

**Minutes of Adjourned Council Meeting  
Monday, February 3, 2020  
City of Hoyt Lakes, Minnesota**

1. The Hoyt Lakes City Council met in adjourned session on Monday, February 3, 2020 at 5:00 p.m. Those present: Mayor Chris J. Vreeland, Councilors: David Zins, Brian Ceglar, Daniel Popp; Absent: Councilor: Roald Chip Holter. City staff also present: Ken Snetsinger, Jacob Berndt, Josh Petersen, Wayde West, Sue Sowers, Melanie Olmstead.
  
2. The meeting was called to order for the purpose of contract negotiations with the Supervisor Group; after considerable negotiation, the following items were tentatively agreed upon subject to approval of the formal agreement:
  - a. Duration of the contract – three-year effective March 1, 2020 through February 28, 2023.
  - b. Amend Article 1.2 to add the following employees: Public Works Supervisor, Public Utilities Supervisor, Assistant EMS Director.
  - c. Amend Article 5, Work Schedules to add the following language: Hours worked in excess of an averaged forty (40) hour work week for call out or emergency will be compensated with compensatory time off equal to one and one-half the number of hours worked in excess of forty (40) hours or at one and one-half times the regular hourly pay for hours worked in excess of forty (40) hours. This benefit will also apply to non-emergency or non-call out hours in excess of 40-hour work week with prior approval by the City Council.
  - d. Reminder to Supervisors in Article 14.3 to put vacation preference in writing by April 30 of each year and turn in to the City Clerk-Treasurer.
  - e. Amend Article 15.2 – An employee whose accumulated sick time has exceeded the maximum of one hundred fifty (150) days shall receive an amount equal to one (1) day’s pay at the end of the year into the employee’s Health Care Savings Plan (HCSP). Employees whose accumulated sick time has exceeded the maximum shall receive additional payments into their HCSP based upon years of service, up to a total of: 2 days after 20 years of service; 3 days after 25 years of service; 4 days after 30 years of service.
  - f. Amend Article 16.2 to add the following language after “the age of 57”: ...or with thirty (30) plus years of continuous employment with the City of Hoyt Lakes, or those who qualify for a disability pension.
  - g. Amend 16.3 to add the following language in the second paragraph: For purposes of contributions to the Health Care Savings Plan (HCSP) this group follows the non-union HCSP policy. The participation rate will be an employee contribution of two hundred dollars (\$200) per month and an employer contribution of fifty dollars (\$50) per month.
  - h. Amend Article 18.1 to change notice in writing from 21 days to 28 days.
  - i. Amend Article 19.1 to add the following language: 100% of eligible severance amount goes to HCSP.
  - j. Amend Article 19.2 to change notice from three weeks to 28 days.
  - k. Amend Appendix A Wage Schedule, increase of 2% effective March 1, 2020, 2% effective March 1, 2021 and 2% effective March 1, 2022 based on individual job classification.

1. Amend Appendix A Wage Schedule to add the following: C. Active employees that opt out of enrolling in the City health insurance plan will be eligible to receive the single city contribution VEBA deductible as agreed upon in the Letter of Understanding for all City employee groups.
3. Councilor Ceglar moved, supported by Councilor Zins, to adjourn at 5:35 p.m. Motion carried unanimously.

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Chris J. Vreeland  
Mayor

ATTEST: \_\_\_\_\_  
Rebecca J. Burich  
City Clerk-Treasurer