opportunity Employer*