

**OSSEO CITY COUNCIL  
WORK SESSION MINUTES  
October 24, 2022**

1. CALL TO ORDER

Mayor Duane Poppe called the work session of the Osseo City Council to order at 6:00 p.m. on Monday, October 24, 2022.

2. ROLL CALL

Members present: Councilmembers Juliana Hultstrom, Harold E. Johnson, Larry Stelmach, Alicia Vickerman, and Mayor Duane Poppe.

Staff present: City Administrator Riley Grams and Community Management Coordinator Joe Amerman.

3. AGENDA

Council agreed to discuss the work session items.

4. DISCUSSION ITEMS

A. DISCUSS EMPLOYEE PERSONNEL POLICY CHANGES

Grams reported with the recently negotiated and Council approved Police Union contract complete, Staff began looking at the existing Personnel Policy that establishes a uniform and equitable system of personnel administration for employees of the City. This policy covers all full-time and part-time employees who are not covered by a Union (in Osseo's case, this is all employees that are not FT Police Officers). Historically the City has made every attempt to mirror much of what the Police Union has negotiated in their contract, and vice versa. You'll note that several items that have been previously negotiated into the City's Personnel Policy were recently updated in the Police Union contract (including paid parental leave and adjustments to the PTO accrual rate).

Grams stated additionally, Attorney Mary Tietjen reviewed the City's Personnel Policy to determine if any updates were needed based on any specific changes to recent employment laws both federally and at the State level. Staff also had an opportunity to provide feedback on and changes they would like to see. The draft Personnel Policy included all recommended changes. Grams then met with the Council Human Resources Committee (Councilmembers Vickerman and Hultstrom) on October 10, 2022, to discuss the proposed changes and formulate a recommendation to the full Council for review. Staff reviewed the recommended changes in further detail and requested feedback from the Council.

Johnson asked if the comp time was paid at time and a half. Grams reported comp time was paid as straight time and not time and a half.

Johnson requested further information regarding the public works on-call time. Grams described how Public Works Staff had members on-call on weekends in the event of a call back emergency.

Further discussion ensued regarding emergency call backs and how the public works employees are paid for these events.

Hultstrom stated the Public Works Staff members were not abusing on-call time. She believed the City had stellar public works members. She appreciated how much the public works crew flexed their schedules in order to not work over 40 hours a week.

Vickerman commented further on the opt-out option for health insurance.

Stelmach stated he would like to see the City matching the health insurance plans for City employees to the police contract

Johnson expressed concern with the City's proposed health care benefits. He encouraged Staff to investigate what other cities were doing and if all cities offered health care for employees and their families. Grams described how the plan next year would fully cover single employees, but would not fully cover family plans.

Johnson proposed the City offering single coverage to all employees and that all employees requesting family coverage pay the difference. Grams feared that if this change was made, the City would lose a substantial number of employees.

Johnson supported the City looking for ways to save money versus spending money. He believed the current setup was unfair. Grams reported he would not be able to make a change for 2022, but explained Staff would be looking at other insurance options for City employees in 2023.

Stelmach suggested the Council have a further discussion regarding employee benefits at a future workshop meeting.

Hultstrom asked if all employees get a \$1,600 benefit. Grams reported every employee who opts into the City's insurance gets up to \$1,600 a month in healthcare benefits. He stated it was his understanding the City's insurance was a little more expensive than the average. He feared that if the City were to remove family coverage, the City would lose employees and would have a very difficult time finding new employees. He recommended the City look at its insurance options in 2023.

Hultstrom discussed the possibility of having the second Monday in October a City holiday (Indigenous People Day). She noted this would require the Council to hold their first meeting in October on a Tuesday.

Johnson questioned who the exempt employees were at this time. Grams reported this included himself, Public Works Director Waldbillig and Police Chief Mikkelson.

Johnson inquired if part time employees received benefits. Grams reported part time employees did not qualify for City benefits.

Stelmach stated he could support Indigenous People Day being included within the personnel manual. In addition, he supported the \$600 contribution for healthcare benefits.

Mayor Poppe indicated he supported the \$600 contribution as well.

Council consensus was to support the \$500 contribution.

5. ADJOURNMENT

The Work Session adjourned at 6:50 p.m.

Respectfully submitted,

Heidi Guenther  
*Minute Maker Secretarial*