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**CITY COUNCIL  
CITY OF RAMSEY  
ANOKA COUNTY  
STATE OF MINNESOTA**

The Ramsey City Council conducted a special meeting on Tuesday, December 15, 2020, at the Ramsey Municipal Center, 7550 Sunwood Drive NW, Ramsey, Minnesota.

Members Present: Mayor John LeTourneau  
Councilmember Mark Kuzma  
Councilmember Jeff Menth – attended remotely  
Councilmember Debra Musgrove  
Councilmember Chris Riley  
Councilmember Dan Specht

Members Absent: None

Also Present: City Administrator Kurtis Ulrich  
Administrative Services Director Colleen Lasher – attended remotely  
Deputy City Administrator Timothy Gladhill

**1. CALL TO ORDER**

Mayor LeTourneau called the special meeting of the Ramsey City Council to order at 5:30 p.m., followed by the Pledge of Allegiance led by Mayor LeTourneau.

**2. CITIZEN INPUT**

None.

**3. APPROVE AGENDA**

Motion by Councilmember Specht, seconded by Councilmember Riley, to approve the agenda as presented.

A roll call vote was performed:

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

Motion carried.

#### **4. CONSENT AGENDA**

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

- 4.01: Adopt Resolution #20-315 Not Waiving Statutory Tort Limits
- 4.02: Adopt Resolution #20-314 Approving Cash Disbursements Made and Authorizing Payment of Accounts Payable Invoicing Received During the Period of December 3, 2020 through December 9, 2020
- 4.03: Adopt Resolution #20-320 Accepting Awarded Grant Funds and Authorizing Grant Agreement Execution for Fiscal Year 2021 Source Water Protection Plan Implementation Grant
- 4.04: Adopt Resolution #20-318 to Accept the City Administrator's Annual Performance Evaluation

A roll call vote was performed:

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

Motion carried.

#### **5. COUNCIL BUSINESS**

##### **5.01: Adopt Resolution #20-319 Approving Final Version of 2040 Comprehensive Plan Update**

Deputy City Administrator Gladhill reviewed the staff report and stated that consistent with previous Planning Commission recommendations, staff recommends approval of this draft of the 2040 Comprehensive Plan Update. Amendments from the previous draft are administrative and technical in nature and do not have policy implications at this time. It was noted that the November 16, 2020 Metropolitan Council Review Letter includes a number of "advisory" requests and generally speaking, staff has not included these additional optional elements and has focused on the minimum requirements of approval at this time.

Councilmember Musgrove stated that it appears there is language related to changes and asked for details from staff.

Deputy City Administrator Gladhill commented that the document is a 20-year land use vision that is updated every ten years. He stated that the plan then goes into details with the elements that support that vision. He stated that Minnesota Statute requires cities to update once every ten years. He stated that in the time between updates they can make amendments, should the plan not

continue to align with the vision of the community or in response to development requests that may come forward.

Councilmember Musgrove referenced the language that different elements could be reassessed based on growth and development proposals and asked for clarity.

Deputy City Administrator Gladhill stated that adjustments are made to the forecasts throughout time. He stated that when a development proposal comes forward, the City can consider that and reassess if the plan is still in line with the values and vision of the City. He confirmed that amendments to the plan would need to go before the Metropolitan Council for review, whether that is administratively reviewed by that entity or whether it requires full Metropolitan Council approval.

Motion by Councilmember Kuzma, seconded by Councilmember Menth, to Adopt Resolution #20-319 Approving the City of Ramsey 2040 Comprehensive Plan Update and Comprehensive Sewer Plan.

A roll call vote was performed:

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

Motion carried.

#### **5.02: Adopt Resolution #20-316 to Approve the City’s 2021 Union Contracts for AFSCME and LELS Captains**

Administrative Services Director Lasher reviewed the staff report and recommendation to adopt resolution #20-316 to settle the one-year labor agreements with AFSCME and LELS-Captains subject to final review and approval of contract language by the City Attorney.

Mayor LeTourneau acknowledged that the Council and staff have had discussion on this topic and this action follows the direction the Council has given.

Councilmember Musgrove stated that this is the first time the contracts are being seen and asked if access to those documents could be provided earlier in the process in the future.

City Administrator Ulrich confirmed that could be done.

Councilmember Musgrove stated that she struggles with this because of the current economic environment and the 2.75 percent increase in wages. She commented that she believes that the City has a generous compensation plan for its employees and believed there were additional

negotiation points within the contract that would have been helpful. She stated that COLA for social security is 1.8 percent while this COLA is at a higher rate. She stated that she will not be supporting this action although the consensus of the Council was to support the 2.75 percent COLA.

Councilmember Specht thanked staff for their efforts on this matter. He stated that due to the economic situation these numbers are not ideal but recognized that this was a result of the negotiation process. He stated that after reviewing the comparison information from other communities, this is fair, and he will be supporting this.

Motion by Councilmember Riley, seconded by Councilmember Kuzma, to Adopt Resolution #20-316 to Approve 2021 AFSCME and Captains Union Contract, subject to final review and approval of contract language by the City Attorney.

Further discussion: Councilmember Kuzma recognized that negotiations are challenging, and this year was even more so. He stated that the Police have remained on the front line throughout this and believes that they should be compensated. Mayor LeTourneau stated that while he would like to be sensitive to the concerns of Councilmember Musgrove, this is a complicated process and he felt that the Council was well informed throughout the process. He stated that if other members did not feel the same, perhaps the process could be improved in the future. City Administrator Ulrich commented that there have been discussions on beginning the process earlier in the future, which could include an introduction and explanation of the existing contracts.

A roll call vote was performed:

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

Motion carried.

**5.03: Adopt Resolution #20-317 to Authorize the City’s 2021 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 #20-317 to move forward with the City non-union health and dental insurance contributions as listed and two- and three-quarter percent (2.75 percent) COLA on January 1, 2021.

Councilmember Musgrove stated that she has a hard time supporting this during this challenging year. She asked for an update on the number of union negotiations that have not been settled as of yet.

Administrative Services Director Lasher replied that there are two remaining union negotiations pending, noting that the City made its final offer to one and did not receive a response as of yet and the City will be communicating an offer to the other union in the following day or two.

Councilmember Musgrove asked the number of non-union employees.

Administrative Services Director Lasher stated that there are 27 non-union employees. She stated that the department heads are the positions which report to City Administrator Ulrich.

City Administrator Ulrich stated that there are seven department heads and then 20 additional members that make up the non-union group.

Councilmember Musgrove asked if the Council would entertain the thought that the department heads have a two percent increase.

Mayor LeTourneau stated that staff took the direction of the Council and the consensus of the Council was that they were not interested in pursuing that option.

Councilmember Specht stated that he appreciates that idea which makes sense given the current market and would support two percent for department heads.

Motion by Councilmember Menth, seconded by Councilmember Kuzma, to Adopt Resolution #20-317 to Authorize the City's 2021 Non-Union City Health and Dental Insurance Contributions and Non-Union Cost of Living Adjustments.

Further discussion: Councilmember Riley stated that without real numbers in front of him, his best estimate would be that the change to two percent would have a cost savings of about \$4,000. He commented that is a small amount when compared to the overall budget and he would not want to see seven employees segmented from the others. He did not believe that it would be worth the ill will towards those employees. Councilmember Kuzma agreed that it would be \$4,000 of ill will. He stated that the City needs those employees and needs them to be happy with their job.

A roll call vote was performed:

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

Motion carried.

## **6. MAYOR, COUNCIL AND STAFF INPUT**

Mayor LeTourneau stated that on the Consent Agenda tonight the Council accepted the annual performance review of the City Administrator. The annual performance review of City Administrator Ulrich was conducted in closed session on Tuesday, December 8, 2020 and by consensus the Council decided that City Administrator Ulrich's performance meets expectations and that the review would be formally accepted and adopted at the December 15, 2020 meeting.

City Administrator Ulrich announced upcoming meetings and events.

Councilmember Musgrove thanked the residents of Ramsey for trusting the Council to make their decisions and encouraged residents to reach out to the Council in 2021. She stated that the work of staff, the police and fire does not go unappreciated or unnoticed. She stated that many people are not receiving raises or going without jobs and that was the basis of her decision related to the COLA increases. She wished everyone a safe and merry Christmas and prosperous 2021.

## 7. ADJOURNMENT

Motion by Councilmember Riley, seconded by Councilmember Kuzma, to adjourn the meeting.

A roll call vote was performed:

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

Motion carried.

The special meeting of the City Council adjourned at 6:07 p.m.

Respectfully submitted,

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Kurtis G. Ulrich  
City Administrator

ATTEST:

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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)  
<<http://www.qctv.org>>. Recordings are available for 36 months after the date of the meeting.