



Committee of the Whole Management Agenda

February 17, 2026
Anoka County Government Center

8:15 AM

Conference Room 772
2100 3rd Ave, Anoka, MN 55303

Public comments: Public comments are welcome at this time. In consideration of others wishing to speak, please limit comments to 2 minutes. Questions directed to the committee will not be answered immediately; however, whenever possible, all appropriate questions will be responded to in a timely and effective manner by county staff.

Information

1. Consider, for informational purposes, an employment agreement with Lisa Guetzkow, and appointing Lisa as the Department Director, Job Training Center, effective February 20, 2026. **See attached** worksheet.
2. Consider, for informational purposes, presentation on the Employee Engagement Survey. **See attached** presentation.
3. Human Resources 2025 Year in Review. **See attached** information.



ANOKA COUNTY BOARD ACTION ITEM

February 17, 2026

HUMAN SERVICES

ACTION REQUESTED	Consider, for informational purposes, an employment agreement with Lisa Guetzkow, and appointing Lisa as the Department Director, Job Training Center, effective February 20, 2026.
BACKGROUND	Lisa brings over 20 years of experience in workforce development and human services across both nonprofit and county organizations. Most recently, she served as Integrated Program Manager in Employment Services at Ramsey County, where she led staff and launched initiatives supporting job seekers and employers across diverse sectors and populations. She also oversaw One Stop Operator programming and contributed to Ramsey County’s Workforce Innovation Board. Prior to her time at Ramsey County, Lisa held director roles at several nonprofits, including a decade at Goodwill-Easter Seals. Lisa’s academic background is in social work, with a BSW from Metropolitan State University. Her deep expertise, passion for workforce development, and proven leadership will be tremendous assets to the Job Training Center. This position was open due to a recent retirement, and the selection was through an open competitive process.
SOLUTIONS	County Board approval of an employment agreement with Lisa Guetzkow for the Department Director, Job Training Center position effective February 20, 2026.
FUNDING SOURCE (Levy dollars, IT fund, building fund, asset preservation, carryover dollars, etc.)	Human Services Division
CONCLUSION	Consider, for informational purposes, an employment agreement with Lisa Guetzkow, and appointing Lisa as the Department Director, Job Training Center, effective February 20, 2026.



Anoka County
Employee Engagement
& Inclusion

Employee Engagement Survey

Presented by:

Alan Stage, Senior Human Resources Business Partner

1

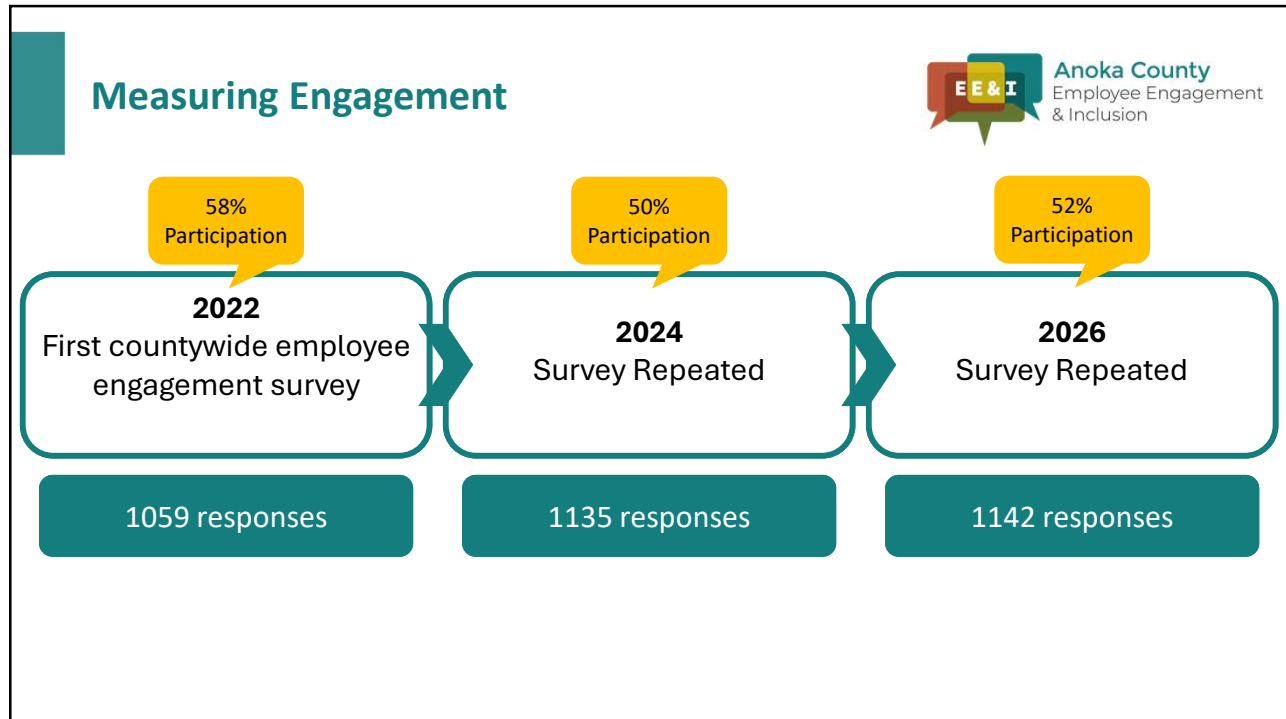


Anoka County
Employee Engagement
& Inclusion

Anoka County **EEI** Priorities

- Educate employees of the benefits of a diverse, inclusive, safe, and respectful work culture.
- Support employees and help create a sense of belonging.
- Assist with retention and recruitment efforts.
- Promote leadership and professional development.

2



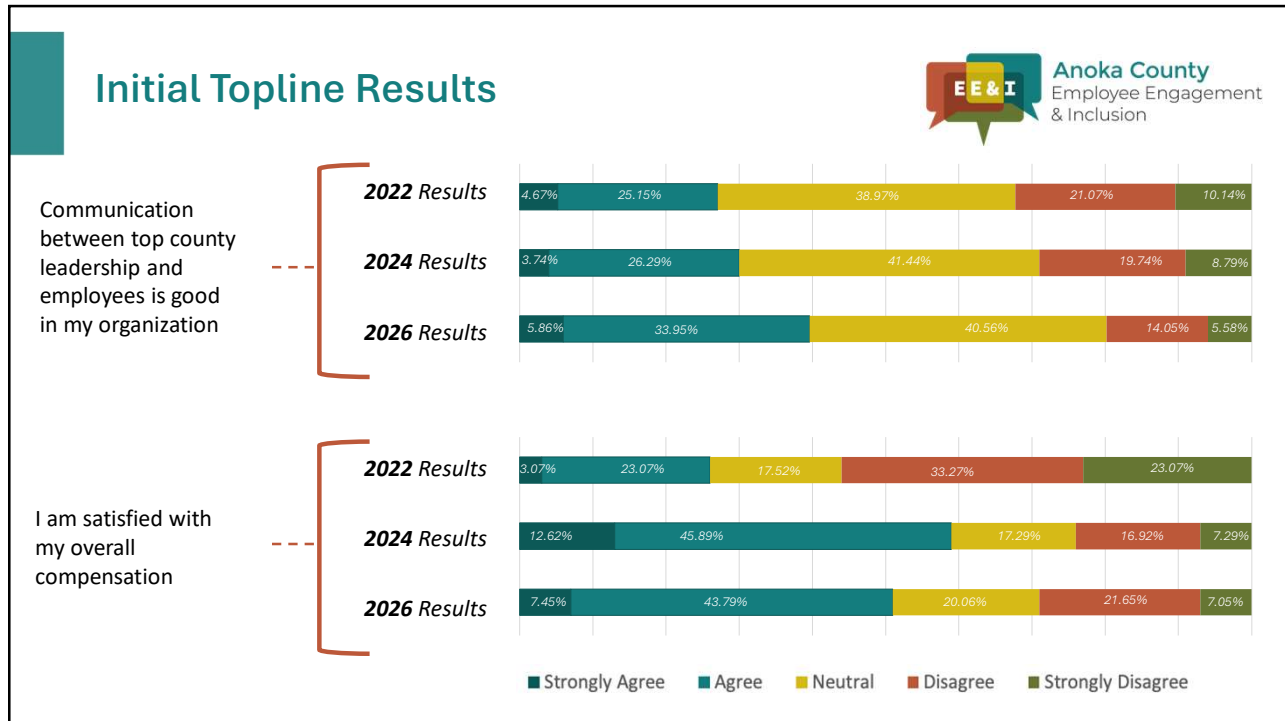
3

Data-informed Decision-making

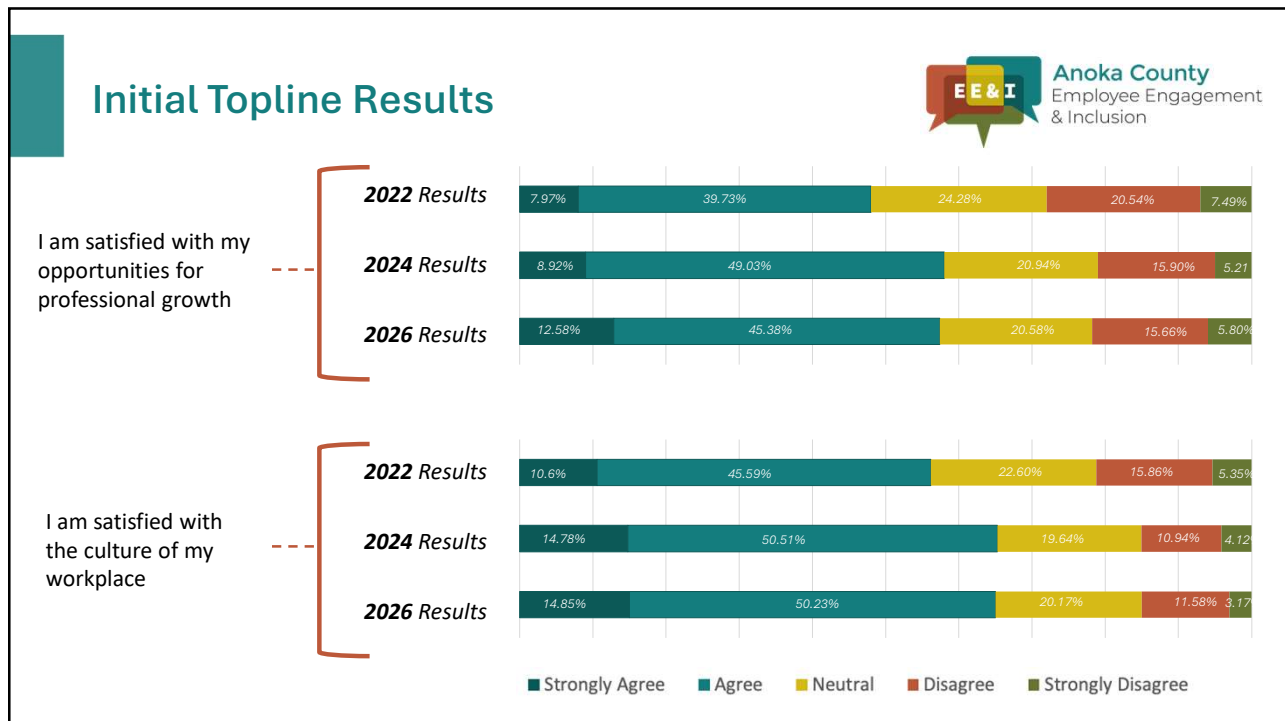
- Updates to compensation and classification system
- Implemented market adjustments
- Launched county's first Employee Resource Groups (ERGs)
- Increased senior leadership communication with staff
- Enhanced training and leadership development opportunities
- Broadened outreach to create an expanded and stronger talent pool

Anoka County
Employee Engagement & Inclusion

4

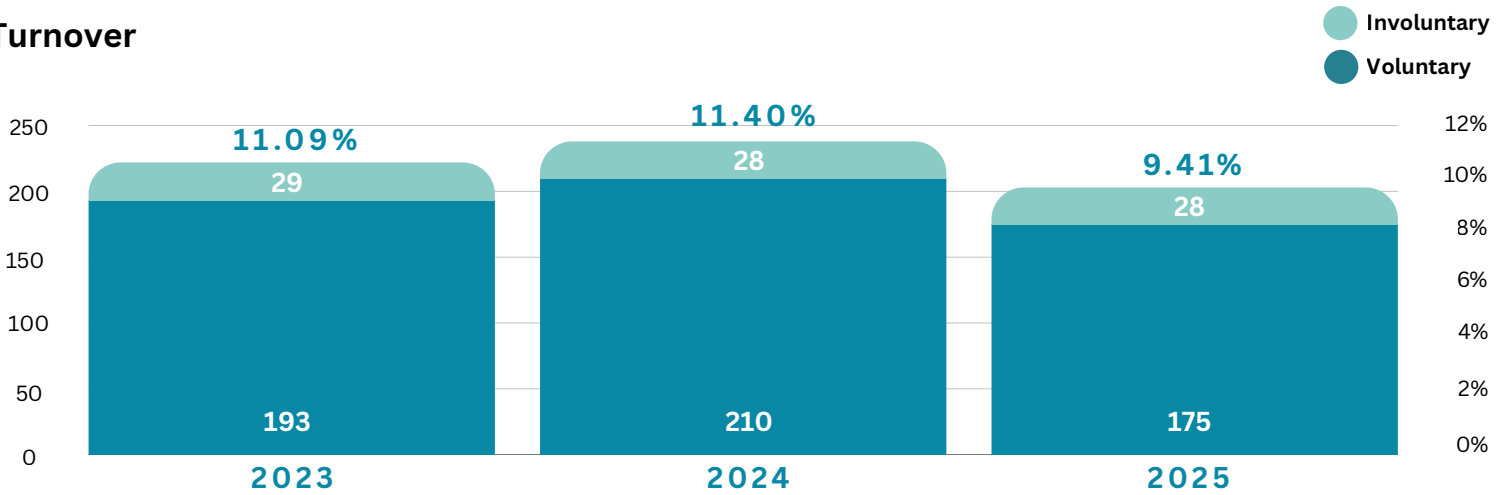


5

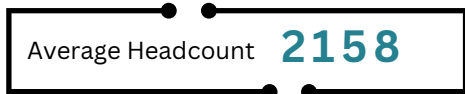


6

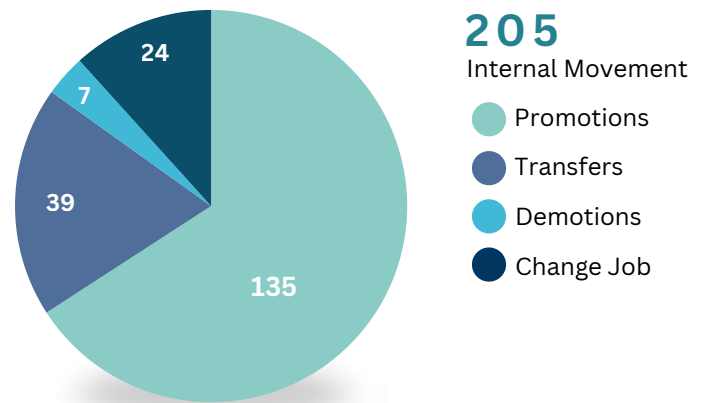
Turnover



Hires

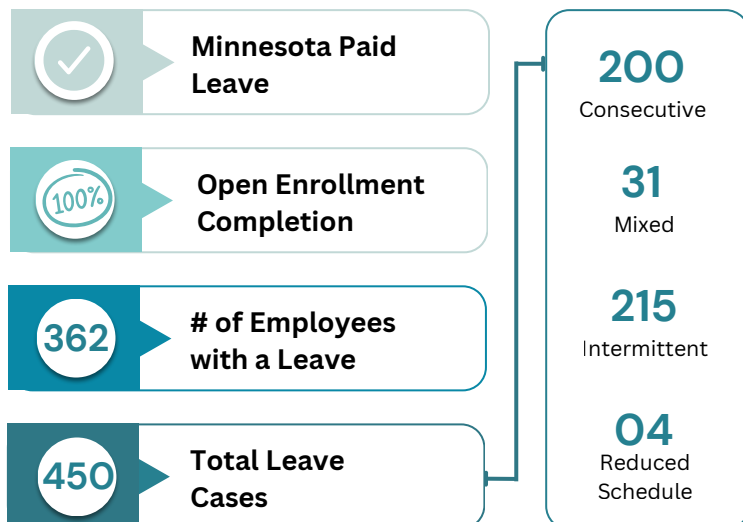


Retention



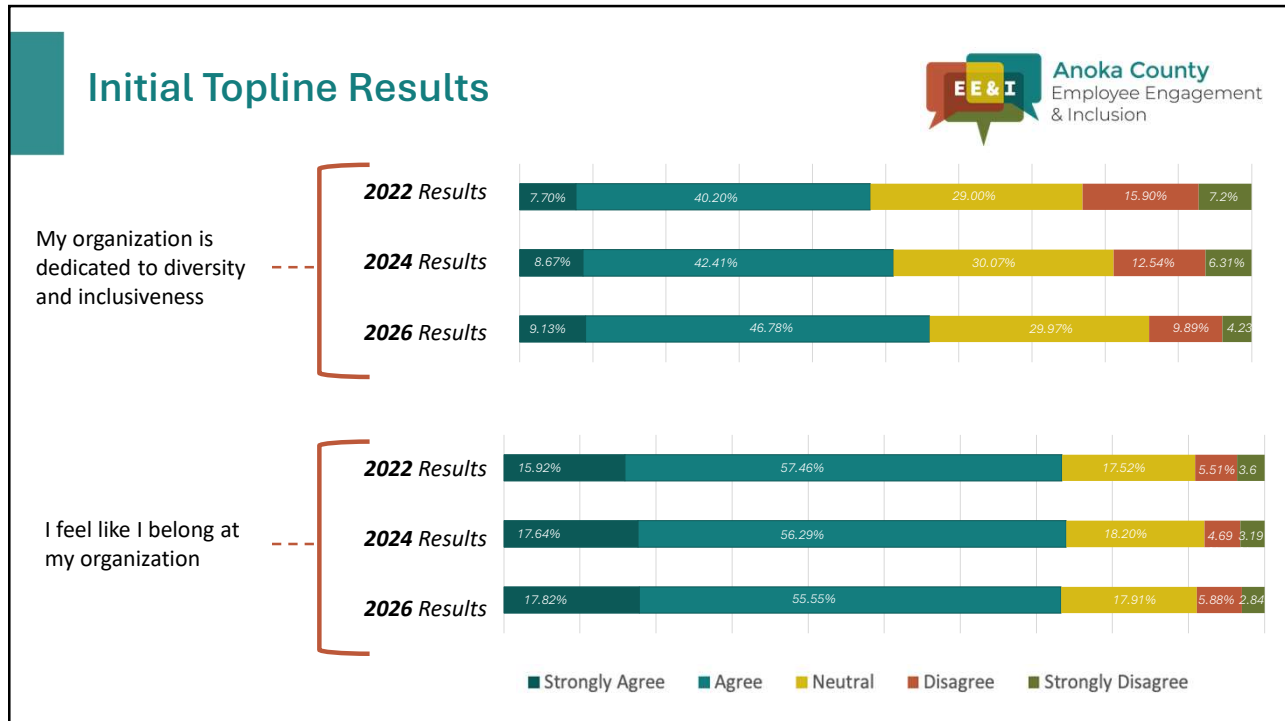
How We Support Employees

Benefits



Events/Training





7



8