

**BABBITT CITY COUNCIL**  
**SPECIAL MEETING**  
**August 3, 2011**

A Special Meeting of the Babbitt City Council was called to order at 9:00 a.m. this date for contract negotiations with the Teamsters Local 346 Essential and Other than Essential Units.

Present for roll call were: Councilors Fitzpatrick, Hoheisel, Lassi, Marinaro and Mayor Anderson.

Also present were: Clerk-Treasurer Klegstad, City Attorney Brunfelt, Zak Radzak (Local 346), Tony Chamberlin, Chad Loewen and Todd Heikkila.

The Pledge of Allegiance was recited.

Zak Radzak presented the Local 346 proposals for the Essential and Other than Essential Units (Attached).

It was moved by Anderson, supported by Hoheisel, to go into closed session at 9:18 a.m. for discussion of negotiating strategy.

Motion declared carried.

Closed Session

Present: Fitzpatrick, Hoheisel, Lassi, Marinaro, Anderson, Klegstad and Brunfelt.

The meeting reopened at 9:55 a.m. Attorney Brunfelt presented the City's position as follows:

1. The City will pay employees for all training required by the City and State at a straight time rate of pay with the stipulation that an Officer have 8 hours off between the training session and their work schedule and also that no officer be allowed to work more than 16 hours straight.
2. The Contract will be for three years with pay increases of 0% effective 1/1/12, 1% effective 1/1/13 and 1 ½% effective 1/1/14.
3. Increase employer cap for Health insurance from \$820.00 to \$870.
4. Increase employer cap for Dental insurance from \$40.00 to \$60.00.
5. Raise compensatory maximum accrual from 40 hours to 60 hours for the Non-Essential Group.
6. Reduce the City's Health Savings Account contribution from \$3700.00 to \$1850.00 for family coverage and from \$1850 to \$925 for single coverage.

The Union caucused at 10:05 a.m. and returned at 10:25 a.m. with the following position:

1. The City will pay employees for all training required by the City and State at a straight time rate of pay with the stipulation that an officer have 6 to 7 hours off between the training session and work schedule and also that no officer be allowed to work more than 16 hours straight.
2. The Contract will be for two years with pay increases of 2 ½% effective 1/1/12 and ½% effective 1/1/13.

3. Increase employer cap for Health Insurance from \$820.00 to \$870.00.
4. Increase employer cap for Dental Insurance from \$40.00 to \$60.00.
5. Raise compensatory maximum accrual from 40 hours to 60 hours for the Non-Essential Group.
6. City's Health Savings Account contribution remain at \$3700.00 for family coverage and \$1850.00 for single coverage.

It was moved by Anderson, supported by Fitzpatrick, to go into closed session at 10:35 a.m. for discussion of negotiating strategy.

The meeting reopened at 10:45 a.m. and Attorney Brunfelt presented the City position as follows:

1. The City will pay employees for all training required by the City and State at a straight time rate of pay with the stipulation that an officer have at least 8 hours off between combined work shifts and/or training sessions of 16 hours. An exception provision for end of shifts and emergency situations will be worked out between Officer Loewen and Attorney Brunfelt.
2. The Contract will be for three years with pay increases of ½% effective 1/1/12, 1% effective 1/1/13 and 1 ½% effective 1/1/14.
3. Increase employer cap for Health Insurance from \$820.00 to \$870.00
4. Increase employer cap for Dental Insurance from \$40.00 to \$60.00
5. Raise compensatory maximum accrual from 40 hours to 60 hours for the Non-Essential Group.
6. Request that the Union provide a reduction amount in the City's Health Savings Account contribution.

It was moved by Hoheisel, supported by Marinaro, to go into closed session at 11:10 a.m. for discussion of negotiating strategy.

Motion declared carried.

The Union caucused at 11:10 a.m. The meeting was reconvened at 11:30 a.m. with the Union's position as follows:

The Union would like to look at other means to save the City and employees money.

Attorney Brunfelt presented the City's position as follows:

1. The City will pay employees for all training required by the City and State at a straight time rate of pay with the stipulation that an officer have at least 8 hours off between combined work shifts and/or training sessions of 16 hours. An exception provision for end of shifts and emergency situations will be worked out between Officer Loewen and Attorney Brunfelt.
2. The Contract will be for two years with pay increases of 1% effective 1/1/12 and 1% effective 1/1/13.
3. Employer cap for Health Insurance remain at \$820.00.
4. Increase employer cap for Dental Insurance from \$40.00 to \$60.00
5. Raise compensatory maximum accrual from 40 hours to 60 hours for the Non-Essential Group.
6. The City's Health Savings Account contribution remain at \$3600.00 from family coverage and \$1850.00 for single coverage.

It was moved by Hoheisel, supported by Anderson, to go into closed session at 11:35 a.m. for discussion of negotiating strategy.

Motion declared carried.

The Union caucused at 11:35 a.m. The meeting was reconvened at 11:57 a.m. with the Union's position as follows:

The Union would like to investigate the cost savings if City of Babbitt employees were under the Teamsters 346 Health Insurance Plan versus the current HealthPartners Insurance Plan.

It was moved by Lassi, supported by Hoheisel, to adjourn the meeting at 12:10 p.m.

Respectfully submitted,

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Cathy Klegstad, Clerk-Treasurer

Attest:

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Glenn Anderson, Mayor