



MINUTES

LABOR MANAGEMENT COMMITTEE MEETING

March 11, 2021

1. Roll Call: All members present – Dan Handel, Jason Branske, Mike Jansen, McKenzie Granum, Mel Gregg, Curtis Stultz.
2. Old Business: Minutes for the previous meetings will be pulled together by McKenzie for approval by the Committee.
3. New Business:
 - COVID Sick Leave: This leave bank has been extended for employee use to June 30, 2021. This leave can also be used by employees for vaccine-related reactions.
 - COVID Leave and Use of Future Accrued Leave: The policy covering the use of future accrued leave for COVID-related circumstances has also been extended to June 30, 2021.
 - Vaccine Eligibility: The City is unsure if it will or can host its own employer-sponsored event for employee vaccinations. Will keep employees apprised, however, as additional groups become eligible for the vaccine.
4. Updates from the City:
 - a. Recruitment
 - i. Open recruitments – Parks seasonal positions are becoming available; additionally, there are a number of open PW positions that the City is hiring for: PW admin. assistant position, meter reader, streets utility I, WW utility I, WW Operator III, and Fleet Maintenance Tech. The City expects to begin hiring for additional transit and part-time library and aquatic center staff as things continue to re-open.
 - ii. A new library assistant and cashier just started in their positions at the City.
 - iii. Police Chief Jim Ferraris' retirement is finalized. DC Pilcher will serve as acting chief during the recruitment for a new chief.

- b. Budget – There will be financial impacts to the City's budget from the recent ice storm and emergency clean-up (est. cost is already around ~\$1.1 million).
Department Heads have locked in their budgets w/ the finance department staff for the 2021/2022 budget for council adoption in the coming months.
 - c. Council Meetings – McKenzie gave updates on the recent council meetings.
Focus of the Council has been on finalizing their Council goals, discussing the upcoming budget season, and debriefing about the recent ice storm recovery.
 - d. Other –
 - i. Projects: The new phone system has been turned-on in the Finance Department.
- 5. Updates from the Union:
 - a. Internship Policy: Some questions were raised regarding the intent/purpose of unpaid internship positions. Mel provided feedback through the discussion.
 - b. Questions were raised regarding the re-opening of City facilities in the future (e.g. City Hall & Library). All re-opening will align w/ the governor's emergency orders and OR-OSHA guidelines.
- 6. Event and Kudos:
 - a. PW staff – Kudos for all their work in responding the February Ice Storm event.
- 7. Action Items: None
- 8. Next Meeting Date: April 8 @ 11 a.m.