

**ROSEMOUNT CITY COUNCIL
WORK SESSION PROCEEDINGS
DECEMBER 5, 2023**

CALL TO ORDER

Pursuant to due call and notice thereof, a work session of the Rosemount City Council was held on Tuesday, December 5, 2023, at 5:00 PM. in Rosemount City Hall, 2875 145th Street West.

Mayor Weisensel called the meeting to order with Councilmembers Freske, Essler, Theisen and Klimpel.

a. FOLLOWING THE CITY COUNCIL REGULAR MEETING:

The Council may choose to reconvene the work session after the adjournment of the regular meeting if the business of the work session is unable to be completed in the allotted time.

DISCUSSION

a. Update on Labor Negotiations

City Administrator Martin provided an update on the status of labor negotiations of which 3 of the 4 unions have completed negotiations. Mr. Martin noted adjustments made to the three unions from the prior contract noting the overall changes in the healthcare plans. Staff noted, due to the growth in Rosemount, staff will need to be strategic where comparables are pulled from in terms of population as the City is not at a level yet to compete with neighboring cities, i.e. Eagan, Apple Valley.

Staff stated the shift in health insurance plans was recommended by our insurance broker as a shift in the plan going forward will be more marketable for employees to join on the plan which in the end should save the City money over time.

Staff discussed ways to recruit and retain employees, i.e. staff will be due for a market study in 2024 to roll out in 2025. The market rate study is key to being a favorable employer.

Administrative Services Director Malecha provided an update on the state mandated earned sick and safe time (ESST) which is effective January 1, 2024. Employers are required to provide each employee with at least one hour of ESST for every 30 hours they work, with a maximum of at least 48 hours per year for a full-time employee. An employee is eligible once they work at least 80 hours. The current sick leave policy has been updated to meet the requirements of the new ESST law.

Council will take action on the policies at an upcoming regular meeting.

b. Review Capital Improvement Plan

Administrative Services Director Malecha and City Administrator Martin provided a review of the City's ten-year Capital Improvement Plan (CIP). The CIP is used to plan and save for large expenditures while ensuring that funds that are allocated towards these areas remain consistent. The year 2024 is set.

However, the year of 2025 and beyond items are still up for discussion.

Staff discussed the water treatment plant funding, Central Park update and street projects.

City Council would like a further opportunity to further review the list and discuss projects to ensure they fall within a realistic time frame. City Administrator Martin stated at the January work session, staff will present their items within each department and allow for further discussion before council approval.

c. Earned Safe and Sick Time Policies

Staff discussed this item with item 2.a.

UPDATES

a. Project Updates

None.

b. Staff Reports

City Administrator discussed upcoming council items; City Administrator evaluation January 2, Goal setting dates January 14 & 21 and upcoming League of MN Cities training opportunities.

Mayor Weisensel further discussed upcoming National League of Cities conference opportunities, shared recent fliers from conferences attended and discussed ways to make Rosemount a more tourist destination. Councilmember Theisen noted he has several ideas that he intends to share during goal setting. Councilmember Essler noted he would be interested in no longer serving on the transportation advisory board and rather serve on the economic development board.

Public Works Director Egger provided an update on the Environmental and Sustainability research conducted on how other cities run a similar commission. Ultimately, staff will collaborate with the commission at their January meeting and discuss the structure of the commission, work plan, meeting times, size of commission, etc.

ADJOURNMENT

There being no further business to come before the City Council at the regular council meeting and upon a motion by Weisensel the meeting was adjourned at 6:50 p.m.

Respectfully submitted,



Erin Fasbender
City Clerk