

**Date:** October 1, 2025

**Location:** HRECC Director's Office

**Time:** 1000

## **Attendance**

- Ande Banks, Casey Armstrong, Ben Zimmerman, Chad Siever, Joe Mullens

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### **1. Call to Order**

- The meeting was called to order by Ande Banks.

### **2. Approval of Minutes**

- Previous meeting minutes were presented.
- *Motion:* Approval of the minutes.
  - **Moved by:** Ande Banks
  - **Seconded by:** Casey Armstrong
  - **Motion passed** without objections.

### **3. Financial Report**

- Ben Zimmerman presented the financial report, highlighting projections and the budget for the ECC and CAD systems.

### **4. Unfinished Business**

- **Contract Staffing:** Discussion on contract employees and their schedules.
  - *Motion:* Approval to empower the interim director to seek four additional positions under the existing contract.
    - **Moved by:** Ande Banks
    - **Seconded by:** Casey Armstrong
    - **Motion passed** unanimously.

### **5. New Business**

- **Retention Bonuses:**
  - Discussion regarding a \$2,500 bonus recommendation from HR for full-time employees.

- Considerations included budgetary impacts and eligibility based on HR policies
- *Motion:* Approval of retention bonuses as presented by the interim director.
  - **Moved by:** Ande Banks
  - **Seconded by:** Casey Armstrong
  - **Motion passed** unanimously
- **Overtime Policy:**
  - Discussion on the implications and management of overtime for contracted employees. Options for limiting overtime were considered to ease the burden on full-time staff

## 6. Adjournment

- Speaker 3, Casey Armstrong, proposed adjournment.
  - *Motion:* To adjourn the meeting.
    - **Moved by:** Casey Armstrong
    - **Seconded by:** Ande Banks
    - **Motion passed** unanimously

**Meeting Adjourned at:** 1124

**Minutes prepared by:** Ben Zimmerman

**Date of next meeting:** October 23, 2025