

**Osakis City Council –Workshop Meeting
Community Center
December 29, 2020
6:00 pm**

Present: Laura Backes, Jerry Olson, Randy Anderson, Keith Emerson, Randy Anderson, Justin Dahlheimer

Absent: None

Others Present: Angela Jacobson, Alan Larson, Dan Wessel, Tim Thornbloom, Eric Jacobson, Reenie Goodwin, Darrin Quistorff, Greg Gottwald, Derek Lang, Calvin Uhl, Lynnette Swenstad

Meeting was called to order at 6:14 p.m.

Motion by Dahlheimer, seconded by Backes, to approve the agenda as presented. Motion Carries

Project #24: Liquor Store

Reenie Goodwin was in attendance.

Goodwin reviewed the following:

- Will be doing inventory on January 1st.
- \$27,000 ahead with being shut down for 4 months.
- Pre inventory for off-sale was done. Off-sale is going good since the shutdown.
- Discussed a walk-in cooler for the Liquor Store that was discussed in the past. This will be put on a future agenda for the council to discuss.

Project #205: Public Works

Greg Gottwald was in attendance.

Gottwald discussed the following:

- MPCA Lawsuit – Wastewater project – provided comments on the district court case and the contested case. By February we will know if we can take the case to the end or not.
- Provided comments for the wastewater permit are now available, then a 5 year permit to meet 121 or how we will be able to meet this number.

Project #197: Water Plant

Gottwald informed the council of the following:

- We do not know yet on the Rural Development grant.
- Ammonia is still an issue at the water plant. The plan will be to fix the ammonia issue and part of the project is to fix and paint the water tower. Costs are high but we can get grant from 50% to 75% of the project and a low interest loan would be helpful.

Project #309: City Hall

The council discussed remodeling city hall and the city shop.

Cares funds can be used to remodel city hall to be able to separate the work space.

Alan Larson commented that the city shop is in need of replacement – it is in worse shape.

Dahlheimer – Make city hall usable and sellable for use when we want to leave. We can do some projects at the Visitor’s Center with some state funding for parks on the trail and use of parks downtown.

Dahlheimer commented that we need to start and figure what is needed and when bonding is low figure project costs. The Comp Plan has input of what they want to see and how they want to see things done.

Comments were made about meetings and not using the city hall garage for part of the remodel. Use the Community Center instead for meetings.

Dahlheimer said to use a phased in approach – someone is inconvenienced at some point and adjustments will need to be made as we go.

We need to start the process – get building and get to use it. Remodeling city hall will allow for office privacy and protection. There will be a window for talking and not at the clerk’s desks for added security.

Project #482: COVID-19

Jacobson asked the council how to deal with employees that are quarantined and over their 80 hours allowed amounts.

It was stated that Covid-19 tests can now be mailed to homes. Using the new CDC guidelines for Covid pay, 2/3rds of the pay for the 80 hours was from Covid funds.

Larson commented that work comp can be used for Covid leave.

Jacobson will check into information for work comp for Covid leave.

Project #373: Policy/Personal – Time System Compensation

The policy was discussed:

- Transparency in small staff to use technically.
- Business to save efficiency.
- Manager signoff on time cards.
- Goes to payroll to pay according to payroll and union contracts.
- Practical – were not consistent.
- Manager sign on to approve.
- Auditors want to minimize manual edits in the time system.

The draft policy was made to accommodate the process. The union feedback was they could discuss and we give a grace area. Have some give and take while the managers make sure it is correct and the language of the contracts are correct if there are changes and to make it clear.

Backes – Good to talk to the supervisors before drafting and creating the policy. We do things the best we can – we have jobs to do before but we don’t want to create problems between departments. We should have talked to the departments and come back with the information.

Supervisors meeting with departments for feedback to the council has gone to the way side when we don't see everyone.

It was suggested to have a supervisors meeting, put together a policy the council can adopt. All departments operate differently and will have different feedback.

Darrin Quistorff – we are a small group and all should get informed and get the information.

Dahlheimer – Can't always get everyone to the meetings. No agenda, just discussion to revamp it.

Dan Wessel stood up and spoke – He will not stand for any back stabbing and the animosity will be gone on January 1st. We want to have things taken care of and we are going to be on the same page.

If you see junk in town there are things to do and get them done and cleaned up.

Wessel said there is no I, I – team work is needed to get things done. Get everyone and everything on the same page. If we get up to doing the job right – how can we have issues.

Dahlheimer made comments to the cleanup – Help someone and find solutions to clean up the properties. The EDA may have funds to help get properties cleaned up.

Cleanup is timely and if you go to long and do not talk to the owners then the property could be sold to someone else and not cleaned up again. Clean up needs to be enforced and done on a continuous basis. Clean up in neighborhoods is contagious and more people need to do it.

The policy was discussed again and it needs to be brought to the departments and reviewed. Look at what works for each department and bring back to the council for tweaking. Work together on this

If there are issues, bring to the council and not on Facebook. Nothing is perfect.

Gottwald stated he feels he is no different than his guys. Threats to them as the same.

Jacobson commented that supervisors need to be aware and discuss issues. She feels that issues are blamed on her and she doesn't know why. People don't come and ask questions or talk about what works out. Jacobson is frustrated with not being open. If there are issues, why are they not being brought up and discussed – can't help if the problem is not known.

Jacobson stated she was given the system to use and was not her choice. She is making the best of what she has and feels like others are not trying. Seems to be that common blame.

Project # : Personnel / Union

We need to work together – the union is not personnel. No one is losing union representation. We will work together to get through the next couple weeks and support where this is going.

Project #382: Union / AFSCME Council 65

Council reviewed the ASFME Union contract for the Professionals.

Motion by Anderson, seconded by Olson, to approve the ASFME Union contract for a 2 year contract for the Professionals.

Project #477: Haglund Lawsuit

The council was informed that the lawsuit is almost settled. The costs for running the lines to the adjacent property is almost complete. The city will share in the cost of running the lines.

Meeting was adjourned at 8:55 p.m.

Mayor – Keith E. Emerson

City Clerk/Treasurer – Angela A. Jacobson