

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

The Ramsey City Council conducted a City Council Work Session on Tuesday, June 10, 2025, at the Ramsey Municipal Center, 7550 Sunwood Drive NW, Ramsey, Minnesota.

Members Present: Mayor Ryan Heineman
Councilmember Kirsten Buscher
Councilmember Michael Olson
Councilmember Eric Peters
Councilmember Chris Riley
Councilmember Dan Specht
Councilmember Shanna Stewart

Also Present: Finance Director Diana Lund
Administrative Services Director Colleen Lasher
City Attorney Fritz Knaak
Police Captain Nick Dahlberg

1. CALL TO ORDER

Mayor Heineman called the City Council Work Session to order at 5:30 p.m.

2. TOPICS FOR DISCUSSION

2.01: Indecent Exposure Ordinance Discussion

Mayor Heineman reviewed the Staff report in regard to the recent Minnesota Supreme Court ruling which overturned an indecent exposure ruling.

Councilmember Olson shared that he had received calls from residents about this issue and was asked if Ramsey has an ordinance in place that would be enforceable now that the State has overturned its ruling. He asked if there was more that the City should do in this regard.

City Attorney Knaak noted that these statutes are quite old. He explained there was a recent incident in Rochester where a woman exposed her breasts on three different occasions. He added that cocaine was also found at the scene. He noted that the Ramsey ordinance is more blunt and straightforward than that of Rochester. He said he thinks the current ordinance is fine. He stated that if they were to change this ordinance, he would recommend adding language around behavior that is done in a sexual manner, as this would take care of the Supreme Court issue. He said context and intent are very important in these situations, but intent is hard to prove. He also suggested adding a breastfeeding exemption if the ordinance does not already have one.

Councilmember Buscher noted that the City's ordinance is already much more all-encompassing than the State statute, and she does not think they need to insert a breastfeeding exemption into this, as it is already protected by State statute. She added that moving forward when there are Supreme Court decisions made her think they can just be reviewed by City Attorney Knaak rather than by the Council.

Mayor Heineman asked if this would change anything for the Police Department.

Police Captain Dahlberg said this is a non-issue and the Supreme Court decision does not change anything that would change the Department's day-to-day operations.

The consensus of the Council was to leave the City's indecent exposure ordinance as is.

2.02: Discussion Regarding Implementing HR Software

Administrative Services Director Lasher reviewed the Staff report concerning the implementation of a new HR software.

Councilmember Specht said this seems like a no-brainer to him. He noted that he works with these kinds of HR solutions in his day job and knows how beneficial these can be for reporting and security. He asked if they wanted to keep JD Edwards for their accounting work or look at a bigger solution that would also encompass the accounting side.

Administrative Services Director Lasher said she does not often work with JD Edwards as it is very complex; however, the Finance Department knows the system well, and it works for them.

Councilmember Specht said he is supportive of this; however, he is not typically in favor of committing to large budgetary items outside of the budget season.

Mayor Heineman asked if there would be any other systems they could use from NeoGov that would be cost-saving to other software they are currently using.

Administrative Services Director Lasher shared that they also have a background check software that they could look at using in place of the Police Department having to run all background checks.

Mayor Heineman asked that they look at what other services they could possibly get through NeoGov that could be cost savings over a service they already use and report back to the Council. He added that he would also like to negotiate the cost with NeoGov.

Administrative Services Director Lasher said she would also like to request rate caps. She added that the benefits module would also be one she would like to look into. She explained that there will be a learning curve associated with Staff getting familiar with these new systems.

Mayor Heineman asked if there are any professional development services offered as a part of this.

Administrative Services Director Lasher said they have a learning module that she assumes is related to professional development.

Councilmember Buscher shared her support for this as she wants to make sure HR has what they need to do their jobs efficiently.

Finance Director Lund shared that they are happy with JD Edwards on the finance side.

Mayor Heineman asked if they had looked at NeoGov for the Finance Department.

Finance Director Lund said they have not looked at NeoGov, but they have looked at other vendors.

Administrative Services Director Lasher said the Core HR program has a compensation component, which would allow her to help the Finance Department with compensation discussions.

Councilmember Specht asked if NeoGov has a good support team.

Administrative Services Director Lasher said yes and noted that they have already experienced this support just by reaching out to gather information.

Councilmember Stewart suggested moving forward with only three modules to start with and once they get these systems figured out then they can expand to the fourth.

Administrative Services Director Lasher shared that there was a city that she spoke to that did not like the performance module and she would be okay to move forward without this module.

Mayor Heineman agreed that they should start by moving forward with just the three modules while they figure out the new program and software. He asked what the cost would be to add the performance module at a later date.

Administrative Services Director Lasher said there would be an implementation fee of over \$10,000.

Councilmember Specht was supportive of moving forward with all four modules.

Councilmember Olson asked if NeoGov would have any recommendations on starting with three or four modules.

Administrative Services Director Lasher noted that the city of Blaine uses these modules and recommended they use everything they can afford because each module is integrated.

The consensus of the Council was to allow Administrative Services Director Lasher to move forward and negotiate with NoeGov for the four modules in option B.

2.03: Review 2024 Annual Comprehensive Financial Report, Management Report & Special Purpose Report

Finance Director Lund reviewed the Staff report in regard to the 2024 comprehensive financial report, management report, and special purpose report. She introduced Aaron Nielsen from LB Carlson.

Mr. Nielsen reviewed the findings of the audit with the Council.

Finance Director Lund shared that Mr. Nielsen will also be doing a brief presentation at the Council meeting this evening, and the report is on the Consent Agenda to be accepted. She explained that they made improvements this year by spending down the bond funds related to road improvements and adding the water treatment plant.

3. TOPICS FOR FUTURE DISCUSSION

3.01: Review Future Topics / Calendar

Noted.

4. MAYOR / COUNCIL / STAFF INPUT

Mayor Heineman gave an update from the recent JLEC meeting. He noted that most of the discussion was around IT supporting law enforcement.

Councilmember Riley shared that the Lower Rum River WMO has just been discussing specific projects in recent meetings. He noted that they are trying to take a look at the whole Rum River to ensure that the water from the river that is flowing into the area is not already contaminated and they would be held responsible for the quality of the water from other areas.

Councilmember Buscher shared that they also discussed encryption compliance at the JLEC meeting. She said they are hoping to transition to their encrypted radios in the next 18 to 24 months. She added that they are also discussing critical infrastructure, and they are working on legislation to try to get some allocated funds to reduce costs for fencing. She noted they also discussed the addition of a full-time Victim Support Specialist. She shared that there was a miscategorization put out at Anoka County as a sanctuary county. She said there was a budget approval for the Fire Protection Council.

Councilmember Stewart shared that the 2025 Business Appreciation Day and Golf Tournament is coming up in August.

5. ADJOURNMENT

The Work Session of the City Council was adjourned at 6:50 p.m.

Respectfully submitted,

Brian S. Hagen
City Administrator

ATTEST:

Katie M. Schmidt
City Clerk

Drafted by Ava Major
TimeSaver Off Site Secretarial, Inc.