

SPECIAL COUNCIL MEETING
CITY OF CROSSLAKE
THURSDAY, SEPTEMBER 12, 2024
8:00 A.M. – CITY HALL

The Council for the City of Crosslake met in a Special Session on Thursday, September 12, 2024. The following Council Members were present: Mayor Dave Nevin, Aaron Herzog, Marcia Seibert-Volz, Sandy Farder and Jackson Purfeerst. Also present were City Administrator Lori Conway, Park Director TJ Graumann, City Clerk Char Nelson, AFSCME Union Representative Troy Bauch, Nate Deshayes, Shawn Peterson and Jen LeBlanc.

Dave Nevin called the meeting to order at 8:00 A.M.

Troy Bauch presented the Union's revised proposal. 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 hours minimum
- Change workweek schedule from five 8-hour days to four 10-hour days
- Add Juneteenth and Christmas Eve as paid holidays
- Allow payout of sick time if employee has at least 160 hours accrued
- Require City to pay for 100% of premium for Paid Family Medical Leave and allow employees to use accrued leave to supplement weekly pay to equal 100% of regular wages
- Require City to place new hires at lower wage than existing employees in the same job classification
- Require City to pay any increase to the aggregate value of insurance during the life of the agreement
- Change on call policy so most senior employee gets called first to fill in before others
- Weekly on call rate increase from \$150 to \$300
- 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
- Increase Heavy Equipment/Sewer Operator wages equal to Public Works Director wages because he does same work as union employees
- P&Z Coordinator still assisting P&Z Administrator and should be compensated for that
- Incorporate all existing MOAs into contract
- Increase life insurance to \$40,000

Lori Conway presented the City's proposals.

- Change job description in Public Works and in Parks to one position – “Heavy Equipment Operator” so all are trained the same and can perform same jobs
- Accrue vacation per pay period rather than getting it in lump sum at beginning of year; 1st year will be transitional, and employees can go up to -40 hours of vacation
- Regarding filling vacancy from within, change wording to, “most senior employee, if qualified, will get vacant position”
- Change CDL requirement from Class A to Class B license

The Council closed the special meeting at 9:00 A.M. to discuss labor negotiation strategies.

The meeting was reopened at 10:35 A.M. Lori Conway reviewed the City's response to the Union's proposal.

- Will not increase comp time maximum accrual to 80 hours
- Will not increase callback pay and added that if employee cannot fulfill the duty, they must notify the Director at the beginning of the day
- Will not change workweek schedule to four 10-hour days
- Will add ½ day on Christmas Eve (4 hours) as paid holiday
- Will allow payout of sick time if employee has at least 160 hours accrued
- Will split the cost 50/50 of Paid Family Medical Leave premium with employee and allow employee to use accrued leave to supplement weekly pay to equal 100% of regular wages
- Will agree to start new hire at lower wage until successful completion of 6-month probation period, at which time new hire will be placed on scale according to education and experience and existing employee will get step movement if it is equal or greater
- All insurance premium increases will be 80/20 split with employee
- If employee that is on call does not answer phone, director can move to next employee for call out, and so on. If no one answers, Director is allowed to handle the call out, especially during an emergency
- Employee must acknowledge phone call within 15 minutes and respond to call within 30 minutes. Just Nate on call for next few months. Pat will take calls when Nate is not available, but notice is expected
- Will increase on call pay from \$150 per week to \$200 per week
- Will provide uniform shirts and jacket with city logo and \$400 for boots and pants
- Employer will issue City cell phones
- Will not pay for DOT physicals
- Will agree to remove bottom 3 steps and add 3 steps to top with 3% wage increase between steps
- Wage increases of 3.5% for 2025 and 3% for 2026 and 3% for 2027

Troy Bauch responded to City's proposal.

- Agree for new hires to accrue vacation time per pay period but current employees would be grandfathered in under method of receiving lump sum at beginning of year
- Employees adverse to change in language to "not hire most senior employee to fill vacancy".

The Council closed the meeting from 11:30 – 11:35 to discuss labor negotiation strategies.

When the open meeting started, TJ Graumann stated that replacement of city-issued uniform shirts would be at the supervisor's discretion. If the uniform was damaged at work, the City would replace it.

The parties agreed to:

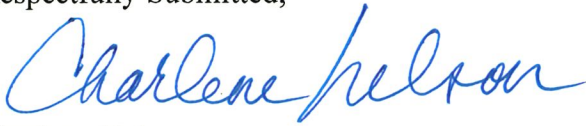
- Allow max of 40 hours of comp time to carry over at end of year and not be paid out
- Increase weekly call out pay to \$245

- Increase wages for 2025 at 3.5%, 2026 at 3%, 2027 at 3.5%
- Agree to accrue vacation per pay period
- Agree to \$30 per month cell phone stipend

Lori Conway and Troy Bauch will work together to finalize language on uniforms.

The meeting was adjourned at 1:10 P.M.

Respectfully Submitted,



Charlene Nelson
City Clerk