

**CITY OF TWO RIVERS CITY COUNCIL  
PERSONNEL AND FINANCE COMMITTEE  
Wednesday, April 12, 2023  
6:15 PM  
3<sup>rd</sup> Floor City Council Chamber – City Hall**

**Call to Order**

The meeting was called to order by Committee Chairman Jeff Dahlke at 6:37 PM.

**Roll Call**

Members Present: Jeff Dahlke and Adam Wachowski. Arrived late (time noted below): Bonnie Shimulunas. Also present: Parks and Recreation Director Mike Mathis, Electric Utility Director Brian Dellemann and City Manager Greg Buckley.

**Consider Actions Relative to Parks and Recreation Department Staffing Needs—  
Recommendations to City Council**

The City Manager noted that this agenda item pertained to two items: the unavailability of a full-time parks worker, likely for the next four-plus months, due to being on Family Medical Leave, and challenges to filling Summer seasonal positions in Park and Recreation.

Parks and Recreation Director Mike Mathis reported that, earlier this same day, the department may have secured a skilled full-time seasonal employee to full the Park maintenance position: retired Water Utility Director Ross Blaha has expressed an interest in working from now through September, for the hourly wage applicable to the regular full-time position.

Mr. Mathis also reported that recruitment of Summer seasonal staff continues to be a challenge, even after providing wage increases of up to one dollar per hour for such positions. He intends to continue active recruitment and will report back to the Council on his progress. Everyone present agreed that provision of high-quality park maintenance and programming is very important, especially during the busy Summer months.

**Review Need to Amend Personnel Policy Manual Regarding Employees Eligible for Post-Retirement Health Insurance Benefits—Recommendation to City Council**

City Manager Buckley stated that the post-retirement health insurance benefit previously provided by the City was phased out in the Police, Fire and Electric (Crafts) union contracts in 2011-12, as well as in the Personnel Manual (for non-union employees). Employees with a certain level of seniority were “grandfathered.” Their eligibility for this “grandfathered” benefit was documented in individual agreement letters with the City, which were placed in their personnel files. Provisions regarding the phase-out and “grandfathering” of this benefit were also added to the bargaining agreements and Personnel Manual at that time..

He went on to explain that, per the original grandfathering language contained in these documents, eligible employees were granted the right to leave the health insurance program upon

While this right to “leave and return” was stated in the “old” Personnel Policy Manual, it is not stated in the language of the updated/amended Personnel Policy Manual adopted in 2022. To assure eligible employees that they still enjoy this benefit, he recommends modifying the current Personnel Policy language to accurately reflect the terms of this “grandfathered” benefit for those eligible employees.

--Committee member Bonnie Shimulunas arrived at this point in the meeting, at approximately 7:05 PM.

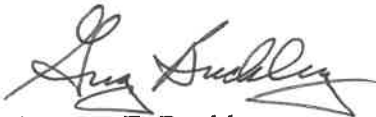
Following discussion, Adam Wachowski moved, supported by Bonnie Shimulunas, to recommend City Council approval of an amendment to the Personnel Policy Manual to address this situation.

The motion was approved by voice vote, 3 Ayes, 0 Nays.

### **Adjournment**

Adam Wachowski moved, supported by Bonnie Shimulunas, to adjourn the meeting at 7:10 PM. The motion was approved by voice vote, without dissent.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Gregory E. Buckley", written in a cursive style.

Gregory E. Buckley  
City Manager