

SPECIAL COUNCIL MEETING
CITY OF CROSSLAKE
WEDNESDAY, APRIL 17, 2024
10:30 A.M. – CITY HALL

The Council for the City of Crosslake met in a Special Session on Wednesday, April 17, 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, Park Director TJ Graumann, City Clerk Char Nelson, AFSCME Union Representative Katie Kostohryz, Nate Deshayes, Jen LeBlanc and Cheryl Stuckmayer. Labor Attorney Susan Hansen attended via Zoom.

Dave Nevin called the meeting to order at 10:34 A.M.

Susan Hansen stated that the focus of this meeting would be to review the proposal from the union. Katie Kostohryz stated that the City is not negotiating in good faith if the Council does not have a proposal to give to the union. Susan Hansen stated that the City would prepare a proposal after this meeting.

Katie Kostohryz reviewed the proposed changes with the Council. The proposal was a three-year contract for 2025-2027.

- Increase comp time maximum accrual from 40 hours to 80 hours
- Increase callback pay from 2 hours minimum to 3.5 hours minimum
- Change workweek schedule from five 8-hour days to four 10-hour days
- Add Juneteenth and Christmas Eve as paid holidays
- Add another paid personal day
- Allow payout of sick time if employee has at least 160 hours accrued
- Add Paid Family Medical Leave language as required by State law
- Require City to pay for all insurance premium increases
- Change on call policy so most senior employee gets called first to fill in before others
- Increase in uniform allowance from \$300 to \$800 per year
- Increase in cell phone reimbursement from \$30 to \$50 per month
- Require City to pay for DOT physicals
- 10% wage increases for each year of contract
- Step increases for each employee effective 1/1/2024

Dave Nevin stated that when someone is on call, they should be available to respond to calls. Nate Deshayes agreed but said sometimes it isn't possible.

Susan Hansen stated that she has never heard of a policy to pay out sick leave and that it is normally vacation time that is allowed to be paid out. Nate Deshayes stated that sick leave is "use it or lose it," so employees can abuse it by calling in sick when they are not. They would like an incentive to accrue sick leave.

Susan Hansen asked if the City's health insurance policy paid for DOT physicals and if there was any out-of-pocket cost to the employee. Because the City pays the employees deductible, there is no cost to the employee.

Susan Hansen asked for comparable wage information from Katie Kostohryz that the union based their wage increases on.

The Council scheduled a Closed Meeting to discuss negotiation strategies on May 8, 2024, at 3:30 P.M. The Council scheduled a Special Meeting to negotiate with AFSCME Union on May 13, 2024 at 10:30 A.M.

MOTION 04SP2-01-24 WAS MADE BY DAVE NEVIN AND SECONDED BY JACKSON PURFEERST TO ADJOURN THE MEETING AT 11:30 A.M. MOTION CARRIED WITH ALL AYES.

Respectfully Submitted,



Charlene Nelson
City Clerk