



**Wednesday, August 21, 2024 | 1:00 p.m. – 3:00 p.m. | Virtual Meeting & Room 117**

**Welcome, Attendance, and Introductions**

Present: Sara Benson, Jeff Nelson, Julie Sander, Brad Klinghagen, Commissioner Doug Erickson, Lisa Neutgens, Polly Ahrens, Lisa Herges, Jesse Diehn, Kjersti Bastian, Kaitlyn Fredrickson, Jessica Plumley, Amber Pierce, Mari and Bill from Insurance

Absent: Tanner Brouwer, Sheree Hable, Barb Wertish, Andrew Hussman, Jessica McDonnell

**Icebreaker**

If you could have one superpower what would it be?

**Review and Accept Agenda**

Agenda accepted as presented, with the addition of “Smoking on Campus” Policy discussion.

**Approve Minutes from July 17, 2024 Meeting**

Minutes accepted as presented, with the removal of Andrew’s name from the absent list.

**After-Meeting Survey Results (July)**

- Overall average score of 4.7/5 (3 responses)
- Reasons for rating: Good discussion. It was good info. Action made on investigating issues.
- Feedback for next meeting: None.

**Medical Insurance: Questions for Survey**

Mari Wagner and Bill Chukuske from NIS Benefits reviewed survey results.

The committee asked some questions for Mari and Bill to elaborate on, including comparisons to other counties. The general observation of the group is that cost is a large factor for employees.

Administrator Herges reviewed current County contributions.

Group discussed the potential of offering a smaller network option that could bring premium cost down.

Next step is RFPs. NIS has RFPs sent out and are waiting response. Once received, results will be compiled and brought back to Renville County for review at the next meeting.

**Membership Review**

Carrie Fejedelem requested to replace Sheree Hable for labor. Amber Pierce will confirm with her Union, according to contract language.

**Employee Survey for LMC Topics Results**

Entire group discussed the retention issue using the tracker tool, with the focus being on new employees. Potential options were discussed in great detail including, but not limited to flexibility, workweek, discounts, daycare, vacation, and probation period. The committee pulled out options that can be discussed for staff as a whole, and not department-specific. Options pulled out were explored as to what could potentially be offered.

Administrator Herges asked if there were any addressable topics brought up with exit interviews; Lisa Neutgens noted many responses include pay and work conditions.



**Wrap Up:**

- A. Meeting Recap
- B. Set tentative agenda for next meeting: September 18, 2024
  - Carrie F. Membership
  - Medical Insurance RFPs
  - Employee Survey for LMC Topics Results
- C. Adjourned at 2:51 p.m.