

LABOR RELATIONS COMMITTEE

MINUTES

The Labor Relations Committee met on Monday, March 11, 2019 at 5:15 p.m. in Conference Room No. 1 at the Willmar City Office Building.

Present: Shawn Mueske Chair
Rick Fagerlie Council Member
Vicki Davis Council Member
Kathy Schwantes Council Member

Others present: Human Resource Director Samantha Beckman, Shelby Lindrud "West Central Tribune"

Item No. 1 Call to Order

The meeting was called to order by Council Member Mueske at 5:15 p.m.

Item No. 2 Public Comment

No public comment.

Item No. 3 Department Head Sick Leave Policy Update

Continuation of discussion regarding increasing the sick leave payout for Department Heads to match other City employee cash out levels. The cash out amount has not been increased in several years and was not increased when union employee cash outs were increased. A motion was made by Council Member Fagerlie, seconded by Council Member Davis to increase the non-union employee's sick leave cash out upon retirement to 840 hours to match the General Unit and LELS unions.

Item No. 4 Pay Scale Maximums

Continuation of discussion regarding providing payment to employees above their pay scale maximum. The City's labor attorney advised we do not exceed the pay scale maximum set for a position to avoid setting a precedent for future employees and also so it doesn't adversely affect our Pay Equity reporting.

Item No. 5 City Administrator Review Update

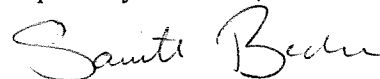
Staff received one request for possible change in the City Administrator's review process that included meeting with Community Leaders in regards to the Administrator. Our labor attorney and the League of MN Cites did not recommend moving forward with that as a formalized process. The league advised that Councilmembers usually have informal conversations with Community Leaders rather than a formal survey or process conducted by the HR Director.

Item No. 6 Upcoming Projects

Staff informed Committee of upcoming projects such as the Compensation Study Results for the General and Public Works Unit positions, employee handbook, and non-represented employee policies.

There being no further business to come before the Committee, the meeting was adjourned at 5:44 p.m. by Chair Mueske.

Respectfully submitted,



Samantha Beckman
Human Resources Director