

MINUTES
October 18th, 2018
1:30 P.M.
Special Board Meeting-ND PISB Office
Bismarck, ND

1. The meeting was called to order at 1:34 P.M. Executive Committee members present: Nancy Miller, Mike Wetsch, and Randy Ziegler in place of Chairman Mike Stensrud who was unable to attend. Executive Committee members absent: Mike Stensrud. Others present: Executive Director John J. Shorey III.
2. Executive Director Shorey presented his proposal for the Board's long-term personnel issues: For the Executive Director position to become full-time with an average of 40 hours per week, with flexibility to when the hours were worked. An increase in pay commensurate with the duties and responsibilities of the position. In addition; for the Board to create an unpaid internship program and utilize Mary Swanson on an as-needed basis to be determined by the Executive Director. Executive Director Shorey advised when he discussed this option with Mary, she was agreeable, but requested a pay increase from \$14.50 to \$15.00 an hour. Executive Director Shorey advised the minimum salary he would be willing to take for the Executive Director position on a full-time basis would be \$55,000 not including any benefits. Executive Director Shorey advised he inquired with the State of North Dakota on what the costs would be to offer the Executive Director of the Board "state benefits" and the total cost per year would be approximately \$20,000 a year. Executive Director Shorey advised he understood this may not be an option for the board financially, however, absent benefits offered he would request the Board to consider an increase in the salary beyond \$55,000 to offset not receiving benefits. There was discussion on vacation and sick leave if the Executive Director Position became full-time. Mike Wetsch suggested that no set vacation and/or sick hours/day be set, and the Executive Director take time off as needed. Mike commented studies completed showed employees took less time off under these conditions. Executive Committee members and Executive Director Shorey commented they liked that policy, and that the Board could monitor any issues if implemented. Executive Director Shorey requested if the Board were to implement his proposal, that they consider the pay increase retroactive from October 2018.
3. The Executive Committee requested that Executive Director Shorey touch base with Chairman Stensrud about what was discussed and to also put his proposal in a written format to present to the full Board at the next regular meeting.
4. The meeting adjourned at 2:01 P.M.


Chairman

11/27/18
Date


NDPISB Executive Director

11/27/18
Date