



Aitkin
County

Board of County Commissioners Agenda Request

5K
Agenda Item #

Requested Meeting Date: January 8, 2019

Title of Item: Undersheriff Leave of Absence

<input type="checkbox"/> REGULAR AGENDA <input checked="" type="checkbox"/> CONSENT AGENDA <input type="checkbox"/> INFORMATION ONLY	Action Requested: <input type="checkbox"/> Approve/Deny Motion <input checked="" type="checkbox"/> Adopt Resolution (attach draft) <small><i>*provide copy of hearing notice that was published</i></small>	<input type="checkbox"/> Direction Requested <input type="checkbox"/> Discussion Item <input type="checkbox"/> Hold Public Hearing*
Submitted by: Jessica Seibert		Department: Administration
Presenter (Name and Title):		Estimated Time Needed:
Summary of Issue: Please see the attached resolution.		
Alternatives, Options, Effects on Others/Comments:		
Recommended Action/Motion: Adopt resolution.		
Financial Impact: Is there a cost associated with this request? <input type="checkbox"/> Yes <input type="checkbox"/> No What is the total cost, with tax and shipping? \$ Is this budgeted? <input type="checkbox"/> Yes <input type="checkbox"/> No <i>Please Explain:</i>		

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

ADOPTED January 8, 2019

By Commissioner: xx

20190108-0xx

Undersheriff Leave of Absence

WHEREAS, Ms. Heidi A. Lenk is appointed as Aitkin County Undersheriff, effective January 7, 2019, with a starting annual salary of \$90,043.20. The Undersheriff position is covered under the Teamsters Supervisory Unit collective bargaining agreement, and

WHEREAS, Ms. Lenk is being promoted from the position of Patrol Sergeant at Grade 9, Step N, \$36.40 per hour. The Patrol Sergeant position is covered under the Teamsters Licensed Essential Unit collective bargaining agreement, which reads in Article 5, Section (G) of the 2019-2020 Agreement as follows:

(G) Any employee who is appointed to the position of Undersheriff is entitled to a leave of absence without pay for up to 10 years and their accrued vacation, personal leave, and sick leave will be carried forward with them to the supervisory unit.

WHEREAS, the Aitkin County Board hereby grants Ms. Lenk a 10 year leave of absence from her Patrol Sergeant position, covered under the Teamsters Licensed Essential Unit collective bargaining agreement. Her leave of absence period will start on January 7, 2019, and will expire on January 6, 2029, end of day, and

WHEREAS, at any time prior to expiration of the 10 year leave of absence period, Ms. Lenk has the right to revert back to the Teamsters Licensed Essential Unit and her accrued vacation, personal leave, and sick leave hours will be carried back with her to the Teamsters Licensed Essential Unit. She can revert back when there is a vacancy, or when there is no vacancy by bumping a less senior member of the bargaining unit, and

WHEREAS, reverting back to her former Patrol Sergeant position is contingent upon her having more total seniority in the licensed essential bargaining unit than the least senior incumbent who is working in the Patrol Sergeant position at the time. (Union seniority is tracked based on total time spent in the bargaining unit. It is not tracked based on time spent in a particular position.) Ms. Lenk's total seniority in the Teamsters Licensed Essential Unit from 8/7/1995 through 1/6/2019 is 23 years, 3 months, 28 days. If she does not have more seniority than the least senior Patrol Sergeant, the union and employer agree that she can bump the least senior Deputy Sheriff in the bargaining unit.

THEREFORE BE IT RESOLVED, the Aitkin County Board of Commissioners approve of Ms. Heidi A. Lenk's leave of absence as outlined above.

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

FIVE MEMBERS PRESENT

All Members Voting Yes

STATE OF MINNESOTA}
COUNTY OF AITKIN}

I, Jessica Seibert, County Administrator, Aitkin County, Minnesota do hereby certify that I have compared the foregoing with the original resolution filed in the Administration Office of Aitkin County in Aitkin, Minnesota as stated in the minutes of the proceedings of said Board on the 8th day of January 2019, and that the same is a true and correct copy of the whole thereof.

Witness my hand and seal this 8th day of January 2019

Jessica Seibert
County Administrator