

COLD SPRING CITY COUNCIL SPECIAL MEETING MINUTES

WEDNESDAY, JANUARY 25, 2023

The meeting was called to order by Mayor Dave Heinen at 4:30 p.m. The following City Council members were found to be present: Mayor Dave Heinen and Council Members Mike Fall, Doug Schmitz, Ryan Hennen, and Fran Ramler. Others present: Kris Dockendorf, Jon Stueve, Jason Blum, Jason Spoden, and Brady Goebel.

APPROVAL OF THE AGENDA

MOTION WAS MADE BY SCHMITZ, SECONDED BY RAMLER, TO APPROVE THE AGENDA AS PRESENTED. MOTION PASSED 5-0.

DISCUSSION OF EMPLOYEE LABOR AGREEMENTS

Municipal Employees Non-Union Contract:

Kris Dockendorf provided the Council with a summary of what the City Council had approved at the Dec. 28, 2022 workshop meeting, along with changes proposed by the non-union group at the Jan. 11, 2023 meeting with the negotiation team. Those changes included:

- 4% pay increase in 2025, rather than 3%
- Increase to 5% Longevity after 10 years
- Increase to 7% Longevity after 15 years

Dockendorf also stated that she had included a 30-minute response time for Public Works employees when they are on-call.

Council Member Fall requested that Dockendorf check into switching to a health insurance company that provides reimbursement for health club memberships, rather than the City providing it.

Ramler motioned to accept the proposal from the non-union group, including the 4% increase in 2025 and 5% and 7% longevity pay. Motion seconded by Heinen with the following voting in favor: Ramler and Heinen. Opposed: Fall, Schmitz, and Hennen. Motion failed by a 2-3 vote.

Schmitz motioned to approve pay increases of 3% in 2023, 3% in 2024, and 3% in 2025, and to keep the longevity pay at 4% and 6%. Motion failed for lack of a second.

Hennen motioned to approve pay increases of 3% in 2023, 3% in 2024, and 4% in 2025, and to keep the longevity pay at 4% and 6%. Motion seconded by Ramler with the following voting in favor: Ramler and Hennen. Opposed: Fall, Schmitz, and Heinen. Motion failed by a 2-3 vote.

Schmitz motioned to approve pay increases of 3% in 2023, 3% in 2024, and 3.5% in 2025, and to keep the longevity pay at 4% and 6%. Motion seconded by Hennen with the following voting in favor: Schmitz and Hennen. Opposed: Ramler, Fall, and Heinen. Motion failed by a 2-3 vote.

Ramler motioned to approve pay increases of 3% in 2023, 3% in 2024, and 3% in 2025, and increase the longevity pay to 5% after 10 years and 7% after 15 years. Motion seconded by Heinen with the following voting in favor: Ramler, Hennen, and Heinen. Opposed: Fall and Schmitz. Motion passed by a 3-2 vote.

Hennen questioned how many employees would be affected by the longevity benefit increase. Dockendorf stated she thought seven would be affected the first year and three more by the end of the contract.

Law Enforcement Labor Services Union Contract:

Kris Dockendorf provided the Council with a summary of what the City Council had approved at the Dec. 28, 2022 workshop meeting, along with changes that had been discussed with the union stewards and their business agent at the Jan. 11, 2023 meeting with the negotiation team. Dockendorf stated that this proposal was discussed with the union but had not been ratified by them yet. The changes included:

- 4% pay increase in 2023, rather than 3%
- 3% pay increase in 2025, rather than 4%
- Increase to 5% Longevity after 10 years
- Increase to 7% Longevity after 15 years

Schmitz questioned how many employees would be affected by the longevity increase. Dockendorf stated that she thought it would only be one at the start of the contract, and possibly two more by the end of the contract.

Ramler motioned to approve pay increases of 4% in 2023, 3% in 2024, and 3% in 2025 and increase the longevity pay to 5% after 10 years and 7% after 15 years. Motion seconded by Hennen with the following voting in favor: Ramler, Hennen, and Heinen. Opposed: Fall and Schmitz. Motion passed by a 3-2 vote.

ADJOURN

MOTION WAS MADE BY FALL, SECONDED BY RAMLER, TO ADJOURN AT 5:04 P.M., SEEING NO FURTHER BUSINESS TO COME BEFORE THE CITY COUNCIL. MOTION PASSED 5-0.

David Heinen, Mayor

Kris Dockendorf, City Administrator