

SUPPLEMENT TO SPECIAL MEETING MINUTES OF FEBRUARY 7, 2017

COUNTY ADMINISTRATOR INTERVIEW FOLLOW-UP DISCUSSION

These supplemental minutes reflect the conversation of Cass County Commissioners at the close of the interviews and are responsive to the action required in Attorney General opinion N.D.A.G. 2017-O-04.

Mr. Peterson said he believes the top two candidates are Mr. Wagner and Mr. Benson. Mr. Peterson knows Mr. Wagner personally and is aware of his passion for Cass County and his strong work ethic. As a former Cass County Commissioner he also has extensive experience in county government and with the legislature.

Mr. Peterson said Mr. Benson has worked very closely with the FM Diversion Project thus far, and Mr. Peterson is wary of losing him from his current position.

Mr. Bennett said he believes the top two candidates are Mr. Benson and Mr. Wilson, and as Mr. Benson is an internal candidate he should be given preference. Mr. Wilson seems to have high career aspirations and may not stay at the county for an extended period of time. He may also not want to move his family from his current city.

Mrs. Scherling said she believes Mr. Benson and Mr. Wilson are the top two candidates also. Mrs. Scherling said Mr. Benson's public speaking skills are not as polished as Mr. Wilson's and Mr. Wilson's experience in the media would be a very positive asset. Mr. Wilson also had a very positive attitude and may bring a fresh perspective to the county.

Mr. Vanyo said he spoke with one of Mr. Benson's military supervisors and the supervisor spoke very highly of Mr. Benson. The supervisor said Mr. Benson is highly respected and well-trusted, supervises many people in the military, and has a very high level of integrity.

Mr. Vanyo said he also spoke with Mr. Wilson's current supervisor and she had only positive things to say about him and that he is highly qualified for the position. Mr. Wilson also made clear that he and his family are ready and willing to move to the area.

Mr. Vanyo said both candidates are qualified for the position.

Mr. Peterson said it appears that Mr. Wilson is the favorite candidate. Mr. Peterson said Mr. Vanyo and HR Director Cindy Stoick should make an offer to Mr. Wilson for a negotiable salary range of \$102,000 to \$110,000 per year. If Mr. Wilson insists on a salary over \$110,000 the position will be offered to Mr. Benson. The offer should be contingent on a favorable background check.

Mr. Bennett said he does not think the County Administrator should make a smaller salary than those he is supervising. Mr. Rasmussen agreed.

Mrs. Stoick said the County Administrator is in the E83 band of the pay scale, which has a salary range of \$87,362 to \$131,028.

Mr. Steen said he supports Mr. Peterson's suggestion of offering the position to Mr. Wilson contingent on a background check, for a salary not to exceed \$110,000 per year.

Mr. Steen left for the remainder of the meeting.

Mr. Bennett said he believes background checks should be run on Mr. Benson and Mr. Wilson and this committee should reconvene at a later time to go over the background checks and make a final decision.

Mr. Peterson said it has been extremely difficult to find meeting times where all commissioners are able to be present; he prefers to make the decision at this time.

Mr. Peterson said as Mr. Wilson will be a new employee he should not begin at the top of the salary range. Perhaps after one year his salary could be increased.

Mrs. Stoick said the offer could be made to Mr. Wilson with a probationary period of one year. After one year the commission may vote to increase his salary based upon positive performance.

Mr. Rasmussen said he is in favor of a one-year probationary period with the option of increasing Mr. Wilson's salary at that time.

ATTEST:

APPROVED:

Michael Montplaisir – Auditor
Cass County, North Dakota

Chad M. Peterson, Chairman
Cass County Board of Commissioners