

**ESST Task Force**  
Meeting Minutes  
Tuesday, March 22, 2016

---

**Members Present**

Autumn Amadou-Blegen  
Alex Bajwa  
David Burley  
Eric Foster  
Hilario Deleon Perez  
JoAnn Hawkins  
Joanne Mullen  
Daniel Yang  
Pat Mancini  
Wintana Melekin  
Tabitha Mitchell  
Marfa Malcolm  
Ted Natus  
Rose Roach  
Matt Kramer  
Lisa Stratton  
Maureen O'Connell  
Stefan Pomrenke  
Lenny Russo  
Michelle Thom  
Rick Varco  
Ann Clowser  
Erika Sanders

**Members Absent**

Robert Kasper  
JaPaul Harris  
Jim Frisco  
Farhio Khalif  
James McClean  
Steve Cohen

**City Staff Present**

Dana Bailey  
Jessi Kingston  
Alex Dumke  
Ethan Hansing

**I. Welcome & Introductions**

- A. Meeting called to order. Task Force member introductions.

**II. Review and Approve Minutes from Previous Meeting**

- A. Minute comment: Erika Sanders, "Erika" misspelled.  
B. Meeting minutes approved.

**III. Ground rules Reviewed**

- A. Reminder to use name card to comment.  
B. Chairs to keep task force on track; will ask member to hold comment if off track.  
C. Voting and proxies –  
1. Task force member can have proxy at meeting but cannot comment; only task force members can vote.  
2. Approved submitting vote via email to Chair if cannot attend voting meeting.

**IV. Presentation of comparative grid, including Minneapolis recommendations, by HREEEEO Director, Jessi Kingston**

- A. Scope of Accrual - minimal number of hours employee needs to work before eligibility
  - 1. Number of hours employees work in the city;
  - 2. Employees' actual hours worked, not hours scheduled;
  - 3. Accrual time period - calendar year v. previous 12 month period.
- B. Employee and employer scope considerations:
  - 1. Business headquarters, "Primary," and/or "Significant Place of Business" of employer;
    - a. What amount of time and/or business determines a primary and significant place of business?
    - b. Will employees be left out if use headquarters of primary place of business determination?
    - c. What does "primary" and "significant" mean (i.e., 51%, 25%)?
  - 2. Primary and/or significant place where employee works;
  - 3. Blend of employee and business located in city.
- C. Consider mirroring state proposal of a payroll tax where employee and employer make insurance contributions.
- D. Discussion of how would ESST may affect existing employer PTO policies.
- E. Set an accrual rate, or later identify exemptions.

**V. Informal Vote**

- A. Should employee eligibility start after working 80-94 hours?
  - 1. Strongly Agree = 9
  - 2. Agree = 1
  - 3. Neutral = 4
  - 4. Disagree = 5
  - 5. Strongly Disagree = 2
- B. After discussion and hearing from business owners, task force re-voted.
- C. Task Force Re-Voted: Should employee eligibility start after working 80-94 hours?
  - 1. Strongly Agree = 4
  - 2. Agree = 1
  - 3. Neutral = 2
  - 4. Disagree = 11
  - 5. Strongly Disagree = 5
- D. On re-vote, 5 members moved vote to "disagree" with 80-94 hour standard.
- E. General informal consensus that accrual rate starts after 1 hour worked.

**VI. Discuss reasons for not agreeing with 80-94 hour accrual rate.**

- A. Administrative difficulties; too ambiguous/confusing; difficulty tracking employees as they enter and leave the city; overly burdensome on small businesses.
- B. Create waiting period before eligible or employees immediately eligible - employer exemptions.
- C. Benefit to employees only working 80 hours a year.

- D. City should be regulating private business matters.
- E. Providing a set number of days will lead to abuse.
- F. Employees should accrue after 1 hour worked – employee health, business burdens.

**VII. Legality**

- A. Discuss whether legality of task force recommendations considered, or are legal issues the prerogative of city attorneys.
- B. City Attorney to answer whether city has legal authority over businesses not located in the city.

**VIII. Compliance**

- A. Less complicated of a requirement, more accessible to employees and employers.
- B. Recommendation to include small business resource office similar to Minneapolis recommendation.
- C. Need for city to better communicate to employers if ESST is passed.

**IX. Meeting was adjourned.**