

**SPECIAL COUNCIL MEETING  
CITY OF CROSSLAKE  
MONDAY, NOVEMBER 25, 2024  
4:00 P.M. – CITY HALL**

The Crosslake City Council met in the Council Chambers of City Hall on Monday, November 25, 2024. The following Council Members were present: Mayor Dave Nevin, Jackson Purfeerst, Sandy Farder, Aaron Herzog, and Marcia Seibert-Volz. Also present were City Administrator Lori Conway, Fire Chief Chip Lohmiller, Park Director TJ Graumann, Public Works Director Pat Wehner, and City Clerk Char Nelson. There were four people in the audience.

1. Dave Nevin called the meeting to order at 4:00 P.M. Marcia Seibert-Volz noted that the Council should not make a motion after the first reading of an ordinance. A motion to adopt the ordinance is required only after the second reading.
2. MOTION 11SP2-01-24 WAS MADE BY MARCIA SEIBERT-VOLZ AND SECONDED BY JACKSON PURFEERST TO APPROVE ORDINANCE NO. 396 TO REGULATE CANNABIS BUSINESS IN THE CITY OF CROSSLAKE. MOTION CARRIED WITH ALL AYES.

MOTION 11SP2-02-24 WAS MADE BY JACKSON PURFEERST AND SECONDED BY SANDY FARDER TO APPROVE THE PUBLICATION OF ORDINANCE NO. 396 IN SUMMARY FORM IN THE OFFICIAL NEWSPAPER. MOTION CARRIED WITH ALL AYES.

3. MOTION 11SP2-03-24 WAS MADE BY SANDY FARDER AND SECONDED BY JACKSON PURFEERST TO ADOPT ORDINANCE NO. 397 RELATING TO ALCOHOLIC BEVERAGES. MOTION CARRIED WITH ALL AYES.
4. The Council reviewed proposed changes to the City Administrator contract from Labor Attorney Susan Hansen. A brief discussion ensued regarding compensatory time. The Council compromised on allowing 20 hours of comp time to be accrued and carried over for one pay period. MOTION 11SP2-04-24 WAS MADE BY JACKSON PURFEERST AND SECONDED BY SANDY FARDER TO APPROVE THE EMPLOYMENT AGREEMENT WITH CITY ADMINISTRATOR LORI CONWAY WITH THE FOLLOWING CHANGES: #8 – REMOVE “OTHER”; #15 – CHANGE SECOND TO LAST SENTENCE TO “EMPLOYEE SHALL NOT ACCRUE MORE THAN 20 HOURS OF COMPENSATORY TIME AT ANY ONE TIME AND IT MUST BE USED BY THE FOLLOWING PAY PERIOD”; #17 – CHANGE FIRST SENTENCE TO “ IN THE EVENT EMPLOYEE IS TERMINATED BY THE EMPLOYER OR IF THE EMPLOYEE LEAVES DUE TO AN UNSAFE OR HOSTILE WORK ENVIRONMENT (THAT HAS BEEN VALIDATED BY AN INDEPENDENT OUTSIDE ATTORNEY AND APPROVED BY THE CITY COUNCIL), THEN IN THAT EVENT, EMPLOYER AGREES TO PAY EMPLOYEE AT THE TIME OF RECEIPT OF HER LAST PAYCHECK A LUMP SUM CASH PAYMENT EQUAL TO 3 MONTHS AGGREGATE SALARY IF TERMINATION OCCURS ONE YEAR OR MORE FROM DATE OF HIRE OR 6 MONTHS AGGREGATE SALARY IF TERMINATION OCCURS TWO YEARS OR MORE FROM DATE OF

HIRE AND TO CONTINUE TO PROVIDE AND PAY FOR BOTH EMPLOYER/EMPLOYEE COST OF BENEFITS SET FORTH IN PARAGRAPH 9 FOR A PERIOD OF 6 MONTHS FOLLOWING TERMINATION.” MOTION CARRIED WITH ALL AYES.

5. The Council reviewed the proposed union contract from MNPEA. It was noted that the language approved for the City Administrator contract regarding comp time would be used for MNPEA contract. Marcia Seibert-Volz suggested that sections 6 and 7 on page 8 be removed so that sick pay is handled the same between all unions. On page 9, section 5, the City asked that the new language read, “Employees may elect to roll over all or a portion of their accrued vacation days to their deferred compensation plan.” Lori Conway noted that the proposal included dropping a step and adding a step to the City Clerk wage scale and that the Personnel Committee did not discuss this. Marcia Seibert-Volz stated that this item should be removed from the contract and not considered because it did not go through the proper process. MOTION 11SP2-05-24 WAS MADE BY SANDY FARDER AND SECONDED BY AARON HERZOG TO APPROVE THE MNPEA UNION CONTRACT AS PRESENTED, CONTINGENT ON THE ADDITION OF PER PAY PERIOD VACATION ACCRUAL LANGUAGE. MOTION CARRIED WITH ALL AYES.
6. The Council reviewed the 2025 proposed budget. Lori Conway reviewed the changes made since the last meeting. MOTION 11SP2-06-24 WAS MADE BY MARCIA SEIBERT-VOLZ AND SECONDED BY SANDY FARDER TO APPROVE THE 2025 LEVY AT \$5,227,380. MOTION CARRIED 4-1 WITH HERZOG OPPOSED.
7. There being no further business at 5:07 P.M., MOTION 11SP2-07-24 WAS MADE BY JACKSON PURFEERST AND SECONDED BY SANDY FARDER TO ADJOURN THE MEETING. MOTION CARRIED WITH ALL AYES.

Respectfully submitted by,



Charlene Nelson  
City Clerk