

**Brainerd, MN
December 27, 2016**

Pursuant to due call and notice thereof, the Adjourned Meeting of the Brainerd City Council was called to order at 5:46 p.m. by Council President Scheeler.

Upon roll call, the following members were noted present: Koep, Bevans, Johnson, Hilgart and Scheeler. NOTE: Alderman Pritschet and Mayor Menk arrived at 5:47 p.m. Alderman Borkenhagen was noted absent.

City Administrator Thoreen, Finance Director Hillman, and HR Coordinator Schubert were also noted present.

The Chair opened the meeting with the Pledge of Allegiance to the Flag.

Adjourn to Closed Session Pursuant to M.S. 13D.03 to discuss Labor Negotiation Strategy.

The Council adjourned into closed session pursuant to M.S. 13D.03 to discuss labor negotiation strategy at 5:47 p.m.

The Council reconvened into open session at 6:15 p.m.

2017 - 2018 Union Contract Settlements.

HR Coordinator Kris Schubert summarized wage adjustments for the remaining six bargaining units noting that the Teamsters Police Sergeant Union received a 1% market adjustment and BPU employees receive market adjustments as reviewed and recommended by the Brainerd Public Utilities Commission. Almost all union groups will receive a 1.5% general wage adjustment on 1/1/17; .5% general wage adjustment on 7/1/17; and a 2% wage adjustment on 1/1/18. The IBEW Administrative Support union will receive 2% on 1/1/17 and 2% on 1/1/18 since they did not receive market adjustments during negotiations.

Teamsters Local No. 346 (Police Sergeants) Union:

MOVED AND SECONDED BY ALDERMEN BEVANS AND HILGART TO APPROVE THE 2017 - 2018 SETTLEMENT TERMS, UNION CONTRACT, AND APPLICABLE MOU'S BETWEEN THE CITY OF BRAINERD AND TEAMSTERS LOCAL NO. 346 (POLICE SERGEANTS) UNION; FURTHER, TO ADOPT RESOLUTION NO. 59:16 SETTING THE 2017 - 2018 WAGES FOR SAID GROUP.

RESOLUTION NO. 59:16

Upon roll call, members Koep, Pritschet, Bevans, Johnson, Hilgart, and Scheeler voted "aye." No member voted "nay." The Chair declared the motion carried and the resolution adopted.

IBEW Local No. 31 (Administrative Support) Union:

MOVED AND SECONDED BY ALDERMEN BEVANS AND PRITSCHET TO APPROVE THE 2017 - 2018 SETTLEMENT TERMS, UNION CONTRACT, AND APPLICABLE MOU'S BETWEEN THE CITY OF BRAINERD AND IBEW LOCAL NO. 31 (ADMINISTRATIVE SUPPORT) UNION; FURTHER, TO ADOPT RESOLUTION NO. 60:16 SETTING THE 2017 - 2018 WAGES FOR SAID GROUP.

RESOLUTION NO. 60:16

Upon roll call, members Koep, Pritschet, Bevans, Johnson, Hilgart, and Scheeler voted "aye." No member voted "nay." The Chair declared the motion carried and the resolution adopted.

IUOE Local #49 (Parks) Union:

MOVED AND SECONDED BY ALDERMEN BEVANS AND HILGART TO APPROVE THE 2017 - 2018 SETTLEMENT TERMS, UNION CONTRACT, AND APPLICABLE MOU'S BETWEEN THE CITY OF BRAINERD AND IUOE LOCAL #49 (PARKS) UNION; FURTHER, TO ADOPT RESOLUTION NO. 61:16 SETTING THE 2017 - 2018 WAGES FOR SAID GROUP.

RESOLUTION NO. 61:16

Upon roll call, members Koep, Pritschet, Bevans, Johnson, Hilgart, and Scheeler voted "aye." No member voted "nay." The Chair declared the motion carried and the resolution adopted.

IUOE Local #49 (Street) Union:

MOVED AND SECONDED BY ALDERMEN BEVANS AND PRITSCHET TO APPROVE THE 2017 - 2018 SETTLEMENT TERMS, UNION CONTRACT, AND APPLICABLE MOU'S BETWEEN THE CITY OF BRAINERD AND IUOE LOCAL #49 (STREET) UNION; FURTHER, TO ADOPT RESOLUTION NO. 62:16 SETTING THE 2017 - 2018 WAGES FOR SAID GROUP.

RESOLUTION NO. 62:16

Upon roll call, members Koep, Pritschet, Bevans, Johnson, Hilgart, and Scheeler voted "aye." No member voted "nay." The Chair declared the motion carried and the resolution adopted.

United Steel Workers Local 9230 – Unit 9 (Hydro-BPU) Union:

MOVED AND SECONDED BY ALDERMEN BEVANS AND KOEP TO APPROVE THE 2017 - 2018 SETTLEMENT TERMS, UNION CONTRACT, AND APPLICABLE MOU'S BETWEEN THE CITY OF BRAINERD AND UNITED STEEL WORKERS LOCAL 9230 – UNIT 9 (HYDRO-BPU) UNION; FURTHER, TO ADOPT RESOLUTION NO. 63:16 SETTING THE 2017 - 2018 WAGES FOR SAID GROUP.

RESOLUTION NO. 63:16

Upon roll call, members Koep, Pritschet, Bevans, Johnson, Hilgart, and Scheeler voted "aye." No member voted "nay." The Chair declared the motion carried and the resolution adopted.

IBEW Local No. 31 (BPU) Union:

MOVED AND SECONDED BY ALDERMEN BEVANS AND PRITSCHET TO APPROVE THE 2017 - 2018 SETTLEMENT TERMS, UNION CONTRACT, AND APPLICABLE MOU'S BETWEEN THE CITY OF BRAINERD AND IBEW LOCAL NO. 31 (BPU) UNION; FURTHER, TO ADOPT RESOLUTION NO. 64:16 SETTING THE 2017 - 2018 WAGES FOR SAID GROUP.

RESOLUTION NO. 64:16

Upon roll call, members Koep, Pritschet, Bevans, Johnson, Hilgart, and Scheeler voted "aye." No member voted "nay." The Chair declared the motion carried and the resolution adopted.

Adjustments for Non-Union Employees (City Administrator, Department Heads and Supervisors).

HR Coordinator Schubert presented adjustment recommendations for non-union employees consisting of the City Administrator, Department Heads and Supervisors following a comparable internal settlement pattern. Additional considerations were discussed relative to maintaining the Police Department internal supervisory wage gap since both Officers and Sergeants received market adjustments, officially creating and posting the IT / GIS Coordinator and IT Specialist positions, and overall wage adjustments.

MOVED AND SECONDED BY ALDERMEN BEVANS AND JOHNSON, DULY CARRIED, TO AUTHORIZE STAFF TO CONDUCT A MARKET REVIEW FOR THE POLICE CHIEF AND DEPUTY POLICE CHIEF POSITIONS FOR POSSIBLE RETROACTIVE ADJUSTMENTS AND TO MAINTAIN THE CURRENT SUPERVISORY WAGE GAP; FURTHER, BECAUSE OF THIS REVIEW, THESE POSITIONS WILL NOT INCLUDED IN TONIGHT'S 2017 - 2018 NON-UNION WAGE RESOLUTION AND WILL BE PRESENTED AND CONSIDERED AT THE JANUARY 17, 2017 COUNCIL MEETING.

MOVED AND SECONDED BY ALDERMEN BEVANS AND JOHNSON, DULY CARRIED, TO AUTHORIZE A \$1 PER HOUR MARKET ADJUSTMENT FOR BOTH 2017 AND 2018 FOR THE CITY'S IT / GIS COORDINATOR POSITION TO MATCH THE BASE WAGE FOR THE BPU INFORMATION TECHNOLOGY SUPERVISOR.

MOVED AND SECONDED BY ALDERMEN BEVANS AND HILGART, DULY CARRIED, TO AUTHORIZE STAFF TO BEGIN THE INTERNAL POSTING PROCESS FOR THE NEW IT / GIS COORDINATOR (SUPERVISOR) AND IT SPECIALIST (IBEW UNION MEMBER) POSITIONS.

MOVED AND SECONDED BY ALDERMEN BEVANS AND HILGART, DULY CARRIED, TO AUTHORIZE STAFF TO REQUEST AN MOU EXTENSION BETWEEN THE CITY OF BRAINERD AND THE IBEW ADMINISTRATIVE SUPPORT UNION TO ALLOW THE CURRENT INDIVIDUAL THAT IS ASSISTING WITH IT DUTIES TO CONTINUE IN THAT ROLE AND RECEIVE THE \$2.50 PER HOUR WAGE ADJUSTMENT UNTIL THE CITY OFFICIALLY FILLS THE IT SPECIALIST POSITION.

MOVED AND SECONDED BY ALDERMEN BEVANS AND HILGART TO ADOPT A RESOLUTION SETTING THE 2017 - 2018 MONTHLY WAGES FOR NON-UNION CITY EMPLOYEES CONSISTING OF THE CITY ADMINISTRATOR, DEPARTMENT HEADS AND SUPERVISORS (EXCLUDING THE POLICE CHIEF AND DEPUTY POLICE CHIEF AT THIS TIME) FOLLOWING COMPARABLE INTERNAL SETTLEMENT PATTERNS AS PRESENTED.

RESOLUTION NO. 65:16

Upon roll call, members Koep, Pritschet, Bevans, Johnson, Hilgart, and Scheeler voted "aye." No member voted "nay." The Chair declared the motion carried and the resolution adopted.

Adjourn.

The Chair adjourned the meeting at 6:38 p.m.

James M. Thoreen
City Administrator

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