

Notice & Agenda

Swift County Board of Commissioners

Tuesday, October 17, 2017

9:00 AM

Benson City Council Chambers – 1410 Kansas Ave, Benson, MN

If you need any type of accommodation to participate in this meeting, please contact the County Administrator at 320-314-8399 at least 48 hours prior to the meeting. Times are only estimates and items may be taken out of order.

<u>Time</u>	<u>Reference</u>	<u>Item</u>
9:00 a.m.		Call to Order and Roll Call
9:01 a.m.		Approve Agenda
9:02 a.m.		Consent Agenda
	1-3	(1) Minutes from the October 3, 2017 Meeting
	4-5	(2) Consider approving the final payment resolution for 2017 Gravel Processing
	6-7	(3) Consider giving consent for the Swift County HRA to apply a special assessment to the property at 235 East Rooney Avenue, Appleton, MN
	8-9	(4) Consider giving consent for the Swift County HRA to apply a special assessment to the property at 315 Clara Avenue, Murdock, MN
	10	(5) Consider approval to purchase millings from contractor from CSAH #6 milling/overlay project in the amount of \$15,435.00
9:04 a.m.		Consider Approval of Commissioner warrants and review Auditor warrants
9:05 a.m.		Commissioner and Board reports
9:35 a.m.		County Administrator Report
9:36 a.m.		Citizens Comments
9:45 a.m.		Catie Lee, Human Services
	11-14	Department Update
10:10 a.m.		Kim Saterbak, Auditor
	15-17	Consider approving the purchase of a tax-forfeited property by Camp Lake Township
10:15 a.m.		Other Business
	18-20	Discussion to approve sending updated HRA/RDA job description to Springsted Hospital Discussion
11:00 a.m.		Recess (Lunch)
12:00 p.m.		Road Tour

SWIFT COUNTY BOARD MINUTES

October 3, 2017

Chairman Rudningen called the meeting to order at 9:4 AM with all members present. Also present: County Administrator Kelsey Baker, Parks Drainage and Wetlands Supervisor Mike Johnson, County Assessor Wayne Knutson, County Auditor Kim Saterbak and Amanda Ness.

Chairman Rudningen asked if there were any changes or additions to the agenda. Administrator Baker requested the addition of the Final 2018 Ditch Assessments to the Consent Agenda and Commissioner Hendrickx requested the addition of a Ditch Discussion after Citizens Comments. There were no other additions or changes.

10-03-17-01 Commissioner Hendrickx moved and Commissioner P. Peterson seconded to approve the agenda as amended. Motion carried unanimously.

10-03-17-02 Commissioner Hendrickx moved and Commissioner Fox seconded to approve the Consent Agenda items: (1) Approval of Minutes from the September 19, 2017 Regular Meeting, (2) Approval of the Minutes from the September 25, 2017 Emergency Meeting, (3) Approval of a change in classification type from taxable to exempt for Swift County Benson Clinic, (4) Approval to authorize the Auditor to sign the Snowmobile Maintenance Grant Agreement, (5) Approval of the 2017 adjusted Woodland Centers Contract, and (6) Approval of the 2018 Final Ditch Assessments. Motion carried unanimously.

10-03-17-03 Commissioner Fox moved and Commissioner E. Pederson seconded to approve the Commissioner warrants as follows: Revenue: \$234,513.62; Solid Waste: \$21,415.97; Road and Bridge: \$150,239.17; County Ditches: \$10,376.00; Human Services, \$91.26; County Health Insurance, \$872.00 which includes the following bills over \$2,000: Ascheman oil, \$3,138.38; Central Unified Technology, \$4,200.00; City of St Cloud Cashier, \$6,827.43; CNH, \$34,741.63; Commerford Gravel, Inc., \$9,976.00; Dooley Petroleum, Inc., \$15,679.76; Esri, \$2,600.00; Geyer Recycling, \$5,862.50; Institute for Environmental Assessment, \$8,788.50; Johnson Feed, Inc., \$2,247.25; Thomas A. Jones, \$3,100.00; Knife River Midwest, LLC, \$100,322.68; Simplex Grinnell, \$4,603.40; Soil Conservation Office, \$17,375.00; Sussner Construction, Inc., \$118,227.50; Swift County Human Services, \$7,022.00; Traffic Marking Service, Inc., \$14,559.76; TrueNorth Steel, \$7,728.80; Waste Management Of Northern Minnesota, \$12,551.95; and Yellow Medicine County Jail, \$5,947.74. Motion carried unanimously.

Board and Committee Reports were given as follows: Commissioner E. Pederson reported on Joint Ditch #9, DAC, Historical Society Annual Meeting, Emergency Board Meeting, RDA Loan Committee, and Fair board Appreciation Dinner. Commissioner Fox reported on Joint Ditch #9, Hospital Finance Committee, Woodland Centers, Southern Prairie Community Care, and Chippewa River Watershed District. Commissioner Gary Hendrickx reported on Upper Minnesota Valley Rural Development Commission, Emergency Board Meeting, AMC, Prairie Waters Tourism, and AMC Futures. Commissioner P. Peterson reported on Countryside Public Health Building Committee, Courthouse Building Committee, Phase II Building Committee, Emergency Board Meeting, HRA, and Fair board Appreciation Dinner. Chairman Rudningen reported on Prairie Lakes Youth, Countryside Public Health Building Committee, Courthouse Building Committee, and Emergency Services Radio Board.

Administrator Baker reported on the Courthouse Building, Countryside Public Health Building, and Phase II updates, Enhancing the Organization Committee, Health Insurance Committee, CCO position openings, Parks and Drainage position opening, Administrator Schedule update, October 17th Road Tour reminder, October 25th Leadership Series reminder, and introduction of Child Welfare Social Worker Heather Tusberg.

Chairman Rudningen asked for citizens comments. There were none.

A lengthy discussion was held with Parks Drainage and Wetlands Supervisor Mike Johnson concerning ditches.

County Engineer Andy Sander requested approval of the annual weed spraying of a portion of the roadside ditches.

10-03-17-04 Commissioner P. Peterson moved and Commissioner Fox seconded to approve the annual weed spraying by Holmgren Roadside Spraying, LLC for \$20,640.00. Motion carried unanimously.

Environmental Services Director Scott Collins and HRA Director Vicki Syverson requested approval of the Minnesota Clean Water Partnership (CWP) Nonpoint Source Pollution Project.

10-03-17-05 Commissioner Hendrickx moved and Commissioner P. Peterson seconded to approve the CWP Project. Motion carried unanimously.

The board recessed for a short break at 10:15 AM.

The board reconvened at 10:20 AM.

Administrator Baker requested approval to move Chelsey Bagent from the GIS Specialist position to GIS Coordinator.

10-03-17-06 Commissioner Hendrickx moved and Commissioner P. Peterson seconded to approve moving positions. Motion carried unanimously.

Administrator Baker, Human Services Director Catie Lee, and Benson Public Schools Community Education Director Shelly Vergin requested approval of adjusting the Daycare Loan requirements to a simple grant.

10-03-17-07 Commissioner Fox moved and Commissioner Hendrickx seconded to approve amending the Daycare Loan language to include a grant option for entities that are prohibited by state or federal law from taking out a loan without a voter referendum. Motion carried unanimously.

10-03-17-08 Commissioner Hendrickx moved and Commissioner Fox seconded to accept the previously approved loan requests by the City of Appleton and the Benson Public Schools as grant requests. Motion carried unanimously.

Emergency Manager Bill McGearry and County Assessor Wayne Knutson explained the local disaster abatement process.

10-03-17-09 Commissioner P. Peterson moved and Commissioner E. Pederson seconded to adjourn. Motion carried unanimously.

Meeting adjourned at 10:42 AM.

WITNESSED:

Eric Rudningen, Chair

ATTEST:

Kelsey Baker, County Administrator

DRAFT



Request for Board Action

BOARD MEETING DATE:
October 17, 2017

Commissioner's Report

Department Information

ORIGINATING DEPARTMENT: Highway	REQUESTOR: Andrew Sander	REQUESTOR PHONE: (320) 842-5251
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Agenda Item Details

BRIEF DESCRIPTION OF YOUR REQUEST: Approval of final payment resolution for 2017 Gravel Processing.	
AGENDA YOU ARE REQUESTING TIME ON: October 17th 2017	ARE YOU SEEKING APPROVAL OF A CONTRACT? No
IS THIS MANDATED? Yes	EXPLANATION OF MANDATE: Statute
BACKGROUND/JUSTIFICATION: Gravel Processing has been satisfactorily completed.	
PREVIOUS ACTION ON REQUEST / OTHER PARTIES INVOLVED? None	

Budget Information

FUNDING: Budgeted, County Funding
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Review/Recommendation

COUNTY ATTORNEY: Danielle Olson	COUNTY ADMINISTRATOR: Kelsey Baker
RECOMMENDATIONS:	RECOMMENDATIONS:
COMMENTS:	COMMENTS:

Board Action

Motions ___ J Fox ___ G Hendrickx ___ E Pederson ___ P Peterson ___ E Rudningen	
Action	Vote

**RESOLUTION TO APPROVE FINAL PAYMENT
FOR 2017 GRAVEL PROCESSING**

Motion by Commissioner _____ Seconded by Commissioner _____

WHEREAS, County-wide gravel processing has in all things been completed for the year 2017 and the County Board being fully advised in the premises.

NOW THEN BE IT RESOLVED, that the Board hereby accepts said completed project for and in behalf of the County of Swift and authorizes final payment in the amount of \$6,091.09 to Wm. D. Scepaniak, Inc., for the final contract amount of \$121,821.83.

Dated at Benson, Minnesota this 17th day of October, 2017.

Swift County Board of Commissioners

Eric Rudningen, Chairman

ATTEST:

Kelsey Baker - Clerk of the Board

Fox ___
P. Peterson ___

Hendrickx ___
Rudningen ___

E. Pederson ___



Request for Board Action

BOARD MEETING DATE:
October 17, 2017

Commissioner's Report

Department Information

ORIGINATING DEPARTMENT: Swift County HRA	REQUESTOR: Vicki Syverson	REQUESTOR PHONE: 320-843-4676
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Agenda Item Details

BRIEF DESCRIPTION OF YOUR REQUEST: Consider giving consent for the Swift County HRA to apply a special assessment to the property at 235 East Rooney Avenue, Appleton MN.	
AGENDA YOU ARE REQUESTING TIME ON: Consent Agenda	ARE YOU SEEKING APPROVAL OF A CONTRACT? no
IS THIS MANDATED? no	EXPLANATION OF MANDATE: NA
BACKGROUND/JUSTIFICATION: Swift County HRA is asking to apply a special assessment to the property at 235 East Rooney Avenue, Appleton MN for homeowner's match for an Appleton Small City Grant.	
PREVIOUS ACTION ON REQUEST / OTHER PARTIES INVOLVED? no	

Budget Information

FUNDING: \$6,053 by Swift County HRA

Review/Recommendation

COUNTY ATTORNEY: Danielle Olson	COUNTY ADMINISTRATOR:
RECOMMENDATIONS: Was not submitted for review	RECOMMENDATIONS: Approve
COMMENTS: n/a	COMMENTS: n/a

RESOLUTION

**CONSENT FOR THE SWIFT COUNTY HRA TO APPLY A
SPECIAL ASSESSMENT ON CERTAIN PROPERTY**

Motion by Commissioner _____ Seconded by Commissioner _____

WHEREAS, the Swift County HRA desires to make an revolving loan to make repairs at 235 East Rooney, Appleton, MN and

WHEREAS, the property owner has not been able to obtain financing for the project from other possible lenders.

BE IT RESOLVED, that the Swift County Board of Commissioners consents to the Swift County HRA applying a \$6,053.00 special assessment to the property at 235 East Rooney Ave, Appleton, MN with a parcel number 22-0461-000 in the name of Swift County.

Adopted on a _____ vote by the Swift County Board of County Commissioners
October 17, 2017.

Swift County Board of Commissioners

Eric Rudningen, Chairman

ATTEST:

Kelsey Baker - Clerk of the Board

Fox _____
P. Peterson _____

Hendrickx _____
Rudningen _____

E. Pederson _____



Request for Board Action

BOARD MEETING DATE:
October 17, 2017

Commissioner's Report

Department Information

ORIGINATING DEPARTMENT: Swift County HRA	REQUESTOR: Vicki Syverson	REQUESTOR PHONE: 320-843-4676
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Agenda Item Details

BRIEF DESCRIPTION OF YOUR REQUEST: Consider giving consent for the Swift County HRA to apply a special assessment to the property at 315 Clara Avenue, Murdock MN.	
AGENDA YOU ARE REQUESTING TIME ON: Consent Agenda	ARE YOU SEEKING APPROVAL OF A CONTRACT? no
IS THIS MANDATED? no	EXPLANATION OF MANDATE: NA
BACKGROUND/JUSTIFICATION: Swift County HRA is asking to apply a special assessment to the property at 315 Clara Avenue, Murdock MN for homeowner's match for a Murdock Small City Grant.	
PREVIOUS ACTION ON REQUEST / OTHER PARTIES INVOLVED? no	

Budget Information

FUNDING: \$6,250 by Swift County HRA

Review/Recommendation

COUNTY ATTORNEY: Danielle Olson	COUNTY ADMINISTRATOR:
RECOMMENDATIONS: Was not submitted for review	RECOMMENDATIONS: Approve
COMMENTS: n/a	COMMENTS: n/a

RESOLUTION

**CONSENT FOR THE SWIFT COUNTY HRA TO APPLY A
SPECIAL ASSESSMENT ON CERTAIN PROPERTY**

Motion by Commissioner _____ Seconded by Commissioner _____

WHEREAS, the Swift County HRA desires to make an revolving loan to make repairs at 315 Clara Avenue, Murdock, MN and

WHEREAS, the property owner has not been able to obtain financing for the project from other possible lenders.

BE IT RESOLVED, that the Swift County Board of Commissioners consents to the Swift County HRA applying a \$6,250 special assessment to the property at 315 Clara Avenue, Murdock, MN with a parcel number 290025-000 in the name of Swift County.

Adopted on a _____ vote by the Swift County Board of County Commissioners
October 17 , 2017.

Swift County Board of Commissioners

Eric Rudningen, Chairman

ATTEST:

Kelsey Baker - Clerk of the Board

Fox _____
P. Peterson _____

Hendrickx _____
Rudningen _____

E. Pederson _____



Request for Board Action

BOARD MEETING DATE:
October 17, 2017

Commissioner's Report

Department Information

ORIGINATING DEPARTMENT: Highway	REQUESTOR: Andrew Sander	REQUESTOR PHONE: (320) 842-5251
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Agenda Item Details

BRIEF DESCRIPTION OF YOUR REQUEST: Approval to purchase millings from contractor from CSAH #6 milling/overlay project in the amount of \$15,435.00. Per contract, excess millings are property of the contractor.	
AGENDA YOU ARE REQUESTING TIME ON: October 17th 2017	ARE YOU SEEKING APPROVAL OF A CONTRACT? No
IS THIS MANDATED? No	EXPLANATION OF MANDATE: County Purchasing & Contract Protocol Sec. 502.405
BACKGROUND/JUSTIFICATION: While this particular item is not identified in the budget, we have ample funds available in our gravel processing budget to pay for this item. The product will be used for shouldering, etc. on the county road system. If approved, we request to pay for this on 10/31 Auditor's warrants.	
PREVIOUS ACTION ON REQUEST / OTHER PARTIES INVOLVED? None	

Budget Information

FUNDING: Funds available in budget; no additional County funding is requested.
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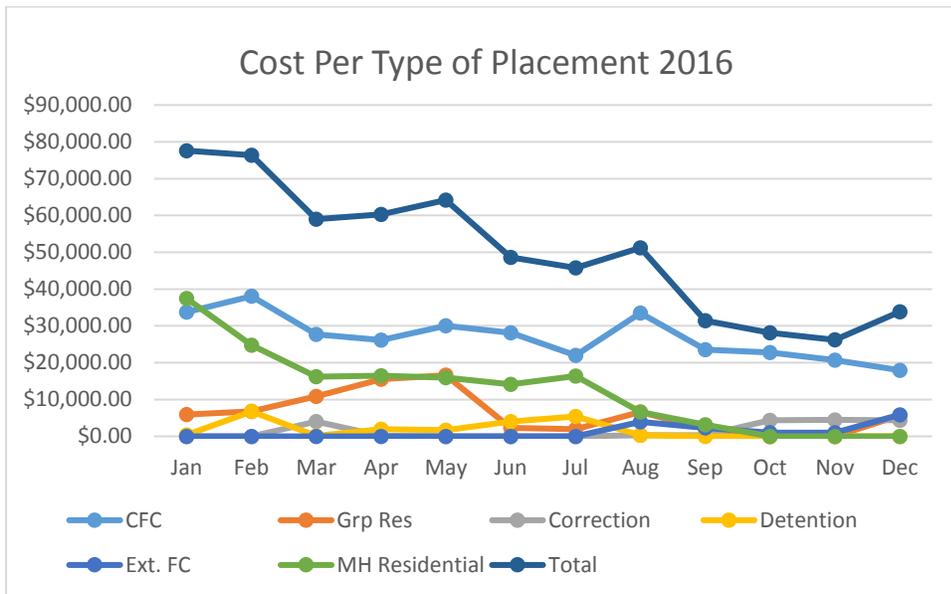
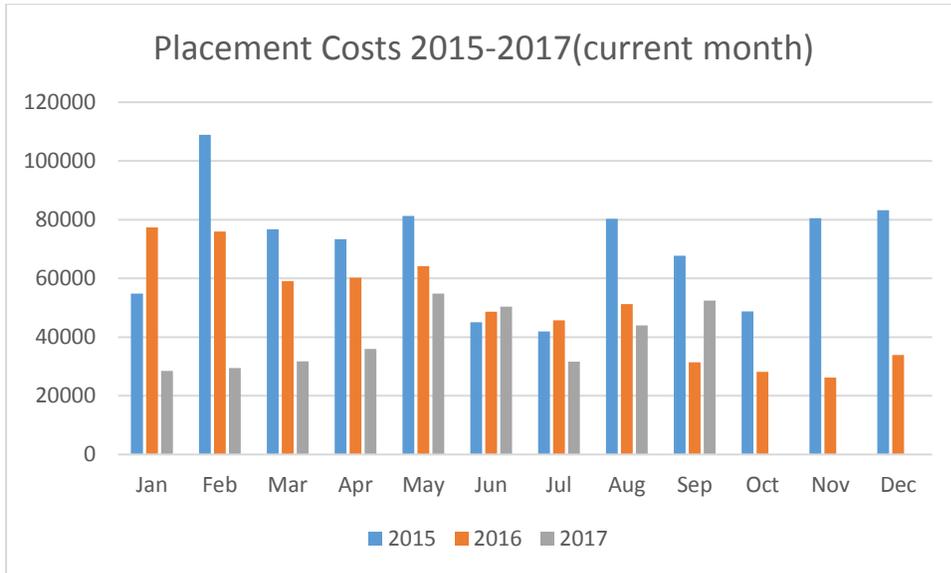
Review/Recommendation

COUNTY ATTORNEY: Danielle Olson	COUNTY ADMINISTRATOR: Kelsey Baker
RECOMMENDATIONS:	RECOMMENDATIONS:
COMMENTS:	COMMENTS:

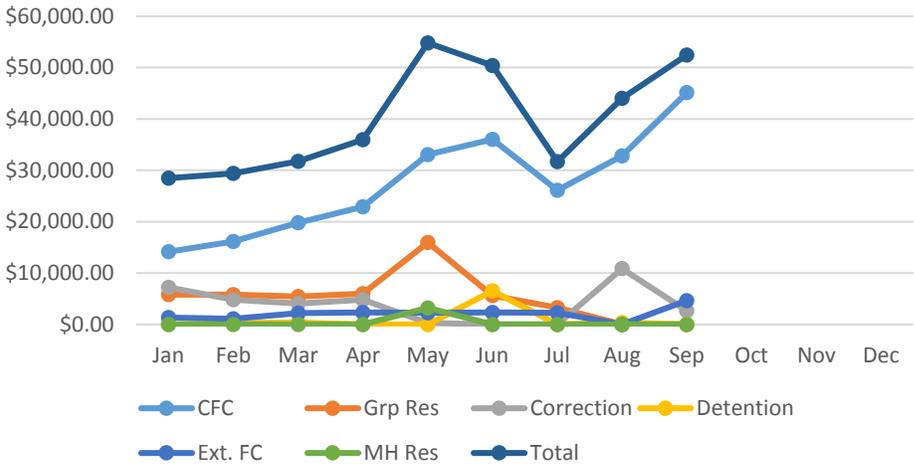
Board Action

Motions ___ J Fox ___ G Hendrickx ___ E Pederson ___ P Peterson ___ E Rudningen
Action Vote

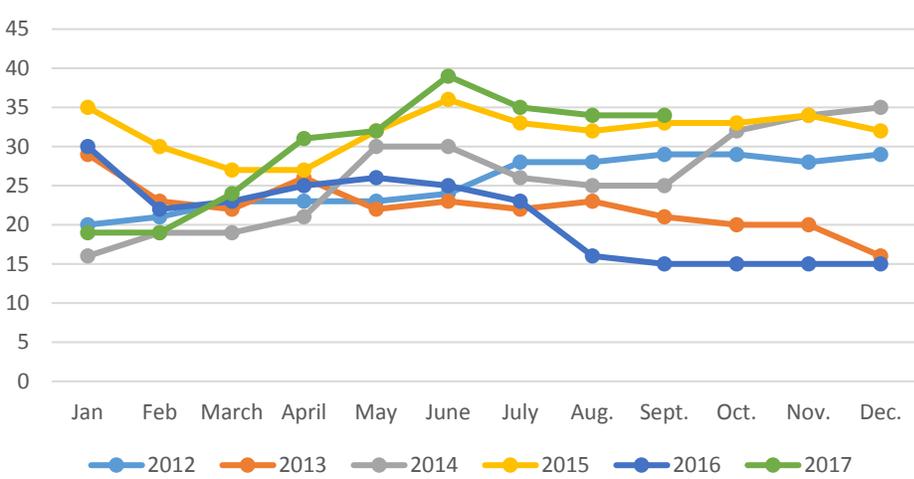
Out of Home Placement Data 1/2012-9/2017

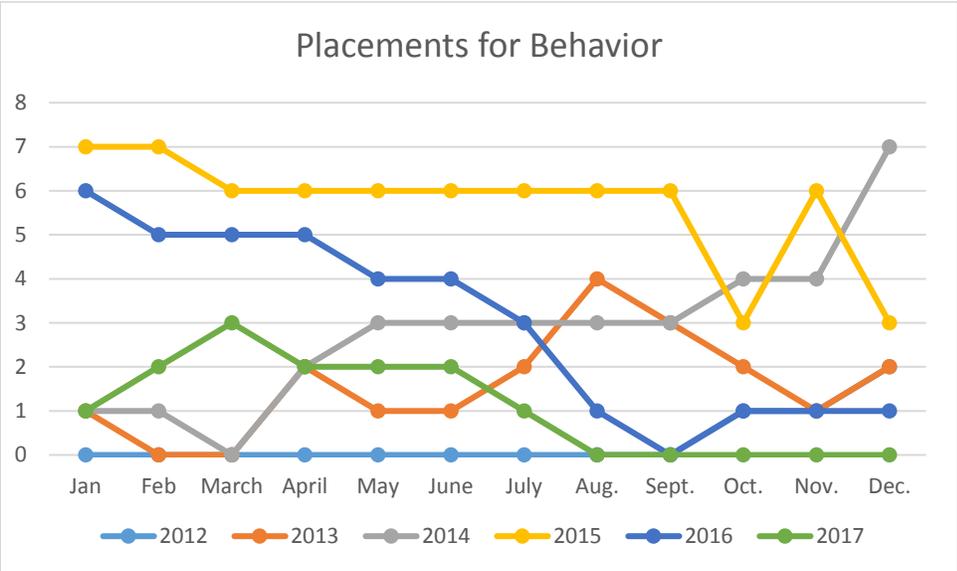
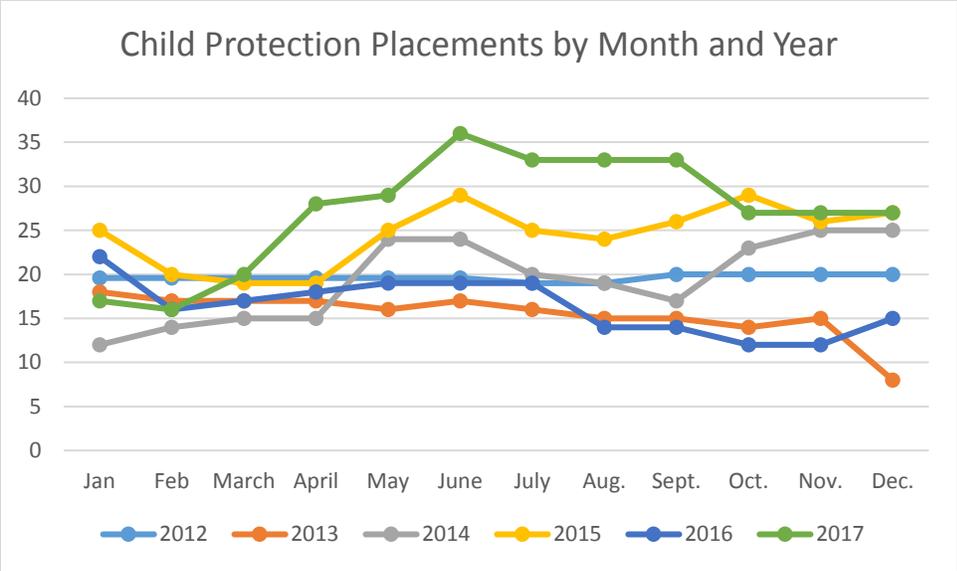


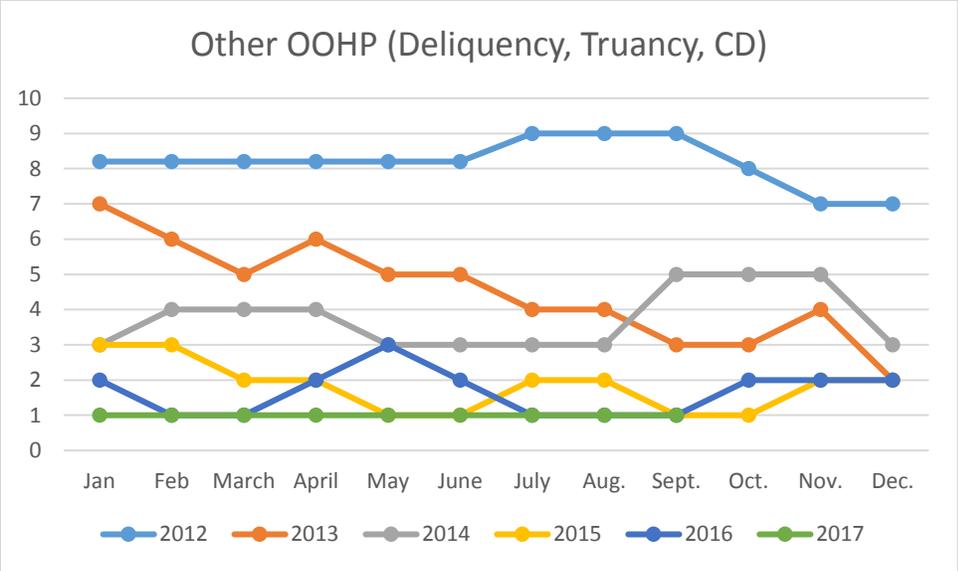
Cost Per Type of Placement 2017



Total Placements/MO/YR









Request for Board Action

BOARD MEETING DATE:
October 17, 2017

Commissioner's Report

Department Information

ORIGINATING DEPARTMENT: Auditor	REQUESTOR: Kim Saterbak	REQUESTOR PHONE: 320-843-6108
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Agenda Item Details

BRIEF DESCRIPTION OF YOUR REQUEST: Consider approving the purchase a tax-forfeited property by Camp Lake Township	
AGENDA YOU ARE REQUESTING TIME ON: Agenda	ARE YOU SEEKING APPROVAL OF A CONTRACT? No
IS THIS MANDATED? Yes	EXPLANATION OF MANDATE: Tax-Forfeited Property must be approved by the Board of Commissioners
BACKGROUND/JUSTIFICATION: Parcels #03-0053-000 and #03-0054-000 were tax-forfeited to the State of Minnesota for lack of payment of the property taxes. The township of Camp Lake has offered to purchase price of \$1 plus fees. If approved the township will raze the current structure. The building on parcel #03-0053-000 has been abandoned for numerous years and is inhabitable and a potential hazard. A letter with the breakdown of the additional fees was provided to the township board prior to their meeting on October 2. I am currently holding a check in my office for the full payment should this request be approved. I would recommend the sale of these parcels	
PREVIOUS ACTION ON REQUEST / OTHER PARTIES INVOLVED?	

Budget Information

FUNDING: n/a

Review/Recommendation

COUNTY ATTORNEY: Danielle Olson	COUNTY ADMINISTRATOR: Kelsey Baker
RECOMMENDATIONS: Click here to enter text.	RECOMMENDATIONS: Click here to enter text.
COMMENTS: None	COMMENTS: None

CAMP LAKE TOWNSHIP
SPECIAL BOARD MEETING
SEPTEMBER 18, 2017

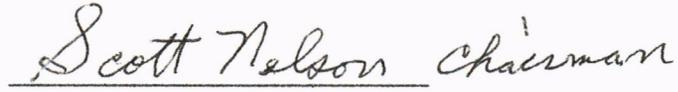
This Special Meeting and Public hearing for Camp Lake Township was called by Chairman, Scott Nelson, at 7:00 p.m. on September 18, 2017, at the Camp Lake Township Hall.

Board Members present: Chairman, Scott Nelson, Supervisor Don Olson, Supervisor Jeff Jacobson, Treasurer Marvel Thompson and Clerk Pamela Baldwin.

Don Olson made a motion to acquire the blighted tax forfeiture properties PID# 03-0053-000 and PID # 03-0054-000 and demolish the blighted property. Jeff Jacobson, seconded the motion, Motion carried by unanimous vote. Don Olson made a motion to adopt a resolution for the tax forfeited properties PID# 03-0053-000 and PID # 03-0054-000. Requesting the State of Minnesota to deed the tax forfeited lands to Camp Lake Township (Resolution Attached). Jeff Jacobson, seconded the motion. Motion carried by a unanimous vote.

With no further business to come before the board, Don Olson moved to adjourn, Jeff Olson seconded the motion. Motion carried by a unanimous vote, the meeting was adjourned at 7:45 pm.


Pamela L. Baldwin, Clerk


Scott Nelson, Chairman

CAMP LAKE TOWNSHIP
SWIFT COUNTY
STATE OF MINNESOTA
RESOLUTION NO. 2017-01

RESOLUTION REQUESTING THE STATE OF MINNESOTA
TO DEED TAX FORFEITED LANDS TO CAMP LAKE TOWNSHIP

WHEREAS, SWIFT COUNTY has informed the Township that properties in the Township of Camp Lake identified as PID #03-0053-000 and #03-0054-000 have forfeited for failure to pay taxes and that Camp Lake Township could acquire such property at less than market value, provided the property purpose complies under Minn. Stat. 282.01; and

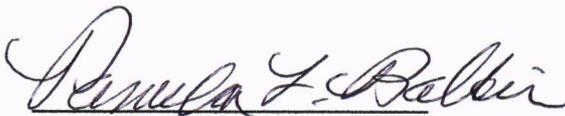
WHEREAS, Camp Lake Township desires to acquire the tax forfeited properties within Camp Lake Township for the authorized public purpose of developing affordable housing, which meets the requirements of Minn. Stat. 281.01, Subd. 1a(d)(1);

WHEREAS, Camp Lake Township will remove the building on the property located at 202 Danelz Ave, Benson, MN 56215 (PID 03-0053-000) as soon as possible, due to safety concerns for the public as the condition of the building is a nuisance and an attraction to criminal activity. The entire structure needs to be demolished, disposal of debris, and fill on the premise and seeding;

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN BOARD OF CAMP LAKE TOWNSHIP, SWIFT COUNTY, MINNESOTA:

- 1. The Clerk is directed to notify Swift County in writing, along with a copy of this resolution, that Camp Lake Township intends on acquiring that properties identified as PID #03-0053-000 and #03-0054-000 for authorized public use under Minn. Stat. 282.01, Subd. 1a(d)(1). Camp Lake Township respectfully requests Swift County Board to favorably recommend to the State of Minnesota that the properties identified as PID #03-0053-000 and #03-0054-000 be deeded to Camp Lake Township at charge of One Dollar and No/100 (\$1.00) plus fees, provided it puts the property to a public purpose under Minn. Stat. 282.01, (Subd. 1a(d)(1)); and**

ADOPTED BY THE TOWN BOARD ON THE 2nd of October, 2017.



Pamela L. Baldwin, Clerk


Scott Nelson, Chairman



Request for Board Action

BOARD MEETING DATE:
October 17, 2017

Commissioner's Report

Department Information

ORIGINATING DEPARTMENT: Administration	REQUESTOR: Kelsey Baker	REQUESTOR PHONE: 320-341-8399
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Agenda Item Details

BRIEF DESCRIPTION OF YOUR REQUEST: Discussion to approve sending updated HRA/RDA job description to Springsted for review	
AGENDA YOU ARE REQUESTING TIME ON: Other Business	ARE YOU SEEKING APPROVAL OF A CONTRACT? No
IS THIS MANDATED? No	EXPLANATION OF MANDATE: n/a
BACKGROUND/JUSTIFICATION: This position was brought to the Enhancing the Organization committee to discuss. The motion was made by the committee to move forward with a Housing Specialist position at 32 hours/week and to send to Springsted for review. This position would work fluidly with the HRA/RDA. To maintain our current programs, this is beneficial.	
PREVIOUS ACTION ON REQUEST / OTHER PARTIES INVOLVED? None	

Budget Information

FUNDING: HRA Budget, RDA Budget, Admin Budget

Review/Recommendation

COUNTY ATTORNEY: Danielle Olson	COUNTY ADMINISTRATOR: Kelsey Baker
RECOMMENDATIONS: Not submitted for review	RECOMMENDATIONS: Approve
COMMENTS: n/a	COMMENTS: Succession planning

SWIFT COUNTY

2017 Benefit Cost Summary

Name: **Program Specialist**

I. Average Salary

Hourly	\$17.9700	Hours worked per year	1664
Monthly	\$2,491.84		
Annual	\$29,902.08		

II. Employer-Paid Cash Benefits

		Annual Amount	Percent of wages
PERA	Coordinated	\$2,242.66	7.50%
FICA (Soc. Sec. & Medicare)		\$2,287.51	7.65%
Medical Coverage	Family-VEBA	\$16,566.00	55.40%
Annual VEBA/HSA Contribution	Family	\$2,250.00	7.52%
Disability Insurance		\$137.64	0.46%
Life Insurance	Yes-Union	\$52.80	0.18%
TOTAL CASH BENEFIT COST		\$23,536.61	78.71%

III. Employer-Paid Non-Cash Benefits

Vacation Accrual	None	0	\$0.00	0.00%
Sick Leave Accrual	None	0	\$0.00	0.00%
Holidays hours per year	Hourly Employee	84	\$1,509.48	5.05%
Personal Time Off (PTO) per year	0-2 Years of Service	136	<u>\$2,443.92</u>	<u>98.08%</u>
Floating Holiday		8	<u>\$143.76</u>	<u>0.48%</u>
TOTAL NON-CASH BENEFIT COST			\$4,097.16	103.61%

IV. Summary Totals

Employer Paid Cash Benefits	\$23,536.61	78.71%
Employer Paid Non-Cash Benefits	<u>\$4,097.16</u>	<u>103.61%</u>
TOTAL BENEFIT COSTS	\$27,633.77	182.32%
TOTAL SALARY AND BENEFITS	\$57,535.85	
BENEFITS AS PERCENT OF TOTAL COMP		48.03%

SWIFT COUNTY

2017 Benefit Cost Summary

Name: **Program Assistant**

I. Average Salary

Hourly	\$25.3800	Hours worked per year	416
Monthly	\$879.84		
Annual	\$10,558.08		

II. Employer-Paid Cash Benefits

		Annual Amount	Percent of wages
PERA	Coordinated	\$791.86	7.50%
FICA (Soc. Sec. & Medicare)		\$807.69	7.65%
Medical Coverage	None	\$0.00	0.00%
Annual VEBA/HSA Contribution	None	\$0.00	0.00%
Disability Insurance		\$137.64	1.30%
Life Insurance	No	\$0.00	0.00%
TOTAL CASH BENEFIT COST		\$1,737.19	16.45%

III. Employer-Paid Non-Cash Benefits

Vacation Accrual	16-20 Years of Service	34	\$852.77	8.08%
Sick Leave Accrual	8 Hours per month	19	\$487.30	4.62%
Holidays hours per year	Hourly Employee	84	\$2,131.92	20.19%
Personal Time Off (PTO) per year	None	0	\$0.00	0.00%
Floating Holiday		8	\$203.04	1.92%
TOTAL NON-CASH BENEFIT COST			\$3,675.02	34.81%

IV. Summary Totals

Employer Paid Cash Benefits	\$1,737.19	16.45%
Employer Paid Non-Cash Benefits	<u>\$3,675.02</u>	<u>34.81%</u>
TOTAL BENEFIT COSTS	\$5,412.21	51.26%
TOTAL SALARY AND BENEFITS	\$15,970.29	
BENEFITS AS PERCENT OF TOTAL COMP		33.89%