

**Minutes of Adjourned Council Meeting  
Monday, February 24, 2020  
City of Hoyt Lakes, Minnesota**

1. The Hoyt Lakes City Council met in adjourned session on Monday, February 24, 2020 at 5:00 p.m. Those present: Mayor Chris J. Vreeland, Councilors: David Zins, Daniel Popp. Absent: Councilor Brian Ceglar. City staff also present: Kileen Trueblood, Peter Thorsen, Mark Isaacson, Zach Danielson, Rebecca Burich; AFSCME Council 65 Labor Representative Amanda Metsa.
2. The meeting was called to order for the purpose of continuing AFSCME Basic Unit Labor negotiations and to also negotiate with the City Clerk-Treasurer; after considerable negotiation with the AFSCME Basic Unit Labor group, the following final items were tentatively agreed upon subject to approval of the formal agreement:
  - a. Amend Article 11.10 to remove the following: "said days to be deducted from the employee's accumulated sick leave".
  - b. Amend Appendix A: 2% hourly wage increase over the three-year period 2020-2023.
3. Moved by Councilor Zins, supported by Councilor Popp, to approve 2020 wage increase for the AFSCME Basic Union Group effective with first payroll in March, with formal approval of the entire Agreement on March 9, 2020. Motion carried.
4. The City Council reviewed the proposals of the City Clerk-Treasurer for negotiation of the Agreement for the period 2020-2023 with the following tentatively agreed upon subject to approval of the formal Agreement:
  - a. Amend Article 8.1: "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 times 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."
  - b. Amend Article 13.2: "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 HCSP. Employees whose accumulated sick time has exceeded the maximum shall receive additional payment into the 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.
  - c. Amend Article 21.1: "For purposes of contributions to the Health Care Savings Plan (HCSP) this group follows the non-union HCSP Policy".
  - d. Amend Article 22.1: "100% of eligible severance goes to HCSP and severance pay of three month's salary after twenty (20) years of service.
  - e. Amend Article 23.1 – Duration of Contract effective March 1, 2020 and shall continue into effect until February 23, 2023.
  - f. Amend Appendix A: 2% hourly wage increase per year of the duration of this contract.
5. Moved by Councilor Popp, supported by Councilor Zins, to approve 2020 wage increase for the City Clerk-Treasurer effective with first payroll in March, with formal approval of the entire Agreement on March 9, 2020. Motion carried.

6. Councilor Popp moved, supported by Councilor Zins, to adjourn at 6:00 p.m. Motion carried unanimously.

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Chris J. Vreeland  
Mayor

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