

Special Meeting
August 2, 2011
6:30 p.m.

With due call and notice thereof, the August 2, 2011, Special Meeting of the Eden Valley City Council was called to order at 6:30 p.m. in the Civic Center Meeting Room. Present were Mayor Korman, Councilors Thielen, Gabrelcik, and Reetz and Clerk Haag. Absent: Councilor Bethel. Also present were Shannon Schroeder, Ernie Junker, Jim Rademacher, Susie Anderson, Brian Peterka, Dave Braegelman and Mark Berg. Mayor Korman presided.

The purpose of the Special Meeting was to discuss union negotiation issues.

Mayor Korman reviewed some of the issues that were of concern to both the Council and the employees, including legal fees incurred to date, wage proposals by both City and Union, contract language, insurance benefit, and the desire to finalize the union contracts and move on. Korman reported after consideration of Council's insurance proposal and union's response, the Council had agreed to offer to keep the health insurance benefit at its current level, with a cap on the existing benefit, and to negotiate on wages. Union questioned if life and disability insurance would continue to be provided 100% by City, and Council agreed that would continue. Union agreed to insurance as proposed. Union wage proposal of 1.5% for 2011 and 3% for 2012, and seasonal of \$10/hr. for 2011 and \$10.50/hr. for 2012 were reviewed, with City offering .75% for 2011 and 1.5% for 2012, and seasonal agreed as proposed, with no pay retro to January 1, 2011, but 2011 increase to be in effect upon first payroll date after contract agreement. Union proposed if no retro pay, to consider 1% increase for 2011, and City did not change offer. Contract language was then reviewed section by section, with proposals regarding pro-rated benefits for part-time, step increases based on performance, vacation accruals and carryover, sick leave payout at termination, vacancies and layoffs, and other issues being discussed. Union then requested a brief recess of meeting to meet and discuss City proposals, and recess was granted. Upon return, Union accepted proposal of .75% and 1.5% wage increase effective when contract is signed, continued request for pro-rated benefits of vacation, sick leave, holidays, and \$800/month benefit for health insurance for part-time employees employed at least 20 hours per week, dropped request for vacation benefit increase for 20 years and over and proposed carryover of vacation equal to one year's benefit instead of current 1 ½ times yearly benefit. On the City's proposal to eliminate payout of 50% of accumulated sick leave upon termination, Union will accept subject to proposal that if employee reaches maximum of 36 days sick leave and next year's 10 day accrual occurs, employee is allowed to take 5 days of sick leave pay and put it into either deferred comp plan or VEBA. Council then recessed to discuss Union response. Upon return, City responded wage agreement was acceptable, pro-rated benefits for part-time employees working at least 20 hours per week were approved for all benefits with the exception of insurance, vacation carryover of 1 times the annual benefit was accepted, and elimination of sick leave payout with payout of 5 days to deferred comp or VEBA annually upon reaching maximum of 36 days was accepted. Union then took a brief recess to discuss. Upon return, Union Rep Shannon Schroeder reported Police Chief, Essential Supervisory, and Base Units all have agreed to contracts as proposed, but Patrol Unit still wants pro-rated insurance for part-time.

Thielen, Korman, Reetz and Gabrelcik all said no to pro-rated insurance request. Schroeder reported Brian Peterka wished to schedule another meeting to further discuss the Patrol Unit contract and was not ready to settle at this time.

As there was no further business, the meeting was adjourned at 10:50 p.m. on a motion by Reetz, seconded by Gabrelcik.

Attest:

Mona Haag, Clerk

Peter Korman, Mayor