

**City of Cologne
October 17, 2016**

Pursuant to due call and notice thereof, a scheduled regularly council meeting was held on October 17, 2016 at the Cologne Community Center. Acting Mayor Don Meyer called the meeting to order at 7:00 p.m. Councilmembers, Carol Szaroletta, Kyle Evenski, Jeff McInnis were present, Mayor Scott Williams was absent. City Administrator Jesse Dickson and City Clerk Sue Mueller were present.

ADOPT AGENDA

Motion by Szaroletta seconded by Meyer to approve the agenda. Motion passed unanimously.

ADOPT CONSENT AGENDA

- a) October 3, 2016 Council Meeting Minutes
- b) October 10, 2016 – October 17, 2016 Expenditures
- c) October 4, 2016 – October 17, 2016 Payroll

Motion by McInnis seconded by Szaroletta to adopt the consent agenda. Motion passed unanimously.

VISITORS

COUNCIL BUSINESS

a) City of Cologne Compensation Plan

City Administrator Jesse Dickson presented the Compensation Study Final Report from Springsted Inc. Councilmembers discussed the following:

- **Utility Billing Clerk/Part-time hourly pay based on the number of hours worked versus the Full-time hourly pay.**
- **Placing employees on the scale then moving them later.**
- **Setting specific goals and performance based increases**
- **Cost of living increases.**
- **Adding additional steps and grades.**

Councilmembers Carol Szaroletta and Kyle Evenski agreed to meet to review the study and bring back recommendations at the November 7th Council meeting. Councilmember Kyle Evenski stated any changes in employee salaries would be retroactive to October 1st.

b) Cologne Fire Department Relief Association Proposed By Law Revisions

City Attorney Larry Harris provided his recommendations regarding updating the Cologne Fire Department Relief Association.

- Trustees who are not members of the Fire Department are not members of the Association
- A Trustee may attend all regular and special meetings of the members of the Associations.
- City Council should review compensation for the trustees.
- Annual meetings should be open to the public.
- Notification of Special Meetings modification that it be delivered to each member and to each trustee and to indicate the notice requirement of the Minnesota Open Meeting Law be satisfied.
- Trustees not otherwise a member may not vote at an annual or special meeting.
- Lump-Sum Service Pensions revision. The benefit level amounts are established on Attachment A, and any amendment to Attachment A requires the formal written consent of the City Council.
- Eligibility – Partial vesting of a pension is an issue the Association should discuss with the City Council’ the issue being whether reduced pensions are appropriate for partial vesting.
- Payment Options. Annuity contract purchased with a lump sum payment on behalf of a retiring member from an insurance carrier licensed to do business in the State of Minnesota.

All of the benefit payments are in some form of a lump sum and are not installment payments.

Cologne Fire Chief Charles Joos presented the Cologne Relief Associations response to City Attorney Larry Harris recommendations to the changes in the By-Law updates. Chief Charles Joos requested a meeting with the City Attorney to discuss the changes in the By-Laws.

- Charitable Gambling
- Regular Meeting/Special Meetings (Trustees)
- Vesting of pension
- Payment options

Motion by Evenski, seconded Meyer to allow Chief Charles Joos to meet with City Attorney Larry Harris. Motion passed unanimously.

BOARD REPORTS

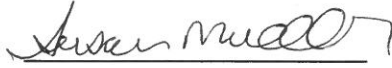
ITEMS REMOVED FROM THE CONSENT AGENDA

ANNOUNCEMENTS

ADJOURN MEETING

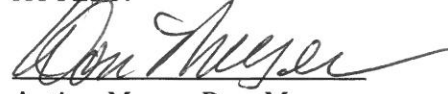
Motion to adjourn by McInnis, seconded by Evenski to adjourn the meeting. Motion passed unanimously.

Respectfully submitted,



Susan Mueller, City Clerk

ATTEST:



Acting Mayor Don Meyer