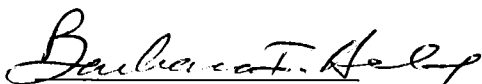


CITY OF ST. FRANCIS
ST. FRANCIS, MN
ANOKA COUNTY

CITY COUNCIL WORK SESSION NOTES
JANUARY 11, 2021
6:00 P.M.

1. Call Meeting to Order
The Work Session via Zoom was called to order at 6:00 pm by Mayor Steve Feldman.
2. Roll Call: Present were Mayor Steve Feldman, Council members Kevin Robinson, Joe Muehlbauer, Robert Bauer and Sarah Udvig. Also present were City Administrator Joe Kohlmann
3. Fire Department
Kohlmann stated before you tonight is a continuation of the discussion you had at the last work session. When the fire chief position was added originally we put it on the scale where the budget supported it. The position was never really pointed like we do will all other positions in the City. Since then, we have added the Nowthen contract and more money coming into the City, I did tell the Fire Chief I would be willing to look at repointing the position. I tried to find some comparable cities to use when we created the position in 2019 so I am using their numbers. I am sure there have been increases. I am using metro cities because that is what we are. I also provided for you an alternative which is a percentage of the contract each year. So, with all the information before you I will let you discuss how you want to proceed.

After a lengthy discussion on the proposed increase for both the Fire Chief and Assistant Fire Chief the council is recommending a \$4,000 increase for the Fire Chief and a \$4,000 increase for the Assistant Chief who would remain on a paid on-call status. Will be on future city council agenda.
4. Public Works Department
Kohlmann reported the Public Works Union has been decertified. There were a number of inconsistencies between the non-union Personnel Policy and the Union Contract. Some of the items that will be coming forward for personnel policy updates include but are not limited to:
 - \$1.15 to \$1.40 hourly pay difference between union and non-union pay grades
 - On Call pay is not addressed in the personnel policy – currently 1 hour per weekday and 2 hours per weekend day
 - Safety shoes are not addressed in the personnel policyStaff will be working on language to address the items that need to be formally inserted into the personnel policy for Council consideration.
Council agreed to bring the information to a future council meeting.
5. Adjourn
Mayor Feldman adjourned the work session at 7:37 pm.


Barbara I. Held, City Clerk