

AMENDED ITEMS—OCTOBER 19, 2015

REGULAR AGENDA:

**4b. Request for employee to use additional family medical leave**

SUGGESTED MOTION:

Move to approve an exception from the policy for a Social Service employee to use available sick leave hours along with 5.58 hours of donated leave to tend to a family member's serious medical issues.

**5b. Comment letter to Minnesota DNR**

SUGGESTED MOTION:

Move to authorize the chairman to sign a comment letter to the Minnesota DNR regarding the draft EIS for the diversion project.

October 14, 2015

RECEIVED

OCT 15 2015

TO: Cass County Commission

FROM: Chip Ammerman

RE: County Employee request exception to the Family Sick Leave Policy

CASS COUNTY COMMISSION

A Cass County Social Service Employee has been out of the office for two weeks due to her need to attend to her husband that was in a critical accident. The employee has been out of the office since September 28 as she needed to be present to make decision on his short term and long term medical care and was out of town in order to accomplish these responsibilities. The situation meets the criteria outlined in Cass County Personnel Policy Manual 6.02 in that she meets the employment time requirements, that it is to care for an immediate family member with a serious health condition and that the person being cared for is her spouse.

The reason for the request is in relation to the limitation of using 40 hours of Sick Leave to care for a family member. This employee has been employed for one year. This employee has not had a history of extensive use of her annual leave in the past. From August 6- August 17 was gone due to her husband being involved in an accident that has continued until recently when she was needed for the short and long term medical decisions and addressing these needs. This employee is out of annual leave and has maximized the 40 hours of Family Sick Leave. This employee has a balance of Sick Leave available of 74.71 hours. The employee is unable to access this leave amount, cannot use donated leave as this is only used for an employee's leave, thus will be required to use Leave without Pay for 80.29 hours.

**Suggested Motion:**

Move to approve the exception for the Social Service employee to use her available sick leave hours along with 5.58 hours of donated leave to tend to a family member's serious medical issues.

October 19, 2015

Jill Townley, Project Manager  
Environmental Policy and Review Unit, Box 25  
Ecological and Water Resources Division, DNR  
500 Lafayette Road  
St. Paul, MN 55155-4025

Dear Ms. Townley:

I am writing to comment on the draft environmental impact statement (DEIS) for the proposed Fargo-Moorhead Flood Risk Management Project. I would like to thank the Minnesota Department of Natural Resources for your work on the DEIS. The Cass County Commission strongly supports the FM Diversion project as proposed.

The Richland Wilkin JPA is now arguing in court that the Minnesota alignment actually should have been selected, and has implied that the MDNR supports that position. What exactly is the MDNR's position on whether the Minnesota alignment should now be substituted for the North Dakota alignment of the channel?

The option of a Minnesota alignment was reviewed early on in the project development and ruled out because it couldn't meet the project purpose and need. Specifically it didn't provide any flood risk reduction to the thousands of Cass County citizens who are regularly flooded from the Sheyenne, Maple, and Rush Rivers. We urge the DNR not to waste resources studying an option that has already been thoroughly studied and cannot meet the project purpose and need.

If you have any questions, please direct them to:

Keith Berndt  
Cass County Administrator

Sincerely,

Chad Peterson, Chairman  
Cass County Commission