

LABOR RELATIONS COMMITTEE

MINUTES

The Labor Relations Committee of the Willmar City Council met on Wednesday, December 10, 2014, in Conference Room No. 1 at the City Office Building.

Present:	Steve Ahmann	Chair
	Jim Dokken	Vice Chair
	Denis Anderson	Member
	Ron Christianson	Member

Others present: City Administrator Charlene Stevens

Item No. 1 Call to Order

The meeting was called to order by Council Member Ahmann a 4:45 p.m.

Item No. 2 Public Comment

There was no one from the public present to comment.

Closed Session Pursuant to Minn. Stat. §13D.03

Council Member Anderson made a motion, seconded by Council Member Christianson to go into closed session pursuant to Minn. Stat. §13D.03 to discuss labor negotiation strategies. The meeting was closed at 4:47 p.m. p.m.

The meeting was reopened at 5:20 p.m. on a motion by Council Member Anderson, seconded by Council Member Dokken.

Item No. 3 Consideration of Contract with Law Enforcement Labor Services (LELS) for 2015

Chair Ahmann reviewed the tentative agreement with Law Enforcement Labor Services (LELS) (see attached document), summarizing the agreement for 2015. Chair Ahmann highlighted the annual wage increases of 2.0% and all other conditions remaining the same.

Council Member Anderson made a motion, seconded by Council Member Dokken to approve the contract with LELS for 2015 as described and attached. The motion carried.

Item No. 4 Old Business

Succession Planning: Chair Ahmann raised the issue of the importance of succession planning in the organization, specifically the transfer of institutional knowledge in the organization. Ms. Stevens explained what the City has done to date to try to prepare individuals for future promotional opportunities and noted in some cases it is difficult to find internal candidates. Council Member Anderson noted that it is important to have a balance of internal promotions and new ideas. Council Member Christianson stated it was important to develop internal candidates.

Appointments to Boards and Committees: Chair Ahmann raised the concern of individuals serving on multiple boards and commissions and potential conflicts of interest. Other members expressed concerns that it can be difficult to find individuals willing to serve. It was agreed to have further discussion after the new Mayor Elect took office in January.

There being no further business, the meeting was adjourned at 5:50 p.m.

Respectfully submitted,

Charlene Stevens
City Administrator