

COUNCIL PROCEEDINGS
Crosslake, Minnesota
SPECIAL SESSION - January 17, 1984

The City of Crosslake, Minnesota met in a special session on January 17, 1984 at 3:00 P.M. in the Council Room of the Municipal Building. The following members were present: Councilman Allen, Anderson, Arends, Nelson and Mayor Bieber. Present also were members of the Telephone Commission and Manager, A. Mayer. There was approximately 2 members of the community present.

Mayor Bieber called the meeting to order by reiterated the agenda item for this meeting of that being to discuss the Telephone Companies salary and compensations. Mayor Bieber also noted that after adjournment of this meeting there would be a Public Hearing on the Road grant at 4:30 to be followed by another special session of the Council.

The wage and benefit proposal recommended for approval by the Telephone Commission was read as the following: "Motion made by R. Turner and seconded by E. Andolshek to accept a 5% hourly rate increase and a 50% dental plan benefit." Questions were raised regarding the 50% dental plan and it's cost. Was explained that it would be through Delta Dental at a cost of \$21.62 per month which places a cost to the Telephone Company of \$10.81 and employees \$10.81. The concensus of the council regarding the proposed wage and benefits to the Telephone Company employees was that presidence would be set and must include the City employees as they are all part of the City. Was also stated that the Telephone Company employees have always been dealt with separte from the City. The plan was further explained that it has a \$25.00 deductable and that it is set as a 20/80 plan. It was again the feeling of the council that whatever would be done here today would still have a bearing on city employees as everyone is a city employee. Was further instructed that City employees have been governed by the same policies as the Telephone employees.

Wages at present on each employee were introduced as M. Twombly - \$7.54/hr.; L. Butcher - \$5.98; R. Mertens - \$9.49/hr and R. Schmidt - \$9.80/hr. and the increase of 5% over a 4% were discussed. Reasons for the increase of 5% over 4% were given as to include the extra responsibilities that will be placed upon the employees due to the installation of Cable Television. Discussion was directed towards the extra compensation because of extra responsibilities and the possibility of not being capable of meeting such and having to hire extra help to meet these extra responsibilities. The women's wages were questioned and compared to the area in relation to their job responsibilities. Was requested that the Local Union 949's request be looked at and each be dealt with accordingly.

Item 1 - Section 17.01 with a request of an additional Personal Holiday. MOTION NO. 1S-01-84 was introduced by Councilman Anderson that we accept the Telephone Commission's recommendation of denial of such request of Section 17.01. SECONDED BY Councilman Allen.

Upon roll call vote being taken all members of the council voted in favor of said motion and Mayor Bieber declared the motion carried.

Item 2 - Section 18.01 with a request of an additional vacation day be added per year after 10 years service. Maximum of 25 days. MOTION NO. 1S-02-84 was introduced by Councilman Anderson that we accept the vacation request of Section 18.01 recommended by the Telephone Commission. SECONDED BY Councilman Allen.

Motion No. 1S-02-84 continued:

Upon roll call vote being taken Councilman Anderson and Allen voted AYE and Councilmen Arends and Nelson voted Nay. Mayor Bieber voted Nay and therefore declared the motion denied.

MOTION NO. 1S-03-84 was introduced by Councilman Nelson that we accept the vacation request of Section 18.01 but limit the maximum of 20 days. SECONDED BY Councilman Arends.
Upon roll call vote being taken all members of the council voted in favor of said motion and Mayor Bieber declared the motion carried.

Item 3 - Section 22.02 where a request of a summer schedule from May 15th through Labor Day, the work week would be Monday through Friday with Saturday work to be paid overtime and to be rotated. Questions regarding why this was being requested and established. It was determined that during this time the need for someone to be on call was important and the possibility now of having both men out of town on a weekend is high and this clause would illiminate this outcome. MOTION NO. 1S-04-84 was introduced by Councilman Nelson that we accept the Telephone Commission recommendation of Section 22.02 on the summer schedule. SECONDED BY Councilman Anderson.
Upon roll call vote being taken all members of the council voted in favor of said motion and Mayor Bieber declared the motion carried.

Item 4 - Section 33.01 Meal Allowance was introduced with a recommendation of \$18.50 total be offered for all meals per day and no break down of cost per meal. Discussion was given towards the per meal cost for when only a time frame of lunch is involved or an evening meal and not a whole day. MOTION NO. 1S-05-84 was introduced by Councilman Nelson that the Council recommend for meal allowances per meal as listed in Section 33.01 and place a maximum not to exceed \$18.50 for all day. SECONDED BY Councilman Anderson.
Upon roll call vote being taken all members of the council voted in favor of said motion and Mayor Bieber declared the motion carried.

Item 5 - Section 35.01 Group Insurance proposal on the dental plan for addition to the insurance program. Councilman Nelson requested that this be placed after the wage consideration proposed by the Telephone Commission.

Item 6 - Section 37.01 on wages was introduced at 5% per the Telephone Commission recommendation. MOTION NO. 1S-06-84 was introduced by Councilman Anderson that we accept the Telephone Commission recommendation of a wage increase of 5%. SECONDED BY Councilman Allen.
Discussion continued regarding the possibility of giving the 5 percent increase without the dental plan. Also discussed was the idea of coinciding with the City employees wage increase of 4 percent. The idea of giving a 4 percent increase and given the 50 percent dental plan was introduced. Upon roll call vote being taken Councilmen Allen and Anderson voted Aye and Councilmen Nelson, Arends and Mayor Bieber voted NAY. Therefore, Mayor Bieber declared the motion denied.

MOTION NO. 1S-07-84 was introduced by Councilman Nelson that we accept the 5% wage increase across the board with no dental plan insurance benefit. SECONDED BY Councilman Arends.
Upon roll call vote being taken all members of the council voted in favor of said motion and Mayor Bieber declared the motion carried.

The offer presented to the General Manager, Anthony Mayer, from the Telephone Commission was introduced and read as; Wage increase from \$27,750. to \$29,750. with an increased car allowance from \$1,200. to \$1,800. Salary comparisons of general managers in 1980 to 1983 were given in comparison. MOTION NO. 1S-08-84 was introduced by Councilman Anderson that we accept the Telephone Commission recommendation of General Managers salary increase to \$29,750. and car allowance increase to \$1,800. SECONDED BY Councilman Nelson. Discussion was given regarding how many actual miles were driven for work related purposes. Was determined that between 16,000 to 18,000 miles were put on the car for the job but that this year was an extreme year for mileage usage due to all the meetings. Was suggested that for 1984 a log be kept to get an actual mileage count for the job. Upon roll call vote being taken Councilmen Allen, Anderson, and Nelson voted AYE and Councilman Arends voted NAY. Mayor Bieber declared the motion carried.

Mayor Bieber interjected at this point as all wage and benefits had been reconciled at this point that he would like Council action on hiring Mr. Tom Fitzpatrick as City Attorney at a cost of \$65.00 per hour. MOTION NO. 1S-09-84 was introduced by Councilman Nelson that we accept Mr. Tom Fitzpatrick as City Attorney. SECONDED BY Councilman Arends. Upon roll call vote being taken all members of the council voted in favor of said motion and Mayor Bieber declared the motion carried.

MOTION NO. 1S-10-84 was introduced by Councilman Nelson that this Special Council Session adjourn. SECONDED BY Councilman Anderson. Upon roll call vote being taken all members of the council voted in favor of said motion and Mayor Bieber declared the motion carried.

RESPECTFULLY
SUBMITTED:

