

TOWN OF SILVER CREEK
LABOR NEGOTIATIONS CLOSED MEETING
October 15, 2013

A closed meeting of The Town Board was held on Tuesday October 15, 2013, at the Town Hall for the purpose of discussing labor negotiations and to act on personnel issues as it relates to the hiring of a full-time Heavy Equipment Operator.

Hoops called the meeting to order at 6:02 a.m.

Motion by Hull, second by Lampart to close the meeting at 6:05 a.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 – Mike Hoops, Greg Hull and Larry Lampart; Clerk – Frederick R. Whitney; Road Foreman – Richard Grupe.

Hoops, Whitney and Grupe, as members of the interview committee, updated the Board regarding the results of the interviews conducted with the top three candidates. It was the consensus of the committee that the order of preference was as follows: Udenberg, Barnard and Tucker.

Hoops made a motion, second by Lampart, to create a job package and to offer that job package to Udenberg. Motion carried unanimously.

Discussion followed regarding a job package for Udenberg that is commensurate with his experience and in some ways similar to his package with the County.

Hull made a motion, second by Hoops, to set the base hourly rate at \$23.00, with an additional \$3.50 per hour for Udenberg to use for the purchase of his own Health, Life and Dental Insurance policies. Motion carried unanimously.

Hoops made a motion, second by Lampart, to offer 5 hours per pay period for vacation, maximum to be earned in one year of 130 hours to a maximum of 260 hours carried at any one time and not to be utilized until earned. Motion carried. Hull voting No.

Hoops made a motion, second by Hull, to offer the ability, with supervisor approval, to earn comp time in lieu of overtime pay to a maximum of 160 hours; time to be taken with supervisor's approval. Motion carried unanimously.

Hull made a motion, second by Hoops, to offer a \$500 Flex Benefit at the end of the probationary period. Motion carried unanimously.

Hull made a motion, second by Lampart, to establish a 6 month probationary period based upon Udenberg's knowledge, skills and abilities. Motion carried unanimously.

Hull made a motion, second by Lampart, for Udenberg to be considered for an annual bonus up to 2% of the base pay based upon his performance evaluation that is to take place at the end of December 31, 2015. Motion carried unanimously.

Hoops made a motion, second by Lampart, to offer 4 hours per pay period for sick time up to a maximum of 1,360 hours; not to be utilized until it is earned. Motion carried unanimously.

Hull made a motion, second by Lampart, directing the Clerk to update the Memorandum of Understanding between the Township and Udenberg with the above approved information and that all other information within the Memorandum of Understanding is approved. Motion carried unanimously.

The Clerk was further directed to prepare an hourly & annualized compensation sheet that is to be presented to Udenberg during the offer.

At 7:56 a.m., Hull made a motion, second by Hoops to recess the meeting while we waited for Udenberg to arrive for the job offer. Motion carried unanimously with Lampart departing the meeting for the rest of the day.

Hull called the "closed meeting" back into order at 9:02 a.m.

The offer as described above was made to Udenberg who in turn asked that he be able to review and discuss with his wife. Udenberg agreed to contact the Clerk with his thoughts and answer by the end of the week.

There being no further business, meeting adjourned at 9:30 a.m. upon motion by Hull, second by Hoops. Motion carried. Lampart was absent.

Respectfully submitted,
Frederick R. Whitney, Clerk