

**NORTH DAKOTA VETERANS HOME
LISBON, NORTH DAKOTA
GOVERNING BOARD MEETING**

DATE/TIME: Thursday, June 10th, 2021 @ 10:00 am. LOCATION: Microsoft Teams Meeting MEETING: Special

MEETING CALLED TO ORDER: by Chairman, Gary Skarphol

Membership VIA MICROSOFT TEAMS: Chairman Gary Skarphol, Cathy Keogh, Curt Twete, Dean Overby, Steven Frojen, Mary Vetter,

OTHERS PRESENT VIA MICROSOFT TEAMS: Mark B. Johnson - Administrator, Kristin Lunneborg - CFO, Belinda Noonan - Executive Secretary

AGENDA ITEM	PRESENTATION/DISCUSSION	RECOMMENDATION/ACTION
Pledge of Allegiance/Moment of silence for POW/MIA's requested by Chairman.	Chairman called for the Pledge of Allegiance, followed by a moment of silence for the POW/MIA's.	
01. Roll Call: Recording Secretary	Roll call taken by recording secretary.	A quorum was present.
02. Welcome: Chairman-Gary Skarphol	Chairman welcomed members and guests.	
03. Financial Report Kristin Lunneborg, CFO	Working with HRMS department regarding incentives we can do to help us retain and attract staff. We are in a critical staffing shortage and things don't seem to be getting any better, in fact, almost every business in Lisbon and the surrounding areas are looking for staff. We are proposing to give one month salary in exchange for a one-year contract. These bonuses can only be given to FTE staff that have been employed for at least a year; temporary staff are not eligible. If the employee leaves employment before the year is up, they would have to repay the Veterans Home a proportionate amount. Employees that have not completed one year of work will be eligible upon completion of their year. This funding would come from federal funds from the Department of Veterans Affairs.	Discussion was held over retention bonus given to all employees. Roll call vote – Twete-Yes, Keogh- Yes, Overby- Yes Vetter- Yes, Frojen- Yes, Skaphol- Yes. Majority vote- Yes
04. Next Governing Board Meeting:	Tentative Board Meetings for 2021 Quarterly 2nd Tuesday ➤ October 12, 2021	Tentative: July 13, 2021
05. Motion for adjournment Chairman-Gary Skarphol		Motion by Keogh, seconded by Twete to adjourn meeting. All Aye
06. Approved by the Governing Board & Administrator		/s/ Mark B. Johnson, Administrator