



Carver County Board of Commissioners  
November 13, 2012  
Work Session  
County Board Room  
Carver County Government Center  
Human Services Building  
Chaska, Minnesota

PAGE

**WORK SESSION**

- 9:00 a.m.    **A. FINANCES: Improve the County’s financial health and economic profile**  
1.        Recommended changes to Board approved Financial Policy Manual ..... 1-9
- 9:20 a.m.    **B. CONNECTIONS: Develop strong public partnerships and connect people to services and information**  
1.        2013 Legislative priorities ..... 10-18
- 9:40 a.m.    **C. CULTURE: Provide organizational culture fostering accountability to achieve goals and sustain public trust/confidence in County government**  
1.        Board training on the performance evaluation system ..... 19
- 10:30 a.m.    **BOARD REPORTS**  
1.        Chair  
2.        Board Members  
3.        Administrator  
4.        Adjourn

David Hemze  
County Administrator

**UPCOMING MEETINGS**

November 20, 2012    4:00 p.m. Board Meeting  
November 27, 2012    9:00 a.m. Board Meeting  
December 4, 2012    No Meeting – AMC Conference  
December 6, 2012    6:00 p.m. 2013 Budget Public Hearing  
December 11, 2012    9:00 a.m. Board Meeting  
December 18, 2012    9:00 a.m. Board Meeting  
December 25, 2012    No Meeting

# Carver County Board of Commissioners Request for Board Action



**Agenda Item:**

**Recommended Changes to Board Approved Financial Policy Manual**

Primary Originating Division/Dept: <input type="text" value="Finance"/>	Meeting Date: <input type="text" value="11/13/2012"/>
Contact: <input type="text" value="David Frischmon"/> Title: <input type="text" value="Finance Director"/>	Item Type: <input type="text" value="Work Session"/>
Amount of Time Requested: <input type="text" value="15"/> minutes Presenter: <input type="text" value="David Frischmon"/> Title: <input type="text" value="Finance Director"/>	Attachments: <input checked="" type="radio"/> Yes <input type="radio"/> No
Strategic Initiative: <input type="text" value="Finances: Improve the County's financial health and economic profile"/>	

**BACKGROUND/JUSTIFICATION:**

County Finance Staff is recommending changes to three policies in the Financial Policy Manual. These policies changes are considered necessary to improve consistency and transparency for financial activities:

**Investment Policy:** Change County policy to be consistent with State Statute regarding an investment that is downgraded after being purchased by the County's Investment Manager.

**Emergency Claims Policy:** Change County policy so approval authority for emergency claims is consistent with authority for approving contracts.

**Fund Balance Policy:** Change County policy to be consistent with evolving generally accepted interpretation of Governmental Accounty Standads Board #54 - Fund Balance.

**ACTION REQUESTED:**

Informational only - Board approval of the recommended changes to the County's Financial Policies will be requested at the 11/20 Board meeting.

<b>FISCAL IMPACT:</b> <input type="text" value="None"/> If "Other", specify: <input type="text"/>	<b>FUNDING</b> County Dollars = <input type="text"/> <input type="text"/> <b>Total</b> <input type="text" value="\$0.00"/>
<b>FTE IMPACT:</b> <input type="text" value="None"/>	

Related Financial/FTE Comments:

*Office use only:*

RBA 2012- 1444



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## Carver County – Financial Policy Manual

### Investment Policy

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<b>SECTION:</b>	Financial Planning	<b>EFFECTIVE:</b>	3/3/08
<b>AUTHORITY:</b>	Res. 17-08	<b>REVISED:</b>	6/28/11, 11/20/12

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#### **Purpose**

To provide clear guidelines as it pertains to investments in order to maximize return while minimizing risk.

#### **Policy**

Carver County is responsible for receiving and disbursing public funds for many programs and taxing districts within the County's jurisdiction. While the funds are in the custody of the County, pending disbursement, it is the Investment Manager's responsibility to invest the monies as prescribed by Minnesota Statutes, Chapters 118, 471 and 475, which are included in this policy by reference.

#### **Investment Program Objectives**

Four objectives are taken into consideration for a sound investment program. It is the policy of Carver County when investing public monies to follow these objectives in the order of importance as listed:

1. **Legality** - The County is limited by law as to the type of investments that can be made. The following investment instruments are authorized: All general obligations of the United States Government; indirect government obligations such as Federal Agency notes and bonds excluding mortgage-backed securities that are defined as high risk; certificates of deposit backed by collateral; repurchase agreements; reverse repurchase agreements; bankers acceptance; commercial paper; and Guaranteed Investment Contracts (GICs).
2. **Safety** - Many banks and investment firms are dealers in these authorized investments. It is the policy of Carver County to do business only with those firms that are willing to meet the requirements set forth by state law and the County for the County's protection in regard to safekeeping, delivery and receipt. It is a statutory requirement that all certificates of deposit are to be backed by collateral at 110% of market value. The County reserves the right to require substitute collateral if any collateral subsequently fails to meet the requirements set.

3. Liquidity - The cash position of Carver County and its various programs has peaks and valleys during the year which require that a portion of the investment portfolio emphasize liquidity. It is a policy of the County to consider liquidity as a priority while still recognizing the need to maximize yield.
4. Yield - After the above considerations have been met, it is the practice of the County to maximize its yield while assuring that the maturity dates coincide with expenditure needs.

The Investment Manager has established the following guidelines needed to carry out this policy.

### **Guidelines**

The County's investment duties require that decisions are made daily concerning the investment of millions of dollars. The investment function operates under state law which establishes restrictions and requirements. Carver County has adopted an Investment Policy which provides more specific program directives.

### **Authorization & Record Retention**

1. All depositories and investment firms that the County deals with will be approved by the County Investment Manager prior to any transactions. It is further the responsibility of the County Investment Manager to designate depositories as authorized in Minnesota Statute 118A.02, Sub. 1 and by County Board Resolutions.
2. The County Investment Manager will maintain a listing of all institutions designated as depositories.
3. The Investment Manager shall refrain from personal business activity that could conflict with the proper execution and management of the investment program and shall disclose any material interests in financial institutions with which he conducts business. The Investment Manager shall refrain from undertaking personal investment transactions with the same individual with whom business is conducted on behalf of Carver County.
4. Before engaging in investment transactions with any broker/dealer, the supervising officer at the securities broker/dealer shall submit a certification. The document will state that the officer has reviewed the investment policies and objectives, as well as applicable state law, and agrees to disclose potential conflicts of interest or risk to public funds that might arise out of business transactions between the County and the broker/dealer. All financial institutions shall agree to undertake reasonable efforts to preclude imprudent transactions involving the County's funds.

### **Investments**

The Investment Manager shall maintain a system of internal controls for investments. The internal controls shall be reviewed by the State Auditor's Office. The controls shall be designed to avoid losses of county funds arising from fraud, employee error, and misrepresentations by third parties, unanticipated changes in financial markets, or imprudent actions by employees and officers of the county. Investments shall be made with judgment and care, under circumstances

then prevailing, which persons of prudence, discretion and intelligence exercise in the management of their own affairs, considering the probable safety of their capital as well as the probable revenue to be derived. The financial assets of the county may be invested in those securities or other investments permitted pursuant to M.S. 118A. These include:

<b>Investment Securities</b>	<b>Total Portfolio Exposure</b>	<b>Exposure per Issuer</b>	<b>Additional Restrictions</b>
1. Direct Obligations of U.S.	100%	Unlimited	No more than 25% in Zero Coupon Investments
2. Obligation Issued or Guaranteed by an Agency of the U.S.	100%	Unlimited	None
3. Agency Mortgage Backed Securities including Collateralized Mortgage Obligations	75%	10% in any one Mortgage Pool or CMO	No more than 50% in Mortgage pools or sequential CMO's
4. Share of Regulated Investment Companies invested in 1 & 2 above	100%	100%	None
5. Repurchase or Reverse Repurchase Agreements	20%	10%	90 days maturity or less
6. General Obligations of any State of the US which is a general obligation of any state or local government with taxing powers	50%	5%	"A" or better by at least one major rating agency
7. Any security which is a revenue obligation of any state or local government with taxing powers	50%	5%	"AA" or better by a National Bond Rating Service
8. Bankers Acceptance	25%	5%	Pursuant to State Statute

9. GIC's	10%	5%	A+ rated by AM Best
10. Commercial Paper	50%	\$5 million for any one issuer	270 Days or less, highest rating by two rating agencies.

The County Board shall be advised if any Investments held by the County are subsequently downgraded to a classification that would make them ineligible to purchase. Notification shall be in writing with a recommendation to either sell or hold. The County Board shall be updated once per quarter on the continuing status of any such investments that the County continues to own.

Investment maturities shall be selected to accommodate forecasted requirements, meet anticipated capital obligations, and optimized investment objectives. Individual securities shall be limited to a maximum maturity/average life of fifteen years. The total portfolio shall be limited to a maximum average maturity/average life of ten years.

Portfolio investments shall not exceed 50% of the County’s investment portfolio with any one institution, to avoid concentration of assets.

**Safekeeping and Collateralization**

All investment securities purchased by the county shall be held in accordance with Minnesota statute 118A. All bank deposits will be insured or collateralized in accordance with Minnesota Statutes, Chapter 118.

**Other**

The county Investment Manager shall prepare a quarterly investment report of portfolio investments and performance (incorporating as appropriate, investment activity, investment allocation, and rates of return).



## Carver County – Financial Policy Manual

### Emergency Claims

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**SECTION:** Accounting and Finance      **EFFECTIVE:** 02/24/87  
**AUTHORITY:** Motion 11/20/12      **REVISED:** 11/20/12

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#### **Purpose**

To respond to an emergency situation without prior County Board approval.

#### **Policy**

Routinely crime victims and community social service clients have an emergency need for funds. The County's Budget has set aside funds in the respective Divisions to assist crime victims and social service clients. The County Board authorizes providing emergency funds to county clients consistent with county staff's authority limits for approving contracts without prior County Board approval. On a quarterly basis, Finance staff will provide to the County Board a summary of Emergency Claims for County Clients.

For other emergency situations like a building improvement, responding to a natural disaster, etc. the County Administrator may authorize purchases without Board approval but subsequent Board ratification will be required.

County staff needs to determine that all other options have been exhausted and emergency county funds are the last resort before submitting an Emergency Claim.



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## Carver County – Financial Policy Manual

### Fund Balance

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**SECTION:** Accounting and Finance      **EFFECTIVE:** 12/13/11  
**AUTHORITY:** Motion 12/13/11      **REVISED:** 11/20/12

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#### **Purpose**

To ensure that the County maintains adequate fund balances and reserves in order to provide a stable financial environment for the County's operations.

#### **Policy**

Maintaining reserves is considered a prudent management practice and crucial to long-term financial planning. Adequate fund balances are maintained to allow the County to continue providing services to the community in case of unexpected emergencies or requirements and/or economic downturns.

Fund balance will be reported in governmental funds (i.e. general fund, special revenue funds, capital project funds, debt service funds, and permanent funds) under the following categories provided by GASB No. 54:

**Non-spendable:** Not available for spending, not in spendable form or legally/contractually required to be maintained intact such as, inventory.

**Restricted:** Limitation on spending for a specific purpose from external parties (creditor, grantor, contributor, or laws/regulations of another government) or imposed by law through Constitutional provisions or enabling legislation such as, 911 fees.

**Committed:** Limitation on spending imposed at the highest level of decision making (i.e. County Board) for specific purposes that require formal action prior to the end of the year; the exact amount may be determined subsequently. It also requires a formal action by the Board to remove a commitment.

**Assigned:** Limitation on spending resulting from intended use established by the highest level of decision making where the Board delegates to the County Administrator or his designee the authority to assign amounts to be used for specific purposes. Such assignments cannot exceed the available (spendable, unrestricted, uncommitted) fund balance in any particular fund.



- Assigned fund balance may be used to supplement “pay-as-you-go” capital outlay, one-time operating expenditures, tentative management plans, or prepay existing County debt. These funds may not be used to establish or support costs that are recurring in nature.
- At year-end, divisions can request uncompleted professional service obligations and/or capital appropriations and unexpended grants be rolled over to the subsequent year by submitting a listing to the County Administrator for approval.
- Up to 37% of the expenditures for the following year’s Operating Budget needs to be available for working capital until the first half of the year’s tax collections are received. GASB 54 allows these funds to be assigned in the Road & Bridge and Community Social Services Special Revenue Funds because they meet the definition for a “specific purpose.” (GASB 54 does not allow these same funds to be assigned in the General Fund so working capital is classified as unassigned in the General Fund – See **Unassigned** paragraph below).
- At year-end, 5% of the expenditures for the following year’s Operating Budget makes up the Year-End Savings (“Y.E.S”) Account. This additional 5% is transferred to the following Capital Improvement Project (CIP) Funds based on percentage: Road & Bridge CIP (50%), Buildings CIP (25%), and Parks & Trails CIP (25%). The Y.E.S Account is assigned fund balance in the respective CIP funds and is used to accumulate funds for future one-time capital purchases and/or significant budget variances.
- Capital Projects Fund balances are adopted by the life of the project and remaining balances are carried forward from the prior year. Remaining balances upon the completion of the capital project are returned to the General Fund or re-assigned at the County Board’s discretion.

**Unassigned:** Residual net resources in the General Fund that are not contained in the above classifications. Residual net resources in the general fund are for working capital, and comprise 37% of next year’s operating budget that is used until the first half of the year’s tax collections are received. Unlike the Special Revenue Funds, these funds are not considered to be for a “specific purpose” under GASB 54, and have to be classified as unassigned. In other funds, the unassigned fund balance should be used only to report a deficit balance from overspending for specific purposes for which amounts have been restricted, committed, or assigned.

**Prioritization of fund balance use:** When an expenditure is incurred for purposes for which both restricted and unrestricted (committed, assigned, or unassigned) amounts are available, it is County policy to first use restricted resources, and then use unrestricted resources. When an expenditure is incurred for purposes for which amounts in any of the unrestricted fund balance classifications could be used, it is County policy to use committed amounts first, followed by assigned amounts, and then unassigned amounts.

**Definitions:**

Fund Balance- the difference between assets and liabilities in governmental funds.

General Fund- used to account for all financial resources not accounted for and reported in another fund.

Special Revenue Fund- used to account and report the proceeds of specific revenue sources that are restricted or committed to expenditure for specific purposes other than debt service or capital projects. The specific restricted or committed revenue sources should be expected to continue to comprise a substantial portion of the fund. Other resources reported in a special revenue fund, may be reported if they are also restricted, committed or assigned for the specific purpose of the fund.

Debt Service Fund- used to account for all financial resources restricted, committed or assigned to expenditures for principal and interest.

Capital Project Fund- used to account for all financial resources restricted, committed or assigned to expenditures for the acquisition or construction of capital assets.

# Carver County Board of Commissioners Request for Board Action



**Agenda Item:**

**2013 Legislative Priorities**

Primary Originating Division/Dept: <input type="text" value="Administration (County)"/>	Meeting Date: <input type="text" value="11/13/2012"/>
Contact: <input type="text" value="David Hemze"/> Title: <input type="text" value="County Administrator"/>	Item Type: <input type="text" value="Work Session"/>
Amount of Time Requested: <input type="text" value="15"/> minutes Presenter: <input type="text" value="David Hemze"/> Title: <input type="text" value="County Administrator"/>	Attachments: <input checked="" type="radio"/> Yes <input type="radio"/> No
Strategic Initiative: <input type="text" value="Connections: Develop strong public partnerships and connect people to services and information"/>	

**BACKGROUND/JUSTIFICATION:**

Staff has drafted a list of seven legislative priorities for 2013:

1. Balance State Budget without Shifting Costs to Counties
2. Fund or eliminate unfunded mandates and provide freedom to counties to provide services
3. Fully Fund the TH 101 Minnesota River Crossing Bridge and "Y" Project
4. Lake Waconia Regional Park Land Acquisition
5. Aquatic Invasive Species (AIS)
6. Maintain Operations and Maintenance Funding for Regional Parks
7. Parks and Trails Legacy Funding

Staff will be reviewing the issues and looking for Board input and direction during this work session.

**ACTION REQUESTED:**

Provide input and direction on the County's 2013 Legislative Priorities.

<b>FISCAL IMPACT:</b> <input type="text" value="None"/> If "Other", specify: <input type="text"/>	<b>FUNDING</b> County Dollars = <input type="text"/> <input type="text"/>
<b>FTE IMPACT:</b> <input type="text" value="None"/>	<b>Total</b> <input type="text" value="\$0.00"/>

Related Financial/FTE Comments:

*Office use only:*

RBA 2012- 1440



CARVER  
COUNTY

**2013**

# **Legislative Platform**

*Item numbering is not a priority listing*

## **Top priorities:**

### **A. Governance and Finances**

1. Balance State Budget without Shifting Costs to Counties
2. Fund or eliminate unfunded mandates and provide freedom to counties to provide services

### **B. Roads and Bridges**

3. Fully Fund the TH 101 Minnesota River Crossing Bridge and “Y” Project

### **C. Parks and Natural Resources**

4. Lake Waconia Regional Park Land Acquisition
5. Aquatic Invasive Species (AIS)
6. Maintain Operations and Maintenance Funding for Regional Parks
7. Parks and Trails Legacy Funding



## **Issue #1: Balance State Budget without Shifting Costs to Counties**

### **Background**

The state and local fiscal relationship has been greatly damaged by the state's continuing fiscal crises and the Legislature's inability to enact long-term, structurally balanced budgets in which ongoing revenues match ongoing expenditures. The state again faces a multibillion dollar deficit in the next biennium because of their continued reliance on one-time resources and payment delays or "shifts" to balance the current FY 2012/13 budget. Permanent budget fixes must be made to stop what has been the recent history of bouncing from one fiscal crisis to another. When determining any aids and credits cuts for counties, the cuts that counties suffer in other portions of the budget must be taken into account. Fairness would dictate that any aid and credit cuts be apportioned between several levels of local government including counties, cities, townships and special taxing districts - in proportion to the aids and credits they receive. In addition, any cuts should be followed by a commensurate reduction in mandated programs.

### **Requested Position**

Carver County urges the Legislature to enact a structurally-balanced budget in a timely and responsible manner that does not rely on state cost shifts to counties and local property taxpayers.



## **Issue #2: Fund or eliminate unfunded mandates and provide freedom to counties to provide services**

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### **Background**

The public and the Legislature have placed an onus on counties and other local governments to consolidate, collaborate and redesign or reengineer services. Carver County has been a long-time leader in innovation and collaboration. Unfortunately, counties can push reengineering only so far without running afoul of prescriptive state mandates. In addition to the mandates, there are at least 12 maintenance of effort (MOE) requirements in current law dictating how much counties have to spend for particular programs or services.

### **Requested Position**

Carver County urges the Legislature either fund the cost of state mandates and maintenance of efforts or eliminate them and give counties the freedom to redesign or reengineer services.



## **Issue #3: Fully Fund the TH 101 Minnesota River Crossing Bridge and “Y” Project**

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### **Background**

The Counties of Carver and Scott along with the Minnesota Department of Transportation (MnDOT) and the Cities of Chanhassen and Shakopee are proceeding with the design of a four lane river bridge over the Minnesota River that will protect the travelling public from the 100-year flooding events. The bridge and road approach construction is anticipated to begin in the spring of 2014.

In addition to the TH 101 bridge and road approaches, Carver County is proceeding with design to reconstruct the TH 101/CSAH 61 (old 212) intersection, known as the “Y” intersection, to accommodate future traffic impacts. The County intends to construct the “Y” intersection at the same time as the river bridge project to realize economies of scale and minimize impacts to the travelling public in subsequent years.

Thanks to the Governor and Legislature, the river bridge project has received \$29,000,000 in funding through the Trunk Highway Flood Mitigation Program (Chapter 152 Bridge Bonds) and the Local Road Improvement Program (GO Bonds). The total project cost is currently estimated at \$39,000,000. Carver County is committed to providing a portion of the funding shortfall as is Scott County.

The “Y” intersection reconstruction is currently estimated to cost \$15,000,000. The project will be funded with a combination of County, City and Flexible Highway Account Funds (Turnback funds). The project is eligible for turnback funds as CSAH 61, formerly TH 212, was transferred to the County and TH 101 will be a county highway once constructed. The turnback account, however, does not have sufficient capacity to fund the “Y” project until 2020 based on current revenue projections and the backlog of other turnback projects including projects on other portions of CSAH 61 (old 212) and TH 101. There is simply not enough revenue in the turnback account to keep up with demand in the Metro area.

Carver County recognizes the need and fully supports building the 101 river crossing bridge project and is prepared to participate in funding the project. This is not only an important river crossing for the county but also serves the whole southwest region of the Twin Cities. Carver County strongly believes that the “Y” intersection should be reconstructed concurrently with the bridge project to save money, time and minimize future traffic disruption. The County is requesting the Legislature assists in fully funding the bridge and “Y” projects. This can be done by providing additional state funds for the bridge project or increasing funding to the Flexible Highway Account to accelerate turnback projects in the Metro area or a combination of both.

### **Requested Position**

Carver County requests the Legislature to provide additional funding to the TH 101 Bridge construction project and increases funding for the Flexible Highway Account to accelerate the TH 101/CSAH 61 “Y” project and other important turnback projects in the region.



## **Issue #4: Lake Waconia Regional Park Land Acquisition**

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### **Background**

Lake Waconia is the second largest lake in the metropolitan area and a regional attraction for water based recreation activities. The existing public boat access on the northeast side of the lake is overwhelmed with use. Long lines of vehicles with trailers park along the busy county road between St. Bonifacius and Waconia due to the demand for boat access parking.

Carver County has an approved Regional Park Master Plan for Lake Waconia Regional Park. This master plan includes the creation of public boat access within the park boundary. Funding is requested to purchase land for the boat access and related property for Lake Waconia Regional Park. The proposed acquisition would improve public access to a regionally significant body of water, increase recreational opportunities and user satisfaction at an existing regional park. Additionally, funding is requested to develop the boat access entrance drive and provide parking for 40 vehicles with trailers and additional water access parking.

The key parcel of land outlined in the Park Master Plan is currently for sale with a realtor. This is a unique, relatively large parcel of lakeshore property that is currently available on the second largest lake in the metropolitan area. In addition, the Minnesota Department of Natural Resources places a high priority on public boat access. Given these factors, legislative assistance is requested for this acquisition and development of the site.

### **Requested Position**

Carver County requests the Legislature to work with the MN Department of Natural Resources and support legislation to acquire 19 acres of land needed for Lake Waconia Regional Park and develop a public boat access.





## Issue #5: Aquatic Invasive Species (AIS)

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### **Background**

Aquatic Invasive Species (AIS) exist in numerous lakes in Minnesota. AIS presents a threat to the ecosystems of Minnesota waters out competing native fish and other species, they threaten to impair recreational activities of Minnesota waters of fishing, swimming and boating. AIS can pose economic hardships to pay for their removal from lakes, watercraft, docks and piers. Additional, local economies can be impacted by AIS when the desirable attributes of lakes such as fish population, beaches and shorelines are impacted by weeds and sharp mussel shells. This makes these lakes less desirable to visit and thus impacts the local economy because of a reduction in visitors to an area. AIS are easily transported by boats, trailers, live wells, docks, boat lifts and bait containers.

### **Requested Position**

Carver County recommends the Legislature increase boating registration and fishing license fees to support Department of Natural Resource (DNR) funding for aquatic invasive species inspection and approve additional measures to further prevent the spread of aquatic invasive species for the 2013 boating season.



## **Issue #6: Maintain Operations and Maintenance Funding for Regional Parks**

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### **Background**

Carver County receives a portion of its operations and maintenance (O&M) funding for the regional parks it administers. O &M funding comes from funding sources of the State General Fund and Metropolitan Council. Annually Carver County receives approximately 11 percent or roughly \$110,000 for operations and maintenance funds.

Benefits of the funding include:

- Reduces County funds needed to maintain its regional parks
- Continues a satisfactory levels of park services

### **Requested Position**

Carver County advises the Legislature continue operations and maintenance funding for 2013-2014 at the same level as compared to the 2011- 2012 funding cycle.



## Issue #7: Parks and Trails Legacy Funding

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### **Background**

In April of 2012, the Minnesota Department of Natural Resources contracted with the Environmental Initiative to manage and facilitate a nine-member working group to develop consensus recommendations and accompanying rationale to serve as a model for parks and trails funding allocations for the FY 2014-2015 biennium and beyond. The Parks and Trails Legacy Funding Committee has reached consensus on an interim agreement for parks and trails legacy funding allocations to the majority state and regional providers.

The proposed funding breakdown for Parks and Trail legacy funding is for FY 2014-2019. The breakdown is as follows:

- .25% off the top for coordination among partners for marketing and promotional efforts for all parks and trails of state or regional significance.
- .25% off the top to fund resources to establish criteria to allocate Legacy funding

The remainder to be split:

- 40% Minnesota Department of Natural Resources
- 40% Metropolitan Regional Parks and Trails
- 20% Greater Minnesota Regional Parks

### **Requested Position**

Carver County advocates the Legislature to maintain funding to Metropolitan Regional Parks and Trails. The 2012 legacy appropriations provided 42% of Parks and Trails legacy funding appropriations or \$15,763,000 to Metropolitan Regional Parks and Trails. The 2013 recommendations of allocating Parks and Trails legacy is at 40% which has a projected appropriation of \$16,000,000 to Metropolitan Regional Parks and Trails.

# Carver County Board of Commissioners Request for Board Action



**Agenda Item:**

**Board Training on the Performance Evaluation System**

Primary Originating Division/Dept:

Meeting

Date:

Contact:

Title:

Item Type:

Amount of Time Requested:  minutes

Presenter:

Title:

Attachments:  Yes  No

**Strategic Initiative:**

Culture: Provide organizational culture fostering accountability to achieve goals & sustain public trust/confidence in County government

**BACKGROUND/JUSTIFICATION:**

The County is in the process of implementing a new performance evaluation system for all staff. It is designed to accommodate the pay for performance process in place for non-bargaining staff and the organized units that have negotiated pay for performance in their collective bargaining agreements.

The Board conducts the annual performance evaluation for the County Administrator. The training on the new performance evaluation system will provide the Board with the necessary information to conduct the Administrator's annual evaluation at the end of 2012, and to determine his pay for performance to be effective March 11, 2013.

**ACTION REQUESTED:**

Participate in the training to facilitate the County Administrator's performance evaluation later this year.

**FISCAL IMPACT:**

If "Other", specify:

**FUNDING**

County Dollars =

**FTE IMPACT:**

**Total**

Related Financial/FTE Comments:

*Office use only:*

RBA 2012- 1448