

Minutes and Proceedings of the  
City Council of the City Of Emily in the  
County of Crow Wing, State of Minnesota

---

November 15, 2022  
Special Meeting

---

THESE MINUTES ARE PARAPHRASED AND ARE NOT WRITTEN WORD FOR WORD.

The Emily City Council met for a Special Meeting on Tuesday, November 15, 2022 in the Council Chambers and was called to order by Mayor Tracy Jones at 6:00 p.m. Councilmembers Bryce Butcher, Mary Eppen, Wesley Friesner, and Gerhart Hanson were present. City Attorney Tom Pearson attended remotely and Cari Johnson, City Clerk/Treasurer was also present.

The Pledge of Allegiance was recited.

There was a discussion regarding a proposed Personnel Policy revision per Fair Labor Standards Act regulations regarding employees holding multiple positions with the same employer if an employee works more than 40 hours in one workweek. The revision would define a firefighter workweek as one calendar month. If a combined firefighter/Maintenance Department employee:

- Works up to 160 hours within one defined firefighter workweek and responds to a fire call during their regular Maintenance Department work schedule they receive Maintenance Department wages and contribute to PERA.
- Works 161 to 212 hours within one defined firefighter workweek and responds to a fire call or attends a meeting or training they receive fire call/meeting/training pay and Fire Relief Association service credit.
- Works 213 plus hours per defined firefighter workweek and responds to a fire call or attends a meeting or training they receive the firefighter weighted average overtime rate and receive Fire Relief Association service credit.

In 2021 the combined firefighter/Maintenance Department employees would not have received any firefighter weighted average overtime. To date in 2022 the only month the employees may receive firefighter weighted average overtime is in June due to the amount of overtime worked in June for storm cleanup. The weighted average calculation will need to be completed for each calendar month Maintenance personnel work 213 plus hours and respond to a call or attend a meeting or training and the overtime amount will change for each calculation.

**COUNCILMEMBER FRIESNER MADE THE MOTION TO APPROVE THE PERSONNEL POLICY AS PRESENTED.**

**COUNCILMEMBER EPPEN SECONDED THE MOTION.** Discussion included the Union will not hold the City accountable to Union requirements for the public safety service position. **ROLL CALL VOTE – EPPEN, FRIESNER, AND HANSON VOTED AYE. MAYOR JONES AND COUNCILMEMBER BUTCHER ABSTAINED. THE MOTION PASSED.**

**MAYOR JONES MADE THE MOTION TO ADOPT RESOLUTION 2022-42 TO CERTIFY RESULTS OF THE TUESDAY, NOVEMBER 8, 2022 ELECTION (CANVASSING OF THE GENERAL ELECTION). COUNCILMEMBER BUTCHER SECONDED THE MOTION.** Discussion included the following results:

Mayor	Tracy Jones	332
	Roger (Buddy) Lund	193
	Write in	43
Council Member	Gregory Koch	186
	Andrew D. Hemphill	177
	Bryce Butcher	168
	Andrea Donnelly	155
	Dave Johnson	125
	Bill Spiess	120
	Write in	3

The official election results for the office of Mayor for the term of 2023-2024 shall be Tracy Jones.

The official election results for the offices of Council Member for the term of 2023-2026 shall be Gregory Koch and Andrew D. Hemphill.

**ROLL CALL VOTE – JONES, BUTCHER, EPPEN, FRIESNER, AND HANSON VOTED AYE. THE MOTION CARRIED.**

November 15, 2022 Special Meeting

**COUNCILMEMBER BUTCHER MADE THE MOTION TO ADJOURN THE MEETING. COUNCILMEMBER EPPEN SECONDED THE MOTION. ROLL CALL VOTE – JONES, BUTCHER, EPPEN, FRIESNER, AND HANSON VOTED AYE. THE MOTION CARRIED.** The meeting ended at 6:17 p.m.

Respectfully submitted,

Attest:

  
Cari Johnson, MCMC  
City Clerk/Treasurer

  
Tracy Jones  
Mayor