

COUNCIL PROCEEDINGS
 Crosslake, Minnesota
 SPECIAL SESSION - January 9, 1985

The City of Crosslake, Minnesota met in a special session on January 9, 1985 in the Council Room of the Municipal Building at 3:30 p.m. The following members were present: Councilman Allen, Douglas, Nelson and Yates. There was approximately 10 members of the community present. Mayor Mezzenga called the meeting to order on the agenda subject of wage increases.

Councilman Nelson introduced his		
proposal of:		BUDGET COVERAGE
John Backdahl	\$.40/hr. increase --	\$24,389.00 yrly.
C. Donald Coulter	\$.40/hr. increase --	\$19,758.92 yrly.
Robert L. Leonard	\$.75/hr. increase --	\$12,064.00 yrly.
Patrick S. Hoag	\$.40/hr. increase --	\$19,260.80 yrly.
Jay M. Lindenberg	\$.50/hr. increase --	\$ 7,542.08 yrly.
Diana A. Gallaway	\$.55/hr. increase --	\$ 9,967.72 yrly.
Patricia Felber	\$.40/hr. increase --	\$14,123.20 yrly.
Rodney Mertens	\$.40/hr. increase --	\$21,548.80 yrly.
Ronald Schmidt	\$.40/hr. increase --	\$22,360.00 yrly.
Marion Twombly	\$.40/hr. increase --	\$17,305.60 yrly.
Lola Butcher	----- Merit raise at anniversary date.	
Anthony V. Mayer	\$1,500.00 annual increase	\$31,250.00 yrly.

The merit raise of Ms. Butcher was discussed as she is still receiving such under the automatic progression scale previously established and was felt that such raise should come at her anniversary date.

Discussions were held regarding the cost of living percentage and was placed somewhere between 3.5 percent to 4.5 percent. It was felt that the raises given under Councilman Nelson's proposal were well within the financial average. It was further stated that some increases were given to correct the inequities of past increases. Some questions were raised regarding job ranges in pay and handling future raises as far as looking for a more equitable way of granting pay increases. It was also understood that the Union members wage increases were still subject to approval under the union negotiations and such was acknowledged.

Wage comparisons were noted of the area especially with the area being a depressed area. The idea of a fixed amount type increase was discussed and made note for future use possibly.

Mayor Mezzenga passed the question to the council and public regarding the proposed wage increases. Several points were noted as the Police Department stated the fairness of the increases, a suggestion was made from the public that possibly turning some of the expenses of hospital benefits should be given to the employees but was further felt that this was not a necessity at present.

Discussion was held in regards to the Telephone Managers increase of \$1,500.00 and the fact that this is only slightly over a 5 percent increase and that he is presently under the industry standard. It was stated that again, being a depressed area has much to do with the standard set and also that one must look at the actual profits the company is making under the present management and not at the monies made on interest. Chairman Fraser of the Telephone Commission made comment that we could not hire a new manager at the present salary Manager Mayer is at and this was also the same situation when Manager Fread was replaced. It was felt that this should be remedied. Was questioned by Manager Mayer as to whether this would always be the situation with this position. This was not a question that could be answered and Mayor Mezzenga felt that the Industry Standards were not always agreeable standards and that profits and performance of the company should be used when determining increases in management. The revenue of the Telephone Company was discussed and the amount of such revenue placed toward interest. The Emily Telephone Co. manager level of pay was discussed and noted at \$33,000.00 with 10 years service to the company - six of which are in management. The car allowance was also noted as not being a part of the wages but monies that should be considered when considering wage increases.

MOTION NO. 1SB-01-85 was introduced by Councilman Nelson that we go with the proposed wage increases reported except in the Telephone Managers increase and show it as \$1,750.00 annual increase. **SECONDED BY** Councilman Allen.

Upon roll call vote being taken Councilman Douglas, Yates, Allen, and Nelson voted in favor of said motion and Mayor Mezzenga declared the motion carried.

MOTION NO. 1SB-02-85 was introduced by Councilman Nelson that Item I referring to the change in Section 1.01 regarding the day change of 100 to 67 and Item 2 regarding the Commission's recommendation to make no changes in the Saturday morning work policy be approved as presented. **SECONDED BY** Councilman Douglas.

Upon roll call vote being taken Councilman Douglas, Yates, Allen, and Nelson voted in favor of said motion and Mayor Mezzenga declared the motion carried.

The Personnel Resolution for presentation were requested for presentation at the regular session.

MOTION NO. 1SB-03-85 was introduced by Councilman Nelson that this special session of the council adjourn. (4:30). **SECONDED BY** Councilman Yates. Upon roll call vote being taken Councilman Douglas, Yates, Allen, and Nelson voted in favor of said motion and Mayor Mezzenga declared the motion carried.

RESPECTFULLY SUBMITTED


Diana A. Gallaway, City Clerk