

Mayor Lee Webster called the special meeting to order at 12:00 p.m. Council Members present were Kris Dawson, Jerry Tretwold, Dave Freels, Bob Fateley and Art Smyth. Also present was Public Works Director JD Smith.

UNION NEGOTIATIONS-WAGES & BENEFITS:

Mayor Webster stated that Council Member Fateley and Council Member Dawson met with the Union Representative and Union Mediator on Thursday, February 19th, to discuss the Public Works Department and the Police Department counter offers for the wage increases and medical benefits. Council Member Fateley stated the reason for this meeting today is to get a response back to the Union as soon as possible, as this is what was promised to them.

Council Member Fateley stated the Public Works Department and the Police Department counter offered with a wage increase of 2.5% with full maintenance of health and welfare benefits, in which the City would pay for any increases in the health and welfare benefits for the year 2009.

Council reviewed the cost comparison sheets prepared by Finance Director Pamela Olsen, which outlined the total costs of each proposal; the Council's offer of a 3% wage increase with the Employees paying the increase in health and welfare benefits over the proposed \$827.00 cap and the Union/City Employee counter offer of a 2.5% wage increase and the City paying full medical benefits plus the increase in the health and welfare benefits for 2009.

Council Member Fateley recommends that Council stick with their original offer, from the Motion made at the December 10, 2008 City Council Meeting, offering a 3% wage increase and a cap on the health and welfare benefits of \$827.00, with the employee paying the increase in the health and welfare benefits for 2009.

Council Member Dawson asked if the 3% wage increase would be effective for the entire Public Works Crew, if accepted. Council Member Fateley stated yes, it would be across the board.

Council Member Tretwold asked if the Fire Chief and the Airport Manager had been figured into this comparison sheet, as they would be receiving whatever wage increase is approved. Mayor Webster stated that they were not included on this sheet, but should be. Council Member Tretwold asked if these could be figured into the comparison sheets. Mayor Webster will have Finance Director Pam Olsen print the new forms out today, which will include the Airport Manager and the Fire Chief.

Public Works Director Smith asked if Council had read the Public Works contract verbiage regarding health and welfare benefits. Council Member Fateley stated he would rather not discuss it at this time, preferably in an Executive Session.

Council Member Tretwold asked if any of the City employees could convert their insurance premiums to their actual salary. Mayor Webster stated that they cannot.

MOTION: Council Member Freels made the motion to reject the Union/City Employees counter offer of a 2.5% wage increase with the City maintaining full benefits – including the premium increase for 2009 – and maintaining the original Motion from the December 10, 2008 City Council Meeting. The motion was seconded by Council Member Dawson and passed with a vote of four (4) to one (1). Council Member Freels, Council Member Fateley, Council Member Dawson and Council Member Tretwold in favor; Council Member Smyth opposed.

ADJOURNMENT

With there being no further business to come before the Council the special meeting was adjourned at 12:12 p.m.

Mayor Lee Webster

ATTEST:

City Clerk/Finance Director Pamela Olsen, MMC