

**City of Vergas
Personnel Committee**

The Personnel Committee met on Wednesday, December 17, 2024, 10am, at the Vergas Event Center meeting room. Present were Julie Bruhn, James Stenger, and Mike DuFrane at 10am and Julie Lammers at 10:45am.

At 10am the annual performance appraisal was conducted with Mike DuFrane. Performance was Fully Successful in meeting the position performance standards. Reviewed the new pay table that includes a 3% pay adjustment in 2026 that will go into effect January 1, 2026.

At 10:45am the annual performance appraisal was conducted with Julie Lammers. Performance was Highly Successful in meeting the position performance standards.

Approved the 2026 pay structure, which includes a 3% pay adjustment. The 3% pay adjustment had been previously proposed at the September 2, 2025 Budget meeting; that includes the Personnel Committee members. The 2026 pay structure was approved at the December 16, 2025 City Council meeting to ensure implementation on January 1, 2026.

Reviewed and approved the addition to the City of Vergas Personnel Policy to include the new Minnesota Paid Leave. The addition mimics what is outlined in the law.

Recommendations for City Council:

Approval of successful performance ratings for Mike DuFrane and Julie Lammers.

Approval of revised Personnel Policy to include Minnesota Paid Leave law.

Recorder
/es/ Julie Bruhn