

SPECIAL COUNCIL MEETING  
CITY OF CROSSLAKE  
MONDAY, MAY 13, 2024  
11:30 A.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, City Clerk Char Nelson, AFSCME Union Representative Katie Kostohryz, Nate Deshayes, and Zak Knoblauch.

Dave Nevin called the meeting to order at 11:35 A.M.

Susan Hansen reviewed the City's response to the union's proposal of April 17.

- Will not increase comp time maximum accrual to 80 hours
- Will not increase callback pay to 3.5 hours minimum
- Will not change workweek schedule to four 10-hour days
- Will add Juneteenth as paid holiday
- Will not add Christmas Eve or another personal day to paid time off schedule
- Will not allow payout of sick time if employee has at least 160 hours accrued
- Will add Paid Family Medical Leave language as required by State law requiring employee and employer to split the cost 50/50
- Will not require most new employees to start at Step 1; City will base step placement on education and experience
- City looking into HRA rather than HSA; otherwise, no changes to insurance premium increases
- Will not change on call policy so most senior employee gets called first to fill in before others, unless union can specify problem
- Will not change language to have all emergency calls go to Director first; calls will continue to go to on call employee
- Will increase on call pay from \$150 per week to \$200 per week
- Will not increase uniform allowance
- Will not increase cell phone reimbursement; employer will issue City phone as alternative
- Will not pay for DOT physicals
- Effective July 1, 2024, wage schedule modified to remove bottom 3 steps and add 3 steps to top with 3% wage increase between steps
- Wage increases of 2.25% for 2025 and 3.5 for 2026

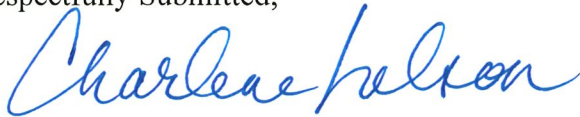
Susan Hansen reviewed City's proposal for 2025-2026.

- Accrue vacation time per pay period rather than receive lump sum at beginning of year
- Maximum sick leave of 800 hours; remove language regarding deferred sick leave
- Remove longevity for 25 years of service; retain longevity for 15 and 20 years of service
- Remove \$2.00 per hour pay for Class C Wastewater Operator's license
- Eliminate \$1.75 per hour pay for lead sewer operator effective 1/1/2025
- Eliminate \$16 per month pay for publication of phone number in phonebook

MOTION 05SP2-01-24 WAS MADE BY DAVE NEVIN AND SECONDED BY SANDY FARDER TO CLOSE THE SPECIAL MEETING AT 12:37 P.M. TO DISCUSS LABOR NEGOTIATION STRATEGIES. MOTION CARRIED WITH ALL AYES.

The Council reopened the Special Meeting at 1:30 P.M. MOTION 05SP2-02-24 WAS MADE BY MARCIA SEIBERT-VOLZ AND SECONDED BY AARON HERZOG TO ADJOURN THE MEETING AT 1:30 P.M. MOTION CARRIED WITH ALL AYES.

Respectfully Submitted,



Charlene Nelson  
City Clerk