

**Minutes of Adjourned Council Meeting  
Monday, February 10, 2020  
City of Hoyt Lakes, Minnesota**

1. The Hoyt Lakes City Council met in adjourned session on Monday, February 10, 2020 at 5:00 p.m. Those present: Mayor Chris J. Vreeland, Councilors: David Zins, Brian Ceglar, Daniel Popp. City staff also present: Kileen Trueblood, Peter Thorsen, Kelly Halliday, Mark Isaacson, Zach Danielson; AFSCME Council 65 Labor Representative Amanda Metsa
2. The meeting was called to order for the purpose of AFSCME Basic Unit Labor negotiations; after considerable negotiation, the following items were tentatively agreed upon subject to approval of the formal agreement and at the Union’s request to meet once more for further discussion and negotiation on one proposal:
  - a. Duration of the contract – three-year effective March 1, 2020 through February 28, 2023.
  - b. Amend Article 9 to add new section 9.8: In the event there are hours available to work on a holiday, whether part of a regular schedule or due to unforeseen need, the employer will first offer such hours to qualified employees within the AFSCME bargaining unit before offering such hours to non-bargaining unit employees.
  - c. Amend Article 12.3 to add the following: “Employees shall provide yearly written documentation outlining insurance coverage and cost to receive said monetary benefit.”
  - d. Amend Article 16, Severance, 16.1 “As severance, employees shall be entitled of a payout of their accumulated sick leave into their Health Care Savings Plan (HCSP). As per Article 11, Section 11.2, an employee can only accrue up to a maximum of 125 days of sick leave. Employees shall be entitled to payout based on years of service based upon the following scale: 5-10 years – 20% of accumulated sick leave; 15+ Years – 25% of accumulated sick leave. Sick leave will be paid at the employee’s current rate of pay.
  - e. Amend Article 21 – Post Retirement Health Care Plan – “The participation rate will be an employee contribution of \$75 per month effective March 1, 2020, \$100 per month in 2021 and \_\_\_\_\_ per month in 2022 with a matching \$50 per month from the employer.
3. Moved by Councilor Ceglar, supported by Councilor Popp to schedule an adjourned City Council meeting at 5:00 pm on Monday, February 24, 2020 to continue negotiation with AFSCME Basic Unit and to discuss a City Administrator position and/or negotiation with the City Clerk-Treasurer. Motion carried.
4. The City Council discussed a draft Supervisor evaluation form; no action was taken.
5. Councilor Ceglar moved, supported by Councilor Zins, to adjourn at 6:25 p.m. Motion carried unanimously.

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Chris J. Vreeland  
Mayor

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