



Independent School District #1

Aitkin Public Schools

(218) 927-2115

*"A community in continuous pursuit
of educational excellence for all"*

Rippleside Elementary School

225 2nd Ave SW
Aitkin, MN 56431

JESSE PETERSON, Elementary Principal
KRISTA OLSON, Community Ed. Dir. / Elem. Dean of Students

November 7, 2017

Aitkin County Commissioners
209 2nd Street NW
Aitkin, MN 56431

NOV 14 2017

RE: Sentence to Serve

Dear Aitkin County Commissioners:

Rippleside Elementary had a construction project this summer that took longer than expected. When the Sentence to Serve team found out that we were in need of help moving furniture and supplies back into classrooms they were very willing to help. With rain in the forecast, they adjusted plans to support our custodial staff.

This crew worked very hard and in two days they completed more than two weeks of work for our custodial staff. Under the leadership of Pat Scollard and Kent Olesen, these guys did everything from heavy lifting to assembling desk units. They were phenomenal. They demonstrated respect to our staff and displayed a strong work ethic. We sincerely appreciate the help they gave and are happy that such a program exists within our community.

Sincerely,

Jesse C. Peterson
Principal, Rippleside Elementary

Cc: Sheriff Scott Turner

NOV 15 2017

November 14, 2017

J. Mark Wedel, Chair
Aitkin County Board of Commissioners
209 2nd Street NW
Aitkin, MN 56431

Sent Via Email:

RE: Determination of Adequacy, Aitkin County Buffer Ordinance

Dear Mr. Wedel,

Thank you for sending a copy of the county's buffer ordinance that was adopted by the Aitkin County Board of Commissioners on September 12, 2017 to the Board of Water and Soil Resources (BWSR) for a final determination on adequacy.

Based on our review of the county's adopted ordinance, the county addressed all areas of concern that we provided in our initial comment letter (8/17/2017). However, we noted since this previous review that the ordinance now includes a local appeals process in Section 5.3. It would be helpful to understand how the Board of Adjustment (BOA) would proceed with a Buffer Law appeal and how the county would involve the SWCD or other technical experts to assist the BOA in such appeals. If the county has developed any guidance, please share it with us. Again, thank you to your staff for making these changes and working with us through the review and adoption process.

BWSR has completed its final review in conformance with state law and concluded that Aitkin County has adopted an ordinance, titled Aitkin County Buffer Ordinance, that contains adequate provisions for compliance and enforcement of Minn. Stat. §103F.48 (the Buffer Law). Therefore, BWSR is pleased to inform you that Aitkin County is determined to be "With Jurisdiction" in accordance with Minn. Stat. §103F.48 Subd. 1 (j).

Finally, any change to this adopted ordinance must be submitted to BWSR at least 60 days prior to the effective date of the change in accordance with Procedure 9: BWSR's Review of County and Watershed District Buffer Rules, Ordinances and Official Controls. This will ensure that BWSR has adequate time for review and determination of adequacy on any proposed changes.

On behalf of BWSR, I wish to extend our appreciation for the commitment of the County Board of Commissioners and all others associated with the development of this ordinance.

Thank you for your cooperation on this matter. Should you have any questions, please contact Appeals and Regulatory Compliance Coordinator Travis Germundson at (651) 297-4958, or at travis.germundson@state.mn.us.

Sincerely,


David Weirens

Assistant Director Programs and Policy

cc: Jessica Seibert, County Administrator
Terry Neff, Aitkin Environmental Services Director
Steve Hughes, Aitkin SWCD
DNR- Jennifer Shillcox, Dan Petrik, Heidi Lindgren, Patricia Fowler
BWSR: Travis Germundson, Tom Gile, David Leuthe, Erin Loeffler

Bemidji Brainerd Detroit Lakes Duluth Mankato Marshall New Ulm Rochester St. Cloud St. Paul

St. Paul Office

520 Lafayette Road North

St. Paul, MN 55155

Phone: (651) 296-3767

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TTY: (800) 627-3529

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3A

Commissioners,

Here's a summary for your quick reference during the Sheriff's salary discussion tomorrow. Note, this item is for discussion only tomorrow (no action is requested at tomorrow's board meeting). We will request the Board take action on the Sheriff's salary in December at the same time you take action on the other elected officials' 2018 salaries.

2017 Elected Officials Salary Survey:

2017 Elected Officials Pay Scale Comparison --- UPDATED 10/10/2017								
	Attorney	Auditor	Treasurer	Auditor/Treasurer	Sheriff	Recorder	Commissioners	Commissioners per diem
Aitkin	\$116,126.00	\$86,093.00	\$73,952.00	NA	\$98,775.00	\$66,418.00	\$30,253.00	NA
Cass	\$121,035.00	NA	NA	\$90,084.80	\$107,536.00	\$75,400.00	\$25,477.00	NA
Crow Wing	\$121,850.00	NA	NA	\$103,436.00	\$107,210.00	\$98,124.00	\$29,041.00	\$50.00
Kanabec	\$114,849.00	NA	NA	\$93,329.00	\$104,998.00	\$72,550.00	\$21,931.00	NA
Mille Lacs	\$107,265.00	NA	NA	\$89,668.00	\$113,963.00	NA	\$17,305.00	NA
Pine	\$102,000.00	NA	NA	\$90,900.00	\$94,800.00	NA	\$21,844.00	\$100.00
Average (5)	\$113,359.80	\$0.00	\$0.00	\$93,483.56	\$105,701.40	\$82,024.67	\$23,119.60	\$30.00
Carlton	\$110,266.00	NA	NA	\$93,929.00	\$95,625.00	\$86,326.00	\$22,472.00	\$50.00
Itasca	\$124,336.57	NA	NA	\$115,677.06	\$107,690.52	\$71,264.51	\$34,500.00	Additional \$1200.00 for Chair
Average (7)	\$114,485.94	NA	NA	\$96,717.69	\$104,546.07	\$80,732.90	\$24,652.86	NA

*Cass - Auditor/Treasurer is not an elected position. The hourly pay for this position is Grade 40 \$33.18-\$43.31

**Crow Wing no longer has a Auditor/Treasurer & Recorder. These positions have been transitioned under Admin Services & Land Dept.
Auditor/Treasurer Salary = Administration Services Director Salary
Recorder Salary = Land Services Director Salary

Sheriff's survey info, as requested by the personnel committee:

	Years of Service with County		Employees in Sheriff Dept		Payroll			Administration			
	Employed by County	As Elected Sheriff	Full Time	Part Time/ Seasonal/ Other	2018 Salary Increase	Offered cash-in-lieu of health insurance	Sheriff position graded within classification system	Jail Capacity	2017 Revenue	2017 Expenditures	Net 2017
Carlton	28 years	12 years	54	0	3% increase	No	No	48 beds	\$680,209	\$5,826,684	\$5,146,475
Cass	31 years	6 years	69	6	2.5% increase	No	Yes	48 Beds	\$1,298,822	\$6,790,995	\$5,492,173
Crow Wing	30 years	11 years	120	7	NA	No	*Yes	286 Beds	\$4,145,709	\$14,610,075	\$10,464,366
Itasca	6 years	6 years	75	3	NA	No	No	107 beds	\$1,215,259	\$8,820,139	\$7,604,880
Kanabec	22 years	2 years	55	6	***Yes	No	***Yes	42 beds	\$1,465,185	\$5,436,113	\$3,970,928
Mille Lacs	30 years	14 years	81	11	NA	No	****Yes	156 beds	\$1,779,803	\$8,811,394	\$7,031,591
Pine	25 years	2 years	88	7	*****Yes	No	No	131 beds	No reply	No reply	N/A
Aitkin	22 years	12 years	48	9	TBD	No	No	87	\$2,828,789	\$5,243,403	\$2,414,614

*Our elected officials fall in the same grade most of our department heads. IT and HR Directors are one grade lower.

**Same grade as County Coordinator, Health & Human Service Director, Public Works Director. Lower than County Attorney. Higher than County Auditor/Treasurer, County Assessor, IS Director.

***Yes department heads will receive an increase for 2018.

****Yes, the County Sheriff has a position assigned Grade V. This is two grades lower than the County Attorney, one grade lower than the County Administrator, one grade higher than the Community and Veterans Services Director, and two grades higher than the County Engineer.

*****Unknown, however the sheriff receives similar increases to other elected department heads.

Relevant background Info:

- 2018 Aitkin County employee pattern wage settlement: 0% general adjustment, plus one step increase for eligible employees, up to the scale maximum. Step increases average about 2.9%, therefore non-union staff are scheduled to receive a 2.9% increase. Employees with 15 or more years consecutive service will receive a \$575 one-time lump sum payment on 1/1/2018, unless provided otherwise by the union contract.
- All other elected department heads have agreed to the pattern settlement 1/1/2018 = 2.9% salary increase, plus \$575 one-time lump sum for 15+ years exp.
- All employees on the PEIP plan have the option to waive health insurance and receive an annual waiver allowance of \$2,750/year.

Options provided to Sheriff Turner for consideration:

Option A places the Sheriff above the 7-county 2017 average.

Option A –

1/1/2018 2.9% salary increase

1/1/2018 \$575 one-time lump sum payment

1/1/2018 drop Teamsters Health Insurance, switch to PEIP health insurance plan, and elect \$2,750/year taxable cash in lieu Waiver Option

\$99,775.97 (current salary), increased to \$104,965.47 = \$5,189.50 increase, or 5.20% increase. In comparison, all other staff will receive a 2.9% increase, plus select staff will receive a \$575 one-time lump sum for 15+ years experience.

		\$ 98,775.97	
2.90%	\$ 2,864.50	1/1/2018 GA	
	\$ 575.00	1/1/2018 one-time lump sum	
	\$ 2,750.00	waiver dollars	
	\$ 104,965.47		

The 7-county average for 2017 was \$104,546.07. Sheriff Turner asked the personnel committee for \$108,872, or a figure close to that which represents an increase of \$10,096.03, or a 10.22% increase on 1/1/2018.

Option B –

1/1/2018 2.9% salary increase

1/1/2018 \$575 one-time lump sum payment

1/1/2018 Remain on Teamsters Health Insurance Plan (note: employee pays \$225/mo for this coverage in 2018, or \$2,700 per year in premiums)

