

SPECIAL COUNCIL MEETING
CITY OF CROSSLAKE
MONDAY, MAY 13, 2024
2:00 P.M. – CITY HALL

The Council for the City of Crosslake met in a Special Session on Monday, May 13, 2024. The following Council Members were present: Mayor Dave Nevin, Aaron Herzog, Marcia Seibert-Volz, Sandy Farder and Jackson Purfeerst. Also present were Interim City Administrator Jerry Bohnsack, Labor Attorney Susan Hansen, Teamsters Union Representative Les Kundo, Officer Bobby Willard, Officer Cody Haines, Officer Pat Martin and Officer Hunter Roeder.

Dave Nevin called the meeting to order at 2:00 P.M.

Susan Hansen reviewed the City's responses to the Union's proposal of 4/17/24. The City is in favor of a Memorandum of Agreement effective 7/1/24 to change existing wage scale by removing bottom three steps and adding three steps to the top. Officers would be spread out on the scale by years of service. Hunter Roeder is still on probation and would remain at \$31.47 until 1/1/2025.

Susan Hansen stated that the employees requested to be paid overtime when they performed special duties or training. The Police Chief said this was already happening.

- City will add Juneteenth as paid holiday
- City will add Earned Sick and Safe Time as required by State law
- City agreed to increase uniform allowance from \$675 to \$900 per year and allow \$200 to carry over into following year
- City not in favor of language change to insurance. City looking into changing from HSA to HRA and will have more information at next meeting
- City agreed to increase life insurance from \$20,000 to \$40,000
- City agreed to increase shift differential from \$0.75 an hour to \$1.00 an hour
- City did not agree to changes in longevity; they would rather focus on starting wages

Susan Hansen continued with the review of the City's proposal to the Union.

- Change vacation accrual from lump sum at beginning of year to "per pay period" and on anniversary date rather than on January 1
- Eliminate accrual of deferred sick leave
- Split the premium for Paid Family Medical Leave 50/50 with employer
- Remove \$16 pay for publication of phone number in phonebook

Cody Haines provided an update on obtaining training and education to become EMT or paramedic. CLC offers courses as well as online schools and required classes range from 1 semester to 1 year. Continuing education is required on annual basis as well as ride along training in the ambulance. It would be difficult for fulltime officers to acquire this education.

MOTION 05SP3-01-24 WAS MADE BY AARON HERZOG AND SECONDED BY DAVE NEVIN TO CLOSE THE SPECIAL MEETING AT 2:45 P.M. PURSUANT TO MN STATE STATUTE 13D.03. MOTION CARRIED WITH ALL AYES.

The meeting was reopened at 3:44 P.M.

Les Kundo reviewed the comments from the Union regarding the proposed changes from the Council. Mr. Kundo stated that currently, when officers have special duties or training, their schedules are modified so that overtime is not accrued. The Council agreed that this should not happen and will clarify with Police Chief.

- The Union counteroffered to carryover \$300 of uniform allowance into the following year. The Council agreed to make this change.
- The Union counteroffered to change longevity at 1% after 10 years of service and 1% after 15 years of service
- The Union asked for more time to review the change to vacation accrual and to research the 50/50 premium split for Paid Family Medical Leave
- The Union agreed to all other changes other than wages

Les Kundo reviewed a new wage scale that was 4% increases between each year and stated that it was based on actual settlements.

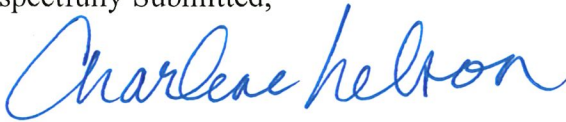
MOTION 05SP3-02-24 WAS MADE BY SANDY FARDER AND SECONDED BY DAVE NEVIN TO CLOSE THE SPECIAL MEETING AT 4:10 P.M. PURSUANT TO MN STATE STATUTE 13D.03. MOTION CARRIED WITH ALL AYES.

The meeting reopened at 4:25 P.M.

Susan Hansen stated that the Council needed time to work on the wage scale. The parties agreed to meet again on Thursday, May 23, 2024, at 9:30 A.M.

MOTION 05SP3-03-24 WAS MADE BY SANDY FARDER AND SECONDED BY JACKSON PURFEERST TO ADJOURN THE MEETING AT 4:30 P.M. MOTION CARRIED WITH ALL AYES.

Respectfully Submitted,



Charlene Nelson
City Clerk