

TOWN OF SILVER CREEK
LABOR NEGOTIATIONS CLOSED MEETING
October 23, 2012

A closed meeting of The Town Board was held on Monday October 23, 2012, at the Town Hall for the purpose of discussing labor negotiations and to act on personnel compensation and insurance coverage.

Hull called the meeting to order at 6:00 p.m.

Prior to the closed meeting, The Clerk presented Claim # 3152 thru 3160 for payment; none of which are out of the ordinary. Due to the fact that our next regularly scheduled meeting won't be until November 20, 2012, payment is necessary to avoid late fees.

Motion by Hull, second by Lampart to authorize payment. Carried unanimously.

Motion by Hull, second by Lampart to close the meeting at 6:07 p.m. Carried unanimously.

This meeting was closed pursuant to Minnesota Statute 13D.03, subd.1 (b), which is a portion of the Open Meeting Law that allows a Town Board to close a meeting to consider strategy for labor negotiations, including negotiation strategies or developments or discussion and review of labor negotiation proposals, conducted pursuant to sections 179A.01 to 179A.25

Present were Supervisors – Greg Hull and Larry Lampart; Clerk – Frederick R. Whitney; Road Foreman – Richard Grupe.

Hull called for the floor and presented the history of the Road Foreman's health insurance policy since October 2009, how the premium costs have been handled by The Township, as well as the Road Foreman, and any compensation adjustments since 2009.

In October 2009, by agreement, the policy was changed to a very high deductible, which caused the monthly premium to drop significantly. By agreement, the difference between the old premium and the new premium was paid directly to the Foreman. This monthly direct payment has remained the same thru October 2012. However, The Township, by agreement has paid all increases that have occurred to the premium. Now, for the November 2012 thru November 2013 policy period, the monthly premium is going down. The Foreman's base wage has not been increased since 2009.

Discussion followed.

Motion by Hull, second by Lampart to increase the Foreman's monthly direct payment mentioned above, effective October 27, 2012, by the equivalent amount of the monthly decrease in the premium payment. Carried unanimously.

Motion by Hull, second by Lampart to provide a 1.35% Cost of Living increase to the Foreman's base salary, effective October 27, 2012. Carried unanimously.

Motion by Hull, second by Lampart to discuss the establishment of a Cost of Living Increase Policy, which will affect all employees, prior to our annual budget meeting in February 2013. Carried unanimously.

(It was noted that this discussion should be at our January 2013 meeting).

Hull discussed the need for a transition plan regarding the Road Foreman's possible retirement sometime in 2014. The plan should be ready by January 1, 2013 and needs to run thru June 2014. It will identify and create a new full-time position for the foreman's successor, as we reduce part-time staff and/or hours. It will deal with the Foreman's reduction in hours as we will need his expertise for some time to come. It will deal with the transition within both the Castle Danger Subordinate Sewer District and the Stewart River Subordinate Sewer District. Finally, all compensation plans will be developed.

In order to begin, the Foreman was directed to review and update the job descriptions of all staff. The Clerk was directed to obtain comparable worth information for a variety of road and maintenance job descriptions. This information is to be ready by our November 20, 2012 Board meeting.

There being no further business, meeting adjourned at 7:43 p.m. upon motion by Lampart, second by Hull. Carried unanimously.

Respectfully submitted,
Frederick R. Whitney, Clerk