

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