

SPECIAL COUNCIL MEETING  
CITY OF CROSSLAKE  
WEDNESDAY, JANUARY 29, 2025  
9:00 A.M. – CITY HALL

The Council for the City of Crosslake met in a Special Session on Wednesday, January 29, 2025. The following Council Members were present: Mayor Jackson Purfeerst, Sandy Farder, Robin Sylvester and Jayme Knapp. Bob Heales was absent. Also present were City Administrator Lori Conway, City Attorney Tim Sullivan, Park Director TJ Graumann, City Clerk Char Nelson, AFSCME Union Representatives Troy Bauch and Abby Pearson, Jen LeBlanc, Josh Runksmeier, and Shawn Peterson.

1. Jackson Purfeerst called the meeting to order at 9:10 A.M.
2. MOTION 01SP1-01-25 WAS MADE BY JACKSON PURFEERST AND SECONDED BY SANDY FARDER TO APPROVE THE MINNESOTA PUBLIC EMPLOYEES' ASSOCIATION CONFIDENTIAL AND SUPERVISORY UNIT UNION CONTRACT EFFECTIVE JANUARY 1, 2025 – DECEMBER 31, 2026. MOTION CARRIED WITH ALL AYES.
3. Troy Bauch addressed the Council and stated that the union has been working with the City since last year to reach an agreement. The membership voted down the last proposal from the City. Mr. Bauch stated that the negotiating team would prefer to work with the Personnel Committee rather than the full Council.

Jackson Purfeerst replied that the full Council has been involved in the negotiations since last year and they will continue to be. Attorney Sullivan stated that negotiations cannot take place through email, and everyone planned on being here today to negotiate. After some discussion, the union agreed to continue to negotiate with the City Council today.

Attorney Sullivan reviewed an email from Troy Bauch highlighting the requests from AFSCME membership:

- The Union wants no change to vacation accrual.
- Union asked that vacation time be allowed to use in .25-hour increments.
- Union asked for clarification of the removal of Park Maintenance position.
- Union asked H.S.A. to increase to \$3,300 single/\$6,600 family.
- Union asked to retain the current uniform allowance of \$500 per year.
- Union asked to increase cell phone reimbursement to \$35 per month.
- Union rejects the employer proposed requirement of use of 40 hours or more of sick time to qualify for cashing out sick time program

MOTION 01SP1-02-25 WAS MADE BY JACKSON PURFEERST AND SECONDED BY SANDY FARDER TO CLOSE THE SPECIAL MEETING AT 9:25 A.M. PURSUANT TO MINNESOTA STATUTE 13D.03 TO NEGOTIATE CONTRACT. MOTION CARRIED WITH ALL AYES.

The Council opened the Special Meeting at 10:45 A.M. Attorney Sullivan reviewed the City's response.

- Vacation accrual will remain unchanged for 2025. Effective January 1, 2026, 50% of an anticipated vacation accrual shall be credited to an employee's account on January 1 of each year, with the remaining vacation accrued on a prorated basis per pay period. This is the same language that the MNPEA contract has.
- The City will not decrease minimum vacation use increment from one hour to fifteen minutes. One hour increment is consistent with other bargaining units and practice.
- The City agreed to strike language change regarding sick time usage.
- City agreed to increase H.S.A. contributions
- The City agreed to not change uniform allowance
- The City did not agree to add cell phone language to the contract nor increase cell phone reimbursement.
- The City agreed to leave Park Maintenance and Park Heavy Equipment Operator positions on salary grid at negotiated rates.

Tim Sullivan also asked that the numbering in the contract be changed to Arabic numerals for modernization purposes and that the employer/employee split the upcoming MN Paid Leave premium 50/50. All other tentative agreements stand.

AFSCME left at 10:55 to caucus and returned at 11:15. Troy Bauch asked if the City would allow employees to carry over 40 hours of comp time into the following year and asked if the three employees attending the negotiations today could get paid, even though the contract specifies two.

The City caucused from 11:20 to 11:30. Tim Sullivan stated that the Council does not agree to allow carryover of comp time but will pay all three employees in attendance. Mr. Bauch asked if pay would be retro to the first of the year and the City said it would be.

MOTION 01SP1-03-25 WAS MADE BY JACKSON PURFEERST AND SECONDED BY SANDY FARDER TO ADJOURN THE MEETING AT 11:35 A.M. MOTION CARRIED WITH ALL AYES.

Respectfully Submitted,



Charlene Nelson  
City Clerk