

# COUNCIL PROCEEDINGS

## BEMIDJI, MINNESOTA

### Special Meeting – December 22, 2023

Pursuant to due call and notice, a special meeting of the City Council of the City of Bemidji, Beltrami County, Minnesota, was held on Friday, December 22, 2023 at 3:00 p.m. in the Council Chambers of City Hall, Mayor Prince presiding.

Upon roll call, the following Councilmembers were declared present: Prince, Fiskevold Gould, Peterson, Johnson, Rivera, Eaton, Thayer.

Staff Present: Rich Spiczka, Katie Nolting, Sam Anderson, Michelle Miller

Others Present: Justin Jokovich, Bobby Anderson

#### **Consider 2023 Sanford Center Budget Allocations**

The recent news regarding the 2023 Sanford Center budget requires City Council to take some action to cover the recently discovered deficit. The Sanford Center budget needs approximately \$150,000 in cash to cover its operations through the end of the year. ASM will be refunding \$50,000 of their 2023 Management fee to cover a portion. The remaining deficit would be covered by \$50,000 from the Sanford Center marketing fund and \$50,000 from the 2023 Sanford Center CIP allocation and reappropriate it to the 2023 Sanford Center operations budget. Councilmembers expressed concern and desire for better communication related to the Sanford Center budget.

**Motion by Rivera, seconded by Fiskevold Gould, authorizing \$50,000 from the Sanford Center marketing fund and \$50,000 from the 2023 Sanford Center CIP allocations to the 2023 Sanford Center operations budget. Motion carried by the following roll call vote: Yeas: Johnson, Fiskevold Gould, Prince, Eaton, Peterson, Thayer, Rivera**

#### **Consider Policy Regarding Earned Sick and Safe Time**

Nolting provided a memorandum stating that the State of Minnesota has passed legislation requiring employers to provide "Earned Sick and Safe Time" (ESST) as of January 1, 2024. The information regarding that legislation, can be found in Minnesota Statutes 181.032 and 181.9445-181.8448. A brief summary of facts regarding the policy is below:

- Minnesota's earned sick and safe time (ESST) law goes into effect on Jan. 1, 2024.
- Employers must provide each employee in Minnesota at least one hour of paid sick and safe time for every 30 hours worked, up to at least 48 hours of accrued ESST a year. An employee is anyone who works at least 80 hours in a year for an employer in Minnesota and is not an independent contractor.
- An employer's existing leave policy, such as paid time off (PTO), may already fully or partially meet Minnesota's earned sick and safe time requirements.
- ESST local ordinances are in effect in the cities of Bloomington, Duluth, Minneapolis and St. Paul and may differ from the state's ESST requirements. Employers are responsible for following the ESST requirements most favorable to their employees.
- The Minnesota Department of Labor and Industry is responsible for enforcing ESST requirements. In addition, affected employees may bring a civil lawsuit to address ESST violations.

**Motion by Fiskevold Gould, seconded by Eaton, approving the addition of the Earned Sick and Safe Time language to the City of Bemidji Personnel Policies as presented. Motion carried by the following roll call vote: Yeas: Thayer, Johnson, Eaton, Rivera, Fiskevold Gould, Peterson, Prince.**

#### **ADJOURN**

There being no further business, motion by Peterson, seconded by Thayer, to adjourn the meeting. Motion carried by unanimous roll call vote. Meeting adjourned at 3:36 p.m.

Respectfully submitted,

  
Michelle R. Miller  
City Clerk