

**WAYZATA CITY COUNCIL
WORKSHOP MEETING MINUTES
December 20, 2016**

6:00 PM Discuss Wellness Program

Mayor Willcox called the meetings to order at 6:00 pm in the Community Room at Wayzata City Hall. Council Members present: Anderson, McCarthy, Mullin and Tyacke. Also present: City Manager Dahl.

Mr. Dahl stated that over the past three months, a Wellness Committee composing of members of most every city department has met, worked with the City's benefits consultants, and developed a draft Employee Wellness Program for 2017. Mr. Dahl reviewed the major components of the program which included a mission, goals for 2017, and employee incentives. In addition, Mr. Dahl reviewed a draft calendar of events/activities as well as a draft tracking card.

The Council was generally in favor of the program and had the following comments:

- Would like to find a way to get part-time employees engaged
- Would like to ensure that when appropriate, documentation of proof of participation is required
- Program should be billed as a "Pilot" program that is reevaluated annually
- When possible, use local consultants for seminars
- Look at additional discounts for area fitness centers

Mr. Dahl indicated that based on the Council's support, he would proceed with the program for 2017.

6:30 PM Update on Labor Negotiations

Mayor Willcox introduced this item at 6:30 pm.

Mr. Dahl stated that staff has met with Union Stewards on both the Police Department (LELS) and Public Works (AFSCME) over the past several months and have worked toward a tentative agreement for Council review. The contracts include the following:

Police:

- 3-year agreement
- COLA increase of 2.5% for each year
- Additional step for officers with more than 10 years. Step increase would be 2% in 2017 and then 1% in 2018 and 1% in 2019
- Starting in 2019, Specialty Pay of \$100 per month for Field Training and Firearms Officers (up to 3)
- Starting in 2019, Specialty Pay of \$200 per month for School Resource Officer
- Starting in 2019, Specialty Pay of \$200 per month for Investigator
- Addition of July 4th as Double Time Holiday
- Cashing out of unused sick leave balance will cease in 2019. For any leftover balance, 85% of it would be deposited into Post-Employment Retirement Account.

Public Works:

- 3-year agreement
- COLA increase of 2.5% for each year
- Minor language amendments regarding items like funeral pay in order to make contract is consistent with federal regulations and City personnel policy
- Shift differential pay of \$2.00 per hour starting in 2019 (for work done outside "normal" working hours)
- Double time will be paid for emergency call-back work on all City recognized Holidays instead of just the big three.
- On-call pay will be based on 10 hours of pay versus 8 hours

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2 The Council discussed all components of the agreements including what wages were currently at with
3 comparable cities, the details of how shift differential pay would work, on-call pay, and budget impacts.
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5 The workshop meetings were adjourned at 6:55 pm.
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7 Respectfully submitted,
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9 *Becky Malone 01-03-2017*
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11 Becky Malone
12 Deputy City Clerk