

By Commissioner: Napstad

20151124-067

Aitkin County Supports Revised County Program Aid Formula

Affirming Aitkin County's endorsement of the revised County Program Aid formula developed by the Association of Minnesota Counties' County Program Aid Work Group.

WHEREAS, Minnesota's counties are mandated by the state to provide essential services in many program areas including human services, public safety, and transportation; and

WHEREAS, counties depend on County Program Aid ("CPA") for the financial sustainability of these state-mandated, county-administered services; and

WHEREAS, the current structure of the CPA formula, pursuant MS Chapter 447A.0124, creates considerable volatility in the fund's distribution, interfering with counties' abilities to accurately budget for essential services; and

WHEREAS, the current formula's inadequacies have also resulted in the dramatic reduction of funding for one-third of counties, that have lost at least 50 percent of their funding since 2005; and

WHEREAS, despite fluctuations over the past ten years, the state appropriation to the 2015 CPA is equal to the 2005 appropriation making it greatly depressed in terms of inflation; and

WHEREAS, a revised CPA formula in conjunction with additional funding will enable counties to continue to provide quality services that may also translate into reductions in county levies, decreasing the tax burden of Minnesota residents; and

WHEREAS, in October 2014, the Association of Minnesota Counties assembled the CPA Work Group including leadership from twenty counties and representatives from the Metropolitan Inter-County Association and the Minnesota Rural Counties Caucus to analyze and develop a CPA formula that reflects the pressing needs of Minnesota's counties; and

WHEREAS, the CPA Work Group unanimously approved a revised CPA formula that benefits all Minnesota counties by reducing volatility and ensuring a fair distribution of CPA; and

WHEREAS, the Board of Directors of the Association of Minnesota Counties that represents the diverse interests of Minnesota's 87 counties, voted to support the proposed CPA formula revisions; now, therefore,

BE IT RESOLVED, Aitkin County endorses the following revisions to the Minnesota County Program Aid formula:

- A funding increase of \$40 million;
- The creation of a funding floor that guarantees each county \$350,000 in tax base equalization aid ("TBEA");
- Adjustments to the TBEA formula factors to slow down counties' loss of TBEA funding, including: an increase of the per capita factor to \$190 and a decrease of the county adjusted net tax capacity (ANTC) factor to 9 percent;
- The elimination of special funds and transition aid; and
- The creation of a 5% cap on annual CPA losses; ensuring no county will lose more than 5% of its funding each year.

Commissioner Niemi moved the adoption of the resolution and it was declared adopted upon the following vote

FIVE MEMBERS PRESENT

All Members Voted Yes

STATE OF MINNESOTA)
County of Aitkin) ss.
Office of County Auditor,)

I, Kirk Peysar, Auditor, of the County of Aitkin, do hereby certify that I have compared the foregoing with the original resolution filed in my office on the 24th day of November A.D., 2015, and that the same is a true and correct copy of the whole thereof.

WITNESS MY HAND AND SEAL OF OFFICE at Aitkin, Minnesota, this 24th day of November A.D. 2015



KIRK PEYSAR, County Auditor

BY _____, Deputy

By Commissioner: Napstad

20151124-068

All Terrain Vehicle Trail Funding

WHEREAS, Local units of government can apply for State aide for trail development, maintenance, grooming and administration from the Minnesota Department of Natural Resources at the rate of 90% reimbursement of costs of grooming and maintenance, and

WHEREAS, Aitkin County does not have the facilities to maintain the entire trail system in Aitkin County, and

WHEREAS, Clubs wish to contract with the County for maintaining these trails, and

WHEREAS, these trails benefit the recreation, resort, tourism, industry, and economy of Aitkin County,

NOW THEREFORE, BE IT RESOLVED, that the Aitkin County Trail Administrator be authorized to apply for Grants in Aide assistance funds for All Terrain Vehicle Trail maintenance and grooming for the following trail:

Northwoods Regional ATV trail which consists of the following segments: South Soo Line, North Soo Line, Rabey Line, Blind Lake, Redtop, Moose River Connector, Lawler, Blind Lake Connector Trail, Hill City Connector trail and Solana ATV trails.

BE IT FURTHER RESOLVED, that the Aitkin County Trail Administrator be authorized to contract for the development, maintenance and grooming of the aforementioned trails with qualified, interested clubs.

Commissioner Niemi moved the adoption of the resolution and it was declared adopted upon the following vote

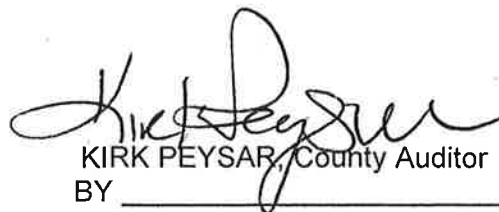
FIVE MEMBERS PRESENT

All Members Voted Yes

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KIRK PEYSAR, County Auditor

BY _____, Deputy

CERTIFIED COPY OF RESOLUTION OF COUNTY BOARD OF AITKIN COUNTY, MINNESOTA

ADOPTED November 24, 2015

By Commissioner: Napstad

20151124-069

Classification of Tax-Forfeited Lands

WHEREAS, MN Statute 282.01 allows the County Board to classify tax-forfeited lands either to be retained in public ownership for public benefits or returned to private ownership, and

WHEREAS, MN Statute 282.01 requires that a public hearing be held to receive comments and recommendations about the pending classifications, and

WHEREAS, the Aitkin County Board of Commissioners held a public hearing for the classification of the following parcels of tax-forfeited lands on November 24th, 2015 at 11:00 AM at the Aitkin County Courthouse.

THEREFORE, the following parcels of Aitkin County Tax-forfeited lands have been classified as required by MN Statute.

Land Classification 2014 & 2015 forfeitures

Pin #	Legal Desc	Sec	Twp	Rge	Classification
46-0-015601	3.20 ac RR ROW in SW-SW	10	52	24	conservation
12-0-004403	E 1/2-E 1/2 of Lot 1	3	52	26	non-conservation
56-1-011100	Plan of Aitkin S 40 ft of W 25 ft of Lots 2 Blk 22	26	47	27	non-conservation
59-1-034900	Rodenberg Plat in Town of McGregor Lot 7 Blk 6	30	48	23	non-conservation
59-1-035000	Rodenberg Plat in Town of McGregor Lot 8 Blk 6	30	48	23	non-conservation
59-1-035100	Rodenberg Plat in Town of McGregor Lot 9 Blk 6	30	48	23	non-conservation
59-1-035200	Rodenberg Plat in Town of McGregor Lot 10 Blk 6	30	48	23	non-conservation
59-1-035300	Rodenberg Plat in Town of McGregor Lot 11 Blk 6	30	48	23	non-conservation
59-1-035400	Rodenberg Plat in Town of McGregor Lot 12 Blk 6	30	48	23	non-conservation
02-1-066401	Plat of Bridge Park - that part of Lot 16 W of hwy, less hwy	9	52	23	non-conservation
11-0-063600	.70 ac of SW-SE in B 119 D P 175	29	45	27	non-conservation
11-1-165700	Canterbury Town - Lot 3 Blk 10	32	45	27	non-conservation
13-0-021902	Part of SE-NW N of RR Tracks	13	43	24	non-conservation
24-0-016400	E 75 ft of W 466.5 ft of N 1/2 of the S 1/2 of SW-NW in B 101 D P 533	8	46	26	non-conservation

24-0-016500	E 100 ft of W 391.5 ft of N 20 rods of S 40 rods of SW-NW lying S of Co Rd 12	8	46	26	non-conservation
24-0-016900	S 20 rods of SW-NW in B 102 D P 523	8	46	26	non-conservation
24-1-087900	Allies South Shore Lot 14	11	46	26	non-conservation
25-0-045701	W 1/2-SE-SW	28	44	23	non-conservation
29-1-121800	Indian Portage Lot 10 Blk 28 less Hwy	20	49	23	non-conservation
50-1-057500	Plat of Bain Lots 1-14 Blk 1	26	50	26	non-conservation
50-1-058900	Plat of Bain Lots 1-18 Blk 2	26	50	26	non-conservation
50-1-060700	Plat of Bain Lots 1-18 Blk 3	26	50	26	non-conservation
50-1-062500	Plat of Bain Lots 1-21 Blk 4	26	50	26	non-conservation
56-1-033600	First Addn to Aitkin Lots 8 and 9 Blk 119	25	47	27	non-conservation
29-1-114600	Indian Portage Lots 12 thru 15 Blk 25	20	49	23	non-conservation
26-0-004400	SW-SW	3	46	23	non-conservation
02-0-019201	S 420 ft of the W 1/2 of Lot 5	10	52	23	non-conservation
57-1-094400	Esther Lange Estates Outlot A	14	52	26	non-conservation
58-1-006600	Plat of McGrath Lot 2 and 3 Blk 6	5	43	23	non-conservation
02-0-020900	60/100 ac of Lot 1	11	52	23	non-conservation
09-0-064201	Part of NE-SE east of Road	34	46	25	non-conservation
12-1-076000	Quadna Mountain View 1st Addition Lot 6 Blk 1	2	52	26	non-conservation
20-1-073200	First Addn to Swatara Lots 5 and 6 Blk 3	19	51	26	non-conservation
29-1-271400	Sheshebe Point 3rd Addn Lot 5 Blk 33	27	49	23	non-conservation
29-1-321800	Sheshebe Point 5th Addn Lot 2 & part vacated McGregor Road and Part Lot 13 and Part vacated trail as in Doc 361329	33	49	23	non-conservation
57-1-019700	Bucks Addn to Hill City Lot 10 Blk 14	14	52	26	non-conservation
60-1-007900	Plat of Palisade Lot 4 Blk 5	22	49	25	non-conservation
60-1-008000	Plat of Palisade Lot 5 Blk 5	22	49	25	non-conservation
60-1-008200	Plat of Palisade Lot 6 Blk 5	22	49	25	non-conservation
57-1-062300	McLains Addn to Hill City Lot 11 Blk 4	14	52	26	non-conservation

Commissioner Niemi moved the adoption of the resolution and it was declared adopted upon the following vote

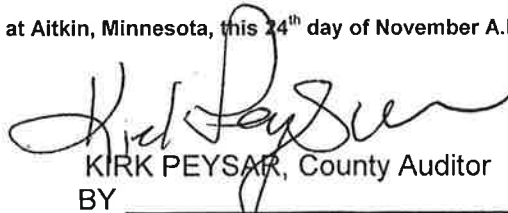
FIVE MEMBERS PRESENT

All Members Voted Yes

STATE OF MINNESOTA)
County of Aitkin) ss.
Office of County Auditor,)

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WITNESS MY HAND AND SEAL OF OFFICE at Aitkin, Minnesota, this 24th day of November A.D. 2015


KIRK PEYSAR, County Auditor
BY _____, Deputy

Market Rate Adjustment, Employee Compensation

WHEREAS,

Aitkin County Personnel Policy Article 4 Section F states that internal compensation relationships as well as market are of interest in establishing wages for employees; and

Aitkin County Personnel Policy Article 4 Section F Subd(1) states that market rate adjustments may be considered when :

A salary range is insufficient to attract qualified candidates for employment; or
A given position deviates from the market rate by a substantial percentage; and

After approximately 16 months of recruitment efforts for the position of Public Health Nurse in the Aitkin County Health and Human Service Department, we were unable to recruit; and

On July 28, 2015 the County Board determined that the position of Public Health Nurse and employment of an employee(s) in said positions who hold public health nurse credentials was necessary for the provision of services to Aitkin County citizens and directed an additional recruitment effort, which was carried out; and

Recruitment efforts were increased and a reasonable number of applications were received; and

The County was able to hire 2 public health nurses per the County Board's direction at a rate of \$60,008; and

Aitkin County's salary range for public health nurses is 52,624 – 78,624 annually (25.30 – 37.80/hr); and

The average salary range for public health nurses employed by public organizations within reasonable traveling distance of Aitkin County is approximately 47,509 – 64,202 annually (22.84 – 30.87/hr), with the highest being 69,597 annually ; and,

The market range for nurses employed by non-profit or private organizations within reasonable traveling distance of Aitkin County is approximately 57,844 – 85,186 / annually plus shift differential pay (27.81 – 40.96/hr + shift diff \$1-2); and

According to the Bureau of Labor Statistics the average nurse salary in the region is between 63,000 - 67,000 (<http://www.bls.gov/oes/current/oes291141.htm>); and

2 existing nursing staff have experience greater than or comparable to the newly hired staff nurses, but are currently compensated at a rate lower than \$60,008.

RESOLVED,

The County Board finds that the salary range for public health nurses employed by Aitkin County is sufficient and competitive in the market for the following reasons:

- At this time, in the current economic environment the market salary for a 1 – 2 year experienced public health nurse for Aitkin County is \$60,008 as evidenced by newly recruited public health nurses, within the existing salary range; and
- The salary scale for public health nurses is at this time, in the current economic environment, competitive as evidenced by the fact that the top end wage for a public health nurse in Aitkin County is greater than other public sector employers within reasonable distance of Aitkin County; and
- Even though Aitkin County's top end wage is somewhat lower than the top end wage of competitive employers, Aitkin County offers a more stable work schedule as a primary employment consideration; and

The County Board makes the following findings related to the placement of individual employees classified as public health nurses:

- The pay ranges for the public health nurse position are competitive given the factors, it is apparent that public health nurses, in the current economic environment can obtain an entry level or minimum experience salary of approximately \$60,008, meaning that the low end of the Aitkin County Salary Schedule may be out of market; and
- It is reasonable to presume that given current market conditions a public health nurse in a public employment environment with a stable schedule and similar benefits can expect to earn up to \$69,597/annual (highest local competitive employer), but that Aitkin County's wage range has a higher maximum; and
- 2 individuals employed by Aitkin County in the classification of public health nurse currently earn less than what may reasonably be expected in the current economic environment for an entry level or minimum experienced public health nurse at a competitive employer; and
- All other individuals employed by Aitkin County in the classification of public health nurse currently earn a wage which is within the Aitkin County pay range for said position, and is reasonably near the maximum rate for the highest local competitive government employer; and
- It is reasonable to place a greater weight upon the maximum salary of the highest local competitive government employer due to the fact that schedule, work assignment, benefits and total compensation are more similar than comparisons to private or non-profit employers, which Aitkin County cannot compete with on an "apples to apples" basis; and

The Aitkin County Board recognizes this circumstance as an infrequent occurrence brought about by increase in demand for skilled nursing and public health nursing services, and makes no guarantee and sets no precedent related to any other classification or employee; and

The County Board sets wages as follows effective October 12, 2015 for the following employees:

Employee #7280 - 60,008/annual
Employee #7273 – 60,008/annual

Commissioner Marcotte moved the adoption of the resolution and it was declared adopted upon the following vote

FIVE MEMBERS PRESENT

(4-1 Westerlund)

STATE OF MINNESOTA)
County of Aitkin) ss.
Office of County Auditor,)

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KIRK PEYSAR, County Auditor

BY _____, Deputy