

**LABOR RELATIONS/CITY COUNCIL PROCEEDINGS**  
**CONFERENCE ROOM NO. 1**  
**CITY OFFICE BUILDING**  
**WILLMAR, MINNESOTA**

December 1, 2015  
4:45 p.m.

The meeting of the Willmar Labor Relations Committee/Council opened at 4:45 p.m. Members present on a roll call were Mayor Marv Calvin, Council Members Ron Christianson, Andrew Plowman, Tim Johnson, Steve Ahmann, Denis Anderson, Audrey Nelsen and Shawn Mueske. Present 8, Absent 1. Council Member Rick Fagerlie was excused from the meeting.

Also present were Labor Attorney Frank Madden, Interim City Administrator Kevin Halliday, Finance Director Steve Okins, Fire Chief Frank Hanson, Police Chief Jim Felt and David Little of "West Central Tribune."

Item No. 1        There were no comments from the public.

Item No. 2        There were no additions or deletions to the agenda.

Item No. 3        Council Member Anderson made a motion to go into closed section pursuant to Minn. Stat. §13D.03. Council Member Ahmann seconded the motion, which carried. The meeting was closed at 4:46 p.m.

The meeting was reopened at 6:48 p.m. by motion of Council Member Anderson, and seconded by Council Member Christianson.

Item No. 4        Recommended revisions to the policies for Non-represented employees were presented. It was noted the draft final documents presented at the October 30, 2015 meeting should be included as attachments and presented with the Council agenda for the December 7, 2015 meeting.

Changes to the policy for the City Department Heads were detailed by Council Member Christianson and included the deletion of Article 1.1 which changed 1.2 to become the new 1.1. In Article 2.1 the title of the Director of Planning and Development Services was amended. In Article 7.3, the last sentence the addition of "This section shall be subject to the requirements set forth in Section 11.4." In Section 11.4 the second and third paragraphs were changed to read "A Department Head who provides the City written notice of intent to retire on or before December 31, 2015 and sets forth a date of retirement effective on or before March 31, 2016 may elect to establish a health insurance premium payment fund made up of any or all cash value of the Department Head's accrued sick leave fund pursuant to Article 7.4 of this Policy. Interest may be earned through December 31, 2015 at the rate of 6.0% of the year-end balance. No interest shall accrue after December 31, 2015." The third paragraph was revised to read "After March 31, 2016, all Department Heads shall vote as a group as to whether or not to accept the option upon retirement of a cash payment of their accrued sick leave pursuant to Article 7.4, or the establishment of a post-employment health care savings plan pursuant to regulations of MSRS. The option chosen by the majority of the group of Department Heads shall apply to all Department Heads." In Article 21.1 the clothing allowance for the Police and Fire Chiefs was increased to \$750.00 annually.

Council Member Anderson made a motion to approve the policy for the City Department Heads. Council Plowman seconded the motion, which carried.

Item No. 4        Council Member Ahmann updated the Council on the Subcommittee Recommendations stating additional discussions are needed which will hopefully take place before December 15, 2015.

Council Member Anderson made a motion offered a motion to adjourn the meeting with Council Member Ahmann seconding the motion, with carried. The meeting adjourned at 6:55 p.m.

Attest:

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MAYOR

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SECRETARY TO THE COUNCIL