



CITY OF CORCORAN  
**City Council Work Session Minutes**  
**January 12, 2023 – 5:30 pm**

The Corcoran City Council met on January 12, 2023, in Corcoran, Minnesota. The City Council work session meeting was held in person and the public was present in person and remotely through electronic means using the audio and video conferencing platform Zoom.

Mayor McKee, Councilor Schultz, Councilor Vehrenkamp, and Councilor Nichols were present. Councilor Bottema was excused.

City Administrator Beise, City Clerk Friedrich, and Director of Public Safety Gottschalk were present.

**1. Call to Order / Roll Call**

Mayor McKee called the work session to order at 5:33 pm.

**2. Police Department Employee Recruitment and Retention Discussion**

Director of Public Safety Gottschalk noted over the last year recruitment and retention options for Police Departments have been an issue, both statewide and nationwide. Director of Public Safety Gottschalk reviewed the Corcoran Police Department's efforts to be proactive in a competitive market, and noted lack of candidates completing law enforcement programs to fill all the agency vacancies. Director of Public Safety Gottschalk reviewed incentives other cities are offering through recruitment initiatives. Director of Public Safety Gottschalk reviewed challenges in retaining staff and noted a recent survey completed by police officers rating and prioritizing benefits value. Director of Public Safety Gottschalk noted an approximate analysis of adoption cost versus carrying cost of each value item was included in the packet for Council review. Council and staff discussed annual costs and factoring in administration costs. Council and staff discussed other benefit value items. Council and staff discussed criteria for eligibility for each benefit value item, liabilities to the City, and how benefit value items could be managed. Council and staff discussed the top three benefit value selections include paid sabbatical, vacation reimbursement, and additional retirement health insurance contributions. Council noted the top three include investment in retaining staff, but also support the mental health. Council and staff discussed allocations included within the 2023 budget for employee retention. Council and staff discussed effects of union negotiations if benefit value items are implemented and the process of implementing. Council and staff discussed writing the benefit value item as a non-negotiable item and may held as non-negotiable in future contract negotiations, and offered as separately provided benefit. Council and staff discussed financial impacts, structure of the program, and Council requested further discussion prior to 2024 budget review. Director of Public Safety Gottschalk clarified staff action will include bringing the item forward to a future Council meeting with option for implementing the vacation reimbursement in 2023, allowing the 4-year carryover with the accrual of benefit starting in the 2023 for what the paid sabbatical phasing would be in 2024, and analyzing how many sabbaticals per year, laid out by seniority with an outline of the structure of the paid sabbatical, and include language with the City Attorney on additional health insurance benefits with formulaic eligibility with an option of a lookback of three to five years. Council and staff discussed including broader staff analysis in vacation reimbursement benefit review in comparison with other cities with information on turnover rates.

**3. Unscheduled Items**

No unscheduled business was heard.

**4. Adjournment**

**MOTION:** made by Nichols, seconded by McKee to adjourn.

Voting Aye: McKee, Nichols, Schultz, and Vehrenkamp

(Motion carried 4:0)

Meeting adjourned at 6:37 pm.

Michelle Friedrich – City Clerk