

**City of Vergas
Personnel Committee**

The Personnel Committee was called to order on Wednesday, April 9, 2025, at 1:30 pm. Present were Dwight Lundgren, James Stenger, Kyle Theisen and Julie Lammers.

The Personnel Committee adjourned at 2:35 pm.

Staffing Challenges and Store Operations

Theisen discussed the need to increase the base level for employees. Theisen also mentioned the challenges of maintaining the store's sales with less help and proposed expanding the retail floor as a potential solution. However, they noted that remodeling is expensive and a long-term solution.

Lundgren discussed the potential staffing challenges for the upcoming summer season, noting that the market for part-time workers is currently unfavorable. Lundgren also mentioned a potential candidate for a part-time position and the need to find ways to entice people to work part-time for the city.

Theisen discussed the challenges of managing the store, particularly with staffing and hours. He expressed concerns about the impact of staff shortages on store operations and the need to balance staffing with keeping the store open. Theisen concluded by emphasizing the importance of maintaining sales during peak hours and the potential consequences of losing business to competitors.

Liquor Store Employee Wage Increase

The committee discussed raising the minimum wage for liquor store employees to \$15 per hour. Lammers explains that this increase would affect other positions on the pay scale and result in raises for current clerks as well. The committee considers the responsibility of managing \$260,000 worth of inventory. The committee debated whether to make a recommendation to the council immediately or wait, considering the potential impact on a new hire starting on Saturday.

Liquor Store Staff Wage Increase

The committee is discussing raising the minimum wage for liquor store employees to address staffing issues. They consider increasing it from \$13.33 to \$14.50 per hour, resulting in a \$0.47-\$0.53 increase for current employees. The committee has decided to recommend this wage increase to the council, to implement it sooner rather than later to attract and retain staff for the busy summer season. They also discuss the potential impact on the budget.

Event Center Coordinator Position Challenges

The committee discussed the Event Center Coordinator position, which has been vacant. The past coordinator has returned all City-owned equipment. The committee reviewed the challenges of the role, including irregular hours and weekend work, and its impact on customer experience. The position costs about \$8,000 annually. While they acknowledge potential issues without a coordinator, they decided not to make immediate changes. The group also addressed a recurring water leak in the Event Center that needs attention. They conclude by agreeing to document any problems that arise during upcoming events to address them systematically in the future.

Recommendation to the Council:

- Approval of updating the pay scale for liquor store clerks with a new starting wage of \$14.50/hour.

Follow Up Actions:

- Lammers will prepare a recommendation for the City Council meeting on Monday regarding the wage increase for liquor store clerks.

Recorder;
Julie Lammers
City Clerk-Treasurer
City of Vergas