

**Clearwater City Council  
Special Council Meeting Minutes  
Clearwater City Council Chamber  
June 11<sup>th</sup>, 2015**

**CALL TO ORDER**

Mayor Edmonson called the special council meeting of June 11<sup>th</sup>, 2015 to order at 7:00 p.m.

**PLEDGE OF ALLEGIANCE**

Everyone joined in the pledge of allegiance.

**ROLL CALL**

- Present: Mayor Edmonson, Council Members Crandall and Lange.
- Absent: Ranum and Ritzer.
- Staff present: City Administrator, Kevin Kress

A quorum was declared present.

**DISCUSSION ON CITY BENEFITS**

Administrator Kress gave an overview of the staff report that was presented to the Council as part of the Special meeting. Kress pointed out that the City currently covers 100% of Single coverage and 0% Family coverage in regards to health insurance. Kress presented a worksheet from the League of Minnesota Cities with health insurance information from other cities in Central Minnesota. Kress pointed out that having a strong benefit package was a positive approach to employee recruitment and retention. Members discussed different percentages that may provide stronger employee recruitment and retention. Kress recommended covering somewhere from 80-100% for Family coverage. Kress also mentioned that there are many cities that offer a pro-rated version for Part-Time employees. Members were not interested in providing coverage to its Part-Time employees at this time. Kress informed the Council that he found a potential error in the payroll system that needs attention. It was discovered that some employees have been contributing to their Life Insurance policies when the City should be covering the payment at 100% per the Employee Manual. Kress informed the Council that he will continue to look into the issue and bring back to the table when it's appropriate.

**MOTION by Crandall, seconded by Lange, to change the Employer paid portion for Family coverage from 0% to 100% for the calendar year 2015, to be reviewed annually or continue at 100% if not reviewed.**

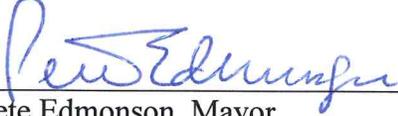
**Motion Carried unanimously.**

**ADJOURN**

**MOTION by Crandall, seconded by Lange, to adjourn the council meeting, at 7:25 p.m.**

**Motion Carried unanimously.**

  
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Kevin Kress, City Administrator

  
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Pete Edmonson, Mayor

6-15-15  
Date Approved