**Wednesday March 20th 1:00PM**

**Cass County Courthouse 211 9 St S, Fargo, ND Conference Room**

Virtual Option Microsoft Teams meeting

Virtual: [Click here to join the meeting](https://teams.microsoft.com/l/meetup-join/19%3ameeting_ZGRlYmJkYTItZjM5MC00N2YwLTgyNDAtNzJiZTQ0NDgyYmZi%40thread.v2/0?context=%7b%22Tid%22%3a%22a6abdc2f-f188-4dd8-9960-394975250edb%22%2c%22Oid%22%3a%221a9ccb53-1ed2-4bc2-b6d4-add6dc282a2b%22%7d) ID: Meeting ID: 237 839 267 612 Code: GN5Vhv

**Telephone:** [+1 701-526-4298](tel:+17015264298,,412663250# ) Conference ID: 330 804 829#

**AGENDA**

1. Approval of Agenda
2. Approval of Minutes from February 7th meeting
3. 2024 Year to Date Budget
4. Motion from Personnel/Executive Committee to be approved by Budget and Finance

**Motions**: 3 recommendations forward as result of market survey:

1. 3% increase to communication operator wage, effective January 1st, 2024
   1. **Motion to approve what was recommended by Personnel Committee made by Jahner, second by Voxland.** **All in favor, motion passes.** Chief Monroe abstained due to conflict of interest.
2. 401k employer/employee contribution to start at time of hire (entry quarterly) with graduated vesting of 50% for first year and 100% at two years.
   1. **Motion to approve what has been recommended by Personnel Committee made by Jahner, second by Meyer. All in favor, passed**. Chief Monroe abstained due to conflict of interest.
3. Retention bonus of $100/month employed in 2023 for non-probationary employees, part time employees to receive pro-rated bonus. Effective for employees employed on April 1st, 2024. Total cost is less than $35,000.
   1. **Motion to approve retention bonuses as recommended made by Jahner, second by Binfet. All in favor, approved.** Chief Monroe abstained due to conflict of interest.
4. Other Business

Next Meeting: Budget and Finance Committee April 10th