

CITY COUNCIL PROCEEDINGS

Bemidji, Minnesota

September 27, 2004

Pursuant to due call and notice, a special meeting of the City Council of the City of Bemidji, Beltrami County Minnesota, was held on Monday, September 27, 2004, at 5:30 p.m. in the Conference Room at City Hall, Mayor Lehmann presiding.

Upon roll call the following Council members were declared present: Lehmann, Erickson, Downs, Meuers, Zachman, Johnson, Hellquist. Absent: None.

Staff Present: Minke, Sherman, Eischens, Felix, Freeberg

POLICE SERGEANTS AND LIQUOR CLERKS UNION CONTRACT

Police Sergeants

City Manager Minke provided a copy of a proposed two-year contract between the City and Law Enforcement Labor Services (LELS) representing the Police Sergeants. Minke noted that the current contract expired December 31, 2003. He highlighted the negotiated changes including a 3% cost of living increase in 2005 and 2006 and increases in the cafeteria benefit, uniform allowance, and shift differential. Motion by Hellquist, second by Zachman to approve the Police Sergeant's Labor Agreement for 2004-2006. Motion carried by unanimous vote.

Liquor Clerks

The current liquor clerks contract expires December 31, 2004. The proposed 2-year contract provides for a 3% cost of living increase on January 1, 2005 and January 1, 2006 for full and part-time employees and establishes an increase in the benefit level similar to other labor contracts. Motion by Hellquist, second by Meuers, to approve the contract as presented. Motion carried by unanimous vote.

Councilmember Erickson inquired about using an outside source to negotiate the City's labor contracts. She expressed the need to keep negotiations at arms length and suggested that someone from outside the area would be appropriate.

Minke noted that the City does contract with labor attorneys for advice and support relating to labor strategies. He noted that labor negotiations have run smoothly during the past two years and felt that the negotiating team has achieved the results desired by the City Council.

PAY EQUITY AND COMPENSATION STUDY REPORT

On March 15, 2004, the Bemidji City Council authorized the City Manager to solicit proposals for the development, design and implementation of a position evaluation and compensation system that meets federal and state pay equity standards. Rod Kelsey from the firm of Riley, Dettmann and Kelsey was selected to conduct the study.

The results of the study were presented along with recommendations for implementation. Council members had a number of questions regarding the process. Councilmember Erickson requested additional information relating to where each employee will fall in relation to the proposed pay structure. Minke will provide the information and place this item on the agenda for the October 4th meeting.

ADJOURN

There being no further business presented for discussion, motion by Downs, second by Johnson, to adjourn the meeting. Motion carried by unanimous vote. Meeting adjourned 7:30 p.m.

Respectfully submitted,

Shirley Sherman, City Clerk