TABLE OF CONTENTS

CITY COUNCIL
CITY OF RAMSEY
ANOKA COUNTY
STATE OF MINNESOTA

The Ramsey City Council conducted a regular meeting on Tuesday, December 10, 2019, at the Ramsey Municipal Center, 7550 Sunwood Drive NW, Ramsey, Minnesota.

Members Present: Mayor John LeTourneau
Councilmember Nadine Heinrich
Councilmember Mark Kuzma
Councilmember Jeff Menth
Councilmember Debra Musgrove
Councilmember Chris Riley
Councilmember Dan Specht

Members Absent: None

Also Present: City Administrator Kurtis Ulrich
Finance Director Diana Lund
Fire Chief Matt Kohner
Police Chief Jeff Katers
Parks and Assistant Public Works Superintendent Mark Riverblood
Public Works Superintendent Grant Riemer
Administrative Services Director Colleen Lasher
Community Development Director Timothy Gladhill
City Engineer Bruce Westby
City Attorney Joe Langel

1. CALL TO ORDER

Mayor LeTourneau called the regular meeting of the Ramsey City Council to order at 7:00 p.m., followed by the Pledge of Allegiance led by Mayor LeTourneau.

2. PRESENTATION

2.01: Recognize Ramsey Elementary Student Essay Winners

Mayor LeTourneau provided background on the essay contest for Ramey Elementary School students in which the students were asked to describe the things that make Ramsey Elementary a great school and how the school is preparing the students to be leaders in the community.

Amy Reed, Ramsey Elementary Principal thanked Mayor LeTourneau and the City Council for providing this opportunity to recognize the third-grade students tonight. She noted that the students spent a lot of time thinking about what makes the school great and how it is preparing them to be leaders. She recognized the members of Ramsey Elementary staff present tonight and thanked them for their assistance.

Mayor LeTourneau recognized the following student winners and presented them with recognition: Daniel Gbati, Alexis Davis, Pepper Powell, Elliot Niven, Devin Thurber, Ellie Prince, Jada Mensah, Maleah Wengler, Levi Jaeger, and Kelsey Ayangim.

3. CITIZEN INPUT

None.

4. APPROVE AGENDA

Motion by Councilmember Kuzma, seconded by Councilmember Musgrove, to approve the agenda as presented.

Motion carried. Voting Yes: Mayor LeTourneau, Councilmembers Kuzma, Musgrove, Heinrich, Menth, Riley and Specht. Voting No: None.

5. CONSENT AGENDA

Motion by Councilmember Riley, seconded by Councilmember Kuzma, to approve the following items on the Consent Agenda:

5.01: Approve the following Meeting Minutes:
  1) City Council Special Work Session dated November 18, 2019
  2) City Council Work Session dated November 26, 2019
  3) City Council Regular dated November 26, 2019

5.02: Approve Licenses (includes renewals)

5.03: Adopt Resolution #19-284 Approving Cash Disbursements Made and Authorizing Payment of Accounts Payable Invoicing Received During the Period of November 21, 2019 through December 4, 2019

5.04: Adopt Resolution #19-279 Approving an Interim Use Permit at 16839 Saint Francis Blvd NW to Temporarily Allow Two Homes on the Subject Property

5.05: Adopt Resolution #19-281 Approving a Revised Landscape Plan for Delta ModTech (Project No. 19-108)

5.06: Adopt Resolution #19-282 Authorizing Final Payment to Northwest Asphalt and Maintenance for Improvement Project #19-00, 2019 Cracksealing Improvements

5.07: Adopt Resolution #19-287 Approving Partial Release of Right of Re-Entry Agreement for Completion of State I Improvements for Cottages at the COR

5.08: Adopt Resolution #19-289 Adopting the 2020 Parking Ramp Maintenance Budget & Adopt Resolution #19-290 Allocating the Parking Ramp Maintenance Costs per the Adopted 2020 Budget

5.09: Adopt Resolution #19-298 Adopting the Anoka County 2019 Multi-Jurisdictional All-Hazard Mitigation Plan

5.10: Adopt Resolution #19-300 Approving Accessory Structure Agreement for 6210 Green Valley Rd; Case of Eric Thomsen
5.11: Adopt Resolution #19-295 Hiring Temporary Ice Rink Attendants
5.12: Adopt Resolution #19-297 Hiring a Temporary Part-time Building Maintenance Worker
5.13: Report from the Public Works Committee Meeting dated November 19, 2019:

1) Consider Replacing Monument and Shelter Roof at Rivers' Bend Park and HVAC Replacement at Central – *Ratify the recommendation of the Public Works Committee to approve the replacement of the HVAC system at Central Park and roof shelter at Rivers' Bend Park as discussed, at a not to exceed cost of $33,000 from the Capital Maintenance Fund.*
2) Consider Recommending City Council Approval to Solicit Requests for Proposals to Prepare Plans and Specifications for Bunker Lake Boulevard/CSAH 116 Improvements, Improvement Project #20-03 – *Ratify the recommendation of the Public Works Committee to direct staff to gather additional information on the history of the condition of the JPA and discuss options with Anoka County related to renegotiating the JPA, working together to find efficiencies, and opportunities for an additional access onto Bunker Lake Boulevard.*
3) Staff Updates on Improvement Projects and Items of Interest: *Ratify the recommendation of the Public Works Committee to cancel the December Public Works Committee meeting.*

Motion carried. Voting Yes: Mayor LeTourneau, Councilmembers Riley, Kuzma, Heinrich, Menth, Musgrove, and Specht. Voting No: None.

6. PUBLIC HEARING

6.01: Public Hearing on 2020 Tax Levies and General Fund Budget – Adopt Resolution #19-291 Adopting the 2019, Payable 2020 Municipal Tax Levy; Adopt Resolution #19-292 Adopting the 2020 General Fund Budget and Adopt Resolution #19-293 Adopting the 2020 Economic Development Authority (EDA) Budget

Presentation

Finance Director Lund reviewed the staff report and recommendation to adopt Resolution #19-291 adopting the 2019 payable 2020 municipal tax levies (general, EDA, and debt service) in the amount of $12,509,232; adopt Resolution #19-292 adopting the 2020 general fund budget in the amount of $13,303,589; and adopt Resolution #19-293 adopting the 2020 EDA budget in the amount of $98,913.

Public Hearing

Mayor LeTourneau called the public hearing to order at 7:29 p.m.

Citizen Input

There was none.

Motion by Councilmember Riley, seconded by Councilmember Kuzma, to close the public hearing.

Motion carried. Voting Yes: Mayor LeTourneau, Councilmembers Riley, Kuzma, Heinrich, Menth, Musgrove, and Specht. Voting No: None.

The public hearing was closed at 7:30 p.m.

Council Business

Councilmember Heinrich asked for additional details on the general fund as it relates to the parks and recreation budget being higher than the public safety budget. She believed that to be true for the past five years.

Finance Director Lund stated that $28,000 was reduced from the preliminary budget to the budget presented tonight as previously discussed in worksession.

Councilmember Heinrich asked for clarification on the final park and recreation budget.

Finance Director Lund reported the final budget for that department to be $1,329,847.

Councilmember Specht stated that he joined the Council late into this process. He stated that there is $500,000 included for general road maintenance. He asked if the proposed budget includes funding for reconstructions.

Finance Director Lund stated that amount would be only for maintenance. She stated that the reconstruction of Variolite will be funded through MSA funds and an overlay proposed will be funded using remaining road funds. She confirmed that the Council will need to make a decision in 2020 related to future road financing.

Councilmember Riley stated that when the Council approved the preliminary budget and levy there were desires for additional budget reductions to be made. He asked for additional input on the reductions that have been made since then.

Finance Director Lund provided details on the items removed or changed since the preliminary adoption which changed the six percent increase to 5.73 percent.

Councilmember Musgrove stated that there were discussions of a mower throughout this process and asked for details.

Finance Director Lund explained that the mower purchase was moved to 2021 because it was determined to be in the wrong year for the replacement category. She explained that capital equipment is funded separately and therefore does not impact the general fund budget.

Motion by Councilmember Kuzma, seconded by Councilmember Menth, to Adopt Resolution #19-291 Adopting the 2019, Payable 2020, Municipal Tax Levy; Resolution #19-292 Adopting the 2020 City of Ramsey General Fund Operating Budget; and Resolution #19-293 Adopting the 2020 City of Ramsey Economic Development Authority Fund Budget.

Further discussion: Councilmember Riley stated that much of the increase was built into the budget related to union contracts and cost of living. He commented that he will support the budget but is unhappy that the increases were built in during prior years. Councilmember Specht stated that there has been a lot of discussion for a new public works building and asked if the budget includes that financing. Finance Director Lund stated that item is included in the Capital Improvement Plan, noting that half of the funds are budgeted through funds the City already has whereas the remaining half will be bonded for in future years.

Motion carried. Voting Yes: Mayor LeTourneau, Councilmembers Kuzma, Menth, and Riley. Voting No: Councilmember Heinrich, Specht, and Musgrove.

6.02: Public Hearing – Adopt Resolution #19-294 Adopting the City's 2020-2029 Capital Improvement Plan (CIP)

Presentation

Finance Director Lund reviewed the staff report and recommendation to adopt the 2020-2029 Capital Improvement Plan, noting that this is a forecasting tool and not actual, committed projects and expenditures.

Councilmember Musgrove referenced a to be determined line on page 13 and asked for additional input.

Finance Director Lund stated that is related to the old town hall and improvements will be determined. She explained that the project was captured within the CIP, but the funding is not yet known.

Public Hearing

Mayor LeTourneau called the public hearing to order at 7:44 p.m.

Citizen Input

There was none.

Motion by Councilmember Heinrich, seconded by Councilmember Musgrove, to close the public hearing.

Motion carried. Voting Yes: Mayor LeTourneau, Councilmembers Heinrich, Musgrove, Kuzma, Menth, Riley and Specht. Voting No: None.

The public hearing was closed at 7:45 p.m.

Council Business

Councilmember Heinrich asked if the CIP best reflects the City's priorities for projects and balances needs versus wants appropriately.

City Administrator Ulrich confirmed that is the purpose of the CIP, to plan appropriately for upcoming needs and improvements.

Councilmember Heinrich referenced the priority of the COR park within 2020, which is listed as a need, and asked for additional information.

Parks and Assistant Public Works Superintendent Riverblood explained the dollar amount was approved by the Park and Recreation Commission as a placeholder. He expected that the Council will be invited to consider the first phase improvements to Municipal Plaza within the next few months.

City Administrator Ulrich asked the source of the financing for that project.

Parks and Assistant Public Works Superintendent Riverblood noted that almost all of the park improvements are funded through the Park Trust Fund, which are funds paid by developers to support park development. He stated that the CIP projects the improvements and funding.

Finance Director Lund stated that the park development within the COR was put into the CIP in 2008 and therefore has been in the document for many years.

Councilmember Musgrove asked if park improvements apply to new and existing parks.

Parks and Assistant Public Works Superintendent Riverblood explained that the Park Trust Fund can be used for improvements in both new and existing parks.

Councilmember Specht stated that it is his understanding is that the action tonight is simply to approve the document that identifies priorities rather than approving the specific projects.

Finance Director Lund confirmed that this is simply a planning tool. She explained that each project would still need to come forward to the Council for separate consideration.

Councilmember Heinrich stated that she feels that this document could be better tweaked to represent the desires and values of the community and therefore would not support the document, even though it is only used as a planning tool.

Councilmember Kuzma stated that the CIP has been helpful to identify items in a strategic manner so that the City is aware of upcoming maintenance, equipment replacement, and improvements.

Motion by Councilmember Kuzma, seconded by Councilmember Riley, to Adopt Resolution #19-294 Adopting the 2020-2029 Capital Improvement Plan (CIP).

Further discussion: Councilmember Riley commented that the document is not perfect but is a helpful planning tool that continues to evolve each year.

Motion carried. Voting Yes: Mayor LeTourneau, Councilmembers Kuzma, Riley, Menth, and Specht. Voting No: Councilmember Heinrich and Musgrove.

7. COUNCIL BUSINESS

7.01: Adopt Ordinance #19-15 An Ordinance Amending the Charter by Repealing and Replacing Chapter 4 – Nominations and Elections

City Attorney Langel reviewed the staff report and recommendation to adopt the Ordinance as drafted by the Charter Commission and City Attorney.

Councilmember Specht stated that he appreciates the hard work of the Charter Commission spent on the proposed language. He stated that his concern is with the Council appointing vacancies rather than being elected by the people and therefore he would be opposed.

Councilmember Kuzma stated that he was opposed to this at the last meeting. He noted that there was additional discussion during the worksession but does not feel that there has been sufficient time for discussion by the Council and therefore will not support the action.

Councilmember Riley stated that he can make a motion to vote but the action would need to be unanimous and it is apparent that will not happen.

City Attorney Langel stated that if the consensus of the Council is that there will not be unanimous approval, no action is required, and the action will die due to the statutory time limits.

Councilmember Heinrich stated that she would be willing to make the motion which would go to roll call vote.

Motion by Councilmember Heinrich, seconded by Councilmember Riley, to waive the City Charter requirement to read the Ordinance aloud and Adopt Ordinance #19-15 Amending the City Charter by Repealing and Replacing Chapter 4 – Nominations and Elections.

Further discussion: Councilmember Musgrove stated that she will be supporting this action. She noted that she attended meetings of the Charter Commission and the thought is to become more compliant with State law and be less burdensome to taxpayers. She noted that this action could be passed with additional amendment in the future. Mayor LeTourneau agreed that the Charter Commission is doing important work, and anything done with the Charter is important. He stated that he has concern that multiple Councilmembers have concern that there has not been sufficient discussion and would support additional discussion on the topic. He noted that he would be concerned that the decision is based on cost rather than it being the right thing to do. He believed that not passing this motion would be the right decision and could allow additional discussion to ensure that the right choices are made.

A roll call vote was performed by the City Administrator:

Councilmember Riley	aye
Councilmember Kuzma	nay
Councilmember Musgrove	aye
Councilmember Menth	nay
Councilmember Heinrich	aye
Councilmember Specht	nay
Mayor LeTourneau	nay

Motion failed.

7.02: Adopt Resolution #19-251 Establishing Notice of Intent to Terminate the Current Joint Powers Fire Protection Agreement Between the City of Ramsey and the City of Nowthen, and to Authorize the City Administrator, in Conjunction with Ramey Members of the Joint Powers Board, to Enter into Negotiations to Develop a New Agreement for Shared Fire Services

City Administrator Ulrich reviewed the staff report and recommendation to adopt Resolution #19-251 establishing Notice of Intent to terminate the current Joint Powers Fire Protection Agreement between the City of Ramsey and the City of Nowthen, and to authorize the City Administrator, in conjunction with Ramsey Members of the Joint Powers Board, to enter into negotiations to develop a new agreement for shared fire services.

Councilmember Heinrich asked for additional information on the deficit that the City of Ramsey has been operating with under the current JPA.

City Administrator Ulrich provided additional information on the current JPA charges, noting that between administrative and truck charges Ramsey actually pays Nowthen more for truck fees than Nowthen pays for administrative fees. He stated that part of the exercise was for Ramsey to determine the amount that should be charged by Ramsey and that was determined to be $163,000. He noted that was presented to Nowthen at the last Fire Board meeting and was declined by Nowthen. He stated that Ramsey is not getting paid for the value of the contract and that can be said in certainty.

Councilmember Riley asked if that City would need to establish a notice of intent to terminate the current JPA in order to renegotiate.

City Administrator Ulrich explained that the current contract is not serving the interest of Ramsey and has a two-year termination period, therefore that should begin. He stated that if the service can be renegotiated, staff would prefer to begin fresh rather than work within the confines of this JPA.

Motion by Councilmember Heinrich, seconded by Councilmember Specht, to Adopt Resolution #19-251 Establishing Notice of Intent to Terminate the Current Joint Powers Fire Protection Agreement Between the City of Ramsey and the City of Nowthen, and to Authorize the City

Administrator, in Conjunction with Ramsey Members of the Joint Powers Board, to Enter into Negotiations to Develop a New Agreement for Shared Fire Services.

Further discussion: Councilmember Heinrich expressed appreciation for this process, and all involved. Councilmember Musgrove believed that a renegotiated agreement would better serve the community. Mayor LeTourneau appreciated the work that staff has put into this process and the input that has been provided by the firefighters. He also expressed appreciation to Nowthen for recognizing an inequity in the current JPA. He also thanked Councilmembers Heinrich and Musgrove for their services on the Fire Board. Councilmember Menth thanked Councilmembers Heinrich and Musgrove. He also ensured the firefighters that their letters to the Council have been read and noted that this simply begins a renegotiation and does not close the door.

Motion carried. Voting Yes: Mayor LeTourneau, Councilmembers Heinrich, Specht, Kuzma, Menth, Musgrove, and Riley. Voting No: None.

7.03: Adopt Resolution #19-299 Approving Purchase Agreement Third Amendment for AEON Ramsey 2, LLC (portions may be closed to the public)

Community Development Director Gladhill reviewed the staff report and recommendation to extend the closing date to February 28, 2020 to allow time to renegotiate the Purchase Agreement.

Councilmember Musgrove asked for additional input on the nuisance calls and whether there is a mechanism for cost recovery. She asked if there has been discussion with the management regarding policies they could have going forward.

Police Chief Katers stated that the City does have an ordinance which allows the City to charge for excessive alarm calls. He noted that some of the alarm calls could be addressed by the resident or alarm company. He stated that the category of nuisance calls contains a variety of elements. He stated that if it is deemed a false alarm, there is a table that allows cost recovery for excessive false alarms.

Community Development Director Gladhill stated that not all the police calls for service were due to nuisance and noted that some were public safety concerns that staff hopes have been addressed.

Police Chief Katers stated that there are 20 plus types of calls for Greenway Terrace 1 during the reviewed timeframe from October 2018 through May of 2019. He stated that there was a problem occurring and staff attempted to address that. He stated that the feedback from his staff is that there have been less calls since that time.

Community Development Director Gladhill stated that there is a rental license requirement which provides the City with the tool to address ongoing issues.

Councilmember Musgrove noted that it was stated that this proposed site is zoned residential and asked how much of the COR is left remaining as residential.

Community Development Director Gladhill noted that this is high density residential. He stated that there are still multiple areas zoned for low and medium density, with only a few remaining pads that could be used for higher density multi-family housing.

Councilmember Musgrove asked the amount of high density remaining.

Community Development Director Gladhill stated that he could not answer that today but if this is extended to February, he could provide that information prior to that review.

Leslie Roering, AEON, stated that management transitions on a regular basis. She stated that AEON continues to manage the site, there is simply a different staff member in place. She noted that the current manager also completes onsite maintenance and therefore is entering units on a regular basis and is able to catch problems. She stated that she was at a meeting with City staff and Police Chief Katers. She noted that AEON had to take legal action to evict certain units, which caused a number of calls because of the lengthy process.

Councilmember Riley stated that his comments are not related to this project but apartments and high-density housing in general. He stated that the COR has developed at difference paces, with apartments being built much quicker than retail and restaurants. He noted that he continues to receive comments from residents requesting less apartments. He stated that his feeling would be to hit pause and let the other development within the COR catch up before promoting additional apartments. He recognized that this would let the current purchase agreement expire. He asked the thought process of extending the agreement another six weeks rather than simply letting it expire.

Community Development Director Gladhill stated that staff felt rushed that it was not allowed to go through the normal review process, which would have included a review from the EDA. He stated that whether the Council chooses to move forward or not, would be the decision of the Council.

Councilmember Heinrich agreed with the comments from Councilmember Riley, noting that she continues to hear that residents are tired of apartment buildings in the COR.

Motion by Councilmember Heinrich, seconded by Councilmember Riley, to Deny Adoption of Resolution #19-299 Approving Purchase Agreement Third Amendment for AEON Ramsey 2, LLC.

Further discussion: Councilmember Kuzma commented that he has mixed feelings as the business owner has put down $30,000 in good faith and is requesting an additional six weeks. He stated that the purchase agreement has already been approved once and he would support the additional time. Councilmember Menth asked what the area is zoned, therefore what would be built here if AEON does not build there. Community Development Director Gladhill replied that this area is guided for multi-family under the existing land use plan. He explained that the City owns the parcel and therefore has additional discretion of what and when development could occur. Councilmember Musgrove asked if AEON could approach the City before the purchase agreement expires if they meet the conditions. Community Development Director Gladhill explained that

AEON will not be able to meet the required conditions within the allotted timeframe. He noted that AEON could come back with a new proposal if desired. Mayor LeTourneau asked what would happen with the earnest money. Community Development Director Gladhill confirmed that the City would keep the $30,000 in earnest money if the agreement expires. Councilmember Specht asked if the delay is due to a delay in the City process. Community Development Director Gladhill explained the type of financing that AEON is competing for, which is the primary reason this project has been delayed. Mayor LeTourneau stated that the City does manage an inventory of housing stock to ensure that one housing product is not overbuilt. He noted that this project has met the inventory needs. He explained that in order to attract more retail and restaurant, the City needs to have more residents, which is what the apartment buildings are providing. He explained that without having the additional population, it will be harder for the dream of retail and restaurants to come to fruition. He noted that there has been some activity in the desire for those businesses to come to Ramsey because of the growing population. He stated that the City has a process in place where the EDA reviews these cases and a path that cases typically follow, noting that this case was not provided with that ability. He did not believe that allows the City to be ethical in respecting that process. He asked that the Council respect the integrity of the process. He asked that the case be supported as presented tonight, which will allow input from other Boards and Commissions which will lead to more meaningful discussion. Councilmember Riley stated that this agreement has already been amended twice and therefore he thought the term ethics of following the process to be an odd choice of words. Councilmember Musgrove stated that there is a desire from the community to have more retail and a concern with an increase in multi-family housing without the growth in the retail sector and therefore will support the motion as proposed to deny the extension. Councilmember Kuzma stated that this is a market driven purchase agreement that the City previously approved. He noted that the business has put $30,000 in earnest money on the property for this purchase. He recognized that there are sometimes things that happen in business that the owner cannot control and would support the extension. He noted that phase one was sold out prior to completion of construction and would think phase two would provide a similar result. He believed that the City could provide the additional six weeks and if the developer cannot meet the requirements in that time, it could be denied at that time. Councilmember Menth stated that he is against putting a roadblock in that would take away the $30,000. He asked if this would be a six-week extension. Community Development Director Gladhill explained that the six-week extension would provide the City with the ability to follow its typical process. Councilmember Specht stated that there has been a contract in place and amendments have been made and the City has worked as hard as it could to accommodate the developer. He stated that in six weeks the Council would most likely be having the same discussion.

Motion carried. Voting Yes: Councilmembers Heinrich, Riley, Musgrove, and Specht. Voting No: Mayor LeTourneau, Councilmembers Kuzma and Menth.

7.04: Adopt Resolution #19-264 Ordering Feasibility Report for Improvement Project #20-02, 2020 Overlay Improvements

City Engineer Westby reviewed the staff report and recommendation to adopt Resolution #19-264 ordering a Feasibility Report for Improvement Project #20-02, 2020 Overlay Improvements.

Councilmember Menth referenced instances in the past when the contractor bids have come in higher and the residents were not alerted. He asked if that issue has been addressed as to whether the residents would be alerted if contractor bids are much higher than anticipated.

City Engineer Westby replied that the Public Works Committee discussed that policy at its last meeting and the proposed policy changes to the assessment policy would be brought back to the Public Works Committee at its January meeting.

Councilmember Riley stated that if assessments are being used for the project, that requires additional steps that cause additional cost.

City Engineer Westby confirmed that to be true that the steps required for charging assessments create additional cost.

Motion by Councilmember Kuzma, seconded by Councilmember Musgrove, to Adopt Resolution #19-264 Ordering Feasibility Report for Improvement Project #20-02, 2020 Overlay Improvements.

Motion carried. Voting Yes: Mayor LeTourneau, Councilmembers Kuzma, Musgrove, Heinrich, Menth, Riley and Specht. Voting No: None.

7.05: Adopt Resolution #19-285 Ordering Feasibility Report for Improvement Project #20-01, Variolite Street Reconstruction

City Engineer Westby reviewed the staff report and recommendation to adopt Resolution #19-285 ordering a Feasibility Report for Improvement Project #20-01, Variolite Street Reconstruction.

Councilmember Musgrove commented that she was under the impression that the City had road reconstruction funds that would be used on this project.

City Engineer Westby explained that some of those funds were used for the two 2019 projects and those funds would be used on the overlay project which would not leave funds available for this project.

Mayor LeTourneau asked and received confirmation that the remainder of those available funds will be used for the overlay project the Council just approved.

City Engineer Westby confirmed that to be true and noted that this project would utilize MSA funds.

Councilmember Musgrove asked for additional information on the feasibility report that is required.

City Engineer Westby stated that there is typically value in preparing some form of a feasibility report. He explained that the document could be completed in a much lighter format if the assessments were not a part of the process.

Motion by Councilmember Musgrove, seconded by Councilmember Heinrich, to Adopt Resolution #19-285 Ordering Feasibility Report for Improvement Project #20-01, Variolite Street Reconstruction.

Further discussion: City Engineer Westby stated that one of the larger pieces of a feasibility report are the assessment related elements, which are not required for this project.

Motion carried. Voting Yes: Mayor LeTourneau, Councilmembers Musgrove, Heinrich, Kuzma, Menth, Riley and Specht. Voting No: None.

7.06: Adopt Resolution #19-296 to Hire a Patrol Officer

Administrative Services Director Lasher reviewed the staff report and recommendation to hire Mr. Derek Anderson as the Police Department's newest Patrol Officer effective on or near December 26, 2019 at Step 1 of the 2019 pay scale.

Motion by Councilmember Kuzma, seconded by Councilmember Musgrove, to Adopt Resolution #19-296 to Hire a Patrol Officer.

Motion carried. Voting Yes: Mayor LeTourneau, Councilmembers Kuzma, Musgrove, Heinrich, Menth, Riley and Specht. Voting No: None.

7.07: Adopt Resolution #19-286 to Authorize the City's 2020 Non-Union City Health and Dental Insurance Contributions and Non-Union Cost of Living Adjustments

Administrative Services Director Lasher reviewed the staff report and recommendation to adopt Resolution #19-286 to move forward with the City non-union health and dental insurance contributions as listed and three percent COLA on January 1, 2020.

Councilmember Heinrich noted in the past six years it appears the COLA was 2.75 rather than three percent.

Administrative Services Director Lasher confirmed the last year with a three percent increase was 2009.

Councilmember Musgrove asked if there are options to change any of the numbers.

Administrative Services Director Lasher stated that historically the City has not varied from the increases/benefits provided to other City staff groups because of inequity and administrative difficulties. She stated that while an employee's hourly range may differ from another employee, the benefits offered are not.

Councilmember Musgrove asked for input on the differences between non-union and union groups.

Administrative Services Director Lasher provided input on the different employee groups and the negotiations that occur with those groups. She stated that non-union employees do not have that option. She explained that the City reviews information provided by the League of Minnesota Cities in its annual salary survey to compare similarly sized metro cities.

City Administrator Ulrich stated that this is for non-union employees and is not bound by contract. He stated that although the numbers could be changed by the Council, staff is not recommending that for the reasons stated by Administrative Services Director Lasher. He noted that these remaining positions could unionize, which would not be preferred, and therefore the tradition has been to match the union rates.

Administrative Services Director Lasher stated that she would fall back to the issue of internal equity and believed it to be most effective and fair to keep the wages and benefits the same between the different employee groups.

Councilmember Riley asked the percentage of City staff that is non-union.

Administrative Services Director Lasher estimated about 28 percent of staff are non-union.

Councilmember Riley stated that a lot of work and hours from staff and the Council are spent negotiating different union contracts with four different employee unions. He commented that three percent is not unreasonable for a COLA and therefore would support this action.

Motion by Councilmember Riley, seconded by Councilmember Kuzma, to Adopt Resolution #19-286 to Authorize the City's 2020 Non-Union City Health and Dental Insurance Contributions and Non-Union Cost of Living Adjustments.

Further discussion: Councilmember Musgrove asked the difference between private and public sector negotiations for salary. She stated that in the private sector that is typically done individually based on the value of that employee during the past year. Administrative Services Director Lasher stated that there are systems in place for holding wages steady if performance does not meet standards. She stated that wage increases are not assigned based on performance, but each job class has a wage based on its job value.

Motion carried. Voting Yes: Mayor LeTourneau, Councilmembers Riley, Kuzma, Menth, and Specht. Voting No: Councilmembers Heinrich and Musgrove.

7.08: Adopt Resolution #19-288 to Approve Position Reclassifications

Administrative Services Director Lasher reviewed the staff report and recommendation to reclassify the four positions as proposed and adopt Resolution #19-288.

Councilmember Specht asked if these are positions that have not existed previously.

Administrative Services Director Lasher explained that these are positions that have evolved over time and therefore the existing job description has been revised to reflect the duties being completed. She confirmed that some of the positions have existed in the past, such as Civil Engineer II.

Mayor LeTourneau summarized that this would keep up with the job duties already being performed by the employee and therefore more accurately describe their job and compensation.

Councilmember Kuzma noted that there has been significant discussion on this topic through past worksessions and they have been included in the approved budget.

Motion by Councilmember Kuzma, seconded by Councilmember Menth, to Adopt Resolution #19-288 to Approve Position Reclassifications.

Further discussion: Councilmember Heinrich stated that she will be opposing the motion as she is not in favor of the reclassification from Community Development Director to Deputy City Administrator.

Motion carried. Voting Yes: Mayor LeTourneau, Councilmembers Kuzma, Menth, Riley and Specht. Voting No: Councilmembers Heinrich and Musgrove.

8. MAYOR, COUNCIL AND STAFF INPUT

City Administrator Ulrich announced upcoming meetings and events.

Councilmember Specht thanked Coborn's for putting on a great holiday event. He also thanked the firefighters for volunteering their time and encouraged others to do the same to support great causes in the community.

Mayor LeTourneau stated that this has been another great year with additional growth and change. He thanked the staff for all of the support they have provided the Council. He also thanked the Council for their willingness to work together for the betterment of the community. He thanked the residents for allowing the Council to serve and represent the residents.

9. ADJOURNMENT

Motion by Councilmember Musgrove, seconded by Councilmember Specht, to adjourn the meeting.

Motion carried.

The regular meeting of the City Council adjourned at 9:54 p.m.

Respectfully submitted,

Kurtis G. Ulrich
City Administrator

ATTEST:

____
Katie M. Schmidt
Administrative Assistant

Drafted by Amanda Staple
TimeSaver Off Site Secretarial, Inc.

A recording of this meeting is available for viewing online at www.qctv.org <http://www.qctv.org>. Recordings are available for 36 months after the date of the meeting.