

SPECIAL COUNCIL MEETING
CITY OF CROSSLAKE
THURSDAY, MAY 23, 2024
9:30 A.M. – CITY HALL

The Council for the City of Crosslake met in a Special Session on Thursday, May 23, 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, City Clerk Char Nelson, Labor Attorney Susan Hansen, Teamsters Union Representative Les Kundo, Officer Bobby Willard, Officer Pat Martin and Officer Hunter Roeder.

Dave Nevin called the meeting to order at 9:30 A.M.

Susan Hansen and Les Kundo reviewed the Teamsters proposal with the Council. The proposal was a two-year contract for 2025-2026 that included an increase in uniform allowance to \$900 per year, increase in shift differential pay to \$1.00 per hour, and increase in life insurance coverage to \$40,000. The employees also asked for a Memorandum of Agreement for wage increases starting 7/1/2024.

The Council proposed that vacation time to accrued per pay period rather than given as a lump sum at the beginning of the year. The Council also proposed that Deferred Sick Leave be eliminated from the contract.

Insurance Agents Harlan and Keegan Johnson joined the meeting to discuss how HRA's work compared to HSA's, which the employees currently have. The Council asked that the union considered switching to an HRA which is a reimbursement account. Employees would turn in a medical receipt and then be reimbursed by the City for the expense, rather than the City depositing funds into a Health Savings Account.

Susan Hansen provided the Union with a copy of the City's response to their proposal. The Union left the room to review and discuss it.

MOTION 05SP6-01-24 WAS MADE BY MARCIA SEIBERT-VOLZ AND SECONDED BY JACKSON PURFEERST TO CLOSE THE MEETING AT 10:15 TO DISCUSS LABOR NEGOTIATION STRATEGIES. MOTION CARRIED WITH ALL AYES.

The meeting reconvened at 10:55 A.M.

Les Kundo reviewed the Union's response to the City's proposal. Item U3 – the Union would agree to remove new language regarding work outside normal daily activities as long as the Police Chief is willing to pay overtime for these duties.

Item U6 – the Union asked to carryover \$300 of union allowance into the following year.

Item U7 – the Union wants to keep the Health Savings Account, rather than change to a Health Reimbursement Account.

Item U8 – the Union agrees to the wages for 2024 and 2025, but requests that a Step 10 be added to the wage scale for 2026.

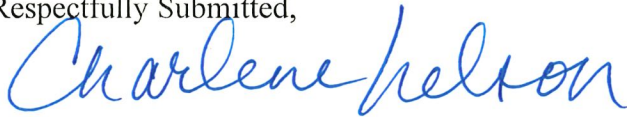
MOTION 05SP6-02-24 WAS MADE BY MARCIA SEIBERT-VOLZ AND SECONDED BY JACKSON PURFEERST TO CLOSE THE MEETING AT 11:07 TO DISCUSS LABOR NEGOTIATION STRATEGIES. MOTION CARRIED WITH ALL AYES.

The closed session ended, and the Special Meeting reconvened at 11:20 A.M. Susan Hansen reported that the Council was in favor of the modifications and thanked the members for their flexibility. Ms. Hansen stated that the Council will form a committee to look into other health care options that will provide earlier notice to employees of changes to plans.

The Council closed the meeting at 11:30 to continue discussing other upcoming labor negotiations.

At 11:48 the meeting was opened. MOTION 05SP6-03-24 WAS MADE BY JACKSON PURFEERST AND SECONDED BY SANDY FARDER TO ADJOURN THE MEETING AT 11:48 A.M. MOTION CARRIED WITH ALL AYES.

Respectfully Submitted,



Charlene Nelson
City Clerk