

**SPECIAL ROSEAU CITY COUNCIL MEETING  
THURSDAY – DECEMBER 19, 2019 @ 5:00 P.M.  
ROSEAU CITY CENTER COUNCIL CHAMBERS  
121 Center Street East Suite 201  
Roseau, MN 56751**

A Special meeting of the Roseau City Council was held on the above date, time and place. Members present were Mayor Jeff Pelowski, Councilmembers Pat Novacek, Jane Evans, Brady Johnson and Amy Bassingthwaite. Others present were Community Development Coordinator Todd Peterson and City Attorney Michelle Moren.

Mayor Pelowski called the meeting to order and the Pledge of Allegiance was said.

Pursuant to due call and notice a special meeting of the Roseau City Council was held on the above date, time and place. The purpose of the meeting was to:

- Consider Employee Association and Police Association Labor Negotiations Proposals

Mayor Jeff Pelowski and Councilmember Amy Bassingthwaite of the Council negotiating committee presented the City Council with preliminary labor negotiation deals for 2020, 2021, and 2022 with both the City Employee's Association and the Roseau Police Officers Association.

Both proposals were identical on the following items:

- Pay Chart – condense the chart from 11 steps to 9 steps, retaining existing minimums and maximums (this items was proposed to move newer employees up to market faster)
- COLA - \$1 across the board for 2020, 2.5% for 2021 and 2% for 2022. (the \$1 across the board for 2020 was proposed to address the issue of underpayment or tilt in the pay chart identified by George Gmach at the lower end of the pay scale)
- New longevity pay – longevity pay of \$900/yr. (one-time payment) for 25-29 years of service and \$1,200/yr. (one-time payment) for 30+ years of service. Years of service to be determined as of January 1 of each year from the date of hiring. (this was proposed to replace the existing longevity pay that was incorporated into the pay chart)
- Health Insurance – unchanged from 2019 with 90/10 cost-share on both family and single premiums, \$1,800 contribution to HSA, and maintaining HRA OOP caps at \$2,600 single and \$3,300 family.
- All other benefits outlined in Employee Handbook to remain the same

The Police Department proposal also contained the following items:

- Night Differential Pay – remains at \$2/hr.
- Compensatory Time Carryover – increased from 80 hours to 120 hours
- Compensatory/Overtime Time Payout – Option to take a payout of compensatory/overtime twice a year, up to 150 hours total

After lengthy discussion Councilmember Jane Evans motioned, seconded by Amy Bassingthwaite to approve the Employees Association labor negotiations proposal of:

- Pay Chart – condense the chart from 11 steps to 9 steps, retaining existing minimums and maximums
- COLA - \$1 across the board for 2020, 2.5% for 2021 and 2% for 2022.
- New longevity pay – longevity pay of \$900/yr. (one-time payment) for 25-29 years of service and \$1,200/yr. (one-time payment) for 30+ years of service. Years of service to be determined as of January 1 of each year from the date of hiring.
- Health Insurance – unchanged from 2019 with 90/10 cost-share on both family and single premiums, \$1,800 contribution to HSA, and maintaining HRA OOP caps at \$2,600 single and \$3,300 family.
- All other benefits outlined in Employee Handbook to remain the same

The motion passed by unanimous vote.

Afterwards, Amy Bassingthwaite motioned, seconded by Brady Johnson to approve the Police Association labor negotiations proposal of:

- Pay Chart – condense the chart from 11 steps to 9 steps, retaining existing minimums and maximums

- COLA - \$1 across the board for 2020, 2.5% for 2021 and 2% for 2022.
- New longevity pay – longevity pay of \$900/yr. (one-time payment) for 25-29 years of service and \$1,200/yr. (one-time payment) for 30+ years of service. Years of service to be determined as of January 1 of each year from the date of hiring.
- Health Insurance – unchanged from 2019 with 90/10 cost-share on both family and single premiums, \$1,800 contribution to HSA, and maintaining HRA OOP caps at \$2,600 single and \$3,300 family.
- All other benefits outlined in Employee Handbook to remain the same
- Night Differential Pay – remains at \$2/hr.
- Compensatory Time Carryover – increased from 80 hours to 120 hours
- Compensatory/Overtime Time Payout – Option to take a payout of compensatory/overtime twice a year, up to 150 hours total

The motion passed by unanimous vote.

There being no further business, Council member Brady Johnson motioned, Council member Jane Evans seconded and it was carried by unanimous vote to adjourn the meeting.

ATTEST:

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Community Development Coordinator

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Mayor