

# UMVRDC

The Upper Minnesota Valley Regional Development Commission (UMVRDC) is a five county development agency providing services to local units of government. Its membership is comprised of representatives of townships, cities, counties, school boards, and public interest groups. Geographically, the UMVRDC represents the counties of **Big Stone, Chippewa, Lac qui Parle, Swift and Yellow Medicine.**

*Join Our Team!*



## OUR MISSION

Enable the region to thrive through assisting local units of government."

## WHO WE SERVE

**9** TOWNSHIPS  
**4** COUNTIES  
**5** TRIBAL  
**1** COMMUNITY  
**37** CITIES  
**10** SCHOOL DISTRICTS

## FOUNDATIONAL STATEMENTS

- 1.) Our primary customers are the units of government in our region.
- 2.) We leverage our local tax authority to provide reasonable fees for our services.
- 3.) We provide excellent customer service.
- 4.) We provide diverse services based on the needs and requests of the region.
- 5.) We work hard to understand the needs and issues in all our communities and to help in any way we can.
- 6.) We bring a unique regional viewpoint to the work we do.
- 7.) We believe in the region.
- 8.) We are a resource center.

# Excellent BENEFITS

From excellent benefits to a positive work culture, we strive to create an environment that fosters growth and success for our employees. Our philosophy is rooted in creating an environment where the personal and professional lives of our team members are balanced, integrated and rewarded in meaningful way.

## PAID TIME OFF

**Holidays:** 11 paid holidays/year

**Vacation:** Accrual increases as years of service increase  
Starting (1-2 years of service) = 11 days/year  
Maximum (20 years of service) = 33 days/year

**Sick Leave:** Full time employees shall earn sick leave at the rate of 4.33 working hours per pay period up to a maximum of 100 days (800 hours)

**School Leave:** Allowed up to sixteen (16) hours during any twelve (12) month period to attend a child's special education, pre-school or school conference or classroom activities

## HEALTH & WELLNESS

**Health:** The cost of coverage will be paid in full for full-time employees and the Commission will consider a dollar amount contribution for dependent coverage.

**Dental:** Coverage will be provided for full-time employees

**Health Savings Account:** The Commission will annually consider a financial contribution to an employee owned health savings account (\$3,500/year).

## PROFESSIONAL DEVELOPMENT

Subject to budgeting limitations, the Executive Director may authorize employees to participate in job related academic courses and the Commission may pay in whole or part, tuition and registration, laboratory and other fees needed.

## RETIREMENT

**MNDPC:** Employees of the Commission are eligible to participate in the Minnesota Deferred Compensation Plan. Employees are also eligible to participate in the Roth 457(b) plan offered by the MNDPC. The UMRDC will make a matching contribution up to a maximum of 2% of the employee's salary.

**PERA:** Employees of the Commission are public employees within the meaning of Minnesota Statutes, Chapter 353 and are members of the Public Employees' Retirement Association. The Commission shall make the employer's contributions to the pension funds of its employees in accordance with regulations stated in MN Statutes 353.

## OPPORTUNITIES FOR GROWTH

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## CULTURE

**Flexibility:** The UMRDC is committed to a work and life balance and flexible working practices. Remote work policy is part of that flexible working arrangement.

**Dress Code:** Business casual is expected but there may be times when other dress is more suitable or when special dress days are approved by the Executive Director. On Fridays staff have the option to wear jeans for \$1 that then is donated to an organization in the region at the end of the year.

**Fun and Wellness Committee:** Monthly wellness challenges and fun activities are planned throughout the year - Bowling, golf, potlucks, grill outs, yard games, board games, etc.

## STRATEGIC DIRECTIONS



### OPERATIONS

Evolve UMRDC organizationally to grow staff and board effectiveness, satisfaction, and retention.



### OUTREACH

Systematically develop awareness of and interest in UMRDC capabilities.



### REGION TRENDS & ISSUES

Provide an opportunity for LUGs in the region to learn through convenings and research.



### NEW INITIATIVES

Identify and proactively act on opportunities in the region that lead to new UMRDC programs or services.



### CORE PROGRAMS/SERVICES

Continue existing UMRDC programs and services.