

**MINUTES
CITY OF LONSDALE
SPECIAL CITY COUNCIL MEETING
AUGUST 3, 2015**

1. CALL TO ORDER

Mayor Rud called a special meeting of the Lonsdale City Council to order at 7:02 p.m. in the City Council Chambers, 415 Central Street West.

2. PLEDGE OF ALLEGIANCE

Everyone stood and recited the pledge of allegiance.

3. ROLL CALL

Present: Daleiden, Rud, Furrer and Pelava

Absent: Kodada

Staff Present: City Administrator Joel Erickson, City Treasurer Tami Brokl and Chief of Police Jason Schmitz

Others Present: None

4. AGENDA

Mayor Rud asked if there were any additions, deletions or corrections to the agenda.

A motion was made by Daleiden seconded by Pelava to approve the agenda as presented. Vote for: Daleiden, Rud, Furrer and Pelava. Vote against: None. Abstained: None. Vote: 4-0. Motion carried.

5. APPROVAL OF MINUTES

None

6. PUBLIC HEARINGS

None

7. PRESENTATION OF CITIZEN PETITIONS AND COMMENTS

None

8. APPROVAL OF THE CONSENT AGENDA

None

9. OLD BUSINESS

None

10. NEW BUSINESS

a. Discuss the City's 2016 Annual Budget

Erickson said this is the second meeting pertaining to the City's 2016 budget. He said the focus of this meeting was employee wages. Erickson said Chief Schmitz and himself have meet with the Union and police officers regarding negotiating the upcoming contract that will take effect in January of 2016. He said during those discussions, it has been identified that wages are an issue when compared to

similar sized cities as Lonsdale. Erickson said it can be seen with the large amount of turnover in part time officers and the officer with the least amount of seniority. Erickson said because of this issue, he researched wages and wage ranges for each employee of the city based on cities with a population of between 4,000 and 6,000. He said based on the simple survey, nearly all employees are underpaid when compared to the surveyed cities. Mayor Rud asked if insurance benefits provided are comparable and taken into account. Erickson said insurance coverage varies quite a bit and was not taken into account. Furrer said she would like to see the total package including wages and insurance. Rud recommended keeping the pay scale the same and not giving raises, just to give raises. He said raises should be tied to performance and increased responsibilities. Pelava said the Police Department was being looked at specifically because of the high turnover and the \$5,000.00 spent to train an officer that is here no more than one year. There was general discussion on the starting wage and the wage of current Police Officers. There was also discussion on providing wage increases for employees obtaining licenses that are of a benefit to the City. Chief Schmitz said that does not work for the Police Department because the higher wage is only paid when the officer is performing those specific duties such as field training officer, use of force instructor, etc. Daleiden said the City's pay scale is different than the private sector because starting wages are typically based on an applicant's qualifications. Schmitz said Police Officer's increases are based on performance. The Council discussed paying for employees to obtain licenses in lieu of a wage increase because it makes them more marketable in the job market. Mayor Rud said back in 2005, employees were given a large increase due to being underpaid and the amount of development that was taking place at the time. He also said employee's wages were frozen in 2009/2010 due the poor economy. The Council asked Erickson what the City's health insurance coverage was. Erickson explained what the current coverage is and the change in deductible that will take place in November.

11. OTHER BUSINESS

Department Reports:

None

12. ADJOURNMENT

A motion was made by Daleiden and seconded by Furrer to adjourn the meeting.

Vote for: Daleiden, Rud, Furrer and Pelava. Against: None Vote 4-0. Motion carried. The meeting ended at 8:10 pm.

Respectfully Submitted:

Joel A. Erickson, City Administrator