

LABOR RELATIONS COMMITTEE

MINUTES

The Labor Relations Committee/Full Council of the Willmar City Council met on Wednesday, July 29, 2015 at 4:00 p.m. in Conference Room No. 1 at the City Office Building.

Present: Steve Ahmann Chair
Audrey Nelsen Member
Denis Anderson Member
Ron Christianson Member
Rick Fagerlie Member
Tim Johnson Member

Others present: Mayor Marv Calvin, Interim City Administrator Kevin Halliday, Finance Director Steve Okins, Public Works Director Sean Christensen, Planning and Development Director Bruce Peterson, Police Chief Jim Felt, Accounting Supervisor Carol Cunningham Administrative Assistant Sue Edwards, Administrative Assistant Janell Sommers and David Little of "The West Central Tribune."

Council Member Anderson made a motion, seconded by Council Member Christianson to go into closed session pursuant to Minn. Stat. §13D.03 to discuss labor negotiation strategies. The meeting was closed at 4:22 p.m.

Labor Attorney Frank Madden was present to discuss labor negotiation strategies with the Committee.

The meeting was reopened at 5:22 p.m. on a motion by Council Member Christianson, seconded by Council Member Anderson.

It was at this time that Labor Attorney Frank Madden left the meeting and the other individuals joined the meeting.

Item No. 1 Call to Order

The meeting was called to order by Council Member Ahmann at 5:22 p.m.

Item No. 2 Public Comments

There were no comments from the public.

Item No. 3 Items Requested to be Removed from the Table (Information)

Council Member Ahmann addressed the next three items on the agenda that were tabled by the Labor Relations Committee at the April 29, 2015 meeting. These included the review of three position classifications within the City (Accounting Supervisor, Administrative Assistant to the Police Department and Administrative Assistant to the City Administrator). He stated that it has been decided at this time, due to the Bureau of Mediation Services Unit Determination, that these items will not be removed from the table until the election is completed after August 18, 2015. He expressed that the Council is trying to be amiable about the situation, yet at this time they have been advised by the Labor Attorney not to discuss the position classifications.

Item No. 4 Memorandum of Agreement with AFSCME – General Unit (Motion)

Interim City Administrator Kevin Halliday presented a revised Memorandum of Agreement (MOA) between the City and the AFSCME General Unit for setting up a Health Care Savings Plan. He explained the

language in the MOA was not acceptable to the Minnesota State Retirement Systems and their Finance Director was unable to establish the program on the City's behalf. Labor Attorney Frank Madden worked in conjunction with the MSRS office and AFSCME representative to prepare this revised agreement which should establish the health care savings account and is presented in the form of an MOA. Staff recommended the Council approve the MOA as drafted. A motion was made by Council Anderson to approve the MOA and direct Labor Attorney Frank Madden to present the document to the MSRS. Council Member Christianson seconded the motion, which carried.

Item No. 5 Approve Officers' Successful Completion of Probationary Status (Motion)

Interim City Administrator Kevin Halliday stated there are three actions from this item. He informed the Council that pursuant to the Personnel Policy it is a requirement that the City Administrator get final approval to grant "permanent status" to any employee. He would recommend granting full-time status to the two Policer Officers who recently completed their probationary period, but the League of Minnesota Cities has long advised the City to remove the word "permanent" from its policy.

The first staff recommendation is to grant the two officers full-time status. He then requested the Council amend the Personnel Policy removing the word "permanent" in several areas and allow the granting of full-time status upon completion of probationary periods by the City Administrator.

A motion was made by Council Member Christianson to grant Officers' Liebl and Vazquez full-time status with the City of Willmar. Council Member Anderson seconded the motion, which carried.

A motion was made by Council Member Anderson to direct staff to make changes as presented to the Personnel Policy in legislative print to be brought to the Labor Relations Committee at a future meeting. Council Member Christianson seconded the motion, which carried.

There being no further business, the meeting was adjourned at 5:31 p.m. by motion of Council Member Nelson and second by Council Member Christianson.

Respectfully submitted,

Janell Sommers
Administrative Assistant