Inver Grove Heights City Council
Monday, February 9, 2026 at 6:00 PM
8150 Barbara Ave, Inver Grove Heights, MN 55077

AGENDA

NOTICE TO RESIDENTS: Individuals may submit written public comments in advance of the meeting by emailing comments to Rebecca Kiernan (rkiernan@ighmn.gov). Comments received prior to **12:00 p.m**. on Monday, February 9, 2026, will be provided to the Council at or before the February 9, 2026 meeting. To watch remotely, individuals may go to www.townsquare.tv/webstreaming or watch from Cable TV Live on the Second and Fourth Mondays of the month at 6 p.m. on Channel 14/799 HD.

1. **Call to Order**
2. **Roll Call**
3. **Approval of Agenda**
4. **Presentations**
   - **A.** Town Square TV Presentation
5. **Consent Agenda**

   All items on the consent agenda are considered routine and have been made available to the City Council at least two days prior to the meeting; the items will be enacted in one motion. There will be no separate discussion of these items unless a Councilmember or citizen so requests, in which event the item will be removed from this agenda and considered in normal sequence.
   - **A.** Approval of Minutes of the December 15, 2025, City Council Meeting
   - **B.** Approval of Minutes of the January 12, 2026, City Council Special Meeting
   - **C.** Approval of Minutes of the January 29, 2026, City Council Meeting
   - **D.** Approval of Disbursements
   - **E.** Personnel Actions
   - **F.** Appointment of Board Member Alternate to the Lower Mississippi River Watershed Management Organization (LMRWMO)
   - **G.** Request for Proposals for Classification and Compensation Study
6. **Public Hearing**
7. **Regular Business**
   - **A.** First Reading of an Ordinance Amending City Code Title 8, Chapters 2 and 4 Related to Water and Sewer Service Connections
8. **Public Comment**

   Public comment provides an opportunity for the public to address the Council on items that are not on the agenda. Comments will be limited to three (3) minutes per person.
9. **Mayor and Council Comments**

10. Adjourn

This document is available upon a three (3) business day request in alternate formats such as braille, large print, audio recording, etc. Please contact Rebecca Kiernan, City Clerk, at 651.450.2513 or rkiernan@ighmn.gov.

INVER GROVE HEIGHTS CITY COUNCIL MEETING
MONDAY, DECEMBER 15, 2025 – 6:00 P.M. – 8150 BARBARA AVENUE

1. CALL TO ORDER:

The City Council of Inver Grove Heights met in regular session on Monday, December 15, 2025, in person. Mayor Dietrich called the meeting to order at 6:00 p.m. The Pledge of Allegiance was recited.

2. ROLL CALL:

Present In-Person: Mayor Dietrich; Council Members: Gliva, Murphy, Scales, and T'Kach
Staff In Attendance: City Administrator Wilson, City Clerk Kiernan, City Attorney Nason, Community Development Director Ziemer, Planning Manager Shay, Finance Director Hove, Assistant Finance Director Ellison, Public Works Director Connolly, City Engineer Merchlewicz, IT Manager Gade, Communications Manager Looze, Parks & Recreation Director Lares, Community Center Manager Muscha, Club House Superintendent Moynihan, Golf Superintendent Metz, Police Chief Chiodo, and Commander Haugland.

3. APPROVAL OF AGENDA:

Motion to and approve Agenda by Scales; second by Gliva.
Ayes: 5
Nays: 0 Motion carried.

4. PRESENTATIONS:

5. CONSENT AGENDA:

- **A.** Approval of Minutes of the November 24, 2025, City Council Meeting
- **B.** Approval of Disbursements, **Resolution 2025-270**
- **C.** Personnel Actions
- **D.** 2026 City Council Meeting Schedule
- **E.** 2026 Advisory Commissions and Economic Development Authority Meeting Schedules
- **F.** 2026 Pay Plan for Seasonal, Temporary, On-Call and Non-Regular Status Employees
- **G.** Storm Water Facilities Maintenance Agreement for 9450 Robert Trail South
- **H.** Resolution Approving Contract Amendment for City Project No. 2024-10 - Updates to the Water Resource Management Plan, **Resolution 2025-271**
- **I.** 4th Amendment of Antenna Lease Agreement - Northside Water Tower - AT&T
- **J.** 2026 Contract for Messerli & Kramer for Government Relations Services
- **K.** Resolution Declaring Excess Cell Phones Surplus Property and Authorizing Sale, **Resolution 2025-272**
- **L.** Quit Claim Deeds for City-Owned Properties Between Highway 52 and Blaine Avenue
- **M.** Transfer of 2025 Local Affordable Housing Aid Allocation to the Dakota County Community Development Agency, **Resolution 2025-273**

Motion to approve Consent Agenda Items A – M omitting F for further discussion by T'Kach; second by Gliva.
Ayes: 5
Nays: 0 Motion carried.

Council Member Gliva stated that the pay structure for seasonal and temporary employees appears overly complex, noting there are 10 steps for these positions and questioning whether that level of detail is necessary. She observed inconsistencies in how steps and rates are applied across other roles and expressed a preference for a simpler and more streamlined approach, especially since the category already includes a 3% increase in addition to step increases. While she was comfortable moving forward at this time due to timing, she indicated she would like to revisit and simplify the structure for 2026 going forward.

Motion to approve Consent Agenda Item F by Gliva; second by Scales.
Ayes: 5
Nays: 0 Motion carried.

6. PUBLIC HEARINGS:

A. 3rd Reading of Ordinance Establishing 2026 City Fee Schedule and 3rd Reading of Ordinance Removing Fees from City Code Title 10, Chapter 3, **Resolution 2025-274 & 2025-275 Ordinance 1519 & 1520**

City Clerk Kiernan explained that three categories of City fees and charges apply for the upcoming year. These include utility connection and other development related fees, utility rates, and all remaining fees and charges, including items such as building permits, business licenses, the VMCC, Inver Wood Golf Course, and other similar charges administered by the City.

The fee schedule has been reorganized to improve clarity and ease of use for residents, businesses, and staff. Several adjustments were highlighted, including a reduction in Public Safety fees related to audio, video, and photographs. Parks related fees reflect increases in the range of 3 to 5% to remain consistent with market rates charged by other cities. Recreation brochure advertisement space fees were also updated. Inver Wood Golf Course fees reflect an approximate 4% increase.

Licensing related to liquor includes proposed increases for wine licenses and off sale fees. Minnesota Statute 340A.408 establishes the maximum fees cities can charge for all liquor licenses, and these fees have not been raised since December 4, 1992. Wine licenses may not exceed one half of the license fee charged for an on-sale intoxicating liquor license or $2,000 whichever is less. Staff is proposing a wine license fee of $1,000 compared to the 2025 fee of $650. For off-sale licenses, the State maximum is $380 for cities with a population over 10,000 that are not cities of the first class, compared to the 2025 fee of $200.

Staff is recommending adoption of an uncodified ordinance, which is enacted in the same manner as a codified ordinance and carries the same legal authority. This type of ordinance stands independently and is not merged into sections of City Code. It serves as a useful tool for interim ordinances and for items that are subject to frequent change.

To finalize this process, staff have prepared a housekeeping ordinance. The purpose of the ordinance is to remove the final remaining references to fees from City Code Title 10, Chapter 3 related to fees and deposits and replace them with a reference to fees set forth in the City Fee Schedule. This approach will provide consistency moving forward and eliminate the risk of conflicting fee references or amounts.

Staff recommended that the Council consider approval of the 3rd reading of the Ordinance adopting the 2026 Fee Schedule and approval of the 3rd reading of the Ordinance amending various provisions of the Inver Grove Heights City Code Chapter 10, Section 3 related to fees and deposits. Staff also recommended consideration of approval of both summary publications.

Mayor Dietrich opened the public hearing. There were no public comments.

Motion to close the public hearing by T'Kach; second by Gliva.
Ayes: 5
Nays: 0 Motion carried.

Motion to approve Resolutions 2025-274 approving the Publication of a Summary of Ordinance 1519, and Ordinance amending the Inver Grove Heights City Code related to the 2026 Fee Schedule, approve Ordinance 1519 Establishing 2026 City Fee Schedule and Ordinance 1520 Removing Fees from City Code Title 10, Chapter 3, approve Resolution 2025-275 approving the Publication of a Summary of Ordinance 1520, and Ordinance amending City Code Chapter 10, Section 3 related to Fees and Deposits by Scales; second by T'Kach.
Ayes: 5
Nays: 0 Motion carried.

B. 3rd Reading of Ordinance Amending Utility Connection Fees, **Resolution 2025-276 Ordinance 1521**

City Administrator Wilson provided an overview of the process for amending utility connection fees for 2026, noting that this action is taken annually by the City Council and is required by State Statute to be adopted by ordinance following a public hearing. Ordinances in the City require three readings, with the first reading held on November 24 and the second reading on December 8. The current action includes the public hearing and the third reading, completing the required process

The proposed ordinance establishes connection fees for water, sewer, and stormwater utilities. These fees are paid at the time a property connects to the system and are most often paid by developers, although in some cases they are paid by current residents. For more than 15 years, the City has applied higher utility connection fees to most development within the NWA to reimburse the City for upfront investments that were made without assessments to property owners. Within the NWA, connection fees escalate with density to a greater degree than they do outside the NWA, which has created challenges for proposed multi-family development

An example comparing NWA and non-NWA fees illustrates a substantial difference in building permit connection costs on a per SAC unit basis. In the NWA, the water building permit connection fee is $4,095 per SAC unit and the sewer building permit connection fee is $7,310 per SAC unit, resulting in a combined subtotal of $11,405 per SAC unit. Outside the NWA, the water building permit connection fee is $1,115 per SAC unit and the sewer building permit connection fee is $640 per SAC unit, for a total subtotal of $1,755 per SAC unit.

Several policy considerations were discussed regarding how these fees should be set, including whether the emphasis should be placed on the amount of revenue the City needs to raise or on what the market is willing to pay. It was emphasized that City fees cannot exceed the cost of delivering the service, in this case the provision of municipal utilities, but they can be less and may have to be under certain circumstances. Additional factors include that this revenue differs from other City revenue sources such as property tax and utility fee revenue, the availability of alternative development options, limits on the financial viability of projects, and the fact that no multi -family development has occurred in the NWA without some form of fee relief. Consideration was also given to other potential options for covering costs.

The study of connection fees identified several goals, including developing a single utility connection fee structure that applies consistently across the entire City, setting fee amounts so that the cost of developing in Inver Grove Heights is not significantly higher than in nearby communities that are also experiencing development while recognizing the City's sunk costs in NWA utilities, and creating a fee structure that is simpler and easier to understand and explain

Staff recommendations include applying a 3% increase for water and sewer fees and a 5% increase for stormwater for fees that are already equal city-wide. For connection fees collected at the time of plat, the recommendation is to use current non-NWA fees on a citywide basis, with a 3% increase for water and sewer and a 5% increase for stormwater. For connection fees collected at the time of building permit, the recommendation is to set the fee at 30% of current NWA fees citywide, with a 3% increase for water and sewer and no such fee for stormwater.

The comparison of infrastructure development fees for a sample industrial project, assuming a 100,000 square foot building with 28 SAC units on 6.8 developable acres, shows that the proposed Inver Grove Heights fees fall within the range of surrounding communities and service districts such as Chanhassen, Cottage Grove South District, Eagan, Hastings, Lakeville, Ramsey, Rosemount, Shakopee Valley Industrial Park II, and Woodbury Water District No. 2 and Sanitary Sewer District No. 12 and SWWD West Draw. The proposed Inver Grove Heights fees are lower than the current NWA fees and higher than current non-NWA fees, positioning the City toward the middle of the regional comparison and improving overall competitiveness for industrial development.

For a single-family home assuming a 1/3 developable acre, the proposed IGH infrastructure development fees are exceeded only by Current IGH NWA and are higher than all other compared communities, placing IGH at the high end of the regional comparison.

For a sample multifamily project assuming 150 units on 5 developable acres, the proposed IGH infrastructure development fees fall toward the upper end of the regional comparison. The proposed IGH total is lower than Chanhassen, Shakopee, and Current IGH NWA, and higher than all other compared communities.

For a sample townhouse project assuming 157 units on 12 developable acres, the proposed IGH infrastructure development fees are in the mid to upper range of the regional comparison. The proposed IGH total is lower than Chanhassen, Shakopee, and Current IGH NWA, and higher than most other communities, placing IGH competitively without reaching the highest levels.

Revenue projections demonstrated that if all acres in the NWA north of Highway 55 that are guided for development paid the proposed 2026 rates, total revenue would decrease from $80,086,866 under current rates to $44,993,872 under the proposed rates. Under the proposed structure, projected revenues include $20,209,273 for water, $15,733,690 for sewer, and $9,050,909 for stormwater. These projected revenues are sufficient to pay off remaining sewer debt estimated at $9.2 million over 10 years, fund the allocated share of the Capital Improvement Plan, and leave remaining funds available for future build out of utilities in the NWA.

The requested action includes holding the public hearing and approve the 3rd Reading of the Ordinance establishing Utility Connection Fees for 2026, along with adoption of the Resolution for Summary Publication.

Council Member T'Kach asked how much funding would remain after paying off the current $9.2 million debt based on the projections.

Administrator Wilson stated that the debt is within the Sewer Fund and that projected development north of Highway 55 would generate approximately $15.7 million in today's dollars, compared to the current $9.2 million in debt service.

Council Member T'Kach asked whether it would be possible to pay off a portion of the debt earlier if interest rates were favorable.

Administrator Wilson explained that debt cannot be paid off at any time and is subject to specific call points established when the bonds are issued. She noted that the City has refinanced the sewer debt in the past when interest rates and timing allowed but stated she was unsure whether any upcoming call opportunities are available.

Mayor Dietrich opened the public hearing. There were no public comments.

Motion to close the public hearing by Scales, second by T'Kach.
Ayes: 5
Nays: 0 Motion carried.

Motion to approve Ordinance 1521 Ordinance Amending Utility Connection Fees and approve Resolution 2025-276, approving the Summary Publication of An Ordinance Repealing and Replacing Inver Grove Heights City Code Title 3, Chapter 4, Section (2)(2) related to Water, Sanitary Sewer, and Stormwater Utility System Connection Fees and Amending Title 3, Chapter 4, Section (2)(3) Sanitary Sewer and Water Trunk Area Assessments by Gliva; second by Scales.

Ayes: 5
Nays: 0 Motion carried.

C. 2026 Liquor License Renewal

City Clerk Kiernan provided an overview of the 2026 Liquor License Renewals, explaining that the item requires a public hearing and that approval of any renewing liquor license requires a 4/5 vote of the Council. One establishment is up for renewal in 2026. Los Portales is seeking renewal of its On-Sale and Sunday liquor license. Following administrative review, staff recommends holding the required public hearing and approving the license as presented.

Mayor Dietrich opened the public hearing. There were no public comments.

Motion to close the public hearing by Gliva, second by Scales.
Ayes: 5
Nays: 0 Motion carried.

Motion to approve Los Portales 2026 Liquor License Renewal by Scales, second by T'Kach.
Ayes: 5
Nays: 0 Motion carried.

D. 2026 Tobacco License Renewal

City Clerk Kiernan provided an overview of the 2026 Tobacco License Renewals, noting that the item requires a public hearing and that approval of any renewing tobacco license requires a 3/5 vote of the Council. The tobacco retail establishments seeking renewal include Cameron's Warehouse Liquors at 6533 Concord Boulevard, A and M Liquors at 5709 Carmen Avenue, Super USA at 5705 Carmen Avenue, Market Liquor at 5866 Blaine Avenue, Holiday locations at 6380 Concord

Boulevard, 6976 Cahill Avenue, and 7020 S Robert Trail, Gold Palace at 1330 Mendota Road, King of Diamonds at 6600 River Road, Shark Tobacco at 5828 Blaine Avenue, GM Food and Fuel at 5465 Babcock Trail, and Walmart at 9165 Cahill Avenue. Staff recommends that the Council hold the required public hearing and approve the Tobacco Retail license applications as presented.

Mayor Dietrich opened the public hearing. There were no public comments.

Motion to close the public hearing by Gliva, second by T'Kach.
Ayes: 5
Nays: 0 Motion carried.

Motion to approve 2026 Tobacco License Renewal by Gliva, second by Scales.
Ayes: 5
Nays: 0 Motion carried.

7. <u>REGULAR BUSINESS:</u>

A. 2026 Hotel License Renewals

City Clerk Kiernan provided an overview of the Hotel License Renewals for the upcoming license period, identifying the hotels that submitted applications for continued operation in compliance with City licensing requirements.

The renewal applications include Microtel Inn and Suites at 5681 Bishop Avenue, Holiday Inn and Suites at 5653 Bishop Avenue, and Coratel Inn and Suites at 5492 S Robert Trail.

The recommendation was to approve the Hotel License applications as presented, with one license not renewed. A letter will be sent to the affected license holder shortly.

Mayor Dietrich asked for confirmation that the licenses were due by December 31.

Clerk Kiernan confirmed that this was correct.

Motion to approve 2026 Hotel License Renewals by T'Kach, second by Gliva.
Ayes: 5
Nays: 0 Motion carried.

B. Final Adoption of 2026 Budget and Tax Levy, **Resolution 2025-277, 278, 279, & 280**

Finance Director Hove outlined the 2026 Budget and Tax Levies, providing a comprehensive overview of the City's financial plan and levy structure for the upcoming year. The budget process included multiple meetings and work sessions held through September to discuss the General Fund Budget and Preliminary Tax Levies. On September 8, Council adopted the preliminary 2025 General Fund budget and tax levies. Additional work sessions were conducted in October and November to review additional budgets (Enterprise Funds, Internal Service Funds, the Convention and Visitors Bureau, the Opioid Settlement Fund, and a revised Community Center budget. Proposed Tax Notices for 2026 were mailed by the County on November 12. A public meeting was held on December 8 to discuss the 2026 budgets and tax levies and to receive public comment. Final adoption of the 2026 budgets and tax levies is scheduled for tonight, December 15.

The 2026 Budget includes 27 individual Fund budgets, consisting of the General Fund and the Public Safety Small Equipment Fund, 6 Special Revenue Funds, 2 Capital Project Funds, 5 Debt Service Funds, 8 Enterprise Funds, and 4 Internal Service Funds. Total revenues include a Tax Levy of

$36,178,590 and Other Revenues totaling $60,174,010. Total expenditures are $98,983,788, resulting in a net reduction to Fund Balance of $2,631,188.

The 2026 budget summary outlines operating revenues, property tax levy support, expenditures and transfers, and net changes across all City funds. The General Fund reflects operating revenues of $6,184,025, supported by a property tax levy of $30,605,141, with expenditures and transfers of $36,789,166 resulting in a balanced position. Several Special Revenue Funds show varied activity, including increased balances in the Community Center Capital Fund and the Host Community Fund, while others such as the Public Safety Small Equipment Fund, Opioid Settlement Fund and the Economic Development Authority reflect planned drawdowns. Debt Service Funds continue to manage multiple general obligation bond issues with modest net increases and decreases depending on the bond series. Capital Project Funds are heavily influenced by pavement management activities, particularly within the PMP Local Streets Fund. Enterprise Funds reflect ongoing operations and capital investments across Water, Sewer, Stormwater, and Golf Course activities, with both positive and negative net changes depending on fund purpose. Internal Service Funds support shared City services, with Central Equipment showing a significant net increase. Overall, total operating revenues of $60,174,010 and a property tax levy of $36,178,590 support total expenditures and transfers of $98,983,788, resulting in a planned net use of fund balances totaling $2,631,188 for 2026.

The Citywide Tax Levy calculation shows General Fund expenditures increasing from $34,797,355 in 2025 to $36,606,166 in 2026. Other revenues decrease slightly from $-6,248,280 to $-6,184,025. The amount levied for General Fund activities increases from $28,549,075 to $30,422,141 (6.6%). The General Fund Tax Abatement remains essentially flat at $183,000. The Debt Levy increases slightly from $2,547,632 to $2,550,657, while the Pavement Management Levy increases from $2,934,750 to $3,022,792 (3%). The total Citywide Levy increases from $34,214,757 to $36,178,590, representing a $1,963,833 increase or 5.74%.

The impact of the 5.74% Citywide Tax Levy increase on a median valued residential property valued at $361,800 in 2026 results in an annual increase in City taxes of $90.10. This reflects a 1.09% change in the tax rate. For reference, the median valued property in 2025 was $349,100.

Several known increases are incorporated into the 2026 Budget, including the implementation of the new Minnesota Paid Family and Medical Leave, other personnel changes estimated at approximately 3.5%, and the Fire SAFER Savings Plan in the amount of $235,000. The budget also reflects the conclusion of the phase in of costs for 3 new firefighters hired in 2025 totaling $209,300, an additional Fire AFLAC benefit of $24,120, and the phase in of costs for 3 police officers hired in 2025 totaling $101,500. Police costs are also supported by a federal COPS grant covering 2025 through 2027.

Additional budget assumptions include reduced revenue from NDC4 totaling $26,000, a 3% increase to Pavement Management levy funding, a 3% increase to Parks Capital Replacement levy funding, and a 2% increase to EDA levy funding.

Staffing adjustments included in the 2026 levy and budget provide for 1 additional full time equivalent position within the Human Resources Department. The budget includes funding for a partial year hire of a new position within the Administration Division, specifically for the Human Resources Department. With the addition of a new HR Manager and an Interim City Administrator, time will be needed to evaluate staffing needs within the department, and any future position will be brought back to Council for approval. The budget also includes additional hours for part time staff, increasing the HR Coordinator from 26 hours per week to 32 hours per week, the Accounting

Technician from 20 hours per week to 25 hours per week, and the Communications Specialist in Parks and Recreation from 25 hours per week to 32 hours per week. In addition, 4 position reclassifications are included for Engineering, Inspections, Police, and Fire.

The 2026 Budget includes the use of Fund Balance across several Funds for specific purposes. The General Fund uses $340,000 from the SAFER Savings Plan, reflecting the City's decision to spend down savings after accumulating $1 million over the first 3 years of the grant from 2022 through 2024, representing 2% of the current cash balance of $18,898,568. The Public Safety Small Equipment Fund uses $380,446 for a Police command vehicle, an emergency warning siren in the NWA, and the phase in plan for 3 officers hired in 2025, representing 29% of the Fund's $1,300,954 cash balance. The Opioid Settlement Fund uses $28,815 for L.E.A.D. education in schools and summer outreach and support, representing 9% of the $324,406 cash balance. The Central Equipment Fund uses $48,000 for Police Department squad outfitting, and within the Fund's cash balance, the Police Department is estimated to have $522,781 in dedicated savings as of December 31, 2025, with this use representing a 0.3% spenddown of the total $16,830,214 cash balance. The City Facilities Fund uses $500,000 for 2026 capital items, representing 30% of the $1,677,437 cash balance, while the Technology Fund uses $13,285 for capital not covered by revenues related to fiber projects, representing 2% of the $869,237 cash balance.

The 2026 General Fund budget reflects property tax levy revenues of $30,605,141 and other revenues totaling $6,184,025, resulting in total General Fund expenditures of $36,789,166. Revenue by type is driven primarily by taxes, which account for 83% of total General Fund revenues. Charges for services represent 6%, followed by licenses and permits at 4% and intergovernmental revenues at 3%. Other sources and transfers contribute 2%, while fines and penalties and other miscellaneous revenues each account for 1%. Special assessments represent a negligible portion of General Fund revenues.

The 2026 General Fund budget expenditures by department total $36,789,166, reflecting adjustments from the 2025 amended budget of $36,991,534. Unassigned expenditures total $976,437 and include transfers of $182,390 to the EDA, $611,047 to Parks, and $183,000 for Tax Abatement. Mayor and Council expenditures increase slightly to $367,565, while Administration totals $287,100. Human Resources reflects a notable increase to $612,320, and the City Clerk budget increases to $410,550. Elections expenditures total $134,044, and Communications totals $461,952. Finance expenditures increase to $1,545,100. Police expenditures increase to $13,206,124, while Fire totals $7,419,484. Engineering expenditures decrease slightly to $1,468,155, while Street Maintenance totals $3,391,450 and Street Lighting totals $217,400. Parks Maintenance expenditures increase to $2,974,200, Recreation totals $847,830, and Community Development increases to $603,883. Planning expenditures decrease to $416,740, while Inspections increase to $1,448,832.

The 2026 General Fund budget expenditures by division indicate that Police account for the largest share at 36%, followed by Fire at 20% and Public Works at 14%. Parks and Recreation represent 12% of total expenditures, while General Government accounts for 10% and Community Development represents 8%. When reviewed by expenditure type, personnel costs make up the majority of General Fund spending at 65%. Other charges and services account for 29%, supplies represent 3%, other financing uses account for 2%, and capital outlay represents a minimal portion of overall expenditures.

The Public Safety Small Equipment Fund was created to begin saving for small equipment replacement needs within the Police and Fire Departments. Initial funding was received in 2022 due to a refund of $121,700 from the Dakota County Communications Board. In 2023, the Fund received an additional deposit of $1,564,124 from the City's receipt of one-time public safety aid dollars provided by the State of Minnesota. In 2026, the Fund reflects revenues of $59,740 and expenditures of $380,446, resulting in a net balance of $(320,706).

The 2026 Special Revenue Funds budget includes the Convention and Visitors Bureau, Community Center Operating, Community Center Capital, Opioid Settlement Fund, Host Community Fund, and the Economic Development Authority. Total Special Revenue Fund revenues are $8,893,153, with total expenditures of $8,131,034, resulting in a net positive balance of $762,119. The Convention and Visitors Bureau and Community Center Operating Funds each reflect balanced revenues and expenditures of $219,000 and $4,626,545, respectively. The Community Center Capital Fund shows revenues of $720,000 and expenditures of $485,500, resulting in a net balance of $234,500. The Opioid Settlement Fund reflects revenues of $7,500 and expenditures of $28,815, resulting in a net balance of $(21,315). The Host Community Fund reflects revenues of $3,127,218 and expenditures of $2,530,489, resulting in a net balance of $596,729. The Economic Development Authority reflects revenues of $192,890 and expenditures of $240,685, resulting in a net balance of $(47,795). The only Special Revenue Fund that receives tax levy funding is the Economic Development Authority, which receives this support indirectly through a transfer from the General Fund, with 2026 levy support totaling $182,390.

The 2026 Debt Service Funds budget includes the 2015A, 2016A, 2017B, 2018A, and 2019A General Obligation Improvement Bonds, all of which are scheduled to receive property tax support in 2026. Total property tax levy support for these Funds is $2,550,657, with additional other revenues of $100,200, resulting in total expenditures of $2,516,823 and a net balance of $134,034. Individually, the 2015A bonds reflect a net balance of $26,330, the 2016A bonds reflect $55,923, the 2017B bonds reflect a net balance of $(14,498), the 2018A bonds reflect $53,854, and the 2019A bonds reflect $12,425.

The 2026 Capital Project Funds consist of the PMP Local Streets Fund and the PMP Partnership Projects Fund. The PMP Local Streets Fund includes $3,022,792 in property tax levy support, $16,103,746 in other revenues, and $22,350,302 in expenditures, resulting in a net balance of $(3,223,764). The PMP Partnership Projects Fund is balanced with $660,000 in revenues and expenditures. In total, Capital Project Funds include property tax levy support of $3,022,792, other revenues of $16,763,746, and total expenditures of $23,010,302, resulting in a combined net balance of $(3,223,764) The PMP Local Streets Fund also receives revenues from franchise fees, special assessments, and Host Community Fund transfers, and the City is considering bonding options in 2026 to finance the special assessment portion of project costs.

The 2026 Enterprise Funds budget includes Water, Sewer, Stormwater, and Golf Course operations and capital activities and does not receive tax levy dollars. Total Enterprise Fund revenues are $20,202,836 with expenditures of $20,749,585, resulting in a net balance of $(546,749). Operating Funds show positive net results for Water at $53,916, Sewer at $834,131, Stormwater at $474,900, and the Golf Course at $397,800. Capital Funds reflect net deficits for Water Capital at $(1,467,598), Stormwater Capital at $(1,355,408), and Golf Course Capital at $(523,000), while Sewer Capital reports a positive net of $515,510.

The 2026 Internal Service Funds budget includes Risk Management, Central Equipment, City Facilities, and Technology and is supported by transfers in from other Funds. Total Internal Service Fund revenues are $7,810,310 with expenditures of $6,723,432, resulting in a net balance of $1,086,878. Risk Management reflects balanced revenues and expenditures of $1,140,100. Central Equipment reports revenues of $3,921,700 and expenditures of $2,321,537, resulting in a net balance of $1,600,163. City Facilities reflects revenues of $1,311,310 and expenditures of

$1,811,310, resulting in a net balance of $(500,000). Technology reports revenues of $1,437,200 and expenditures of $1,450,485, resulting in a net balance of $(13,285).

Storm Water Special Taxing District Levies were established under Minnesota Statutes 444 to fund trunk storm sewer improvements associated with the 70th Street East Reconstruction Project from Cahill Avenue to Concord Boulevard, including Babcock Trail, South Grove, and 70th Street. The district includes approximately 3,000 parcels, has a 10-year term from 2018 through 2027, and levies $79,394 annually.

Council is asked to adopt 4 resolutions to set the final Citywide Levy, set the final Special Taxing District Levies, approve Fund level budgets, and approve the Opioid Settlement Fund Budget. The Opioid Settlement Fund resolution is a new requirement in 2026 to comply with the terms of the Opioid Settlement Agreements.

Motion to adopt Resolution 2025-277 Adopting Final Citywide Tax Levies for Payable 2026, adopt Resolution 2025-278 Adopting Final Storm Water Special Taxing District Tax levies for Payable 2026, Adopt Resolution 2025-279 Adopting Final 2026 Budgets, and Adopt Resolution 2025-280 Adopting 2026 Opioid Settlement (Fund 252) Budget by Scales, second by Dietrich.
Ayes: 4
Nays: 1 (T'Kach) Motion carried.

C. IGH Fire Relief Association Request for Pension Benefit Increase Discussion, **Resolution 2025-287 (out of order)**

City Administrator Wilson provided an overview of the Fire Relief Association and its request related to pension benefits. The Fire Relief Association operates as a separate legal entity from the City and is guided by a Board of Directors. The Board includes 3 City representatives consisting of the Fire Chief, the Finance Director, and a Council Member. The primary purpose is to provide pension benefits for paid-on-call firefighters.

Funding for pension benefits is derived from multiple sources, including the existing balance and assets, interest and investment earnings, Fire Pension Aid received from the State, and past voluntary contributions made by the City. Mandatory City contributions may also be required if necessary. Full vesting requires 15 years of service, while partial vesting is available after 7 years of service.

Pension benefit amounts are initiated by the Relief Association Board and require approval by the Council. Projections covering the next 10 years must demonstrate that the fund balance remains at 105% or higher and that no mandatory City contribution is required. The State establishes the maximum allowable pension benefit, which was set at $15,000 per year of service since 2022 and was increased to $20,000 during the 2025 legislative session.

A historical review of pension benefits in the City shows a gradual increase over time. The benefit per year of service was $8,050 effective January 1, 2018, increased to $8,100 in 2019, $8,600 in 2020, $10,000 in 2021, $12,750 in 2022, $13,875 in 2023, and $15,000 effective January 1, 2024.

Financial projections assuming a benefit increase to $20,000 per year of service, and a 75% Relief Association and 25% City aid split indicate strong funding levels. From 2026 through 2035, no voluntary or required City contributions are projected, and the funded status ranges from 123% to 132%.

Fire Pension Aid consists of funds provided by the State of Minnesota to assist with the cost of pension benefits for police and fire employees. For cities with paid-on-call firefighters, this aid is typically passed through to the Relief Association to fund the pension benefits it provides unless the City and the Fire Relief Association enter into an agreement to share the aid. The City now incurs pension costs within the Fire Department beyond those of the Relief Association and given the excess fund balance of the Relief Association, it is recommended that an aid sharing agreement be negotiated at this time.

Council Member T'Kach stated that she did not fully understand the proposal and asked whether there was any opportunity for additional negotiation or if the proposal reflected the final negotiated position.

Administrator Wilson stated that the Council may provide direction on the level of benefits it is willing to support and the conditions under which it would support an increase. She explained that, while the City has historically acted on this item at the end of the year with an effective date of January 1, the Council could direct additional discussion and bring the item back later with a different effective date if further information or conversation is desired.

Council Member T'Kach asked whether approval of the proposed $20,000 maximum cap would require annual renewal, or whether any negotiated amount would need to be renewed each year.

Administrator Wilson clarified that once the Council approves a pension increase, it remains in effect and does not require annual renewal. She noted that there was no change between 2024 and 2025 because the City was already at the State maximum, which is why the item did not appear on the agenda last year, and confirmed that approved increases are fixed.

Council Member T'Kach noted that the amount would remain in effect unless the Legislature increased the cap.

Administrator Wilson confirmed that this was correct.

Council Member Murphy expressed concern about the pension doubling over a five-year period. He referenced the background language regarding a State Statute that requires the City to pass through 100% of the funds received for the Relief Association and noted that staff's recommendation proposes a 75% City and 25% Relief Association split going forward. He then asked whether the Relief Association defined benefit plan applies only to Inver Grove Heights paid on call firefighters.

Administrator Wilson confirmed that the defined benefit plan applies only to Inver Grove Heights paid on call firefighters.

Council Member Murphy asked whether the current ratio of full time to paid on call firefighters is known.

Administrator Wilson stated that there are approximately 16 or 17 full time firefighters, including lieutenants, captains, and command staff, who are part of the PERA Police and Fire plan, while administrative staff are covered under a different PERA plan. She noted that the number of paid on call firefighters typically ranges from about 35 to 40. She added that actuarial projections account for factors such as vested members, former employees who have not yet reached retirement age, and other statistical considerations.

Council Member Murphy asked who requested the benefits projection and who paid for it.

Administrator Wilson explained that the benefits projection was mutually agreed upon, noting that the City requested an analysis before considering a benefit increase. She stated that the cost of the projection was shared between the City and the Relief Association.

Council Member Murphy stated that similar discussions had occurred one to two years earlier and reiterated his discomfort with using City funds for an analysis he believed could be completed by the Relief Association's money manager. He noted that he had previously been informed by a Relief Association representative that such work could be done internally, which prompted his question.

Administrator Wilson explained that the Relief Association's investment advisor was initially asked to analyze the funds and provided a simplified projection covering only one year. She noted that when a standard 10-year projection consistent with prior Council decision making was requested, the advisor indicated they were unable to produce that level of analysis. As a result, and because the information provided was not comparable to what the Council has historically used, the decision was made to engage an external consultant to prepare the detailed projection.

Council Member Murphy stated that he found it difficult to believe the investment advisor could not produce historic projections. He then referenced language in the benefits projection noting that the presentation is intended to inform the City Council regarding required municipal contributions and is not a forecast of expected future results. He asked whether the reference to expected future results pertained to the overall health and performance of the pension plan.

Administrator Wilson agreed with that interpretation.

Council Member Murphy asked whether the Relief Association has the authority to independently decide to increase the benefit to $20,000 and whether doing so would eliminate any mandatory future taxpayer contributions.

Administrator Wilson explained that the City remains responsible for maintaining funding to support the last benefit level approved by the Council, which is $15,000. She stated that the City's obligation is to backstop the pension fund to ensure its health up to that approved amount.

Council Member Murphy stated that the projection is structured in a way that will always appear favorable and does not account for risks such as the sequence of investment returns. He noted that with a fixed number of retirees and a benefit increase of approximately 7.5%, even with a 75% City and 25% Relief Association split, the analysis cannot reflect negative outcomes. He recalled that prior decisions were informed by historical projections with multiple scenarios and expressed concern that similar information was not provided. He concluded that, without additional analysis, he could not support an increase and would support tabling the item.

Administrator Wilson stated that Council Member Murphy was correct and explained that, when a similar item was reviewed 2 years ago at the Council's request, multiple scenarios were evaluated and produced the same result over a 10-year period. Due to the cost associated with each consultant run, only 1 scenario was completed. She noted that additional scenarios can be requested from Abdo if the Council desires but doing so would involve additional cost.

Council Member Murphy stated that he does not believe the Relief Association's money managers, who receive approximately a 3% expense ratio, are unable to run historical return scenarios. While they may not project future returns, he noted they should be able to provide historical data and share it with the Council. He added that he would prefer this analysis be completed by the Relief Association's managers rather than by Abdo.

Administrator Wilson stated that further discussion would be helpful, as it appeared two different analyses were being referenced. She clarified that while historical data can be reviewed, the Council's request involves forward looking projections estimating the fund's position 5 to 8 years into the future if the proposed benefit increase is approved.

Council Member Murphy stated that he and staff were generally aligned and acknowledged that future returns cannot be predicted. He explained that reviewing historical data is commonly used to assess the probability of success by accounting for market volatility, interest rate fluctuations, and retirement patterns. He noted that this type of analysis supports more informed decision making and expressed difficulty understanding why it could not be completed.

Council Member Gliva noted that the City is in a unique position due to its mix of full time and paid on call firefighters. Since 2017, the City has added approximately 16 to 17 full time firefighters and contributed roughly $2,000,000 in City funds to PERA, while the fire pension has received approximately $2.25 million in State aid deposited into the Relief Association. She expressed concern that this has created an imbalance and stated that further analysis and potential rebalancing are needed. Based on this, she indicated she was not prepared to support an increase from $15,000 to $20,000 at this time.

Council Member Scales asked when the City last contributed funds to the account and requested clarification on the amount of that contribution.

Administrator Wilson stated that she did not have the exact year available but noted it has been more than 5 years since the City was required to make a mandatory contribution. She explained that the City made voluntary annual contributions under a multi-year agreement with the Relief Association through 2023 and has not made voluntary contributions in 2024 or 2025.

Council Member Scales stated that, based on his involvement in prior discussions, he did not see a significant downside to the proposal and was unwilling to base the decision on a worst-case scenario. He noted that the fund has been well run, the projections were prepared using the same process and consultant as in the past, and no shortcuts were taken. He stated that the proposed 75% and 25% split represents a benefit to the City and emphasized that the City has not been required to contribute funds in recent years. Based on this, he expressed support for increasing the benefit to $20,000 and adopting the proposed 75% and 25% split.

Council Member Murphy respectfully disagreed with Council Member Scales, stating that it cannot be concluded that the fund is well run based solely on recent stock market performance. He noted that market gains and retirement patterns have significantly influenced fund balances and emphasized the need for historical investment performance data to better assess fund management. He stated that pension plans are intended to be sustainable over the long term and that benefits should not be increased simply due to favorable market conditions or apparent overfunding.

Council Member Scales stated that he did not want to continue second guessing the analysis and noted that additional studies would likely produce varying results. He expressed that he did not support spending additional City funds on further analysis that would likely reach the same conclusions.

Council Member T'Kach stated that she understood her colleagues' concerns and agreed that spending additional funds on multiple analyses may not be beneficial. She asked for clarification on whether, under the proposed 25% contribution, the City's cost would equate to $5,000 per year based on 17 participants at a $20,000 benefit level.

Administrator Wilson explained that the proposal is to share the projected $355,000 in 2026 fire aid, with 75% allocated to the Relief Association and 25% to the City. She stated this would result in approximately $88,750 to the City, which would partially offset PERA pension costs for full time firefighters, estimated at $457,800 in the 2026 budget. She noted this approach is intended to begin sharing revenue as staffing patterns continue to shift, acknowledging there has been no historical cost sharing arrangement. She added that the 75% and 25% split was not based on a precise formula but was viewed as a reasonable starting point to address pension costs borne by the City.

Council Member T'Kach stated that she was comfortable with the proposal and would be willing to table the item if additional analysis were pursued. She expressed concern about unnecessary expense and asked for clarification on the cost of running an additional scenario.

Jacob McNamara, President of the Relief Association, and Brian Jensen, Treasurer, stated that the Relief Association has historically taken a cooperative and City friendly approach and emphasized that the Association previously agreed to forgo City contributions because it was well funded. They noted that the City has traditionally paid for actuarial projections, and when asked to share those costs, the Relief Association agreed to cover half, with the most recent two scenario projections costing approximately $3,000. They explained that State law requires the Relief Association to maintain specific officer roles, including a President, Treasurer, and Secretary, and that these positions must be filled regardless of funding status.

They further explained that under State law, 100% of fire State aid must be paid directly to the Relief Association and that there are very few, if any, other cities in Minnesota where a Relief Association voluntarily shares a portion of that aid with the City. They stated that the City's fire department staffing mix is currently a little over 25% full time firefighters and approximately 70% paid on call firefighters. At the request of Administrator Wilson, the Relief Association discussed whether it would be willing to return a portion of the State aid to the City to help offset PERA pension costs for full time staff. They reported that the membership voted unanimously to support returning up to 25% of the fire State aid to the City, noting that no paid-on call firefighters opposed the proposal.

They emphasized that paid on call firefighters do not receive PERA benefits and that the City does not contribute to their pensions, which are funded solely through the Relief Association. They explained that under State requirements, if the Relief Association were to fall below 90% funded, the City would be obligated to contribute up to 10% per year to restore funding. They noted that returning approximately $85,000 in State aid to the City provides a meaningful offset to potential future liability and serves as a form of financial protection. They added that the proposed 25% share could be adjusted in future years if funding levels or projections change.

They also outlined that the Relief Association continues to explore additional strategies to improve long term sustainability, including evaluating changes to investment management that could reduce administrative and advisory costs by approximately $30,000 to $40,000 annually. They concluded by stating that the proposal reflects a good faith effort to work collaboratively with the City, responsibly manage pension obligations, and balance benefit levels while maintaining long term financial stability.

Council Member T'Kach stated that, based on the information provided, she was comfortable with the recommendations.

Mayor Dietrich asked whether she was referring to the $17,500 increase for 2026.

Council Member T'Kach clarified that it includes a 75% and 25% split and an increase to $20,000 in 2027.

Mayor Dietrich asked whether the increase for 2027 would be a separate conversation.

Administrator Wilson stated that the Council could proceed either way, noting that it could approve the arrangement for 1 year or adopt a staggered approval approach.

City Attorney Nason stated that the Council may proceed either option. She explained that the resolution contemplates an agreement establishing a continuing 75% and 25% allocation of State fire aid. While the allocation could be modified in the future, the agreement, as written, will remain in effect indefinitely unless amended by contract.

Council Member Scales asked for clarification on whether a stepped approach would involve increasing the benefit to $17,500 this year and to $20,000 next year.

Council Member T'Kach confirmed that understanding and stated she was flexible, noting that the benefit could be set at $20,000 this year and continue thereafter with the 75% and 25% split, unless changed by action of the Council.

Mayor Dietrich stated that she did not want to make a commitment extending into 2027, noting that 2026 is an election year and she did not want to bind a future Council.

Administrator Wilson explained that the resolution before the Council would set a benefit level for 2026 only and would not act on 2027 benefit levels. She noted that while it would be legally permissible for the Council to address future years, the resolution as written does not do so, and revisions would be required if the Council wished to take a different approach.

Council Member Gliva stated that she would be comfortable with a stepped approach either this year or next year but did not support moving directly to the higher level at this time. She expressed concern that, given the City's PERA costs and the Relief Association funding, there has not been sufficient balance or analysis to justify a full increase. She noted that she would support a middle ground approach.

Council Member Murphy stated that additional historical information could be provided to the Council and cautioned against relying solely on the projections prepared by Abdo to assess the health of the pension fund. He noted that the analysis did not account for sequence of returns and stated his belief that the fund's money manager can provide the necessary historical performance information.

Administrator Wilson stated that she had conferred with the Finance Director, who serves on the Relief Association board, and clarified that historical rates of return for the Relief Association are already available. She explained that this information reflects actual annual gains or losses and does not require additional studies or expense. She noted that this historical return data can be provided if the Council believes it would be helpful for decision making.

Council Member Murphy stated that he believed the historical return information would be helpful but noted that the data does not account for withdrawal rates.

Mayor Dietrich stated that, if the information can be provided without additional cost to taxpayers, she would like to review that data before deciding.

Council Member Gliva stated that while pension aid is intended for paid on call staff, any portion returned to the City would still support the Fire Department and benefit all personnel. She explained that, based on the funding levels and contributions made by the City and through State aid, she is not certain that a 25% split is appropriate. She emphasized that she is not opposed to an increase but would like further discussion to better understand and determine the appropriate percentage for the split.

Council Member Scales stated that considerable thought has gone into the proposed split and emphasized that the Relief Association is not required to share State aid with the City but has chosen to do so as a partnership. He expressed discomfort with debating alternative percentages, noting there is no clear formula to determine an exact number, and that the proposed 25% split is reasonable. He cautioned against excessive focus on hypothetical scenarios, stating that doing so does not serve the City or firefighters well. He reiterated that the fund has not required City contributions for many years and supported either proceeding as proposed or, if preferred, adopting a stepped approach of $17,500 followed by $20,000 with the 75% and 25% split.

Council Member T'Kach stated that she agreed with Council Member Scales and emphasized the positive working relationship with the Relief Association. She noted that the Association's willingness to share State aid with the City, given the current health of the pension fund, reflects good faith collaboration. She also observed that future Councils retain the ability to renegotiate or adjust the arrangement if financial conditions change. Based on the information presented, she stated that it is reasonable to move forward at this time.

Mayor Dietrich stated that the Council has historically supported public safety, including fire and police, but noted that support does not always translate to financial increases. She emphasized that the City has faced a challenging budget season and expressed concern about making a hasty decision.

Council Member Scales acknowledged the budget challenges but stated that the proposed action does not require an immediate expenditure of City or taxpayer funds. He explained that the increase would be funded from the Relief Association's existing assets and would not impact taxpayers unless future circumstances require City contributions.

Council Member T'Kach noted that the Relief Association could choose to retain 100% of the funds.

Motion to adopt Resolution 2025-287 Approving a Pension Benefit increase for the Inver Grove Heights Fire Relief Association for a benefit of $20,000 effective 1/1/2026 by T'Kach, second by Scales.
Ayes: 2
Nays: 3 (Dietrich, Gliva, Murphy) Motion failed.

Motion to table discussion to a date not specific in 2026 by Dietrich, second by Gliva.
Ayes: 3
Nays: 2 (Scales, T'Kach) Motion carried.

D. Variance from Minimum Front Yard Setback Standards, 6802 Dawn Way, **Resolution 2025-281**

Planning Manager Shay explained that the request involves a property located at 6802 Dawn Way. The parcel is zoned R 2 and is guided for Low Density Residential land use. The site contains an existing single-family home. Approval is being requested to allow a 10-foot encroachment into the required front yard setback, resulting in a proposed 20-foot setback versus a 30-foot setback to accommodate a garage addition.

The application history shows that a similar request was originally submitted in 2019. That request was based on the need to renovate a bathroom to meet ADA accessibility requirements. At that time, staff and the Planning Commission recommended denial. The Council approved the variance, using the width of the street right of way as a practical difficulty. The bathroom renovation was completed, but the garage work was not undertaken. Because no additional construction occurred within the required 2-year approval period, the prior approvals expired.

The variance request was reviewed against the criteria established in City Code. The proposal was evaluated for harmony with the Comprehensive Plan and City Code and was determined not to meet that standard. The use of the property in a reasonable manner was found to be met. The circumstances were determined to be unique to the property and were found to not have been created by the landowner, which does not meet the applicable standard. The request was also found to alter the essential character of the locality and therefore does not meet that criterion. The review determined that the request does not rely solely on economic considerations, which meets the applicable standard.

Staff evaluates variance requests against five required criteria, all of which must be met for a variance to be supported from a staff perspective. In this case, staff determined that the first, third, and fourth criteria were not met. The primary reason is that the landowner created the hardship by proceeding with bathroom renovations without first obtaining the necessary variance, thereby creating the difficulty now cited in the request. In addition, staff found that reducing the required front yard setback from 30 ft to 20 ft would be inconsistent with the established character of the neighborhood, where all homes comply with the 30 ft setback, and would conflict with City Code and the Comprehensive Plan. While variances are evaluated individually, staff noted that approval could create pressure for similar requests in the future. The Planning Commission reviewed the application at its December 2 meeting, held a public hearing, received one written correspondence requesting denial, and heard testimony from the applicant. The Planning Commission recommended approval of the variance by an 8 to 1 vote.

The recommended action is for the Council to consider a motion to approve or deny a resolution related to the request. The action under consideration is whether to grant a variance allowing a 20-foot setback from the front property line for a garage addition at 6802 Dawn Way.

Council Member T'Kach asked what the width of the right of way is along Dawn Way and how far it extends into what residents may perceive as their private property, including whether it reaches approximately 20 ft into those areas.

Planning Manager Shay explained that along this specific block of Dawn Way, the right of way differs from adjacent segments. As the roadway transitions north by approximately one block, the right of way narrows to 60 ft. In the area under discussion, however, the right of way is 80 ft, resulting in an additional 10 ft on both the east and west sides of the roadway.

Council Member T'Kach asked whether, if the request were considered to set a precedent, that precedent would be limited in scope rather than broadly applicable.

Planning Manager Shay responded that any potential precedent would be limited to the approximately 10 homes located on that specific block of Dawn Way.

Council Member Scales stated that he reviewed the Planning Commission discussion and had mixed feelings about the City's recommendation for denial. He noted that the hardship was not entirely self-created, as the property owner had previously obtained approval, completed part of the project, and later experienced significant personal circumstances that delayed completion. He viewed the request as a continuation of the 2009 approval and stated that he had no objection to allowing the project to proceed as originally approved.

Motion to adopt Resolution 2025-281 approving a Variance to allow a Garage Addition 20 Feet from the Front Property Line whereas 30 feet is required at 6802 Dawn Way by Scales, second by T'Kach.
Ayes: 5
Nays: 0 Motion carried.

E. 2026 Planning Commission Work Plan, **Resolution 2025-282**

Planning Manager Shay stated that 2026 will be the first year the Planning Commission will operate under a formal work plan. He explained that the Planning Commission's duties are established in City Code Section 222, which outlines its role as a recommending body to the Council. Staff prepared the work plan to align with the approach used for other advisory bodies, including the Environmental Advisory Commission.

He noted that the Planning Commission's work plan differs from others because a significant portion of its work involves reviewing development applications, the volume of which cannot be predicted in advance. As a result, the work plan includes fewer task specific items. A major known initiative is the 2050 Comprehensive Plan, which is scheduled for adoption by the end of 2028, with preparatory work beginning in 2026 and continuing through 2027.

Additional identified items include potential zoning ordinance text amendments related to shipping containers and interim uses, as well as a master or district plan for the Cahill streetscape. He stated that the City Council may direct additional items for the Planning Commission to review and that staff also maintains a growing list of future topics, with priorities to be refined throughout the year.

Mayor Dietrich apologized that the Council has not yet held its planning session and stated that updates would be provided as priorities are identified.

Council Member T'Kach asked whether there had been any discussion regarding Concord Avenue and the associated small area plan, and whether the Planning Commission intends to provide comments or conduct a review as that plan continues to evolve.

Planning Manager Shay stated that the Planning Commission did not discuss Concord as part of a master plan and that it remains on staff's list for potential future consideration. He explained that staff typically defers small area plans while the comprehensive plan is in progress, as those plans are implementation tools that should align with the direction established through the 2050 Comprehensive Plan update.

Council Member T'Kach asked whether a planning effort is currently underway, or was recently completed, for the Concord area near 65th Street and extending north.

Planning Manager Shay stated that staff would need to confirm the specific document but noted that a redevelopment area plan has been completed for that area. He clarified that updating the plan is not included in the Planning Commission work plan and that, if development proposals were to come forward, the Planning Commission would use the existing document as a reference when evaluating those applications.

Motion to receive 2026 Planning Commission Work Plan by Gliva, second by Scales.
Ayes: 5
Nays: 0 Motion carried.

F. Resolutions Approving Construction Phase Joint Powers Agreement, Contract Award, and Budget for City Project No. 2016-17 - 117th Street Reconstruction, **Resolution 2025-283, 284, & 285**

Public Works Director Connolly explained that this item was placed on the agenda under regular business rather than consent due to the inclusion of a federal funding component. While the City does not receive a significant amount of federal funding and has not experienced issues with the funds it does receive, other local agencies have encountered delays or cancellations of certain federal funding awards from non-transportation grant sources in 2025. Based on the nature of this project and its funding sources, staff believes the risk of disruption to the anticipated federal funds is low. However, if the federal funding were withdrawn prior to distribution to the City or County, there is a possibility the City could be responsible for additional costs associated with the project.

In 2021, the City and County jointly applied for and were awarded an $8 million Minnesota Highway Freight Program Grant through MnDOT from the Federal Highway Administration (FHWA), which includes a federal funding component. During 2021 and 2022, preliminary design work and a feasibility report were completed. A Public Hearing was held on February 23, 2023, at which time the Council ordered improvements. From 2023 through 2025, final design activities were completed, right of way acquisition occurred, and jurisdictional transfer of 117th Street to the County was finalized. On August 27, 2024, MnDOT confirmed that funds had been authorized for the project, which typically indicates the funds are encumbered and not at risk. On October 30, 2025, MnDOT provided final approval and authorization to bid the project, further confirming the funding source was secure. Bids were opened on December 4, 2025.

On December 4, 2025, six bids were received, with the apparent low bidder being Eureka Construction, Inc. in the amount of $14,599,448.50, which was approximately 23% below the Engineer’s estimate. Estimated City responsible project costs total $6,840,259. This includes a construction bid share of $4,044,139, Legal Engineering Administrative and Finance costs totaling $2,472,589, and an 8% construction and administrative contingency of $323,531. The LEAF cost reflects the City’s proportional share along with railroad and utility relocation costs as detailed in the Construction Joint Powers Agreement (JPA).

Funding for the City portion of the project consists of a $5,000,000 Local Road Improvement Program (LRIP) Grant, $1,785,672 in Special Assessments related to Sanitary Sewer, and $54,578 from the Pavement Management Fund (Fund 440), for a total of $6,840,259. Additional external funding sources supporting the overall project include an $8,000,000 Minnesota Highway Freight Program (MHFP) Grant and $10,631,607 from Dakota County, resulting in total external funding of $18,631,607.

If there is a disruption in federal funding, the City would be responsible for up to 33% of the federal funding cost, totaling $2,640,000, based on the cost split outlined in the JPA. The County would be responsible for the remaining 67% of the federal funding cost, totaling $5,360,000. In this scenario, the City would be required to identify alternative funding sources to cover its share of the project costs should the federal funds be rescinded and not applied to the project.

Under an alternative funding scenario with no federal funding, total City project would be $9,480,259. Funding would include $5,000,000 from the Local Road Improvement Program (LRIP) Grant, $2,193,043 from Special Assessments related to Sanitary Sewer, $2,232,638 from Special Assessments related to Street improvements, and $54,578 from the Pavement Management Fund (Fund 440).

Staff recommends approval of three actions related to this project. The first recommendation is approval of the award of the construction contract to Eureka Construction, Inc. in the amount of $14,599,448.50, contingent upon concurrence from MnDOT and Dakota County. The second recommendation is approval of the project budget for City Project 2016-17. The third recommendation is approval of the Joint Powers Agreement with Dakota County for the construction phase of City Project 2016-17.

Council Member Gliva asked how assessments would be applied if federal funding were lost, specifically whether the costs would be assessed to properties along 117th Street or how the assessments would be allocated and who would be charged.

Director Connolly explained that assessments would be applied to the properties that directly benefit from the improvement, specifically the properties located along 117th Street.

Council Member Gliva asked whether the assessments would primarily apply to the refinery.

Director Connolly responded that there are several large properties in the area that would be assessed, noting that the refinery is one of them. He also identified the Enterprise Products property, which includes a propane distribution operation, as well as Republic Services and SKB, both of which are landfills with access from 117th Street.

Council Member T'Kach asked whether the special assessments for the street would be levied under the Section 429 provisions of City Code.

Director Connolly confirmed that the special assessments fall under the Section 429 process, which is the statutory method used to levy assessments. He explained that the City has already followed this process for the project through completion of a feasibility study, thereby preserving the City's authority to assess if necessary. While the current budget does not include special assessments, he noted that the decision ultimately rests with the Council and that the option remains available should fiscal conditions require it.

Motion to adopt Resolution 2025-283 approving Award via Joint Powers Agreement of a Contract to Eureka Construction, Inc. for City Project No. 2016-17, adopt Resolution 2025-284 approving the Budget for City Project No. 2016-17, and adopt Resolution 2025-285 authorizing the City of Inver Grove Heights to enter into a Joint Powers Agreement with Dakota County for the Construction of City Project No. 2016-17 – 117th Street Reconstruction by T'Kach, second by Gliva.
Ayes: 5
Nays: 0 Motion carried.

G. Resolution Accepting Final Report of Stormwater Utility Rate Study, **Resolution 2025-286**

Public Works Director Connolly provided an overview of the Stormwater Utility Rate Study for the City, summarizing the utility's history and challenges, the study goals and schedule, and the outcomes of the November 3 City Council work session. He also reviewed the proposed rate structure and example impacts, discussed rate projection scenarios, and outlined implementation steps, public outreach efforts, logistical considerations, and the schedule for completing the study and implementing the revised stormwater rates.

The Stormwater Utility was established in 2007 through Ordinance No. 1155, followed by completion of a Stormwater Utility Fee and Rate Report in 2008. A rate structure and fee schedule were implemented in 2012. When the rates were put in place, they did not fully follow the recommendations of the 2008 report, as several policy decisions were made that diverged from that report. A Rural billing classification was introduced using Citywide data that required payment of only a reduced base charge, even though the parameters defining Rural classification were not clearly established and were not consistently adhered to when assigning original classifications. Initial rates were set to fund only 50% of stormwater needs in 2012, with the remaining 50% covered through other sources, primarily the General Fund via Pavement Management funding and special assessments. Although the original goal was to gradually increase rates over time to meet 100% of stormwater needs, that approach was never attempted or achieved.

Over time, the existing rate structure became increasingly complicated and difficult to administer or explain. The current system includes 45 different billing rates, specialized rates for approximately 200 select properties, and inconsistencies in how accounts are categorized, including questions related to land use versus zoning and whether billing should be based on lot size or area. The billing process itself is cumbersome. The 2025 stormwater rates vary widely by utility group, classification, and development area, with separate Rural, Urban, and NWA charges, and a minimum annual fee of $19.68 per parcel.

The history of rate adjustments shows that no increases occurred between 2013 and 2017, followed by a 45% increase across all rates in 2018. From 2019 through 2022, rates increased by 5% annually. Between 2023 and 2025, NWA rates increased by 5% per year, while Rural and Urban rates increased by 25%, with the goal of bringing Urban and NWA rates together by 2027 or 2028. Stormwater needs have continued to outpace revenue. From 2020 through 2024, stormwater rates and development revenue covered approximately 68% of total stormwater operating and capital expenses, and projections for 2025 through 2029 show coverage declining to about 55%. Historically, the Council has approved supplemental revenue from non-utility sources, including special assessments for PMI projects, the Host Community Fund, the Pavement Management Fund, and special taxing districts.

Stormwater revenues consistently fall short of total stormwater expenses between 2020 and 2029, resulting in recurring revenue gaps each year. From 2020 through 2024, revenues covered between 51% and 68% of total needs, with 2021 nearing 98% before expenses continued to rise. From 2025 through 2029, projected revenues cover only 43% to 68% of total expenses, while annual shortfalls increase substantially and exceed $1,000,000 in several years. This trend illustrates that stormwater revenues are not keeping pace with growing operating and capital needs and highlights the need for adjustments to the stormwater rate structure to support long term financial sustainability.

The Stormwater Rate Study analyzed the City's stormwater utility needs over a 15-year planning horizon from 2026 through 2041. The scope included identifying revenue requirements, developing rate design options, engaging a citizen focus group, preparing rate recommendations and projections, building a financial model, and producing a final report. The overarching objective was to develop a rate structure that is fair, equitable, reasonable to administer, and sufficient to fund the City's stormwater operating and capital needs.

The study schedule began with contract approval in February 2025 and completion of stormwater data collection in April 2025. A citizen focus group was established in May 2025 and met throughout the summer. Rate design and financing options were completed in June 2025, with continued focus group discussions through September. Draft findings were presented to the Council at a November 3, 2025, work session, followed by presentation and acceptance of the final report tonight, December 15, 2025.

At the November 3 City Council work session, most of the Council expressed support for the proposed rate structure, finding it fair, equitable, reasonable to administer, and sufficient to build upon for funding stormwater operating and capital needs. Council supported implementing the new structure in mid-year 2026 using a hard reset approach for all properties. Council also supported developing defined internal policy development standards and discussed the pace at which the Stormwater Utility Fund should become fully self-sufficient. Baseline assumptions include reducing reliance on the Host Community Fund by 2030 and addressing the backlog of capital improvement needs over a 20-year period.

Mayor Dietrich asked whether this approach would allow the City to address capital improvement needs as they arise while still taking approximately 20 years to work through the existing backlog.

Director Connolly confirmed that backlog items will be addressed as projects advance, particularly where they align with street and pavement management projects identified in the 5-year CIP. He explained that improvements are scheduled to coordinate with planned pavement projects, while remaining backlog items will be addressed incrementally over time. He noted that capital improvement spending varies year to year based on project timing and available funding and that future CIP updates are unlikely to add a consistent annual increase for stormwater projects. Instead, funding may increase later in the planning period, subject to Council direction, available resources, and future rate increases. Without such increases, the backlog would need to be reduced accordingly.

Mayor Dietrich stated that she has concerns about the feasibility of deferring certain needed improvements for as long as 20 years.

Director Connolly responded that some improvements can be deferred while others cannot and emphasized that staff prioritizes projects based on risk and urgency. He explained that the most critical items, particularly those with life safety implications, are already being addressed and reflected in the CIP, citing examples such as the 64th Street outfall and the Dickman Trail culvert. He noted that lower priority items may be deferred, though delays can increase future repair costs. He added that staff can revisit priorities and run alternative scenarios if the Council wishes but cautioned that advancing more projects would require higher rate increases, with fiscal capacity remaining the primary constraint.

Mayor Dietrich stated that the improvements represent a fundamental responsibility of City government and are not discretionary, emphasizing that they are essential needs that must be addressed.

Director Connolly agreed and explained that the identified improvements are fully integrated into the City's stormwater and water resource management plan, which is updated regularly and serves as a point in time record of system needs. He noted that similar inventories were completed in prior years and that, while the overall list has grown over time, recent progress has been made by addressing lower cost items through maintenance and replacement activities funded within operating budgets rather than capital, supported by added staffing and increased operational funding.

The recommended rate structure establishes annual rates that are simpler and more consistent. Single family residential properties would pay a flat rate of $75 per year for the first acre, with an additional charge of $0.50 per 1,000 square feet of residential net area. All other properties would be charged $11.96 per 1,000 square feet of impervious area and $0.50 per 1,000 square feet of gross area, subject to a minimum annual bill of $75. Gross area is defined as the total area of a parcel excluding right of way, impervious area includes hard surfaces such as structures, asphalt, compacted gravel, concrete and other man-made surfaces that produce stormwater runoff, and residential net area represents the portion of a residential parcel exceeding one acre. This structure generates approximately $1.5 million in revenue, aligning with the 2026 budget.

Staff reviewed several parcel specific examples during the work session to illustrate the impacts of the proposed rate reset. Single family residential parcels were not included, as most pay a flat $75 annually. A rural residential parcel greater than one acre, such as a 2.4-acre property, would see an annual increase from $80 to $106 due to a $0.50 surcharge applied to acreage over one acre, with the greatest overall increases occurring in rural areas where rates were historically set artificially low. An institutional property such as Hilltop Elementary would see a modest decrease from $2,987 to $2,860, reflecting that some institutional properties have been charged near cost under the existing structure. An urban apartment complex would experience a reduction from $1,221 to $1,134, largely due to significant pervious area, though future additions of impervious surface would increase charges under the new model. A commercial or industrial parcel, such as a property within the Inverpointe Business Park in the NWA area, would see an increase from $2,124 to $2,655, reflecting charges based directly on total impervious surface area.

Current residential stormwater bills in Inver Grove Heights vary widely by service area when compared monthly with peer communities. Rural residential customers pay approximately $3.76 per month, or $45 annually, which is significantly lower than all comparable communities. Urban residential customers pay about $10.95 per month, or $131 annually. Residential properties located in NWA areas pay the highest rate at approximately $16.37 per month, or $196 annually, which is substantially higher than rates in peer communities.

Under the proposed rate structure reset, residential stormwater bills would align more closely with peer communities monthly. Residential properties under 1 acre would pay approximately $6.25 per month, or $75 per year, which places the City within the lower to middle range when compared with nearby communities such as West St. Paul, Savage, and Mendota Heights, and below several others including Rosemount, South St. Paul, Burnsville, Eagan, and Apple Valley. A residential property of approximately 2 acres would pay about $8.07 per month, or $97 per year.

All users will see some increase in 2026 under the already budgeted rate increase. With the reset, some bills will increase while others decrease. Staff recommends implementing the reset on July 1, 2026, which allows for clearer comparisons for public outreach and communications, enables a future shift from annual to quarterly billing for stormwater-only properties, and permits staff to address and respond to the rate structure change separately from future annual rate increases. Beyond the reset, annual increases are anticipated to be applied uniformly across all user types beginning in 2027 and beyond.

A hard reset approach is recommended to avoid perpetuating past rate breaks and special treatments. The magnitude of change varies based on property size, land use, and prior classification. Staff noted that accommodating special rates often requires significant documentation and staff time, sometimes exceeding the value of the rate adjustment itself. A formal rate policy will be developed to ensure consistent application, address unique billing situations, and guide future implementation.

Projected stormwater revenue requirements increase steadily through 2040. Total annual funding needs rise from approximately $3,000,000 in 2025 to more than $5,000,000 by 2040, with the largest share attributed to rate funded capital projects, followed by operating and maintenance costs, debt service, and transfers. The projections assume $19.6M in identified capital projects but currently unprogrammed capital projects phased in over a 20-year period from 2026 through 2045, the expiration of the $500,000 annual Host Community Fund contribution in 2030, and the addition of one full time equivalent in 2028 and another in 2030 within the Natural Resources Division.

Stormwater rate projections through 2040 reflect a phased approach beginning with a rate structure reset in 2026, followed by planned annual increases that gradually taper over time. In 2026, the residential annual fixed charge is set at $75, with a residential net area charge of $0.50, a non-residential gross area charge of $0.50, and a non-residential impervious area charge of $11.96. Annual rate increases of 15% are projected for 2027 and 2028, followed by 12% increases from 2029 through 2032. During this period, the residential annual fixed charge increases to $156.07 by 2032, while the residential net area and non-residential gross area charges rise to $1.04, and the non-residential impervious charge increases to $24.89. Beginning in 2033, projected annual increases decline to 10% in 2033, 8% in 2034, and 4% annually from 2035 through 2040. By 2040, the residential annual fixed charge reaches $234.61, the residential net area and non-residential gross area charges increase to $1.56, and the non-residential impervious charge reaches $37.42.

Residential stormwater rate projections for properties under 1 acre show a steady increase through 2040 following the 2026 rate reset. Under the current structure, the 2026 residential bill is approximately $62 annually, which increases to $75 with the 2026 rate reset. Projected annual bills then rise to $86 in 2027, $99 in 2028, $111 in 2029, and $124 in 2030. Continued increases bring the annual bill to $139 in 2031, $156 in 2032, $172 in 2033, and $185 in 2034. From 2035 through 2040, growth moderates, with annual bills reaching $193 in 2035, $201 in 2036, $209 in 2037, $217 in 2038, $226 in 2039, and approximately $235 by 2040.

Stormwater rate projections and fund balance estimates through 2040 show how planned rate increases support long term financial stability for both operating and capital needs. Following the 2026 rate reset, higher annual rate increases in the early years gradually rebuild fund balances, with increases of 15% in 2027 and 2028, 12% from 2029 through 2032, and then tapering to 10% in 2033, 8% in 2034, and 4% annually from 2035 through 2040. Over this period, the operating fund balance remains relatively stable while the capital fund balance initially declines as significant capital investments are made, then stabilizes and gradually recovers in the later years as rate increases moderate.

Council Member T'Kach asked what transfers are included in the Stormwater Revenue Requirement Projections.

Director Connolly explained that the transfers currently reflect a contribution from the Stormwater Fund to the Street Operating Fund to cover 50% of street sweeping costs. He noted that the City could choose to fund a greater or lesser share of street sweeping through stormwater in the future, but the current assumption represents a relatively small portion of the overall revenue requirement.

Public outreach will focus on clear and consistent messaging that emphasizes the community wide benefits of stormwater management, including protecting roads, property, and public safety, while reinforcing that runoff does not stop at property lines and that stormwater maintenance functions as a Citywide service like streets and public safety. Communication efforts will prioritize transparency and trust by openly acknowledging current challenges, explaining the need for updates, and providing clear and easy to understand information about rates, funding, and system needs. Outreach will also highlight future focused planning by demonstrating how proactive maintenance supports growth, reduces the risk of costly emergencies, and strengthens long term sustainability and resilience, with an emphasis on long term benefits rather than short term impacts.

Multiple communication methods will be used to inform residents and property owners about upcoming stormwater rate structure changes. Bill inserts or buck slips will provide advance notice and include a QR code or link to a dedicated City webpage with more detailed information, with additional messaging delivered through the City's utility bill pay system via direct email notifications for subscribed users beginning with the 2026 second quarter billing cycles. Information will also be shared through articles in the City's Spring and Summer 2026 Insights newsletter, along with the City website and social media channels that direct users to the centralized webpage. The website will serve as the primary clearinghouse for information and will include frequently asked questions, documents, reports, focus group materials, and other key resources, organized around the core messaging themes of community benefit, transparency and trust, and future focused planning. Development of outreach materials and processes will be dependent on final rate structure adoption and implementation schedule. Implementing further communication methods would need to be considered as a separate or additional scope for implementation of the revised rate structure.

Logistical implementation steps include finalizing the work scope for implementation assistance with AE2S, building an impervious surface GIS model, establishing parcel billing classifications for single family residential and other properties, and determining gross area using existing County databases. Additional steps include entering billing data into the system with full quality control and assurance review, preparing current versus proposed billing comparisons for all customers, developing public outreach materials, and providing input and recommendations related to City Code and rate policy. The work scope and contract negotiation are anticipated to be completed by the end of 2025, with Council approval scheduled for January 2026.

Several general tasks must be completed to support implementation of the revised stormwater rate structure. These include updating the Stormwater Utility website with frequently asked questions, information explaining the history and need for the Stormwater Utility, and background on the current rate study, including focus group materials. Communication materials will be developed such as social media content, infographics, videos using new content or links to existing open-source resources, and posts or links directing users to the Stormwater Utility website. Utility billing coordination will be required, including updates to the utility billing software system with assistance from AE2S, adjustments to billing cycles to shift from once per year billing to quarterly billing beginning in the third quarter of 2026, and preparation of billing inserts with coordination through the billing mail house. Additional work will include City Code and policy updates, development of policies to accommodate the new rate structure implementation, and Code changes to decouple NWA, Rural, and non-NWA rates as currently structured in Code.

Phase 2 of the new rate structure implementation begins with study acceptance and adoption of a resolution to implement tonight, December 15, 2025, followed by Council approval of a work order contract for implementation in January 2026. From January through March 2026, work will focus on building the impervious surface and property database and developing public outreach materials. An Insights feature article and the updated website are scheduled to debut on April 1, 2026, with billing software updates and QA/QC activities occurring from April through June 2026. City Code updates and adoption of the utility billing rate resolution are anticipated during Council meetings in May and June 2026. The new rate structure is scheduled to take effect on July 1, 2026, with comparative billing inserts included in utility bills from July through September 2026. The first bills reflecting the new rates are expected to be sent in August 2026 for monthly billing customers and between October and December 2026 for quarterly billing customers.

Council action requested includes adopting a resolution to accept the final Stormwater Utility Rate Study report, directing staff to use the findings when developing future capital improvement plans and proposals for future rate adjustments, and authorizing staff to finalize and negotiate a work order contract with AE2S to assist with implementation of the proposed rate structure modifications.

Mayor Dietrich asked whether AE2S's public outreach efforts would include an in-person component, such as a neighborhood style meeting or a session held at City Hall.

Director Connolly stated that, if directed by the Council, an in-person outreach component could be included. He noted that this has not yet been discussed in detail due to the broad scope of the work.

Justin Klabo of AE2S stated that there are opportunities for in person discussion.

Director Connolly stated that, if the Council deems it important, staff and the consultant team can structure an in-person outreach opportunity. He noted that similar meetings have been held in other communities, but attendance has often been limited, making them less cost effective given the effort required for planning and notification. While acknowledging that participation could vary locally, he emphasized the importance of tempering expectations. He concluded that the City would proceed with such an approach if it reflects the will of the Council.

Council Member T'Kach suggested that an open house or community meeting be considered as an optional component of the scope of work. He proposed evaluating the level of effort required and the anticipated participation before determining, later, whether the Council wishes to proceed with that option.

Council Member Scales expressed appreciation for the work completed to date and raised concern about the proposed five-year timeframe to address an issue that developed over several decades. He cautioned that attempting to resolve the problem within five years could require significant rate increases and may be overly aggressive for residents. He suggested that, at a future time, the Council consider whether a longer timeframe, such as ten years, may be more appropriate.

Mayor Dietrich thanked Council Member Murphy and Council Member Scales for their participation in the group and acknowledged Ms. Kaiser in the audience, expressing appreciation for her involvement as well.

Director Connolly recommended that an optional task be included to outline what a public open house would entail, allowing the Council to understand the scope and effort involved and retain the ability to add it later if desired. He noted that he would consult with AE2S to determine appropriate timing based on their experience.

He also responded to Council Member Scales by stating that implementation timing can be adjusted. He explained that these discussions would be best aligned with the CIP budget kickoff and subsequent review of the 2027 Stormwater Utility budget. He added that, if the Council has specific rate targets or scenarios in mind, staff can model those options and return with information to support informed decision making.

Mayor Dietrich noted that members of the public have previously commented on issues related to this topic and suggested that, once an FAQ sheet is developed, it be made available at meetings for attendees. She indicated this could serve as an additional outreach tool, recognizing that formal meetings are often not well attended, and could provide another avenue for sharing information with the public.

Council Member Gliva stated that she does not believe the City can overcommunicate and emphasized the importance of reaching as many residents as possible in the most cost-effective manner.

Motion to adopt Resolution 2025-286 accepting final report of the 2025 Stormwater Utility Rate Study, City Project No. 2024-11 by Scales, second by Gliva.

Ayes: 5
Nays: 0 Motion carried.

H. City Administrator Recruitment Process and Interim City Administrator Update

City Attorney Nason provided an update outlining a structured discussion focused on three primary areas related to City leadership and support services. The topics included the recruitment process for an Interim City Administrator, considerations related to firms that could assist with hiring a permanent City Administrator, and an update on potential consultant involvement to support the City during this transition period.

The Interim City Administrator recruitment discussion addressed outreach efforts completed to date and reviewed options for expanding those efforts. Consideration was given to broadening the current list, developing a formal job description and posting the position, and evaluating whether to engage a third party to assist with recruitment. The discussion also included consideration of an internal appointment process as a possible approach for filling the Interim City Administrator role.

The recruitment firm update included information on firms identified through the League of Minnesota Cities that provide City administrator recruitment services. A limited number of firms on the list continue to conduct searches in Minnesota, while several others appear to have no recent activity in this field and instead focus on nonprofit or other sectors. The City Council may direct staff to solicit proposals from any or all the identified firms to determine their interest and qualifications or alternatively issue a request for proposals through the League of Minnesota Cities website to invite submissions from any interested firm by a specified deadline.

The consultant update outlined an additional option for the Council to consider, which is engaging a consultant to assist with some or all aspects of the recruitment process. Dave Unmacht LLC, a former Executive Director of the League of Minnesota Cities, recently supported recruitment efforts for Woodbury and Dakota County.

One option would involve a comprehensive pre recruitment process, like the approach used in Woodbury and Dakota County. This would include interviews with Council members, senior staff leadership, additional staff, and key stakeholders, with the goal of identifying desired characteristics and traits for the next City Administrator, stakeholder expectations, and the goals, priorities, and key projects facing the City.

A second option would allow for hourly assistance on an as needed basis. This could include support with identifying an interim City Administrator candidate, advising the Council or a Council subcommittee on internal appointment considerations, and providing coaching support to an individual serving in the interim City Administrator role as a sounding board and guide.

Finally, his background also includes facilitation and goal setting services, which may be relevant to the City Council's planning needs for the coming year.

The discussion concluded with consideration of next steps for each major topic area, including actions related to selecting or appointing an Interim City Administrator, determining how to proceed with engaging a recruitment firm, and identifying whether to seek additional information or pursue negotiations with the proposed consultant for some or all services outlined. The Council may also choose to defer action, request further information, and reconvene at a special meeting or at the first meeting in January.

Council Member Scales stated that time is of the essence and expressed concern that the City will not have a City Administrator in place by the next meeting. He indicated that a recruitment process or engagement of an external resource may be necessary beyond the single potential candidate referenced.

City Attorney Nason stated that the individual referenced later confirmed he is not available for the interim position, leaving only the individual currently identified on the list as available at this time.

Mayor Dietrich stated that the scope should be expanded as soon as possible and expressed openness to considering candidates from surrounding Midwestern states outside Minnesota.

Council Member Murphy expressed agreement with expanding the scope and concurred with Council Member Scales regarding concerns about the timeline and potential delays. He further stated that a full-service recruitment planning process appears to be the most logical option, noting that the City will likely require significant assistance. While the depth of community interviews can be determined, he indicated that the more comprehensive option would provide the greatest level of support.

Mayor Dietrich stated that she would support proceeding with the comprehensive recruitment package.

Council Member T'Kach stated that time is of the essence and expressed support for engaging a consultant to help clarify the City's needs and expectations for an interim City Administrator. She noted that recent discussions have already highlighted leadership expectations and that broader community engagement is more appropriate for a permanent hire. For the interim period, she supported using a consultant to help clarify roles, establish a clear chain of command, and provide interim leadership guidance.

Mayor Dietrich noted that the current City Administrator does an exceptional job preparing the meeting packets and emphasized that this responsibility will need to be assumed by someone during the interim period.

City Attorney Nason summarized that she heard general Council interest in moving forward with a contract with Dave Unmacht LLC to provide comprehensive pre recruitment services. She also noted interest in including additional support to assist with the interim City Administrator search, including recruitment and the interview process.

Mayor Dietrich indicated her agreement.

City Attorney Nason clarified that this work would be outside the scope of the initial package, City Attorney Nason clarified that this work would fall outside the initial package, although the consultant is willing to assist. She noted that State law requires a job description and defined pay parameters for an interim City Administrator before expanding the recruitment. She outlined options including directing staff to prepare and post a job description without further Council review, working with the consultant to develop the description followed by Council approval at a special meeting, or deferring direction to a special meeting or the January 5 meeting. She emphasized that a job description is required before the search can proceed.

Mayor Dietrich stated that the City Administrator position was filled relatively recently and suggested using the existing job description to avoid unnecessary delays, with any needed changes identified and communicated as appropriate.

Council Member T'Kach agreed and suggested consulting Administrator Wilson to determine whether a current job description is available or if updates are recommended, noting that City needs may have evolved since the position was last posted.

Council Member Gliva stated a preference to avoid recreating a job description and suggested building from an existing foundation, including prior consultant work.

Council Member Scales stated that a new job description does not need to be created.

Council Member Murphy stated that he shared a similar view and suggested that, if appropriate, the current City Administrator and City Attorney could prepare the job description.

Council Member T'Kach noted that when she left her previous position, she was required to prepare a job description prior to the position being posted.

Administrator Wilson stated that she is willing to work with the City Attorney and gather input from department heads to develop an interim City Administrator job description, noting it would closely model the permanent position but be more narrowly focused on key responsibilities needed over the next several months.

Mayor Dietrich asked about the availability and capacity of City Attorney Nason or her firm to complete the requested work.

City Attorney Nason stated that she can complete the work.

Administrator Wilson stated that staff can complete the work within the next 10 days.

City Attorney Nason asked for guidance on expectations specific to an interim City Administrator position, including pay range and onsite presence, noting that clarity is needed prior to drafting the job description and that flexibility versus full time onsite expectations should be addressed.

The Council indicated limited flexibility, noting that Mondays, particularly Monday evenings, would be a priority for onsite availability.

Mayor Dietrich stated an expectation of approximately 3 days per week onsite, with availability by phone on the remaining days as issues arise.

Council Member T'Kach stated that onsite expectations may evolve after engagement with staff and department directors and supported maintaining some flexibility, while emphasizing that the interim City Administrator should be physically present at City Hall to build relationships with staff and the Council.

City Attorney Nason requested a motion to authorize entering a contract with Dave Unmacht LLC to provide comprehensive pre recruitment services and additional services related to the interim City Administrator recruitment, allowing the contract to be drafted and authorized without the need for a special meeting.

Council Member T'Kach stated that decisions regarding interim compensation should be guided by the consultant's recommendations.

City Attorney Nason noted that Council direction would include establishing a reasonable salary range for the interim position.

Mayor Dietrich stated that Administrator Wilson is familiar with market compensation ranges for peer positions.

City Attorney Nason asked for Council direction on next steps for engaging a recruitment firm for the permanent City Administrator, specifically whether to pursue direct solicitation of selected firms or issue a broader request for proposals through the League of Minnesota Cities.

Council Member T'Kach stated that the consultant's review of the job description and expectations may lead to recommendations on the most appropriate recruitment firms and expressed preference for not limiting options prematurely.

Council Member Gliva sought clarification on whether the discussion related to forwarding candidates.

City Attorney Nason clarified that the discussion concerned selecting a firm to manage the permanent City Administrator recruitment process and outlined the difference between direct solicitation of a small number of experienced firms versus issuing an open request for proposals.

Council Member Scales stated a preference for directly soliciting proposals from a limited number of firms with demonstrated success and experience.

Mayor Dietrich stated her preference for direct solicitation.

Council Member Murphy indicated agreement.

Council Member T'Kach expressed agreement.

City Attorney Nason stated that she had received sufficient direction to proceed.

Mayor Dietrich asked about the availability poll for the planning session.

Administrator Wilson stated that no date currently works for all Council Members.

Mayor Dietrich asked whether any dates had availability for 4 Council Members.

Administrator Wilson stated that January 29 from 9:00 a.m. to 3:00 p.m. had availability for 4 members.

City Attorney Nason noted that the consultant is not available on January 29.

Administrator Wilson stated that if the Council wishes to work with the consultant, she will obtain his availability and re poll the Council accordingly.

Mayor Dietrich emphasized the need to proceed as soon as possible.

Administrator Wilson stated that a new availability poll would be distributed shortly and acknowledged the urgency.

Mayor Dietrich thanked staff for recognizing and responding to the urgency.

8. PUBLIC COMMENT

James Vogt, 4685 Bristol Boulevard in Eagan and Owner of Trail Liquor addressed the Council regarding a liquor license compliance failure and resulting business closure, stating there was confusion about the specific suspension dates. He indicated that while multiple potential closure dates were discussed, he did not hear a formal motion during the Council meeting and did not receive written confirmation of the final dates until after he had already closed his business. As a result, he closed on dates that were not ultimately included in the approved resolution and requested that the days already closed be counted toward the required suspension so that no additional closure would be required.

City staff clarified that the Council had approved a resolution specifying suspension dates of December 3, 11, 15, and 22, which was mailed to the business owner following the meeting, and that the police department monitors compliance on the designated dates. City Attorney Nason confirmed, based on the meeting minutes and resolution, that the Council had voted to impose a suspension more than three days on the specified dates.

Council Members expressed empathy for the situation but emphasized that the Council must adhere to its formal action and could not modify the decision retroactively.

Mayor Dietrich indicated that the approved resolution and suspension dates would remain in effect

Kelly Kaiser, 1953 59th Court East, publicly thanked City Administrator Chris Wilson for her contributions to Inver Grove Heights over the past four years. She acknowledged the challenges faced during that time and expressed appreciation for Administrator Wilson's professionalism, knowledge, and willingness to work with residents, offering best wishes for her future endeavors.

9. MAYOR AND COUNCIL COMMENTS:

Mayor Dietrich expressed her appreciation for the guidance and insight City Administrator Wilson has provided over the past several years, commended her professionalism and leadership in navigating challenges, and stated that Inver Grove Heights is better because of her service.

Council Member Scales expressed appreciation for City Administrator Wilson's guidance and oversight, noting that she consistently upheld standards and accountability, and thanked her for her leadership and support.

Council Member T'Kach stated that the City has seen meaningful improvements in professionalism, efficiency, and operations under City Administrator Wilson's leadership. She expressed appreciation for the mentorship provided, noted that her departure is a loss for Inver Grove Heights, and thanked her for her service.

Council Member Murphy stated that the highest praise for City Administrator Wilson has come from residents, noting consistently positive feedback from the community. He added that she will be missed and that her departure leaves a significant role to fill.

10. ADJOURN:

Motion to Adjourn at 9:14 p.m. by Scales, second by Gliva.
Ayes: 5
Nays: 0 Motion carried.

Minutes prepared by Recording Secretary Tammy Greenlee

INVER GROVE HEIGHTS CITY COUNCIL SPECIAL MEETING
MONDAY, JANUARY 12, 2026 5:45 P.M. – 8150 BARBARA AVENUE

1. CALL TO ORDER:
The City Council of Inver Grove Heights met in special session on Monday, January 12, 2026, in person. Mayor Dietrich called the meeting to order at 5:45 p.m.

2. ROLL CALL:
Present In-Person: Mayor Dietrich; Council Members: Gliva, Murphy, Scales, and T'Kach.
Staff In Attendance: Community Development Director Ziemer, Police Chief Chiodo, Finance Director Hove, City Attorney Nason, and Deputy City Clerk Malott

3. APPROVAL OF AGENDA:

Motion to approve agenda by Scales, second by Gliva.
Ayes: 5
Nays: 0 Motion carried.

4. REGULAR BUSINESS:

A. Approval of Contract with DDA Human Resources, Inc. for City Administrator Recruitment Services

Attorney Nason summarized that the proposed contract with DDA Human Resources, Inc. follows the Council's direction to solicit and review proposals from three firms for City Administrator recruitment services. After reviewing the proposals, the Council directed staff to move forward with DDA. The agreement provides recruitment services for a flat fee of $21,000, inclusive of travel and expenses, and coordination is already underway to align this work with the CPA firm supporting the process.

Motion to Approve the proposed contact with DDA Human Resources, Inc. for City Administrator Recruitment Services by T'Kach, second by Gliva.
Ayes: 5
Nays: 0 Motion carried.

B. Approval of Contract with Ellen Hiniker and Hiniker Consulting LLC for Interim City Administrator Services

Mayor Dietrich stated that Ellen Hiniker disclosed a prior commitment on January 26, her first regular Council meeting, which may result in a late arrival or virtual attendance. She noted this is Ellen's final prior obligation, and conveyed Ellen's regrets in advance of the vote.

Attorney Nason stated that the proposed contract with Hiniker Consulting LLC appoints Ellen Hiniker as Interim City Administrator, consistent with Council direction following a special meeting and candidate interviews. The agreement sets an hourly rate of $100 and outlines an in-person City Hall schedule on Mondays, Tuesdays, and Thursdays, with flexibility for Wednesdays and Fridays. She noted Ms. Hiniker will serve until a permanent City Administrator is appointed.

Council Member Murphy asked for confirmation of the days Ms. Hiniker will be working in person at City Hall.

Attorney Nason confirmed that Ms. Hiniker will be in person on Mondays, Tuesdays, and Thursdays.

Motion to approve the contract with Ellen Hiniker and Hiniker Consulting LLC for Interim City Administrator Services by Scales, second by T'Kach.
Ayes: 5
Nays: 0 Motion carried.

5. <u>ADJOURN:</u>

Motion to Adjourn at 5:49 p.m. by T'Kach, second by Gliva.
Ayes: 5
Nays: 0 Motion carried.

Minutes prepared by Recording Secretary Tammy Greenlee

INVER GROVE HEIGHTS CITY COUNCIL MEETING
MONDAY, JANUARY 26, 2026 – 6:00 P.M. – 8150 BARBARA AVENUE

1. CALL TO ORDER:

The City Council of Inver Grove Heights met in regular session on Monday, January 26, 2026, in person. Mayor Dietrich called the meeting to order at 6:00 p.m. The Pledge of Allegiance was recited.

2. ROLL CALL:

Present In-Person: Mayor Dietrich; Council Members: Murphy, Scales, T'Kach, and Gliva (remote)
Staff In Attendance: Interim City Administrator Hiniker, City Clerk Kiernan, City Attorney Nason, Community Development Director Ziemer, Finance Director Hove, Public Works Director Connolly, Parks & Recreation Director Lares, Police Chief Chiodo, Commander Hauglund, Communications Manager Looze, Planning Manager Shay, & Senior Planner Schneider.

3. APPROVAL OF AGENDA:

Motion to approve agenda as amended by Scales; second by Gliva.
Ayes: 5
Nays: 0 Motion carried.

4. PRESENTATIONS: None

5. CONSENT AGENDA:

- **A.** Approval of Minutes of the January 5, 2026, City Council Special Meeting
- **B.** Approval of Minutes of the January 5, 2026, City Council Regular Meeting
- **C.** Approval of Disbursements, **Resolution 2026-013**
- **D.** Personnel Actions
- **E.** Revised 2026 Planning Commission Meeting Schedule
- **F.** Resolution Adopting Annual Update to the City of Inver Grove Heights Emergency Operations Plan, **Resolution 2026-014**
- **G.** Approval of Authorization to Negotiate Special Assessment Repayment Agreement, **Resolution 2026-015**
- **H.** Resolution Accepting Donations and Sponsorships to the Parks and Recreation Department, **Resolution 2026-016**
- **I.** Approval of Joint Powers Agreement With Dakota County For Natural Resources Restoration Within Select Parks
- **J.** Approve the Scope of Work and Costs to Complete Due Diligence Items for the Purchase Agreement with Ace in the Hole
- **K.** Approve the Amendment to the Fiscal Year 2025 Host Community Grant Application with the Minnesota Department of Employment and Economic Development, **Resolution 2026-017**

Motion to approve Item A – I as presented by Scales, second by T'Kach
Ayes: 5
Nays: 0 Motion carried.

Council Member T'Kach expressed concern about investing approximately $63,000 in due diligence for the property at this time. She noted the absence of a third-party feasibility analysis or validated pro forma and stated that information regarding potential State funding will not be known until the conclusion of the legislative session. Without clarity on State assistance or demonstrated fundraising from the project partners, she questioned whether proceeding with soil borings and other due diligence is premature, particularly given the uncertainty as to whether the City will ultimately acquire the property.

Council Member Murphy asked staff for an update on the timing of the soil borings and whether the work could or should be deferred.

Community Development Director Ziemer stated that the timing of the soil borings and related work is tied to the overall scope of the due diligence. He noted that, as discussed at the January 5 work session, the intent is to keep the project moving forward by gathering site specific information and providing the developer with necessary input for building design and planning. He acknowledged the uncertainty related to the legislative funding timeline but explained that delaying the work could create scheduling challenges as the construction season progresses and consultant availability becomes more limited. For these reasons, staff is recommending completing the due diligence at this time.

Council Member Murphy asked for a rough estimate of how long it would take to complete the work.

Director Ziemer stated that survey work typically takes approximately 6 to 8 weeks to complete. He added that soil borings can begin around the same time but may take up to 12 weeks or longer, depending on the availability of crews and equipment.

Council Member Murphy asked whether the information generated from the work would be proprietary to the City and available for future use.

Director Ziemer confirmed that the information would be proprietary to the City for future use.

Motion to deny Item J by T'Kach. Failed for a Second.

Motion to approve Item J by Dietrich, second by Gliva.
Ayes: 4
Nays: 1 (T'Kach) Motion carried.

Council Member T'Kach stated that she is concerned about committing public dollars to a project that may not ultimately proceed. She noted that the City would be contributing approximately $350,000, along with an estimated $450,000 in DEED funds, and expressed concern about assembling significant public funding without written confirmation from the private developers regarding their financial commitment. She also raised concern about committing 2026 DEED funds, emphasizing that these remain tax dollars regardless of whether another project is identified, and stated that allocating those funds to this project at this time is premature.

Council Member Gliva asked whether, if the project does not proceed or is delayed, the City would have the opportunity to reassign the DEED funds to another project, as has been done in the past, or whether the current timing would limit that flexibility.

Director Ziemer stated that the Council action is limited to reallocating the grant dollars through an amended application and does not authorize additional expenditures or project work. He noted that no other project has been identified for the funds and that they must be expended by May 30 or be forfeited. He explained that the funds are designated for Inver Grove Heights and tied to the landfill, leaving the City with the option to reallocate the dollars now or relinquish them.

Council Member Gliva sought clarification that approving the reallocation of funds does not authorize immediate spending and asked whether staff would return to the Council for approval prior to any expenditures.

Director Ziemer confirmed that the Council is not being asked to authorize any expenditures at this time.

Motion to approve Item K by Gliva, second by Scales.
Ayes: 4
Nays: 1 (T'Kach) Motion carried.

6. PUBLIC HEARINGS: None

7. REGULAR BUSINESS:

A. Variance from Minimum Accessory Structure Setback Standards for 8313 Delaney Circle, **Resolution 2026-018 (Approval and Denial)**

Senior Planner Schneider presented a variance request for the property located at 8313 Delaney Circle. The subject property is zoned E-1, Estate and guided for RDR, Rural Density Residential land use. It consists of 2.5 acres and contains an existing single-family home and an accessory structure.

The existing accessory structure is 896 square feet. The applicant is proposing to expand the accessory structure, which prompted a variance request due to a 19-foot encroachment into the side yard setback, resulting in a setback of 31 feet where 50 feet is required. An additional variance request related to the size of the accessory structure was withdrawn. The property is also affected by a powerline easement.

The variance criteria were reviewed as part of the request. The proposal was found to be in harmony with the City Code and Comprehensive Plan and represents a reasonable use of the property. However, the circumstances were determined not to be unique to the property and were considered to be created by the landowner. The request was also found to alter the essential character of the locality. The proposal does not rely on economic considerations alone

The Planning Commission reviewed the request and recommended approval of the variance on an 8-0 vote. The primary reasons cited were that the applicant cannot expand the attached garage and that expanding in other directions would result in significant tree removal impacts. The Commission recommended denial of the size variance request.

The recommended action is for the Council to consider a motion to approve or deny a variance from the minimum side yard setback of 50 feet for an accessory structure exceeding 1,000 square feet to allow a setback of 31 feet.

Council Member Scales stated that he finds the request reasonable and expressed his support.

Council Member Murphy noted that much of the home is located within the 50 ft power line easement and expressed his support.

Motion to approve Resolution No. 2026-018 approving a variance to allow an accessory structure addition 31 feet from the side property line whereas 50 feet is required at 8313 Delaney Circle by Murphy, seconded by Scales.
Ayes: 5
Nays: 0 Motion carried.

B. Discuss Proposed Draft Ordinance Revising the City's Zoning and Subdivision Process.

Planning Manager Shay reviewed proposed Zoning and Subdivision Text Amendments intended to update application processes. The goal of the amendments is to eliminate application material checklists from code, comply with State Statute, make the process easier to understand and more user friendly, eliminate duplicative processes, and move items to an administrative process where there is no discretion.

The amendments address Variances by updating the practical difficulty standard to comply with State Statute. The Determination of Substantially Similar Use is proposed to be removed from code, with similar use determinations instead made by staff. The Northwest Area Environmental Studies Fee is also proposed for removal from code. For Conditional Uses, the amendments change the voting requirement from a supermajority vote of 4/5 to a simple majority vote of 3/5, remove the exemption for the I-2 zoning district, and remove specific environmental review language for CUP's. Interim Use Permits are proposed to match the Conditional Use changes.

Additional changes relate to Site Plan Review, including removing the distinction between minor and major site plan reviews and moving all site plan reviews to an administrative process.

Council Member Scales asked about applicant recourse if an administratively reviewed application is denied and sought assurance that applicants clearly understand their right to appeal to the Council.

Planning Manager Shay stated that if an application is denied, staff would contact the applicant to inform them of the appeals process. He explained that the applicant would have a limited timeframe to file an appeal, which is submitted through the required form and reviewed by the Board of Adjustment and Appeals in accordance with established procedures.

Council Member Scales stated that he wanted to ensure applicants clearly understand the administrative process and that a denial represents one step in the process, with an opportunity for further discussion through available appeals.

Planning Manager Shay stated that a denial in the site plan review process would occur only if the application does not meet applicable code criteria.

Council Member Scales stated that, in such cases, the applicant would need to seek a variance, which the City has the authority to grant.

Planning Manager Shay confirmed that staff typically identifies the need for a variance during the pre-application meeting prior to submission of a site plan review. He explained that if an applicant is not expected to meet code standards, staff would direct them to the variance process. He stated that staff would only deny an application if it failed to meet applicable code criteria, such as setback, impervious surface, or other required standards.

Council Member Scales emphasized that decisions should be based strictly on adopted code requirements and not subjective opinions. He expressed the importance of ensuring applicants understand their rights and have a clear path for discussion and appeal, noting that the process should not prevent applicants from bringing matters forward or slow the review unnecessarily.

Director Ziemer explained that staff typically meets with applicants prior to submission to provide guidance and identify applicable requirements. He stated that administrative site plan review is limited to verifying compliance with minimum code standards such as parking, lighting, setbacks, building height, and materials. Applications that meet these standards are approved, and additional conditions beyond code requirements cannot be imposed. He noted that the administrative process is intended to streamline review and allow projects to proceed more efficiently, with any required site improvement agreements returning to the Council for approval. If an application does not meet code requirements, staff would identify the need for a variance and guide the applicant through the appropriate process.

Council Member Scales expressed concern about removing Planning Commission oversight and emphasized that decisions must be based strictly on written code requirements, without subjective judgment or deviations from established standards.

Planning Manager Shay confirmed that staff applies the standards exactly as written in the City Code and does not impose requirements beyond those specified.

Council Member T'Kach questioned whether removing Council review would limit the Council's ability to provide input when it disagrees with staff's site plan determination. She noted that while a project may meet all required code standards, there may be opportunities to encourage enhancements that benefit the surrounding neighborhood, and expressed concern that those opportunities could be missed if the Council does not review the application.

City Attorney Nason explained that the proposed approach would remove Council review for certain applications. She stated that if an application meets all required code standards, it may not be subjected to additional requirements or conditions beyond those standards, regardless of whether the review is conducted by staff or the Council. She noted that while this limits Council review, applications that meet all code requirements cannot be denied or modified based on criteria not established in City Code.

Council Member Scales clarified that he is not seeking to add requirements to the process but supports simplifying it for residents. He emphasized the importance of ensuring applicants have a clear path forward and are not left without options following a denial.

Council Member T'Kach clarified that she was not suggesting additional requirements beyond those outlined by the City Attorney, but rather opportunities to incentivize enhancements that benefit the surrounding neighborhood. She noted that while a project may meet all code requirements, Council and Planning Commission review can allow for discussion, flexibility, and community input to encourage site improvements that support long term community interests.

Planning Manager Shay explained that site plan review is not a negotiated approval, unlike a planned unit development. He stated that staff and Council may offer suggestions to enhance a project but cannot require changes beyond adopted code standards. He noted that while enhancements such as additional lighting or design adjustments may be encouraged, applicants who meet all minimum requirements are not obligated to incorporate those suggestions.

Council Member Scales expressed concern that suggestions from staff may be perceived by applicants as mandatory requirements and stated that this issue prompted his concern.

Council Member Murphy stated that the issue is a matter of policy and emphasized the importance of allowing Council the opportunity to discuss potential enhancements with developers, noting that residents often raise concerns directly with Council Members.

Mayor Dietrich noted that similar discussion occurred at the Planning Commission.

The amendments also change financial guarantees for Site Improvement Performance Agreements (SIPA's) from 125% to 100%. Final Planned Unit Developments would no longer require Planning

Commission review before going to City Council. The Waiver of Platting is proposed to be removed from code.

Application review data from 2015 to 2025 shows a total of 581 applications, with 45 applications including a final PUD or Site Plan Review. Of those 45 applications, 14 would still have been seen by the Planning Commission due to associated approvals. A total of 31 applications in the last 10 years would not have been seen by the Planning Commission, including 10 Site Plan Reviews and 21 Final Planned Unit Developments, representing a 5.3% decrease in applications reviewed by the Planning Commission. The Northwest area environmental studies are used to inform the City to prepare for development and do not have a clear nexus to tie to development.

The Planning Commission reviewed the amendments and recommended approval of changes related to Variances, Substantially Similar Uses, the Northwest Area Environmental Studies Fee, and Waiver of Platting. The Commission provided no recommendation on Conditional Use Permits and Site Plan Review and recommended denial of changes related to Interim Use Permits and Final Planned Unit Development.

The recommended action is for the Council to provide direction to staff on the proposed Ordinance amendments, after which staff will prepare an Ordinance for action at a future Council meeting

Council Member T'Kach asked staff to review the existing environmental fee and the proposed changes.

Planning Manager Shay stated that the environmental studies fee applies to development in the northwest area and is currently set at $80 per gross acre, established in 2004 to recover the cost of environmental studies completed as part of the AUAR. He explained that changes in State law and recent court decisions have clarified the need for a direct nexus between development fees and specific properties. Staff is proposing removal of the fee due to concerns that the studies cannot be directly tied to individual developments and primarily serve as general planning guidance for the City.

Council Member T'Kach asked whether larger developments would still be required to complete site specific environmental studies beyond the AUAR.

Planning Manager Shay explained that additional environmental studies are not required for development within the northwest area because the AUAR has already addressed environmental review for that area. He noted that projects outside the northwest area may require an environmental review, such as an EAW, EIS, or AUAR, depending on the type and intensity of development and applicable State thresholds.

Council Member T'Kach asked whether the developer would be responsible for those environmental review costs.

Planning Manager Shay confirmed that the developer would be responsible for those costs.

Council Member Murphy stated that he generally supported the proposed changes, including revisions to application materials, variances, determinations of substantially similar use, fee removal, and waiver of platting. He asked for clarification regarding the conditional use permit language, specifically questioning how requiring a supermajority vote removes an applicant's expectation of approval and noting that the outcome is the same whether approval is by a 3/5 or 4/5 vote.

Director Ziemer explained that conditional use permits apply to uses that are otherwise allowed but require additional conditions to address potential impacts. He stated that while applicants who meet all established standards may generally expect approval, requiring a supermajority vote reduces that expectation by raising the approval threshold. He noted that a supermajority requires broader consensus, particularly when fewer Council Members are present, thereby emphasizing that approval is not presumed even when minimum requirements are met.

Council Member Murphy acknowledged the explanation regarding situations with fewer Council Members present but sought further clarification on the practical effect of the supermajority requirement. He questioned whether a legal basis is required to deny an application and asked how the outcome differs between a 3/5 and 4/5 vote if no legal grounds for denial exist.

Director Ziemer stated that if an applicant complies with all applicable standards and conditions in the City Code, a legal basis would be required to deny the request.

Council Member Murphy stated that he supports the initial proposed changes but is not comfortable with revisions related to interim use permits, conditional use permits, site plan review, or final planned unit developments. He emphasized the importance of transparency and Council awareness of projects, noting that residents often communicate concerns directly to Council Members. He characterized the issue as a policy matter and expressed interest in further discussion regarding the supermajority voting thresholds.

Council Member Scales referenced the Planning Commission recommendations and stated that he supported all recommended approvals, as well as the Planning Commission's recommendation for denial where applicable.

Mayor Dietrich clarified that the conditional use permit and site plan review would be denied.

Council Member Murphy stated that he agreed with the same position.

Council Member Gliva stated that she likewise agreed.

Council Member T'Kach stated that she shared similar concerns and emphasized the importance of ensuring applicants understand they can revise a proposal or appeal an administrative denial. She expressed concern that the proposed changes could reduce transparency and public involvement, particularly with respect to interim use permits, conditional use permits, and site plan review. She asked staff to explain how a prior development at 80th Street and Blaine Avenue would have been processed under the proposed rules and how community and neighborhood input may have differed.

Planning Manager Shay stated that the church redevelopment required a Comprehensive Plan amendment, which is not proposed to change under the ordinance. He explained that public input for that project would have remained the same and that the proposed changes would not have altered the review process. He added that items receiving a no recommendation from the Planning Commission would be treated as denials.

Mayor Dietrich stated that she concurred with the direction outlined by the Council.

The Council directed staff to proceed with administrative approval for variances, determinations of substantially similar uses, removal of the northwest area environmental studies fee, and waiver of platting.

The Council denied moving forward with administrative approval for conditional use permits, site plan review, interim use permits, and final planned unit developments.

8. <u>PUBLIC COMMENT</u>

Matt Mills, Agate Trail Matt Mills, Agate Trail, expressed concern that recent federal enforcement activity has created fear among residents and businesses and urged the Council and Mayor to publicly address the issue and support affected community members.

Cassandra Izivera, Upper 71st Street East, expressed concern about fear among residents related to immigration enforcement, noting that some community members are afraid to leave their homes. She acknowledged communication with the Police Chief but expressed concern about the lack of a public response from City leadership and urged the Council and Mayor to address the issue and support affected residents.

Tanner Livesay, 1073 Waterloo Avenue, West St Paul, stated that a community crisis is emerging, citing a rapid increase in mutual aid needs at Emerald Hills Village and attributing the rise to fear, confusion, and isolation among residents. He urged the City to reduce harm by improving clarity and trust and requested three actions: issuing multilingual "know your rights" information, hosting a multilingual tenant rights and safety meeting with trusted partners in a community setting, and establishing a reliable City point of contact for residents to receive accurate information and report concerns.

Mary, Inver Grove Heights resident, expressed agreement with prior comments and commended the Inver Grove Heights Police Department and staff for their leadership and community support despite limited resources.

9. MAYOR AND COUNCIL COMMENTS:

Mayor Dietrich thanked those who addressed the Council and stated that their comments were heard. She noted that she had issued a public statement and proceeded to read it. She emphasized that City police personnel do not participate in federal immigration enforcement and do not have information related to those activities.

The City of Inver Grove Heights is aware of federal law enforcement agents operating within the community. These agents are acting on behalf of the federal government and are not under the direction or control of the City. The Inver Grove Heights Police Department does not participate in federal immigration enforcement and is typically not notified of federal operations.

The City's primary responsibility remains the health, safety, and well-being of all IGH residents. Local law enforcement will continue to focus on local public safety responsibilities, including responding to emergencies and preventing crime. Residents should continue to call 911 in the event of an emergency.

The City will continue to monitor the current situation and share any updates as they are made available. Your safety and well-being remain a top priority. City staff and the City Council appreciate the community's cooperation and partnership in maintaining a safe and respectful environment for all.

Council Member T'Kach thanked those in attendance and emphasized the importance of providing know your rights education and training for residents. She expressed willingness to work with others to support these efforts and noted concerns about ongoing fear affecting public safety, employment, housing stability, and access to necessities.

Council Member Gliva expressed appreciation for the Police Chief and police officers for their work in keeping the community safe.

10. ADJOURN:

Motion to Adjourn at 7:13 p.m. by Murphy, second by Gliva.
Ayes: 5
Nays: 0 Motion carried.

Minutes prepared by Recording Secretary Tammy Greenlee

CITY OF INVER GROVE HEIGHTS

Agenda Item 5.D.

Request for Council Action

SUBJECT: Approval of Disbursements

MEETING DATE: February 9, 2026
ITEM TYPE: Consent Agenda
CONTACT: Amy Hove, Finance Director, 651.450.2521

ACTION REQUESTED
The Council is asked to adopt the attached resolution, approving disbursements for the period of January 21, 2026 – February 3, 2026 & the December 2025 credit card purchases.

BACKGROUND
The following chart represents a summary by fund type of the disbursements processed during the period of January 21, 2026 – February 3, 2026 & the December 2025 credit card purchases. Disbursement details are attached to this memo.

Fund Type	Amount
General Fund	$880,899.52
Special Revenue	48,637.86
Debt Service	2,226,055.01
Capital Projects	483,430.61
Enterprise	1,308,790.87
Internal Service	123,833.16
Escrows	30,739.27
Total - All Funds	$5,102,386.30

FISCAL IMPACT
The disbursements are within adopted budgets for the associated funds or have otherwise been approved by the Council.

RECOMMENDATION
Staff recommends approval of the disbursements as presented.

ATTACHMENTS
1. Resolution 02.09.2026
2. Disbursements Listing (1.21.2026 - 2.3.2026)
3. Disbursements Listing (12.2025 Credit Cards)

CITY OF INVER GROVE HEIGHTS
DAKOTA COUNTY, MINNESOTA

RESOLUTION NO. _____

RESOLUTION APPROVING DISBURSEMENTS FOR THE PERIOD OF JANUARY 21, 2026 – FEBRUARY 3, 2026 & THE DECEMBER 2025 CREDIT CARD PURCHASES.

WHEREAS, a detailed listing of disbursements for the period of January 21, 2026 – February 3, 2026 & the December 2025 credit card purchases was presented to council for approval.

NOW, THEREFORE BE IT RESOLVED, BY THE CITY OF INVER GROVE HEIGHTS: Payment of the disbursements for the following fund types are approved:

Fund Type	Amount
General Fund	$880,899.52
Special Revenue	48,637.86
Debt Service	2,226,055.01
Capital Projects	483,430.61
Enterprise	1,308,790.87
Internal Service	123,833.16
Escrows	30,739.27
Total - All Funds	$5,102,386.30

Approved by the City of Inver Grove Heights, Minnesota this 9th day of February 2026.

____
Brenda Dietrich, Mayor

ATTEST:

____
Rebecca Kiernan, City Clerk

Expense Approval Report
By Fund

City of Inver Grove Heights

Payment Dates 1/21/2026 - 2/3/2026

Vendor Name	Payable Number	Post Date	Description (Item)	Account Number	Amount
Fund: 101 - GENERAL FUND					
AXON ENTERPRISES, INC.	CNUS018727	12/31/2024	Amendment Credit	101.2000.000.5395	-19,185.60
AXON ENTERPRISES, INC.	CNUS018949	02/13/2025	Axon Fleet Credit 5/24	101.2000.000.5395	-4,796.40
DELEGARD TOOLS	515964/1	12/22/2025	M18 Batteries/Rapid Charger/...	101.2000.000.5179	2,165.92
STREICHER'S	I1800731	12/22/2025	Ammo .223 (x9 cases) 9mm (x...	101.2000.000.5179	2,791.80
INNOVATIVE OFFICE SOLUTIO...	IN5014575	12/22/2025	Plan-a-Year Wall Calendar	101.4300.459.5105	96.36
ASPEN MILLS	367634	12/23/2025	Body armor/carrier - Koeppen	101.2000.000.5175	1,237.47
C & A ASSOCIATES INC	66303	12/23/2025	Currency counter	101.2000.000.5160	4,385.00
GLASSING FLORIST	00432610	12/31/2025	Decor for state of the city 2025	101.1000.000.5190	685.00
GLASSING FLORIST	00432999	12/31/2025	flower for cake table - state of...	101.1300.000.5190	16.22
GALLS LLC	033657510	12/31/2025	Pants & handcuffs - Harrington	101.2000.000.5175	327.99
GALLS LLC	033680357	12/31/2025	Cold Weather T-shirt - Decker	101.2000.000.5175	130.00
GALLS LLC	033695102	12/31/2025	Boots - Harrington	101.2000.000.5175	151.76
HOLIDAY COMPANIES	080901012600	12/31/2025	Car washes 12.2025	101.2000.000.5410	255.00
LANGUAGE LINE SERVICES	11801805	12/31/2025	Interpretation services 12.2025	101.2000.000.5310	520.40
SOCCER SHOTS	12/15/2025	12/31/2025	Soccer shots preschool service...	101.4300.454.5310	2,850.00
CAMPBELL KNUTSON, P.A.	12/31/2025	12/31/2025	City Attorney Prosecution Mat...	101.2000.000.5306	20,189.76
DAKOTA COUNTY FIRE CHIEFS...	12/31/2025	12/31/2025	2025 Annual Dues	101.2200.000.5335	100.00
JONES & BARTLETT PUBLISHE...	1226455	12/31/2025	books for firefighter academy	101.2200.424.5179	3,148.69
RED STAR PICTURES LLC	152900	12/31/2025	Shipping charges for AV equi...	101.4300.459.5160	60.00
FIRST IMPRESSION GROUP	175857	12/31/2025	School flyer w/rec programs &...	101.4300.459.5333	232.00
FIRST IMPRESSION GROUP	175910	12/31/2025	Business Cards - Amy Looze	101.1300.000.5105	55.00
FIRST IMPRESSION GROUP	176231	12/31/2025	Business Cards - Keeton	101.2000.000.5105	75.00
FIRST IMPRESSION GROUP	176239	12/31/2025	new poster for student art dis...	101.1300.000.5310	75.00
FIRST IMPRESSION GROUP	176343	12/31/2025	Business cards - Chiodo, haugl...	101.2000.000.5105	300.00
FIRST IMPRESSION GROUP	176444P	12/31/2025	Insights postage winter 2025	101.1300.000.5325	3,803.87
KENNEDY & GRAVEN	191736	12/31/2025	General City Business 12.2025	101.1000.000.5305	12,826.42
KENNEDY & GRAVEN	191736	12/31/2025	HR and Personnel Matters 12....	101.1120.000.5305	352.00
KENNEDY & GRAVEN	191737	12/31/2025	Antenna Lease Services	101.1000.000.5305	96.00
ADVANCED GRAPHIX, INC.	218425	12/31/2025	Locker name decals x12	101.2000.000.5190	46.20
FRATTALONE COMPANIES INC	2512039	12/31/2025	2025 concrete recycling	101.4200.000.5389	190.00
COLLINS ELECTRICAL CONST.	254325.01	12/31/2025	Traffic Signal Maintenance	101.3200.000.5415	1,556.62
KIRI ANN FAUL	2607	12/31/2025	Pre-employment evals - Ortiz ...	101.2000.000.5310	1,330.00
RAPP STRATEGIES INC	2659	12/31/2025	Messaging/Q&A - HHOF locati...	101.1300.000.5310	7,500.00
CUSTOMIZED FIRE RECUE TRA...	3290	12/31/2025	2025 live burn training	101.2200.000.5340	4,000.00
ASPEN MILLS	368434	12/31/2025	Shirts, pants, vests & embroid...	101.2000.000.5175	1,068.53
SHORT ELLIOTT HENDRICKSON...	502163	12/31/2025	Bridge Inspections	101.3100.000.5310	1,995.00
HOLMES DESIGN, INC.	5657	12/31/2025	Graphic design services 12.20...	101.4300.459.5310	1,120.00
HOLMES DESIGN, INC.	5658	12/31/2025	Design Srvcs - Meetings & crea...	101.1300.000.5310	2,407.50
ZEN ENDEAVORS, INC.	61778v1	12/31/2025	Craft services provided at Bre...	101.4300.453.5310	450.00
VALLEY IMAGES PHOTOGRAP...	6349	12/31/2025	New officer photo - Lozano	101.2000.000.5310	50.00
DEDHAM SPORTSMEN'S CENT...	69985	12/31/2025	Shield Arms (x3)	101.2000.000.5190	538.50
STERICYCLE INC	8012882521	12/31/2025	Shred-it services 11.2025	101.2000.000.5310	112.65
BOUND TREE MEDICAL LLC	86039861	12/31/2025	Medical supply bags (x14)	101.2000.000.5190	1,879.95
BOUND TREE MEDICAL LLC	86042013	12/31/2025	Emergency medical supply ba...	101.2000.000.5190	3,383.91
BILL HICKS & CO., LTD	9124647-00	12/31/2025	Ammunition Delivery	101.2000.000.5179	20,143.28
GRAINGER	9747615210	12/31/2025	Mop bucket & wringer	101.4200.000.5125	111.33
JOHNSON FITNESS & WELLNE...	IGHPD-01132026	12/31/2025	PD Dept. Therapy Sessions 12...	101.2000.000.5312	2,818.75
GEOTAB USA, INC.	IN467730	12/31/2025	ProPlus Plan 12.2025	101.2000.000.5395	283.43
ST. PAUL PIONEER PRESS	SPA7307	12/31/2025	Development Fees	101.5100.000.5330	25.36
ST. PAUL PIONEER PRESS	SPA8424	12/31/2025	Ordinance 1519 Fee Schedule ...	101.1140.000.5330	36.67
ST. PAUL PIONEER PRESS	SPA8425	12/31/2025	Ordinance 1520 Removal of f...	101.1140.000.5330	38.67
ST. PAUL PIONEER PRESS	SPA8426	12/31/2025	Ordinance 1520 Removal of f...	101.1140.000.5330	56.62
ST. PAUL PIONEER PRESS	SPA8427	12/31/2025	Summary Budget Statement 1...	101.1800.000.5330	478.80

Vendor Name	Payable Number	Post Date	Description (Item)	Account Number	Amount
ST. PAUL PIONEER PRESS	SPA8995	12/31/2025	Warning - An aeration system,...	101.4200.000.5330	171.00
ST. PAUL PIONEER PRESS	SPA8997	12/31/2025	Brian Bischoff - Case No. 25-3...	101.5100.000.5330	31.35
APWA	000916029	01/22/2026	2026 APWA Dues (Merchlewic...	101.3100.000.5335	822.00
TRI-COUNTY LAW ENFORCEM...	00144	01/22/2026	2026 Membership Renewal	101.2000.000.5335	90.00
MACIA	00803	01/22/2026	2026 Membership Dues - Hei...	101.2000.000.5335	75.00
GALLS LLC	033664627	01/22/2026	Earpiece - Rose	101.2000.000.5160	75.20
DRONESENSE, INC.	2025-0696	01/22/2026	2026 UAS License	101.2000.000.5335	1,700.00
ADVANCED GRAPHIX, INC.	218424	01/22/2026	New patch helmet decals, wall...	101.2000.000.5190	1,367.50
MINNESOTA CHIEFS OF POLICE...	22148	01/22/2026	2026 membership dues	101.2000.000.5335	513.00
TAHO SPORTSWEAR	25TS06102	01/22/2026	T-shirts for fall volleyball leag...	101.4300.455.5190	230.50
MID-STATES ORGANIZED CRI...	2601208-IN	01/22/2026	2026 Membership	101.2000.000.5335	200.00
ALEX PRO FIREARMS, LLC.	26158	01/22/2026	Rifle Sight/Scope	101.2000.000.5179	1,100.00
VALLEY IMAGES PHOTOGRAP...	3143	01/22/2026	Cadet Portraits - Gohr & Ahem	101.2000.000.5310	100.00
VALLEY IMAGES PHOTOGRAP...	3144	01/22/2026	New employee photos - Watt...	101.2000.000.5310	100.00
CIVICPLUS, LLC	355694	01/22/2026	Social media archive - annual ...	101.1300.000.5395	7,188.00
LEADSONLINE LLC	421525	01/22/2026	LeadsOnline Annual Subscript...	101.2000.000.5395	4,805.00
CINTAS CORPORATION	4255979415	01/22/2026	Uniforms Laundry -Streets	101.3200.000.5175	315.76
CINTAS CORPORATION	4255979415	01/22/2026	Uniforms Laundry -Parks	101.4200.000.5175	25.50
BCA BUREAU OF CRIMINAL A...	44388	01/22/2026	DMT Recertification Training -...	101.2000.000.5340	75.00
MN NCPERS LIFE INSURANCE	542000012026	01/22/2026	1.2026 Premium	101.0000.000.2024	208.00
HOLMES DESIGN, INC.	5659	01/22/2026	winter insights layout	101.1300.000.5310	2,062.50
INNOVATIVE OFFICE SOLUTIO...	IN5027251	01/22/2026	Pens, notepads, air dusters & ...	101.2000.000.5105	134.36
AXON ENTERPRISES, INC.	INUS414188	01/22/2026	Body camera & charging dock...	101.2000.000.5310	227.99
AXON ENTERPRISES, INC.	INUS414627	01/22/2026	Axon Fleet + TAP Renewal	101.2000.000.5310	21,656.87
AXON ENTERPRISES, INC.	INUS414806	01/22/2026	Pro License Renewal	101.2000.000.5310	3,378.96
AXON ENTERPRISES, INC.	INUS414848	01/22/2026	Equipment + FUSUS Renewal	101.2000.000.5310	12,808.02
TARGET SOLUTIONS LEARNING	INV133026	01/22/2026	Guardian Tracking software li...	101.2000.000.5395	2,744.34
LEXIPOL LLC	INVLEX11262678	01/22/2026	2026 Lexipol annual subscripti...	101.2000.000.5395	19,743.92
3SI SECURITY SYSTEMS INC	SO966302	01/22/2026	2026 Stealth Tracking Service ...	101.2000.000.5395	1,200.00
TRACKER PRODUCTS LLC	TPINV-005126	01/22/2026	2026 Tracker License	101.2000.000.5395	5,400.00
PERA	INV0233004	01/23/2026	EMPLOYER SHARE (EXTRA PE...	101.0000.000.2225	244.01
PERA	INV0233004	01/23/2026	PERA COORDINATED PLAN	101.0000.000.2225	3,172.10
PERA	INV0233004	01/23/2026	EMPLOYER SHARE (POLICE & F...	101.0000.000.2225	163.73
PERA	INV0233004	01/23/2026	PERA POLICE & FIRE PLAN	101.0000.000.2225	109.17
EFTPS	INV0233005	01/23/2026	SOCIAL SECURITY WITHHOLDI...	101.0000.000.2210	5,009.72
EFTPS	INV0233005	01/23/2026	MEDICARE WITHHOLDING	101.0000.000.2211	2,990.22
EFTPS	INV0233005	01/23/2026	FEDERAL WITHHOLDING	101.0000.000.2213	5,091.28
MN DEPT OF REVENUE (PAYR...	INV0233006	01/23/2026	STATE WITHHOLDING	101.0000.000.2215	2,841.26
ICMA RETIREMENT TRUST - 4...	INV0233007	01/23/2026	457 - ROTH AGE 50+	101.0000.000.2038	20.00
ICMA RETIREMENT TRUST - 4...	INV0233007	01/23/2026	457 -AGE <49 %	101.0000.000.2038	11,656.32
ICMA RETIREMENT TRUST - 4...	INV0233007	01/23/2026	457 -AGE <49	101.0000.000.2038	5,761.38
ICMA RETIREMENT TRUST - 4...	INV0233007	01/23/2026	457 - ROTH AGE <50 %	101.0000.000.2038	2,164.73
ICMA RETIREMENT TRUST - 4...	INV0233007	01/23/2026	457 -AGE 50+	101.0000.000.2038	1,950.29
ICMA RETIREMENT TRUST - 4...	INV0233007	01/23/2026	457 - ROTH AGE <50	101.0000.000.2038	1,046.00
ICMA RETIREMENT TRUST - 4...	INV0233007	01/23/2026	457 PLAN -AGE 50+ %	101.0000.000.2038	1,650.00
ICMA RETIREMENT TRUST - 4...	INV0233007	01/23/2026	ROTH IRA (AGE 50 & OVER)	101.0000.000.2039	738.46
ICMA RETIREMENT TRUST - 4...	INV0233007	01/23/2026	ROTH IRA (AGE 49 & UNDER)	101.0000.000.2039	4,112.80
ICMA RETIREMENT TRUST - 4...	INV0233007	01/23/2026	ROTH-AGE <49 %	101.0000.000.2039	232.36
AFSCME COUNCIL 5	INV0233008	01/23/2026	UNION DUES (AFSCME FULL S...	101.0000.000.2041	854.28
AFSCME COUNCIL 5	INV0233008	01/23/2026	UNION DUES (AFSCME FULL S...	101.0000.000.2041	47.46
MN DEPARTMENT OF HUMAN...	INV0233009	01/23/2026	CASE #000115468905	101.0000.000.2220	69.22
MN DEPARTMENT OF HUMAN...	INV0233009	01/23/2026	CASE #001570640001	101.0000.000.2220	136.59
MN DEPARTMENT OF HUMAN...	INV0233009	01/23/2026	CASE #001563363401	101.0000.000.2220	445.31
TEXAS STATE DISBURSEMENT...	INV0233010	01/23/2026	CASE #0012022247	101.0000.000.2220	230.77
WI SCTF (WI SUPPORT COLLEC...	INV0233011	01/23/2026	PARTICIPANT ID#0004986316	101.0000.000.2220	433.06
IGH FIRE RELIEF ASSN	INV0233012	01/23/2026	MEMBERSHIP DUES - FIRE REL...	101.0000.000.2041	385.22
IGH FIRE RELIEF ASSN	INV0233012	01/23/2026	MEMBERSHIP DUES - FIRE REL...	101.0000.000.2041	286.38
MEDSURETY ACH ONLY	INV0233013	01/23/2026	HSA ELECTION-FAMILY	101.0000.000.2031	5,436.94
MEDSURETY ACH ONLY	INV0233013	01/23/2026	HSA ELECTION-SINGLE	101.0000.000.2031	6,932.71
IGH PROFESSIONAL FIREFIGHT...	INV0233014	01/23/2026	UNION DUES (IAFF)	101.0000.000.2041	581.55

Vendor Name	Payable Number	Post Date	Description (Item)	Account Number	Amount
MN STATE RETIREMENT SYST...	INV0233015	01/23/2026	MINNESOTA DEFERRED COM...	101.0000.000.2038	2,167.30
MN STATE RETIREMENT SYST...	INV0233015	01/23/2026	457 ROTH IRA (AGE 49 & UND...	101.0000.000.2038	1,068.00
MN STATE RETIREMENT SYST...	INV0233015	01/23/2026	MINNESOTA DEFERRED COM...	101.0000.000.2038	845.89
PERA	INV0233016	01/23/2026	EMPLOYER SHARE (EXTRA PE...	101.0000.000.2225	4,546.55
PERA	INV0233016	01/23/2026	PERA DEFINED PLAN	101.0000.000.2225	15.77
PERA	INV0233016	01/23/2026	PERA POLICE & FIRE PLAN	101.0000.000.2225	37,864.11
PERA	INV0233016	01/23/2026	EMPLOYER SHARE (POLICE & F...	101.0000.000.2225	56,796.23
PERA	INV0233016	01/23/2026	PERA COORDINATED PLAN	101.0000.000.2225	59,105.92
PERA	INV0233016	01/23/2026	EMPLOYER SHARE (PERA DEFI...	101.0000.000.2225	15.77
EFTPS	INV0233017	01/23/2026	SOCIAL SECURITY WITHHOLDI...	101.0000.000.2210	62,293.00
EFTPS	INV0233017	01/23/2026	MEDICARE WITHHOLDING	101.0000.000.2211	23,982.56
EFTPS	INV0233017	01/23/2026	FEDERAL WITHHOLDING	101.0000.000.2213	81,387.99
MN DEPT OF REVENUE (PAYR...	INV0233018	01/23/2026	STATE WITHHOLDING	101.0000.000.2215	36,382.57
ICMA RETIREMENT TRUST - 4...	INV0233020	01/23/2026	457 -AGE <49 %	101.0000.000.2038	91.70
PERA	INV0233021	01/23/2026	EMPLOYER SHARE (POLICE & F...	101.0000.000.2225	88.41
PERA	INV0233021	01/23/2026	PERA POLICE & FIRE PLAN	101.0000.000.2225	58.95
PERA	INV0233021	01/23/2026	PERA COORDINATED PLAN	101.0000.000.2225	129.66
PERA	INV0233021	01/23/2026	EMPLOYER SHARE (EXTRA PE...	101.0000.000.2225	9.97
EFTPS	INV0233022	01/23/2026	SOCIAL SECURITY WITHHOLDI...	101.0000.000.2210	123.70
EFTPS	INV0233022	01/23/2026	MEDICARE WITHHOLDING	101.0000.000.2211	43.42
EFTPS	INV0233022	01/23/2026	FEDERAL WITHHOLDING	101.0000.000.2213	230.02
MN DEPT OF REVENUE (PAYR...	INV0233023	01/23/2026	STATE WITHHOLDING	101.0000.000.2215	86.06
BJORKLUND COMPENSATION ...	00004766	01/29/2026	Job description changes - firef...	101.1120.000.5310	150.00
CONWAY, TYLER	0092356B	01/29/2026	Photobooth services for Princ...	101.4300.453.5310	150.00
CENTURY LINK	1/19/2026	01/29/2026	phone line for alarm system	101.2200.000.5320	55.85
PERFORMANCE PLUS LLC	12122091	01/29/2026	annual medical evaluation - R...	101.2200.000.5312	97.00
MN FIRE SERVICE CERT BOARD	15136	01/29/2026	Firefighter II Retest -Fordice	101.2200.000.5340	75.00
COMPASS MINERALS AMERIC...	1606030	01/29/2026	De-icing Salt	101.3200.000.5125	3,793.16
FINNLYTECH INC	2057	01/29/2026	Rec Facility Software- Annual ...	101.4300.459.5395	6,687.32
DAKOTA UNLIMITED INC	421215	01/29/2026	Park sign materials	101.3200.000.5125	1,078.56
CINTAS CORPORATION	4256741873	01/29/2026	Uniform Laundry - Streets	101.3200.000.5175	171.79
CINTAS CORPORATION	4256741873	01/29/2026	Uniform Laundry - Parks	101.4200.000.5175	25.50
STREAMLINE DESIGN INC	44021	01/29/2026	T-shirt prints + shipping (40)	101.2200.000.5175	548.80
STREAMLINE DESIGN INC	44023	01/29/2026	recruit uniform T-shirts	101.2200.000.5175	466.40
STREAMLINE DESIGN INC	44030	01/29/2026	NDFTA instructor T-shirts	101.2200.424.5175	322.34
ROBERT JAMES BEALKE	792409	01/29/2026	DJ services for Princess Dance	101.4300.453.5310	450.00
DAKOTA 911	AR-0000001357	01/29/2026	Dakota 911 Capital Fees 01.20...	101.2000.000.5313	1,564.50
DAKOTA 911	AR-0000001357	01/29/2026	Dakota 911 Fees 01.2026	101.2000.000.5313	74,550.60
DAKOTA 911	AR-0000001357	01/29/2026	Dakota 911 Fees 01.2026	101.2200.000.5313	8,283.40
DAKOTA 911	AR-0000001357	01/29/2026	Dakota 911 Capital Fees 01.20...	101.2200.000.5313	1,564.50
AXON ENTERPRISES, INC.	INUS414571	01/29/2026	2026 Body Camera, Taser Lice...	101.2000.000.5310	130,692.47
TRI-STATE BOBCAT INC.	P52742	01/29/2026	Saw supplies for tree work	101.3200.000.5125	81.25
TRI-STATE BOBCAT INC.	P53121	01/29/2026	Chain Saw Parts	101.3200.000.5125	20.36
DAKOTA COUNTY PROP TAXAT...	TNT2026-20	01/29/2026	2026 TNT Processing	101.1800.000.5310	2,628.82
				Fund 101 - GENERAL FUND Total:	**838,700.69**
Fund: 102 - PUBLIC SAFETY SMALL EQUIPMENT FUND					
AXON ENTERPRISES, INC.	INUS349370	06/27/2025	Axon- BWC License Pro Bundle	102.2000.000.5160	8,538.68
				Fund 102 - PUBLIC SAFETY SMALL EQUIPMENT FUND Total:	**8,538.68**
Fund: 201 - C.V.B. FUND					
CATHERINE PIEPER	10170	12/31/2025	Google, Facebook Ads & Cam...	201.5600.000.5330	1,130.54
MILLER, LILLYANNA	1/14/2026	01/29/2026	Reimb Printer Ink, Paper, Ship...	201.5600.000.5105	88.39
MILLER, LILLYANNA	1/14/2026	01/29/2026	Reimb-Mailed guides to MSP f...	201.5600.000.5325	118.68
MILLER, LILLYANNA	1/14/2026	01/29/2026	Reimb- Mailed guides to Brain...	201.5600.000.5325	39.56
RADANT, KAYLEE MARIE	1/16/2026	01/29/2026	Holiday in the Heights-2nd Pla...	201.5600.000.5490	150.00
				Fund 201 - C.V.B. FUND Total:	**1,527.17**
Fund: 205 - COMMUNITY CENTER-OPERATING FUND					
HORIZON COMMERCIAL POOL...	INV118667	10/02/2025	Spa parts	205.4420.000.5150	259.74
INNOVATIVE OFFICE SOLUTIO...	SCN-134200	12/17/2025	Returned Dry Erase Board	205.4410.470.5105	-49.48
INNOVATIVE OFFICE SOLUTIO...	IN5013915	12/19/2025	VMCC sidewalk salt	205.4420.000.5190	60.71

Vendor Name	Payable Number	Post Date	Description (Item)	Account Number	Amount
INNOVATIVE OFFICE SOLUTIO…	IN5013915	12/19/2025	VMCC sidewalk salt	205.4430.000.5190	40.47
INNOVATIVE OFFICE SOLUTIO…	IN5013915	12/19/2025	VMCC sidewalk salt	205.4440.000.5190	75.88
INNOVATIVE OFFICE SOLUTIO…	IN5013915	12/19/2025	VMCC sidewalk salt	205.4450.481.5190	25.29
INNOVATIVE OFFICE SOLUTIO…	IN5014575	12/22/2025	Plan-a-Year Wall Calendar	205.4410.470.5105	24.09
FIRST IMPRESSION GROUP	175857	12/31/2025	School flyer w/rec programs &…	205.4410.472.5333	348.00
DANIEL BAUER - TRUE MECH…	2566	12/31/2025	Grove boiler checks 12.2025	205.4420.000.5310	243.00
DANIEL BAUER - TRUE MECH…	2566	12/31/2025	Grove boiler checks 12.2025	205.4430.000.5310	162.00
HOLMES DESIGN, INC.	5657	12/31/2025	Graphic design services 12.20…	205.4410.472.5310	1,680.00
COMCAST	8772105910127188X111225	12/31/2025	VMCC Cable 11.21 - 12.20.20…	205.4410.470.5335	328.68
TWIN SOURCE SUPPLY	00520612	01/22/2026	Cleaning wipes & Hand sanitiz…	205.4430.000.5125	198.92
FIRST IMPRESSION GROUP	176378	01/22/2026	2026 Guest Passes	205.4410.471.5190	315.00
KENDELL DOORS & HARDWARE	IN125254	01/22/2026	Arena door handle	205.4440.000.5125	253.00
OXYGEN SERVICE COMPANY, …	0008905004	01/29/2026	CO2 rental - pool	205.4420.000.5125	400.00
TWIN SOURCE SUPPLY	00520563	01/29/2026	Spray bottles & hand soap	205.4420.000.5125	67.21
TWIN SOURCE SUPPLY	00520563	01/29/2026	Spray bottles & hand soap	205.4430.000.5125	44.81
TWIN SOURCE SUPPLY	00520563	01/29/2026	Spray bottles & hand soap	205.4440.000.5125	84.02
TWIN SOURCE SUPPLY	00520563	01/29/2026	Spray bottles & hand soap	205.4450.481.5125	28.00
TWIN SOURCE SUPPLY	00520994	01/29/2026	Towels & toilet paper - VMCC	205.4420.000.5125	486.02
TWIN SOURCE SUPPLY	00520994	01/29/2026	Towels & toilet paper - VMCC	205.4430.000.5125	324.02
TWIN SOURCE SUPPLY	00520994	01/29/2026	Towels & toilet paper - VMCC	205.4440.000.5125	607.53
TWIN SOURCE SUPPLY	00520994	01/29/2026	Towels & toilet paper - VMCC	205.4450.481.5125	202.51
STZR HOLDINGS LLC	0091972-IN	01/29/2026	Zamboni parts	205.4440.000.5125	680.95
ASCAP	1/14/2026	01/29/2026	2026 ASCAP Music License	205.4410.470.5335	458.00
HETLAND, JASON	2026	01/29/2026	3AA Scorekeeper - 2.11.26	205.4440.000.5310	75.00
SWEENEY, BRIAN	2026	01/29/2026	3AA Scorekeeper - 2.11.26	205.4440.000.5310	75.00
SWEENEY, LOGAN	2026	01/29/2026	3AA Scorekeeper - 2.11.26	205.4440.000.5310	75.00
EDDY, NATHAN	2026	01/29/2026	3AA Scorekeeper - 2.11.26	205.4440.000.5310	75.00
FINNLYTECH INC	2057	01/29/2026	Rec Facility Software- Annual …	205.4410.470.5395	10,030.98
GILBERT MECHANICAL CONTR…	270881	01/29/2026	Pool AHU 2 repair	205.4420.000.5400	1,056.00
COMCAST	8772105910127188X121225	01/29/2026	VMCC Cable 12.21 - 1.20.2026	205.4410.470.5335	328.68
CHEMSEARCH	9474512	01/29/2026	Arena Cooling tower monthly …	205.4440.000.5310	536.78
CHEMSEARCH	9474512	01/29/2026	Arena Cooling tower monthly …	205.4450.481.5310	178.92
KENDELL DOORS & HARDWARE	IN125444	01/29/2026	VMCC- Keys	205.4420.000.5190	97.50
KENDELL DOORS & HARDWARE	IN125444	01/29/2026	VMCC- Keys	205.4430.000.5190	65.00
KENDELL DOORS & HARDWARE	IN125444	01/29/2026	VMCC- Keys	205.4440.000.5190	121.88
KENDELL DOORS & HARDWARE	IN125444	01/29/2026	VMCC- Keys	205.4450.481.5190	40.62
DAXKO ACQUISITION CORPO…	INV358516	01/29/2026	GroupEx Pro - fitness staff ma…	205.4430.000.5395	1,480.00
			Fund 205 - COMMUNITY CENTER-OPERATING FUND Total:		**21,584.73**
Fund: 206 - COMMUNITY CENTER-CAPITAL FUND					
CREATIVE COLOR INC	30421-1	01/22/2026	Wall mural for indoor playgro…	206.4410.470.5310	1,748.75
CREATIVE COLOR INC	30375	01/29/2026	Site survey for indoor playgro…	206.4410.470.5310	125.00
			Fund 206 - COMMUNITY CENTER-CAPITAL FUND Total:		**1,873.75**
Fund: 290 - EDA-OPERATING FUND					
KENNEDY & GRAVEN	191736	12/31/2025	HHOF Property Acquisition & …	290.5800.000.5305	2,789.50
BRAUN INTERTEC CORPORATI…	IN1001011	12/31/2025	McGroarty Park Geotechnical …	290.5800.000.5310	15,535.70
			Fund 290 - EDA-OPERATING FUND Total:		**18,325.20**
Fund: 365 - G.O. BONDS 2015A-STREET PROJECTS					
EHLERS AND ASSOCIATES, INC.	2026	01/28/2026	Principal - 2015A Bonds	365.6000.000.5700	555,000.00
EHLERS AND ASSOCIATES, INC.	2026	01/28/2026	Interest - 2015A Bonds	365.6000.000.5710	49,875.00
			Fund 365 - G.O. BONDS 2015A-STREET PROJECTS Total:		**604,875.00**
Fund: 367 - G.O. REF BONDS 2016A-STREET PROJECTS (2009)					
EHLERS AND ASSOCIATES, INC.	2026	01/28/2026	Principal - 2016A Bonds	367.6000.000.5700	530,000.00
EHLERS AND ASSOCIATES, INC.	2026	01/28/2026	Interest - 2016A Bonds	367.6000.000.5710	79,393.75
			Fund 367 - G.O. REF BONDS 2016A-STREET PROJECTS (2009) Total:		**609,393.75**
Fund: 369 - G.O. BONDS 2017B-STREET PROJECTS					
EHLERS AND ASSOCIATES, INC.	2026	01/28/2026	Interest - 2017B Bonds	369.6000.000.5700	24,943.76
EHLERS AND ASSOCIATES, INC.	2026	01/28/2026	Principal - 2017B Bonds	369.6000.000.5700	275,000.00
			Fund 369 - G.O. BONDS 2017B-STREET PROJECTS Total:		**299,943.76**

Vendor Name	Payable Number	Post Date	Description (Item)	Account Number	Amount
Fund: 392 - G.O. CIP BONDS 2018A-FIRE STATION					
EHLERS AND ASSOCIATES, INC.	2026	01/28/2026	Principal - 2018A Bonds	392.6000.000.5700	430,000.00
EHLERS AND ASSOCIATES, INC.	2026	01/28/2026	Interest - 2018A Bonds	392.6000.000.5710	134,292.50
			Fund 392 - G.O. CIP BONDS 2018A-FIRE STATION Total:		**564,292.50**
Fund: 393 - G.O. CIP BONDS 2019A-FIRE STATION					
EHLERS AND ASSOCIATES, INC.	2026	01/28/2026	Principal - 2019A Bonds	393.6000.000.5700	115,000.00
EHLERS AND ASSOCIATES, INC.	2026	01/28/2026	Interest - 2019A Bonds	393.6000.000.5710	32,550.00
			Fund 393 - G.O. CIP BONDS 2019A-FIRE STATION Total:		**147,550.00**
Fund: 402 - PARK ACQUISITION & DEVELOPMENT FUND					
WSB & ASSOCIATES, INC.	R-023629-000-27	12/31/2025	2025. HVP Phase V services	402.4210.000.5310	799.50
			Fund 402 - PARK ACQUISITION & DEVELOPMENT FUND Total:		**799.50**
Fund: 436 - 117TH STREET RECONSTRUCTION					
SRF CONSULTING GROUP, INC	16424.00-20	12/31/2025	117th Street Final Design (FIN…	436.3210.000.5310	2,697.24
SRF CONSULTING GROUP, INC	16424.02-6	12/31/2025	Advance Clear & Grub Contrac…	436.3210.000.5310	2,456.47
			Fund 436 - 117TH STREET RECONSTRUCTION Total:		**5,153.71**
Fund: 440 - PAVEMENT MGMT-LOCAL STREETS					
BITUMINOUS ROADWAYS, INC.	1/8/2026	12/31/2025	2025 PMI Construction	440.3210.000.5610	3,919.51
BITUMINOUS ROADWAYS, INC.	1/8/2026	12/31/2025	2025 PMI Construction	440.3210.000.5610	369,789.20
SHORT ELLIOTT HENDRICKSON…	501158	12/31/2025	2026 PMI Design and Support	440.3210.000.5310	565.92
SHORT ELLIOTT HENDRICKSON…	501158	12/31/2025	2026 PMI Design and Support	440.3210.000.5310	47,251.13
SHORT ELLIOTT HENDRICKSON…	501158	12/31/2025	2026 PMI Design and Support	440.3210.000.5310	11,764.33
SHORT ELLIOTT HENDRICKSON…	501158	12/31/2025	2026 PMI Design and Support	440.3210.000.5310	10,870.22
SHORT ELLIOTT HENDRICKSON…	501158	12/31/2025	2026 PMI Design and Support	440.3210.000.5310	8,497.25
SHORT ELLIOTT HENDRICKSON…	501158	12/31/2025	2026 PMI Design and Support	440.3210.000.5310	4,201.26
SHORT ELLIOTT HENDRICKSON…	501158	12/31/2025	2026 PMI Design and Support	440.3210.000.5310	1,162.99
SHORT ELLIOTT HENDRICKSON…	501158	12/31/2025	2026 PMI Design and Support	440.3210.000.5310	3,295.50
SHORT ELLIOTT HENDRICKSON…	501158	12/31/2025	2026 PMI Design and Support	440.3210.000.5310	3,948.74
WSB & ASSOCIATES, INC.	R-024055-000-23	12/31/2025	2025 PMI Construction Servic…	440.3210.000.5310	8,643.75
			Fund 440 - PAVEMENT MGMT-LOCAL STREETS Total:		**473,909.80**
Fund: 441 - PAVEMENT MGMT-PARTNERSHIP PROJECTS					
SHORT ELLIOTT HENDRICKSON…	501521	12/31/2025	Babcock Trail Construction Se…	441.3220.000.5310	3,567.60
			Fund 441 - PAVEMENT MGMT-PARTNERSHIP PROJECTS Total:		**3,567.60**
Fund: 510 - WATER-OPERATING FUND					
CITY OF EAGAN	12/31/2025	12/31/2025	4th Qtr 2025-Water-Eagan JPA	510.7100.000.5361	48,026.95
FIRST IMPRESSION GROUP	176113	12/31/2025	postage unknown materials le…	510.7100.000.5325	607.81
FIRST IMPRESSION GROUP	176113	12/31/2025	printing unknown materials le…	510.7100.000.5330	1,355.00
APWA	000916029	01/22/2026	2026 APWA Dues - Kramer	510.7100.000.5335	274.00
SUSA	1/8/2026	01/22/2026	2026 SUSA Memberships - Kr…	510.7100.000.5335	300.00
USABLUEBOOK	INV00931586	01/22/2026	Paper towels, gloves, chlorine…	510.7100.000.5125	1,008.04
BAUER SERVICES OF WELCH L…	01132026-8003	01/29/2026	Watermain Break Repair - 70t…	510.7100.000.5415	5,247.50
MN DEPT OF NATURAL RESO…	1/20/2026	01/29/2026	Water Permit - 2025 Water U…	510.7100.000.5310	17,129.97
WATER CONSERVATION SERV…	150549	01/29/2026	Water Main Break Leak Detect…	510.7100.000.5415	425.12
CINTAS CORPORATION	4256902541	01/29/2026	Rug rentals - water treatment…	510.7100.000.5430	301.71
HAWKINS, INC.	7307446	01/29/2026	Chemicals - Water Treatment …	510.7100.000.5135	10.00
HAWKINS, INC.	7313823	01/29/2026	Chemicals - Water Treatment …	510.7100.000.5135	7,866.50
LONE OAK COMPANIES	98637	01/29/2026	1.2026 UB Billing (50%)	510.7100.000.5310	348.98
LONE OAK COMPANIES	98638	01/29/2026	1.2026 UB Delinquent Notices …	510.7100.000.5310	252.60
			Fund 510 - WATER-OPERATING FUND Total:		**83,154.18**
Fund: 520 - SEWER-OPERATING FUND					
CITY OF EAGAN	12/31/2025	12/31/2025	4th Qrt 2025-Sewer-Eagan JPA	520.7200.000.5371	66,451.20
SAFE-FAST, INC.	INV318639	12/31/2025	Safety Equipment Calibration …	520.7200.000.5310	198.00
LONE OAK COMPANIES	98637	01/29/2026	1.2026 UB Billing (50%)	520.7200.000.5310	348.99
LONE OAK COMPANIES	98638	01/29/2026	1.2026 UB Delinquent Notices …	520.7200.000.5310	252.60
			Fund 520 - SEWER-OPERATING FUND Total:		**67,250.79**
Fund: 521 - SEWER-CAPITAL FUND					
EQUIX INTEGRITY, INC.	1/20/2026	12/31/2025	Sewer Cleaning & Televising P…	521.7210.000.5420	166,242.49
EHLERS AND ASSOCIATES, INC.	2026	01/28/2026	Principal - 2017A Sewer Bonds	521.7210.000.5700	315,000.00
EHLERS AND ASSOCIATES, INC.	2026	01/28/2026	Principal - 2015B Sewer Bonds	521.7210.000.5700	300,000.00

Vendor Name	Payable Number	Post Date	Description (Item)	Account Number	Amount
EHLERS AND ASSOCIATES, INC.	2026	01/28/2026	Principal - 2021A Sewer Bonds	521.7210.000.5700	210,000.00
EHLERS AND ASSOCIATES, INC.	2026	01/28/2026	Interest - 2015B Sewer Bonds	521.7210.000.5710	31,125.00
EHLERS AND ASSOCIATES, INC.	2026	01/28/2026	Principal - 2021A Sewer Bonds	521.7210.000.5710	27,125.00
EHLERS AND ASSOCIATES, INC.	2026	01/28/2026	Interest - 2017A Sewer Bonds	521.7210.000.5710	54,793.75
				Fund 521 - SEWER-CAPITAL FUND Total:	**1,104,286.24**
Fund: 530 - STORMWATER-OPERATING FUND					
CITY OF EAGAN	12/31/2025	12/31/2025	4th Qrt 2025-Stormwater-Eag…	530.7300.000.5381	8,320.35
SAVATREE	001577042	01/22/2026	Winter Tree Care - 81st Street…	530.7300.000.5310	4,100.00
LEAGUE OF MN CITIES INS TR…	440379	01/22/2026	2026 Stormwater Coalition Du…	530.7300.000.5335	1,920.00
				Fund 530 - STORMWATER-OPERATING FUND Total:	**14,340.35**
Fund: 531 - STORMWATER-CAPITAL FUND					
BARR ENGINEERING COMPANY	23191572.00-9	12/31/2025	Water Resource Management…	531.7310.000.5310	15,302.30
				Fund 531 - STORMWATER-CAPITAL FUND Total:	**15,302.30**
Fund: 550 - GOLF COURSE-OPERATING FUND					
THE ALLIANCE, INC.	2025077-00-0-5	12/31/2025	architecture and design servic…	550.7700.000.5310	880.00
TEE TIMES MAGAZINE	37315	12/31/2025	junior tee times magazine ad	550.7600.000.5330	225.00
TEE TIMES MAGAZINE	37930	12/31/2025	tee times magazine ad	550.7600.000.5330	225.00
ST. PAUL PIONEER PRESS	SPA4604	12/31/2025	anniversary membership ad 1…	550.7600.000.5330	675.00
ST. PAUL PIONEER PRESS	SPA4774	12/31/2025	Anniversary membership ad 1…	550.7600.000.5330	675.00
ST. PAUL PIONEER PRESS	SPA4775	12/31/2025	anniversary membership ad 1…	550.7600.000.5330	675.00
ST. PAUL PIONEER PRESS	SPA4978	12/31/2025	anniversary membership ad 1…	550.7600.000.5330	675.00
ST. PAUL PIONEER PRESS	SPA4979	12/31/2025	Anniversary membership ad 1…	550.7600.000.5330	675.00
ST. PAUL PIONEER PRESS	SPA5197	12/31/2025	anniversary membership ad 1…	550.7600.000.5330	675.00
ST. PAUL PIONEER PRESS	SPA5198	12/31/2025	Anniversary membership ad 1…	550.7600.000.5330	675.00
ST. PAUL PIONEER PRESS	SPA7004	12/31/2025	Anniversary Membership ad 1…	550.7600.000.5330	1,799.86
MN DEPT OF HEALTH	1/1/2026	01/22/2026	GC food & beverage license re…	550.7600.000.5335	1,120.00
GERTENS	139704/6	01/22/2026	blocks used for tee signs gc ac…	550.7700.000.5125	28.48
UNIFIRST CORPORATION	1410197482	01/22/2026	GC uniforms & towels laundry	550.7700.000.5175	43.60
TOLL GAS & WELDING SUPPLY	0070015103	01/29/2026	Oxygen tank lease for 2026	550.7700.000.5125	162.19
SOUTH BAY DESIGN	1/1/2026	01/29/2026	1st Qtr 2026 website hosting	550.7600.000.5395	255.00
MULLIGAN MARKETING CONC…	1/29/2026	01/29/2026	10% Fee - Week 16 (1.12 - 1.1…	550.7600.000.5310	3,144.20
MULLIGAN MARKETING CONC…	1/29/2026	01/29/2026	10% Fee - Week 17 (1.19 - 1.2…	550.7600.000.5310	3,741.20
MULLIGAN MARKETING CONC…	1/29/2026	01/29/2026	10% Fee - Week 14 (12.29 - 1.…	550.7600.000.5310	1,512.40
MULLIGAN MARKETING CONC…	1/29/2026	01/29/2026	10% Fee - Week 15 (1.5 - 1.11…	550.7600.000.5310	875.60
TEE TIMES MAGAZINE	37980	01/29/2026	tee times magazine for junior …	550.7600.000.5330	450.00
				Fund 550 - GOLF COURSE-OPERATING FUND Total:	**19,187.53**
Fund: 602 - RISK MANAGEMENT					
HEPPNER'S AUTO BODY	503848	12/31/2025	Squad car (#2529) accident re…	602.8200.000.5472	8,534.44
HEPPNER'S AUTO BODY	503901	12/31/2025	Squad car (#2522) body work …	602.8200.000.5472	3,545.36
HEPPNER'S AUTO BODY	503951	12/31/2025	Squad car (#2522) body work-…	602.8200.000.5472	2,666.25
				Fund 602 - RISK MANAGEMENT Total:	**14,746.05**
Fund: 603 - CENTRAL EQUIPMENT					
MACQUEEN EMERGENCY GR…	TC112525-51	12/29/2025	Water dish for vehicles	603.8300.000.5621	201.25
EMERGENCY APPARATUS MA…	138479	12/31/2025	Fire truck (#T34) rebuilt discha…	603.8300.000.5410	606.69
EMERGENCY APPARATUS MA…	138480	12/31/2025	Foam controller replacement …	603.8300.000.5410	1,993.04
EMERGENCY APPARATUS MA…	138481	12/31/2025	Fire truck (#E33) rebuilt discha…	603.8300.000.5410	665.71
TOTAL CONSTRUCTION & EQU…	44815	12/31/2025	Replaced light fixtures in Mec…	603.8300.000.5400	593.85
HEPPNER'S AUTO BODY	503900	12/31/2025	Squad car (#34) body shop re…	603.8300.000.5410	3,251.94
MAUER CHEVROLET	6118530	12/31/2025	Multi point vehicle & electrical…	603.8300.000.5410	231.80
MAUER CHEVROLET	CM-5104345-1	12/31/2025	Credit	603.8300.000.5410	-80.00
PUMP AND METER SERVICE I…	1029004	01/22/2026	Repaired downed fuel pump	603.8300.000.5400	250.00
KIMBALL MIDWEST	104088924	01/22/2026	Protectors & cleaner	603.8300.000.5125	160.23
FACTORY MOTOR PARTS COM…	1-Z38685	01/22/2026	Stock battery	603.8300.000.5125	206.96
WORLD FUEL SERVICES	26-553567	01/22/2026	Dump truck (#319) diesel exh…	603.8300.000.5125	197.45
MANSFIELD OIL COMPANY	27416559	01/22/2026	Fuel	603.8300.000.5130	12,098.86
MANSFIELD OIL COMPANY	27416560	01/22/2026	Winterized Fuel	603.8300.000.5130	7,877.75
LITTLE FALLS MACHINE INC	375405	01/22/2026	Dump truck (#319) wing cylin…	603.8300.000.5125	1,193.63
LITTLE FALLS MACHINE INC	375496	01/22/2026	Pin for rear wing cylinder	603.8300.000.5125	61.63
CINTAS CORPORATION	4255979415	01/22/2026	Uniforms Laundry -Mechanics	603.8300.000.5175	39.06

Vendor Name	Payable Number	Post Date	Description (Item)	Account Number	Amount
CINTAS CORPORATION	4255979415	01/22/2026	Shop Rentals	603.8300.000.5430	67.38
TOTAL CONSTRUCTION & EQU…	44817	01/22/2026	Repaired power to gates	603.8300.000.5400	1,486.71
CINTAS CORPORATION	5311851005	01/22/2026	First Aid Supplies	603.8300.000.5190	66.11
INVER GROVE FORD	5364158	01/22/2026	F250 (#514) step & bumper co…	603.8300.000.5125	124.81
POMP'S TIRE SERVICE, INC.	980143462	01/22/2026	Fire truck (#E21) new tires	603.8300.000.5125	2,617.90
POMP'S TIRE SERVICE, INC.	980143462	01/22/2026	Fire truck (#E21) new tires mo…	603.8300.000.5410	568.00
PRECISE MRM	IN001-2127202	01/22/2026	Dump truck plow valve	603.8300.000.5125	184.23
MACQUEEN EMERGENCY GR…	P13719	01/22/2026	Fire truck (#T26) rear discharg…	603.8300.000.5125	1,184.66
TRI-STATE BOBCAT INC.	P52655	01/22/2026	Hyd hoses	603.8300.000.5125	362.69
MACQUEEN EMERGENCY GR…	P69611	01/22/2026	Sweeper (#325) Hyd O-rings &…	603.8300.000.5125	211.38
NUSS TRUCK AND EQUIPMENT	PSO270353-1	01/22/2026	Antennas	603.8300.000.5125	48.84
KIMBALL MIDWEST	104113049	01/29/2026	Shop Supplies - Protectors	603.8300.000.5125	87.90
METRO JANITORIAL SUPPLY I…	11016159	01/29/2026	Aerosol cans + shipping	603.8300.000.5125	222.55
WORLD FUEL SERVICES	26-561030	01/29/2026	Stock oil	603.8300.000.5125	1,887.41
CINTAS CORPORATION	4256741475	01/29/2026	Rug Rentals	603.8300.000.5430	236.06
CINTAS CORPORATION	4256741873	01/29/2026	Uniform Laundry - Mechanics	603.8300.000.5175	39.06
CINTAS CORPORATION	4256741873	01/29/2026	Shop Rentals	603.8300.000.5430	54.25
INVER GROVE FORD	5364254	01/29/2026	F550 (#330) air filter	603.8300.000.5125	86.24
INVER GROVE FORD	5364511	01/29/2026	F550 (#316) tensioner & v-belt	603.8300.000.5125	92.58
INVER GROVE FORD	5364624	01/29/2026	Fire squad (#S1) wipers & batt…	603.8300.000.5125	44.02
NORTHERN SAFETY TECHNOL…	60406	01/29/2026	Squad car (#252) rear seatbelt	603.8300.000.5125	188.28
TOWMASTER TRAILERS INC	90004562	01/29/2026	Dump truck (#321) rear fender	603.8300.000.5125	290.62
TOWMASTER TRAILERS INC	90004619	01/29/2026	Dump truck (#324) sander spe…	603.8300.000.5125	80.09
POMP'S TIRE SERVICE, INC.	980143769	01/29/2026	F250 (#514) tires	603.8300.000.5125	606.08
POMP'S TIRE SERVICE, INC.	980143798	01/29/2026	Trailer (#542) tires	603.8300.000.5125	600.00
CUMMINS INC.	E4-260156311	01/29/2026	Gen 3 low coolant sensor - Fire…	603.8300.000.5405	1,330.66
CENTENNIAL GLASS	I00015496	01/29/2026	Unmarked squad car (#160) w…	603.8300.000.5125	330.00
PRECISE MRM	IN001-2128923	01/29/2026	Dump truck (#311) plow valve	603.8300.000.5125	494.19
PRECISE MRM	IN001-2130333	01/29/2026	Dump truck (#311) Hyd cap	603.8300.000.5125	40.10
PRECISE MRM	IN200-2010516	01/29/2026	Precise data plan	603.8300.000.5310	120.00
MACQUEEN EMERGENCY GR…	P69722	01/29/2026	Sweeper (#325) O-rings	603.8300.000.5125	94.32
FAIRCHILD EQUIPMENT, INC.	PWO129556-1	01/29/2026	Forklift (#5302) annual inspect…	603.8300.000.5310	463.22
INTERSTATE POWER SYSTEMS,…	R001228210-01	01/29/2026	Replace fuel tank float switch -…	603.8300.000.5405	3,627.29
				Fund 603 - CENTRAL EQUIPMENT Total:	**47,487.48**
Fund: 605 - CITY FACILITIES					
LVC COMPANIES, INC.	186963	12/31/2025	WTP annual fire alarm inspect…	605.8500.000.5310	720.00
DANIEL BAUER - TRUE MECH…	2571	12/31/2025	Heat pump repair	605.8500.000.5400	698.33
DANIEL BAUER - TRUE MECH…	2590	12/31/2025	CH heat pump 42 repair	605.8500.000.5400	308.00
DANIEL BAUER - TRUE MECH…	2591	12/31/2025	Water Plant HVAC repair	605.8500.000.5400	313.16
TOTAL CONSTRUCTION & EQU…	44758	12/31/2025	Replace PD lighting controls	605.8500.000.5400	425.38
LVC COMPANIES, INC.	186964	01/22/2026	Annual fire alarm inspection - …	605.8500.000.5310	720.00
LVC COMPANIES, INC.	187310	01/22/2026	Annual fire alarm inspection - …	605.8500.000.5310	465.00
LVC COMPANIES, INC.	187420	01/22/2026	CH/PD Annual fire alarm moni…	605.8500.000.5310	640.00
TOTAL CONSTRUCTION & EQU…	44814	01/22/2026	25-CH office dimmers	605.8500.000.5400	5,687.03
CINTAS CORPORATION	5312600602	01/22/2026	Ch first aid supplies	605.8500.000.5190	77.02
MN DEPT OF LABOR & INDUS…	ABR0367890X	01/22/2026	2026 Annual pressure vessel li…	605.8500.000.5335	25.00
MN DEPT OF LABOR & INDUS…	ALR0185101X	01/22/2026	2026 Annual elevator operator…	605.8500.000.5335	145.00
US POSTMASTER	1/15/2026	01/29/2026	Replenish Postage USPS Permi…	605.8500.000.5325	100.00
MN LOCKS	101139606	01/29/2026	Keys	605.8500.000.5190	16.08
LVC COMPANIES, INC.	187421	01/29/2026	2026 Fire Station #2 Alarm M…	605.8500.000.5310	640.00
DANIEL BAUER - TRUE MECH…	2592	01/29/2026	Unit heater replacement - wat…	605.8500.000.5605	6,450.00
GILBERT MECHANICAL CONTR…	270881	01/29/2026	FS # 2 Snow melt sensor repla…	605.8500.000.5400	748.86
TOTAL CONSTRUCTION & EQU…	44909	01/29/2026	CH electrical work	605.8500.000.5400	222.50
				Fund 605 - CITY FACILITIES Total:	**18,401.36**
Fund: 606 - TECHNOLOGY FUND					
CONSOLIDATED COMMUNICA…	12/15/2025	12/15/2025	Monthly Phone bill 12.2025	606.8600.000.5320	1,086.99
LOCAL GOVERNMENT INFOR…	153027	12/15/2025	PD Network Services Thru 11.…	606.8600.000.5310	77.50
QUADIENT LEASING USA, INC.	Q2154136	12/26/2025	Postage Machine Lease 10.26.…	606.8600.000.5430	846.21
INSIGHT PUBLIC SECTOR	1101349162	12/31/2025	Office 365 Monthly License 12…	606.8600.000.5395	2,519.10
PRO-TEC DESIGN INC.	121805	12/31/2025	Indoor Audio & Input/Output …	606.8600.000.5310	148.84

Vendor Name	Payable Number	Post Date	Description (Item)	Account Number	Amount
LOCAL GOVERNMENT INFOR…	152991	12/31/2025	Laserfiche License - Professio…	606.8600.000.5310	185.00
LOCAL GOVERNMENT INFOR…	152991	12/31/2025	PD Soft Tokens	606.8600.000.5310	30.00
POPP.COM, INC.	992905245	12/31/2025	Internet phone system 12.2025	606.8600.000.5320	3,943.39
INNOVATIVE OFFICE SOLUTIO…	IN5011559	12/31/2025	Printer Paper for Copiers	606.8600.000.5105	183.96
SPOK, INC.	K0317493M	12/31/2025	Monthly Translation Svcs 12.2…	606.8600.000.5395	5.70
ZAYO GROUP, LLC	22069490	01/22/2026	Multi-site phones 1.2026	606.8600.000.5320	1,204.67
MARCO TECHNOLOGIES, LLC	40986903	01/22/2026	Printers & Copiers Contract 1.…	606.8600.000.5430	1,630.86
US INTERNET	5598572	01/22/2026	Email Filtering system 1.2026	606.8600.000.5395	230.00
VERIZON WIRELESS	6131796937	01/22/2026	Monthly Cell Phone 12.2025	606.8600.000.5320	215.06
LOCAL GOVERNMENT INFOR…	153067	01/29/2026	Adobe Licenses 10.2025 - 10.…	606.8600.000.5395	11,157.78
RANGE, JAMES	WCAI8936	01/29/2026	Janf Pro for iOS - Cloud 8.31.2…	606.8600.000.5395	9,448.00
				Fund 606 - TECHNOLOGY FUND Total:	**32,913.06**
Fund: 702 - ESCROW FUND					
DAKOTA COUNTY FINANCIAL …	12/30/2025	12/31/2025	Escrow Release	702.3100.170.2050	8,500.00
I-STATE TRUCK CENTER	12/31/2025	12/31/2025	I-State Escrow Release	702.3100.170.2050	118.79
KENNEDY & GRAVEN	191737	12/31/2025	SWFMA Legal Reviews	702.3100.341.2050	212.00
ST. PAUL PIONEER PRESS	SPA8996	12/31/2025	Ord 1518 -Bishop Heights PUD…	702.5100.265.2050	42.65
DAKOTA COUNTY FINANCIAL …	1/12/2026	01/22/2026	Overpayment Refund to Coun…	702.3100.237.2050	21,761.17
				Fund 702 - ESCROW FUND Total:	**30,634.61**
				Grand Total:	**5,047,739.79**

City of Inver Grove Heights

Expense Approval Report
By Fund

Payment Dates 12/31/2025 - 12/31/2025

Vendor Name	Payable Number	Post Date	Description (Item)	Account Number	Amount
Fund: 101 - GENERAL FUND					
WELLS FARGO CREDIT CARD A...	4imprint, Inc Julie Dors WF 12...	12/31/2025	Trinkets/Giveaways for Comm...	101.4300.459.5190	3,279.60
WELLS FARGO CREDIT CARD A...	Ace Hardware 693 Brian Swob...	12/31/2025	snowblower 2nd half	101.4200.000.5160	879.00
WELLS FARGO CREDIT CARD A...	Ace Hardware 693 Eric Bergu...	12/31/2025	End bolts & bolt snaps	101.2200.000.5190	64.34
WELLS FARGO CREDIT CARD A...	Ace Hardware 693 Joe Hawkin...	12/31/2025	snow shovels for parks	101.4200.000.5160	59.98
WELLS FARGO CREDIT CARD A...	Ace Hardware 693 Joe Hawkin...	12/31/2025	Snowblower	101.4200.000.5160	1,099.00
WELLS FARGO CREDIT CARD A...	Afp Mn-Law Enforcement Emi...	12/31/2025	MN-LEAP membership renewa...	101.2000.000.5335	50.00
WELLS FARGO CREDIT CARD A...	Amazon Mark Ah0kr6vp3 Chel...	12/31/2025	Breakfast with Santa goodie b...	101.4300.453.5190	142.47
WELLS FARGO CREDIT CARD A...	Amazon Mark Ah0kr6vp3 Chel...	12/31/2025	Refund of items from Order # ...	101.4300.453.5190	-3.35
WELLS FARGO CREDIT CARD A...	Amazon Mark Ah0kr6vp3 Chel...	12/31/2025	Refund of items from Order # ...	101.4300.453.5190	-3.36
WELLS FARGO CREDIT CARD A...	Amazon Mark Ah0kr6vp3 Chel...	12/31/2025	Refund of items from Order # ...	101.4300.453.5190	-9.52
WELLS FARGO CREDIT CARD A...	Amazon Mark Bi5zk5cz0 Marc...	12/31/2025	Wireless headsets	101.5200.000.5160	443.46
WELLS FARGO CREDIT CARD A...	Amazon Mark Hu0312193 Cor...	12/31/2025	White noise sound machine &...	101.1120.000.5105	89.47
WELLS FARGO CREDIT CARD A...	Amazon Mark Zi6yv96j3 Acco...	12/31/2025	Pens, notepads, calendars & c...	101.1800.000.5105	339.98
WELLS FARGO CREDIT CARD A...	Amazon Mktpl 101o61to3 Emi...	12/31/2025	Wireless headset - Steenberg	101.2000.000.5160	38.99
WELLS FARGO CREDIT CARD A...	Amazon Mktpl 2z50f93l3 Stev...	12/31/2025	Shirts, vests, sweaters & wrist...	101.5200.000.5175	169.88
WELLS FARGO CREDIT CARD A...	Amazon Mktpl Ae3a07ti3 Emil...	12/31/2025	Drone waterproof case	101.2000.000.5160	49.99
WELLS FARGO CREDIT CARD A...	Amazon Mktpl Av2cq5hx3 Joel...	12/31/2025	Cellphone car mounts	101.3200.000.5125	90.20
WELLS FARGO CREDIT CARD A...	Amazon Mktpl B25yw9w13 Jo...	12/31/2025	Cellphone car mounts	101.3200.000.5125	90.20
WELLS FARGO CREDIT CARD A...	Amazon Mktpl Bb1so6ng2 Mo...	12/31/2025	sink sponge holder and shop v...	101.2200.000.5190	61.57
WELLS FARGO CREDIT CARD A...	Amazon Mktpl Bb7ju69m0 Ra...	12/31/2025	Youth Volleyball League Volle...	101.4300.454.5190	255.92
WELLS FARGO CREDIT CARD A...	Amazon Mktpl Bb95g09a3 Sta...	12/31/2025	Planners and Notebook	101.5000.000.5105	41.97
WELLS FARGO CREDIT CARD A...	Amazon Mktpl Bi0ep3ic1 Joel ...	12/31/2025	Cellphone car mounts	101.3200.000.5125	46.44
WELLS FARGO CREDIT CARD A...	Amazon Mktpl Bi9dc0iu1 Stev...	12/31/2025	Reusable Shoe Covers for all I...	101.5200.000.5190	144.92
WELLS FARGO CREDIT CARD A...	Amazon Mktpl Fc89h29h3 Sta...	12/31/2025	Planner	101.5100.000.5105	14.99
WELLS FARGO CREDIT CARD A...	Amazon Mktpl M91nw78t3 E...	12/31/2025	Wireless headset - Killian	101.2000.000.5160	44.14
WELLS FARGO CREDIT CARD A...	Amazon Mktpl Oc11p9503 A...	12/31/2025	Frames for recognition certific...	101.1000.000.5190	46.98
WELLS FARGO CREDIT CARD A...	Amazon Mktpl Ra8ak3ou3 Emi...	12/31/2025	Battery Inventory - Madsen	101.2000.000.5105	51.98
WELLS FARGO CREDIT CARD A...	Amazon Mktpl Si1aj4zs3 Public...	12/31/2025	parts for water closet	101.4200.000.5125	49.64
WELLS FARGO CREDIT CARD A...	Amazon Mktpl Te8yl01y3 Emil...	12/31/2025	Mini drone camera, remote c...	101.2000.000.5160	754.29
WELLS FARGO CREDIT CARD A...	Amazon Mktpl Vz4r57dn3 Mo...	12/31/2025	lithium batteries for gas detec...	101.2200.000.5105	39.52
WELLS FARGO CREDIT CARD A...	Amazon Mktpl Ys9w70nb3 Pu...	12/31/2025	portable pressure washer	101.4200.000.5160	193.38
WELLS FARGO CREDIT CARD A...	Amazon.Com 9y2di29y3 Moni...	12/31/2025	Toilet bowl cleaner for Station...	101.2200.000.5125	21.25
WELLS FARGO CREDIT CARD A...	Amazon.Com Bb81k7jn2 Acco...	12/31/2025	Expanding file folders	101.1120.000.5105	53.76
WELLS FARGO CREDIT CARD A...	Amazon.Com Kp6cq3843 Emil...	12/31/2025	battery supply	101.2000.000.5105	48.46
WELLS FARGO CREDIT CARD A...	Amazon.Com M52tr11e3 Emil...	12/31/2025	battery supply	101.2000.000.5105	196.04
WELLS FARGO CREDIT CARD A...	Amazon.Com T37s92273 Adm...	12/31/2025	2026 wall calendar for City A...	101.1100.000.5105	19.23
WELLS FARGO CREDIT CARD A...	Balloon Connection Chelsea S...	12/31/2025	Table balloon- event decorati...	101.4300.453.5190	495.00
WELLS FARGO CREDIT CARD A...	Bca Training Education Emily ...	12/31/2025	BCA DMT Recert - Mattson	101.2000.000.5340	75.00
WELLS FARGO CREDIT CARD A...	Big Air Burnsville (Po Rachel M...	12/31/2025	Big Air Winter Break Field Trip...	101.4300.452.5343	20.70
WELLS FARGO CREDIT CARD A...	Big Air Burnsville (Po Rachel M...	12/31/2025	Big Air Winter Break Field Trip...	101.4300.452.5343	378.28
WELLS FARGO CREDIT CARD A...	Chiwater.Com (Chi) Judy Woni...	12/31/2025	PCSWMM Subscription - Merc...	101.3100.000.5335	2,400.00
WELLS FARGO CREDIT CARD A...	Cossetta Inc Adam Lares WF 1...	12/31/2025	Food-Annual Employee Recog...	101.1120.000.5178	3,665.48
WELLS FARGO CREDIT CARD A...	Dept Of Agriculture Fe Public...	12/31/2025	2026 Pesticide Renewal servic...	101.4200.000.5335	0.32
WELLS FARGO CREDIT CARD A...	Dept Of Agriculture Fe Public...	12/31/2025	2026 Pesticide Renewal servic...	101.4200.000.5335	1.29
WELLS FARGO CREDIT CARD A...	Dept Of Agriculture Fe Public...	12/31/2025	Renewal for 2026 MN Agricult...	101.4200.000.5340	0.97
WELLS FARGO CREDIT CARD A...	Dept Of Agriculture Public Wor...	12/31/2025	2026 MDA License Renewal	101.4200.000.5335	60.00
WELLS FARGO CREDIT CARD A...	Dept Of Agriculture Public Wor...	12/31/2025	2026 MDA License Renewal	101.4200.000.5335	15.00
WELLS FARGO CREDIT CARD A...	Dept Of Agriculture Public Wor...	12/31/2025	Renewal for 2026 MN Agricult...	101.4200.000.5340	45.00
WELLS FARGO CREDIT CARD A...	Dt Duluth Trading Co Steven J...	12/31/2025	Shirts & Sweatshirts - Permit ...	101.5200.000.5175	344.75
WELLS FARGO CREDIT CARD A...	Dt Duluth Trading Co Steven J...	12/31/2025	Jackets & sweatshirts - Inspect...	101.5200.000.5175	126.75
WELLS FARGO CREDIT CARD A...	Dt Duluth Trading Co Steven J...	12/31/2025	Jackets & sweatshirts - Inspect...	101.5200.000.5175	82.00
WELLS FARGO CREDIT CARD A...	Ehlers Seminar Accounts P WF...	12/31/2025	Public Finance Seminar Reg: H...	101.1800.000.5340	700.00
WELLS FARGO CREDIT CARD A...	El Hornito Wood Fired Emily ...	12/31/2025	Command staff working lunch...	101.2000.000.5190	122.85

Vendor Name	Payable Number	Post Date	Description (Item)	Account Number	Amount
WELLS FARGO CREDIT CARD A…	Facebk Kmm8f85ex2 Amy Loo…	12/31/2025	Facebook advertising for wint…	101.1300.000.5330	41.97
WELLS FARGO CREDIT CARD A…	Fsp Nsca Dane Winge WF 12/…	12/31/2025	NSCA Strength and conditioni…	101.2000.000.5340	70.00
WELLS FARGO CREDIT CARD A…	Fsp Nsca Dane Winge WF 12/…	12/31/2025	NSCA Fitness training - Winget	101.2000.000.5340	450.00
WELLS FARGO CREDIT CARD A…	Gertens Retail Igh Rachel Mik…	12/31/2025	HIH Breakfast with Santa Poin…	101.4300.453.5190	21.74
WELLS FARGO CREDIT CARD A…	Grainger Joe Remack WF 12/25	12/31/2025	Toilet assembly Skyview	101.4200.000.5125	17.04
WELLS FARGO CREDIT CARD A…	Hy-Vee Eagan 1165 Chelsea S…	12/31/2025	Cookie decorating supplies for…	101.4300.453.5190	110.43
WELLS FARGO CREDIT CARD A…	Iimc Rebecca Ki WF 12/25	12/31/2025	2026 IIMC City Clerk Training -…	101.1140.000.5340	750.00
WELLS FARGO CREDIT CARD A…	Ikea 486496414 Marc Gade W…	12/31/2025	microphone	101.1300.000.5160	114.44
WELLS FARGO CREDIT CARD A…	Judy Wonic WF 12/25	12/31/2025	Transaction Fee for PCSWMM…	101.3100.000.5335	24.00
WELLS FARGO CREDIT CARD A…	Lands End Bus Outfitte Judy …	12/31/2025	Logo setup fee - department c…	101.3100.000.5175	29.00
WELLS FARGO CREDIT CARD A…	Menards West St Paul M Stev…	12/31/2025	Winter windshield washer flui…	101.5200.000.5190	35.88
WELLS FARGO CREDIT CARD A…	Minnesota Onsite Waste Stev…	12/31/2025	2026 Septic Systems Member…	101.5200.000.5335	340.00
WELLS FARGO CREDIT CARD A…	Minnesota Onsite Waste Stev…	12/31/2025	2026 MOWA Membership Du…	101.5200.000.5335	340.00
WELLS FARGO CREDIT CARD A…	Minnesota Onsite Waste Stev…	12/31/2025	2026 MOWA Conference Reg.…	101.5200.000.5340	600.00
WELLS FARGO CREDIT CARD A…	Mn Iaai Monica Chi WF 12/25	12/31/2025	2026 Membership dues - McN…	101.2200.000.5335	50.00
WELLS FARGO CREDIT CARD A…	Mn Iaai Scott Oswa WF 12/25	12/31/2025	membership dues - Oswald	101.2200.000.5335	50.00
WELLS FARGO CREDIT CARD A…	National Association O Emily …	12/31/2025	NASRO Recertification - Eid	101.2000.000.5340	50.00
WELLS FARGO CREDIT CARD A…	Neta Dane Winge WF 12/25	12/31/2025	Training for physical fitness te…	101.2000.000.5340	90.00
WELLS FARGO CREDIT CARD A…	Neta Dane Winge WF 12/25	12/31/2025	Training for physical fitness te…	101.2000.000.5340	135.50
WELLS FARGO CREDIT CARD A…	Norvex Supply, Inc Monica Chi…	12/31/2025	2025 SCBA mask cleaner	101.2200.000.5190	196.36
WELLS FARGO CREDIT CARD A…	Pioneer Press Circ Amy Looze…	12/31/2025	Pioneer press monthly subscri…	101.1300.000.5335	34.00
WELLS FARGO CREDIT CARD A…	Pioneer Press Circ Amy Looze…	12/31/2025	Pioneer press monthly subscri…	101.1300.000.5335	34.00
WELLS FARGO CREDIT CARD A…	Py Advanced Sportswea Steve…	12/31/2025	IGH Logo Embroidery	101.5200.000.5175	231.00
WELLS FARGO CREDIT CARD A…	Rascals Bar & Grill Steven Joh…	12/31/2025	Building Inspector Lunch 12.2…	101.5200.000.5340	98.41
WELLS FARGO CREDIT CARD A…	Rogue Emily Heid WF 12/25	12/31/2025	PD gym equipment	101.2000.000.5190	463.93
WELLS FARGO CREDIT CARD A…	Sams Club #4738 Emily Heid …	12/31/2025	Shop with a Cop Supplies / Sgt…	101.2000.000.5182	68.26
WELLS FARGO CREDIT CARD A…	Sams Club #4738 Emily Heid …	12/31/2025	Shop with a Cop Supplies / Sgt…	101.2000.000.5190	19.98
WELLS FARGO CREDIT CARD A…	Sams Club Renewal Ben Mads…	12/31/2025	Sams club membership renew…	101.2000.000.5335	110.00
WELLS FARGO CREDIT CARD A…	Sams Club.Com Chelsea Sw W…	12/31/2025	Cutlery, utensils & drinks for S…	101.4300.453.5190	227.33
WELLS FARGO CREDIT CARD A…	Samsclub.Com Chelsea Sw WF…	12/31/2025	Drinks, snacks & supplies for …	101.4300.453.5190	288.90
WELLS FARGO CREDIT CARD A…	Scheels Eden Prairie Ryan Prail…	12/31/2025	Cops and Bobbers Ice Edition	101.2000.000.5182	59.34
WELLS FARGO CREDIT CARD A…	Sensible Land Use Coal Stacy …	12/31/2025	2026 Membership Renewal	101.5000.000.5335	250.00
WELLS FARGO CREDIT CARD A…	Sp Conway Shield Monica Chi…	12/31/2025	Helmet shields	101.2200.000.5175	504.61
WELLS FARGO CREDIT CARD A…	Sp Recoveryforathlet Emily He…	12/31/2025	PD gym equipment, PSOAS lig…	101.2000.000.5190	79.99
WELLS FARGO CREDIT CARD A…	Stormtraininggroup.Com Ryan…	12/31/2025	Report writing class - Thommes	101.2000.000.5340	299.00
WELLS FARGO CREDIT CARD A…	Target 00025197 Administra …	12/31/2025	Supplies for Kris Wilson's fare…	101.1120.000.5190	11.67
WELLS FARGO CREDIT CARD A…	Target 00025197 Cora Henke…	12/31/2025	Keurig, kitchen storage contai…	101.1120.000.5178	120.95
WELLS FARGO CREDIT CARD A…	Target 00025197 Emily Heid …	12/31/2025	Shop with a Cop snacks/drinks…	101.2000.000.5182	291.98
WELLS FARGO CREDIT CARD A…	Target 00025197 Emily Heid …	12/31/2025	Homeschool group tour goodi…	101.2000.000.5182	3.99
WELLS FARGO CREDIT CARD A…	Target 00025197 Emily Heid …	12/31/2025	Shop with a Cop Wrapping Su…	101.2000.000.5182	359.00
WELLS FARGO CREDIT CARD A…	Target 00025197 Ryan Prail W…	12/31/2025	Cards, Drinks & Christmas Dec…	101.2000.000.5182	101.00
WELLS FARGO CREDIT CARD A…	Target.Com Cora Henke WF 1…	12/31/2025	Diet coke - Recognition Event	101.1120.000.5178	16.42
WELLS FARGO CREDIT CARD A…	Target.Com Cora Henke WF 1…	12/31/2025	Soda, water, coffee & ice - Re…	101.1120.000.5178	94.05
WELLS FARGO CREDIT CARD A…	Taste Of Scandinavia L Katelyn…	12/31/2025	Cookies for tree lighting event	101.4300.453.5190	213.50
WELLS FARGO CREDIT CARD A…	The Corner Store Cory Rosen…	12/31/2025	fuel for snow blower	101.2200.000.5130	53.20
WELLS FARGO CREDIT CARD A…	The Home Depot #2843 Eric B…	12/31/2025	new refrigerator and two new…	101.2200.000.5160	2,914.00
WELLS FARGO CREDIT CARD A…	The Home Depot #2843 Eric B…	12/31/2025	Trufuel, Microfiber Cloths & E…	101.2200.000.5190	293.78
WELLS FARGO CREDIT CARD A…	The Home Depot #2843 Joel J…	12/31/2025	Degreaser & Thermometer	101.3200.000.5125	148.93
WELLS FARGO CREDIT CARD A…	The Home Depot #2843 Kyle …	12/31/2025	lumber for Groveland Hockey	101.4200.000.5125	16.70
WELLS FARGO CREDIT CARD A…	The Home Depot #2843 Kyle …	12/31/2025	lumber for Groveland Hockey	101.4200.000.5125	33.40
WELLS FARGO CREDIT CARD A…	The Home Depot #2843 Mike …	12/31/2025	M18 FUEL 18V Lithium-Ion Br…	101.4200.000.5105	349.00
WELLS FARGO CREDIT CARD A…	The Home Depot #2843 Mike …	12/31/2025	Brush, mop, cleaners, cloths, g…	101.4200.000.5125	469.48
WELLS FARGO CREDIT CARD A…	The Home Depot #2843 Mike …	12/31/2025	torch	101.4200.000.5125	44.94
WELLS FARGO CREDIT CARD A…	The Home Depot #2843 Ray R…	12/31/2025	Work gloves	101.3200.000.5175	52.91
WELLS FARGO CREDIT CARD A…	Tlf Glassing Florist Cora Henke…	12/31/2025	Flowers - Recognition Event	101.1120.000.5178	375.00
WELLS FARGO CREDIT CARD A…	Tst Dominicks Pizza Judy Woni…	12/31/2025	Lunches for CONDAC meeting	101.3100.000.5190	320.00
WELLS FARGO CREDIT CARD A…	U Of M Contlearning Ol Judy …	12/31/2025	Construction Site Manager Re…	101.3100.000.5335	130.00
WELLS FARGO CREDIT CARD A…	Uspca Ryan Rose WF 12/25	12/31/2025	2026 USPCA Membership	101.2000.000.5180	50.00
WELLS FARGO CREDIT CARD A…	Vcn Quickservlicen035c Emily…	12/31/2025	DVS Title Transfer 23000043 F…	101.2000.000.5335	29.62
WELLS FARGO CREDIT CARD A…	Walgreens #4882 Jessica St W…	12/31/2025	Walgreens Dept Photo Print - …	101.2000.000.5310	8.98

Vendor Name	Payable Number	Post Date	Description (Item)	Account Number	Amount
WELLS FARGO CREDIT CARD A…	Walgreens #4882 Jessica St W…	12/31/2025	Walgreens Dept Photo Print - …	101.2000.000.5310	4.49
WELLS FARGO CREDIT CARD A…	Walgreens #4882 Jessica St W…	12/31/2025	Walgreens Dept Photo Print - …	101.2000.000.5310	4.49
WELLS FARGO CREDIT CARD A…	Walkersgameear.Com Haugla…	12/31/2025	Recon digital ear muffs	101.2000.000.5160	2,810.97
WELLS FARGO CREDIT CARD A…	Wal-Mart #1472 Al Vandeho …	12/31/2025	Cookies & napkins - Cookie an…	101.4300.453.5190	43.65
WELLS FARGO CREDIT CARD A…	Wal-Mart #1786 Terry Burg W…	12/31/2025	Christmas decorations for Co…	101.4300.453.5190	95.48
WELLS FARGO CREDIT CARD A…	Wal-Mart #5089 Chelsea Sw …	12/31/2025	Gift wrap, sponges & supplies -…	101.4300.453.5190	45.36
WELLS FARGO CREDIT CARD A…	Wal-Mart #5089 Judy Wonic …	12/31/2025	snacks & beverages for meeti…	101.3100.000.5190	56.46
WELLS FARGO CREDIT CARD A…	Wal-Mart #5089 Monica Chi …	12/31/2025	Toilet bowl cleaner for Station…	101.2200.000.5125	78.60
WELLS FARGO CREDIT CARD A…	Wal-Mart #5089 Olivia Ske WF…	12/31/2025	New Year's Eve Party supplies	101.4300.453.5190	212.86
WELLS FARGO CREDIT CARD A…	Zoom.Com 888-799-966 Melis…	12/31/2025	Zoom Subscription 11.2025	101.2000.000.5395	15.99
WELLS FARGO CREDIT CARD A…	Zoom.Com 888-799-966 Melis…	12/31/2025	Chiefs Zoom Account	101.2000.000.5395	15.99
				Fund 101 - GENERAL FUND Total:	**33,660.15**
Fund: 205 - COMMUNITY CENTER-OPERATING FUND					
WELLS FARGO CREDIT CARD A…	Amazon Mark 0v9lg0m93 Den…	12/31/2025	Hot Tub non-Slip Handrail Cov…	205.4420.000.5190	155.32
WELLS FARGO CREDIT CARD A…	Amazon Mark 1o75x0pv3 Den…	12/31/2025	Splint Bandages, Table Covers	205.4420.000.5190	102.94
WELLS FARGO CREDIT CARD A…	Amazon Mark Hc02i9yx3 Dana…	12/31/2025	Guest Pass card holders for m…	205.4410.471.5190	15.98
WELLS FARGO CREDIT CARD A…	Amazon Mark Ld2zm3go3 Da…	12/31/2025	Folders for New Members	205.4410.471.5190	159.96
WELLS FARGO CREDIT CARD A…	Amazon Mark Ld2zm3go3 Da…	12/31/2025	Table cloths for Breakfast with…	205.4450.482.5190	64.71
WELLS FARGO CREDIT CARD A…	Amazon Mark Ni4e01nw3 Den…	12/31/2025	Holiday Open Swim Event Ite…	205.4420.000.5190	114.92
WELLS FARGO CREDIT CARD A…	Amazon Mark Sc33b28m3 De…	12/31/2025	Plastic Cups	205.4420.000.5190	72.92
WELLS FARGO CREDIT CARD A…	Amazon Mktpl 6o0kj3ft3 Denz…	12/31/2025	Sanizide blood cleaner	205.4420.000.5190	47.11
WELLS FARGO CREDIT CARD A…	Amazon Mktpl Ki45n82b3 Aar…	12/31/2025	Printer cartridges	205.4440.000.5105	88.99
WELLS FARGO CREDIT CARD A…	Amazon Mktpl Lz8ax3jd3 Aar…	12/31/2025	Printer ink cartridges for Ops…	205.4440.000.5105	59.99
WELLS FARGO CREDIT CARD A…	Amazon Mktpl N67tc4vk3 Kate…	12/31/2025	Number stickers, lanyards, fr…	205.4430.000.5190	62.86
WELLS FARGO CREDIT CARD A…	Amazon Mktpl Nf4ql4d43 Patr…	12/31/2025	New buckets for vmcc sauna	205.4420.000.5125	67.49
WELLS FARGO CREDIT CARD A…	Amazon Mktpl Nf4ql4d43 Patr…	12/31/2025	New buckets for vmcc sauna	205.4430.000.5125	67.48
WELLS FARGO CREDIT CARD A…	Amazon Mktpl Qz5so0p53 Aa…	12/31/2025	Silicon spray for fitness equip…	205.4430.000.5125	22.20
WELLS FARGO CREDIT CARD A…	Amazon Mktpl Zc0c02m93 Aa…	12/31/2025	pool vac filter	205.4420.000.5125	21.98
WELLS FARGO CREDIT CARD A…	Amazon Reta Bi4334u11 Denz…	12/31/2025	Cotton Balls for Holiday Party	205.4420.000.5190	10.68
WELLS FARGO CREDIT CARD A…	Amazon.Com Nm9hx3l83 Aar…	12/31/2025	Computer mouse for laptop in…	205.4440.000.5160	20.98
WELLS FARGO CREDIT CARD A…	Amazon.Com P34vb91j3 Aaro…	12/31/2025	Microwave for West rink ops …	205.4440.000.5160	103.36
WELLS FARGO CREDIT CARD A…	Dominos 1975 Jamie Musc WF…	12/31/2025	Pizza - 2026 Guest Services Ch…	205.4410.470.5190	47.95
WELLS FARGO CREDIT CARD A…	In Jeff Ellis & Assoc Denzel Flo…	12/31/2025	Aquatic Safety School Tuition -…	205.4420.000.5340	1,400.00
WELLS FARGO CREDIT CARD A…	Miama Aaron Fitz WF 12/25	12/31/2025	2026 MIAMA dues	205.4440.000.5335	300.00
WELLS FARGO CREDIT CARD A…	Samsclub #4738 Denzel Flo W…	12/31/2025	Snacks and drinks for All Staff…	205.4420.000.5190	147.70
WELLS FARGO CREDIT CARD A…	Samsclub #4738 Katelyn Br WF…	12/31/2025	Team snacks	205.4430.000.5190	84.54
WELLS FARGO CREDIT CARD A…	Samsclub.Com Olivia Ske WF …	12/31/2025	230 gallon deck storage box - F…	205.4420.000.5190	417.96
WELLS FARGO CREDIT CARD A…	Southwes 5262110441415 De…	12/31/2025	Flight to Safety School - Flowe…	205.4420.000.5340	312.00
WELLS FARGO CREDIT CARD A…	Sp Freshwatersystems Rick Ro…	12/31/2025	Plastic griper & pipping	205.4420.000.5125	32.39
WELLS FARGO CREDIT CARD A…	Sp Superior Sauna Rick Roach…	12/31/2025	Sand timers	205.4420.000.5125	38.30
WELLS FARGO CREDIT CARD A…	Sp Superior Sauna Rick Roach…	12/31/2025	Sand timers	205.4430.000.5125	38.30
WELLS FARGO CREDIT CARD A…	Whentowork Inc Jamie Musc…	12/31/2025	When to Work Staff Schedulin…	205.4410.470.5335	1,248.00
				Fund 205 - COMMUNITY CENTER-OPERATING FUND Total:	**5,327.01**
Fund: 510 - WATER-OPERATING FUND					
WELLS FARGO CREDIT CARD A…	Acme Tools Eagan Matt Johns…	12/31/2025	Small tools for trucks	510.7100.000.5160	971.92
WELLS FARGO CREDIT CARD A…	Jegvalves Scott Guba WF 12/25	12/31/2025	chlorine injection valves	510.7100.000.5125	612.16
WELLS FARGO CREDIT CARD A…	The Home Depot #2843 Matt …	12/31/2025	Drill bits for meter installs	510.7100.000.5160	33.91
WELLS FARGO CREDIT CARD A…	The Home Depot #2843 Scott…	12/31/2025	asher tower pipe parts	510.7100.000.5125	6.57
WELLS FARGO CREDIT CARD A…	The Home Depot #2843 Scott…	12/31/2025	Pine-sol	510.7100.000.5125	29.96
				Fund 510 - WATER-OPERATING FUND Total:	**1,654.52**
Fund: 520 - SEWER-OPERATING FUND					
WELLS FARGO CREDIT CARD A…	Ace Hardware 693 Matt Johns…	12/31/2025	Extension cord for Jet/vac tru…	520.7200.000.5125	99.99
WELLS FARGO CREDIT CARD A…	Acme Tools Eagan Matt Johns…	12/31/2025	Small tools for trucks	520.7200.000.5160	901.49
WELLS FARGO CREDIT CARD A…	Minnesota Glove & Safe Matt …	12/31/2025	Rain Jacket - Johnson	520.7200.000.5175	64.99
				Fund 520 - SEWER-OPERATING FUND Total:	**1,066.47**
Fund: 530 - STORMWATER-OPERATING FUND					
WELLS FARGO CREDIT CARD A…	Menards West St Paul M Ray R…	12/31/2025	Seed storage	530.7300.000.5190	27.99
WELLS FARGO CREDIT CARD A…	Washington Cd Mn Ray Rivera…	12/31/2025	Revegetation for project sites	530.7300.000.5125	516.00
				Fund 530 - STORMWATER-OPERATING FUND Total:	**543.99**

Vendor Name	Payable Number	Post Date	Description (Item)	Account Number	Amount
Fund: 550 - GOLF COURSE-OPERATING FUND					
WELLS FARGO CREDIT CARD A…	Amazon Mktpl 8e51f8bd3 Leo…	12/31/2025	Gift Card envelopes	550.7600.000.5190	43.22
WELLS FARGO CREDIT CARD A…	Amazon.Com Fn91387c3 Leon…	12/31/2025	2026 Wall Calendars	550.7600.000.5105	90.98
WELLS FARGO CREDIT CARD A…	Amazon.Com P55ub2y43 Leon…	12/31/2025	2026 Planners	550.7600.000.5105	43.82
WELLS FARGO CREDIT CARD A…	Benchmarkemailcom Matt M…	12/31/2025	Annv memb marketing email f…	550.7600.000.5330	279.00
WELLS FARGO CREDIT CARD A…	Benchmarkemailcom Matt M…	12/31/2025	Annv memb marketing email f…	550.7600.000.5335	279.00
WELLS FARGO CREDIT CARD A…	Facebk Vk9rdbvgy2 Matt Moy…	12/31/2025	FB marketing - annv memb ads	550.7600.000.5330	417.36
WELLS FARGO CREDIT CARD A…	Menards West St Paul M Joel…	12/31/2025	Sandpaper, Interior Cleaner, Ti…	550.7700.000.5125	136.70
WELLS FARGO CREDIT CARD A…	Minnesota Nursery And Joel …	12/31/2025	2026 MN GRN Expo & PLT Reli…	550.7700.000.5340	241.00
WELLS FARGO CREDIT CARD A…	Tri-State Bobcat Timothy La …	12/31/2025	small parts to repair hand blo…	550.7700.000.5125	303.02
WELLS FARGO CREDIT CARD A…	Usps Po 2688010540 Leon Ot…	12/31/2025	Postage Stamps	550.7600.000.5325	14.40
WELLS FARGO CREDIT CARD A…	Usps Po 2688010540 Leon Ot…	12/31/2025	Stamps	550.7600.000.5325	156.00
			Fund 550 - GOLF COURSE-OPERATING FUND Total:		**2,004.50**
Fund: 603 - CENTRAL EQUIPMENT					
WELLS FARGO CREDIT CARD A…	A&j Outdoor Power, Llc Rick J…	12/31/2025	F250 plow lift cylinder	603.8300.000.5125	328.64
WELLS FARGO CREDIT CARD A…	A&j Outdoor Power, Llc Rick J…	12/31/2025	F250 plow valve	603.8300.000.5125	115.86
WELLS FARGO CREDIT CARD A…	Ace Hardware 693 Rick Jacks …	12/31/2025	Misc. Fasteners	603.8300.000.5125	5.22
WELLS FARGO CREDIT CARD A…	Ace Hardware 693 Rick Jacks …	12/31/2025	Solder wire	603.8300.000.5125	30.25
WELLS FARGO CREDIT CARD A…	Ace Hardware 693 Rick Jacks …	12/31/2025	Misc. Fasteners	603.8300.000.5125	10.96
WELLS FARGO CREDIT CARD A…	Amazon Mark L61uf1nf3 Rick …	12/31/2025	Cutting torch tips	603.8300.000.5125	55.80
WELLS FARGO CREDIT CARD A…	Amazon Mktpl Fb9z49rh3 Rick…	12/31/2025	Sander belts	603.8300.000.5125	77.06
WELLS FARGO CREDIT CARD A…	Amazon Mktpl Vn9p09xv3 Rick…	12/31/2025	Plasma cutter tips	603.8300.000.5125	37.93
WELLS FARGO CREDIT CARD A…	Amazon.Com Bb6xi2bq2 Publi…	12/31/2025	Planners for the shop / super g…	603.8300.000.5105	103.83
WELLS FARGO CREDIT CARD A…	Oreilly 1767 Rick Jacks WF 12/…	12/31/2025	Toolcat flasher	603.8300.000.5125	17.10
WELLS FARGO CREDIT CARD A…	Oreilly 1767 Rick Jacks WF 12/…	12/31/2025	MV Hyd filters	603.8300.000.5125	115.98
WELLS FARGO CREDIT CARD A…	Oreilly 1767 Rick Jacks WF 12/…	12/31/2025	F550 Trailer plug	603.8300.000.5125	13.59
WELLS FARGO CREDIT CARD A…	Oreilly 1767 Rick Jacks WF 12/…	12/31/2025	Stock wiper blades	603.8300.000.5125	215.90
WELLS FARGO CREDIT CARD A…	Oreilly 1767 Rick Jacks WF 12/…	12/31/2025	352 MV Sidewalk machine filt…	603.8300.000.5125	16.54
WELLS FARGO CREDIT CARD A…	Oreilly 1767 Rick Jacks WF 12/…	12/31/2025	Heater hose	603.8300.000.5125	19.31
WELLS FARGO CREDIT CARD A…	Oreilly 1767 Rick Jacks WF 12/…	12/31/2025	Wiper blades	603.8300.000.5125	38.16
WELLS FARGO CREDIT CARD A…	Oreilly 1767 Rick Jacks WF 12/…	12/31/2025	F550 backup alarm	603.8300.000.5125	41.59
WELLS FARGO CREDIT CARD A…	Oreilly 1767 Rick Jacks WF 12/…	12/31/2025	Stock oil filters	603.8300.000.5125	47.97
WELLS FARGO CREDIT CARD A…	Oreilly 1767 Rick Jacks WF 12/…	12/31/2025	F550 Belt	603.8300.000.5125	45.41
WELLS FARGO CREDIT CARD A…	Oreilly 1767 Rick Jacks WF 12/…	12/31/2025	F550 Belt	603.8300.000.5125	45.41
WELLS FARGO CREDIT CARD A…	Oreilly 1767 Rick Jacks WF 12/…	12/31/2025	Stock Hyd fittings	603.8300.000.5125	52.26
WELLS FARGO CREDIT CARD A…	Oreilly 1767 Rick Jacks WF 12/…	12/31/2025	Heater hose	603.8300.000.5125	96.86
WELLS FARGO CREDIT CARD A…	Oreilly 1767 Rick Jacks WF 12/…	12/31/2025	Dump truck Hyd fittings	603.8300.000.5125	103.93
WELLS FARGO CREDIT CARD A…	The Home Depot #2843 Ray R…	12/31/2025	Storage racks/shelves	603.8300.000.5160	368.00
WELLS FARGO CREDIT CARD A…	The Home Depot #2843 Rick J…	12/31/2025	Shop supplies - rivets	603.8300.000.5125	7.27
WELLS FARGO CREDIT CARD A…	Tousley Motorsports Rick Jack…	12/31/2025	UTV (#U1) plow blade	603.8300.000.5125	122.99
WELLS FARGO CREDIT CARD A…	Vcn Invergrovelicensec Joel Ja…	12/31/2025	Fleet Vehicle plate tabs	603.8300.000.5335	1,673.47
WELLS FARGO CREDIT CARD A…	Vcn Invergrovelicensec Rick Ja…	12/31/2025	License tabs - two vehicles (#1…	603.8300.000.5335	607.79
			Fund 603 - CENTRAL EQUIPMENT Total:		**4,415.08**
Fund: 605 - CITY FACILITIES					
WELLS FARGO CREDIT CARD A…	Easykeys.Com Patrick To WF 1…	12/31/2025	New key for filing cabinets at c…	605.8500.000.5190	12.10
WELLS FARGO CREDIT CARD A…	Menards West St Paul M Patri…	12/31/2025	Drain hose and coupling to fix …	605.8500.000.5125	16.48
WELLS FARGO CREDIT CARD A…	The Home Depot #2843 Patric…	12/31/2025	New air gauge and quick conn…	605.8500.000.5125	29.96
			Fund 605 - CITY FACILITIES Total:		**58.54**
Fund: 606 - TECHNOLOGY FUND					
WELLS FARGO CREDIT CARD A…	Amazon Mark 743188883 Mar…	12/31/2025	Camera cable	606.8600.000.5160	16.98
WELLS FARGO CREDIT CARD A…	Amazon Mark Af6dh3sv3 Marc…	12/31/2025	Power supply	606.8600.000.5160	26.10
WELLS FARGO CREDIT CARD A…	Amazon Mark Bb7vv4tz1 Marc…	12/31/2025	Cell phone cables and accessor…	606.8600.000.5160	199.79
WELLS FARGO CREDIT CARD A…	Amazon Mark Ww4ao2z23 M…	12/31/2025	Camera cable	606.8600.000.5160	16.88
WELLS FARGO CREDIT CARD A…	Amazon Mktpl 3o2j451m3 Ma…	12/31/2025	iPad case and keyboard	606.8600.000.5160	65.54
WELLS FARGO CREDIT CARD A…	Amazon Mktpl 4580n61f3 Ma…	12/31/2025	Switch for Finance Dept	606.8600.000.5160	1,068.99
WELLS FARGO CREDIT CARD A…	Amazon Mktpl Bi6624d12 Ma…	12/31/2025	Replacement WAP	606.8600.000.5160	86.88
WELLS FARGO CREDIT CARD A…	Amazon Mktpl P41ko3ss3 Mar…	12/31/2025	Replacement hard drive	606.8600.000.5160	157.56
WELLS FARGO CREDIT CARD A…	Amazon Mktpl Ta7sk9tc3 Mar…	12/31/2025	Replacement monitor	606.8600.000.5160	233.00
WELLS FARGO CREDIT CARD A…	Amazon Mktpl Wl0r93w53 Ma…	12/31/2025	Monitor replacement	606.8600.000.5160	347.97

Vendor Name	Payable Number	Post Date	Description (Item)	Account Number	Amount
WELLS FARGO CREDIT CARD A...	Amazon Reta K19js2jm3 Marc...	12/31/2025	Wireless keyboard & Mouse	606.8600.000.5160	49.99
WELLS FARGO CREDIT CARD A...	Amazon Reta Lq5zm5qy3 Mar...	12/31/2025	Camera microphone	606.8600.000.5160	113.00
WELLS FARGO CREDIT CARD A...	Amazon Reta Qg7t31cr3 Marc...	12/31/2025	Phone system peripherals	606.8600.000.5160	19.98
WELLS FARGO CREDIT CARD A...	Duo Com Marc Gade WF 12/25	12/31/2025	Authentication software	606.8600.000.5395	240.00
WELLS FARGO CREDIT CARD A...	World Data Products Marc Ga...	12/31/2025	SAN Controller replacement	606.8600.000.5160	3,136.95
WELLS FARGO CREDIT CARD A...	Zoom.Com 888-799-9666 Mar...	12/31/2025	Zoom software	606.8600.000.5395	31.98
				Fund 606 - TECHNOLOGY FUND Total:	**5,811.59**
Fund: 702 - ESCROW FUND					
WELLS FARGO CREDIT CARD A...	Simplifile.Com Rebecca Ki WF ...	12/31/2025	Doc 3703339 - SWFMA - Dana...	702.3100.340.2050	52.33
WELLS FARGO CREDIT CARD A...	Simplifile.Com Rebecca Ki WF ...	12/31/2025	Doc 3704876 - SWFMA - TJB ...	702.3100.341.2050	52.33
				Fund 702 - ESCROW FUND Total:	**104.66**
				Grand Total:	**54,646.51**

Agenda Item 5.E.

CITY OF INVER GROVE HEIGHTS

Request for Council Action

SUBJECT: Personnel Actions

MEETING DATE: February 9, 2026
ITEM TYPE: Consent Agenda
CONTACT: Cora Bauer, HR Coordinator, 651.450.2490

ACTION REQUESTED
The Council is asked to confirm and approve the personnel actions as attached.

BACKGROUND
The attached listing of hires, promotions, resignations and/or retirements is presented for Council approval. Data contained in the attachment is not public information until after Council takes action and therefore, the attachment is not visible to the public prior to approval.

FISCAL IMPACT
All positions to be filled are funded within the adopted City budget.

RECOMMENDATION
Staff recommends approval of the attached personnel actions.

ATTACHMENTS
1. Personnel Actions 2.9.26 (hires-terms)

Agenda Item 5.F.

CITY OF INVER GROVE HEIGHTS

Request for Council Action

SUBJECT: **Appointment of Board Member Alternate to the Lower Mississippi River Watershed Management Organization (LMRWMO)**

MEETING DATE: February 9, 2026
ITEM TYPE: Consent Agenda
CONTACT: Chris English, Graduate Civil Engineer, 651-248-0157

ACTION REQUESTED

The Council is asked to appoint Judd Dudgeon as the City's alternate representative on the Board of Managers for the Lower Mississippi River Watershed Management Organization (LMRWMO).

BACKGROUND

The LMRWMO is one of two watershed management organizations that cover the City of Inver Grove Heights. The City is eligible for one voting representative on the board, as well as an alternate.

City staff previously advertised an alternate position opening for the LMRWMO in mid-2025 and included the posting in the January 2026 Insights article. As part of this advertisement, the City requested that applicants submit a letter detailing their background and reasons for interest in the position. One application was received from Mr. Judd Dudgeon. City staff met with Mr. Dudgeon to discuss his previous experience as a member of several natural resource-focused organizations in Dakota County. Based on Mr. Dudgeon’s experience, he would be a strong representative for the City. This appointment will be effective from February 9, 2026, through March 31, 2029

FISCAL IMPACT

N/A

RECOMMENDATION

Staff recommends that the City Council appoint Judd Dudgeon as the City's alternate representative on the Board of Managers for the LMRWMO, from February 9th, 2026 through March 31, 2029.

ATTACHMENTS

None

Agenda Item 5.G.

Request for Council Action

SUBJECT: **Request for Proposals for Classification and Compensation Study**

MEETING DATE: February 9, 2026
ITEM TYPE: Consent Agenda
CONTACT: Patty Norwig, Human Resources Manager, 651.450.2512

ACTION REQUESTED

The Council is asked to authorize the release of the attached Request for Proposals (RFP) to conduct a comprehensive Classification and Compensation Study.

BACKGROUND

The City is required to comply with Minnesota's 1984 Pay Equity Act (Minn. Stat. §§ 471.991–471.999), which was enacted to prohibit compensation discrimination based on gender. These laws require local government employers to use an approved job evaluation system to determine the comparable worth of positions and ensure that compensation is aligned accordingly across positions.

Best practices for classification and compensation studies are that they be completed every five (5) years. The City's last study was conducted in 2017 by Bjorklund Consulting, LLC. The City has grown since the last city-wide study and most jobs and associated duties tend to change over time. It is important to review all classifications with some regularity to account for any permanent and significant changes that have occurred, and to ensure the pay range for each position falls within market value.

Maintaining an up-to-date classification and compensation plan is essential to ensuring compliance with federal pay equity requirements. The City also committed during recent labor negotiations to evaluate pay ranges to support both internal and external compensation equity. Funding for a comprehensive classification and compensation study was included in the City's 2026 budget.

Attached for Council's consideration is a Request for Proposals outlining the scope of services. Staff anticipates bringing forward a recommendation for a preferred vendor to the Council at its March 23 meeting. Services are expected to begin April 1, with a tentative completion date of August 1, 2026.

FISCAL IMPACT

There is no fiscal impact for issuing a Request for Proposals.

RECOMMENDATION

Staff recommends that the Council authorize the issuance of the attached Request for Proposals to conduct a comprehensive Classification and Compensation Study.

ATTACHMENTS

1. City of I.G.H. 2026 Comp Study RFP - final

CITY OF
INVER GROVE
HEIGHTS

Request for Proposals to conduct a Classification and Compensation Study in 2026

Responses Due: March 3, 2026

I. Purpose

The City of Inver Grove Heights is soliciting proposals from qualified consulting firms for a Classification and Compensation Study to take place beginning in early 2026. This Request for Proposals (RFP) is issued on behalf of the City Council of Inver Grove Heights, Minnesota. The City intends to establish an employee job classification and compensation system to replace its existing system, which meets the following goals:

A. Complies with Minnesota Statutes §471.991-471.999, known as the MN Pay Equity Act, and:
    a. Includes documentation that can be submitted to the State to establish it as the City's plan of record; and,
    b. Must prove to satisfy MN Pay Equity Act Compliance upon final project completion and implementation.

B. Establishes fair and equitable compensation relationships within the organization.
C. Relates compensation to relevant market conditions outside the organization.
D. Includes management and employee input, participation, with training as an integral part of the process.
E. Is applied organization-wide, professionally, consistently and objectively.
F. Is workable within a non-union and multi-union environment.
G. Is started soon after March 30, 2026, and successfully completed by early fall 2026, so that pay and budgetary adjustments may be anticipated and incorporated in time for the 2027 budget setting process.
H. Is easily maintainable after implementation, in a manner that preserves and enhances the integrity, validity and reliability of the system.

This RFP is an invitation by the City of Inver Grove Heights for consultants to submit an offer, which may be subject to subsequent discussion. Submittal of a proposal does not create any right or expectation to a Contract with the City. The City of Inver Grove Heights reserves the right to reject any or all proposals and the City further declares that it will incur no financial obligations for any costs by any company in preparation of their proposal.

The selected proposer shall enter into a contract in a form acceptable to the City for the classification and compensation study.

II. General Overview

Inver Grove Heights is located in the southeast corner of the Twin Cities, in Dakota County, Minnesota; it is one of the seven counties that comprise the metropolitan area. According to the 2020 census, the City's population was 35,791. In addition, the Metropolitan Council's recent population estimate for 2024 was 36,596.

The City currently has approximately 190 full-time and part-time regular status classified employees, and generally hundreds of unclassified seasonal, temporary and on-call employees throughout the year. There are eight collective bargaining units, which include: AFSCME covering most non-supervisory clerical, technical, and professional employees; IAFF covering certain fulltime fire employees; IUOE-70 covering most maintenance and mechanical employees; IUOE-49 covering Utilities maintenance employees; Law Enforcement Labor Services (LELS) Police Officers unit; LELS Sergeant's unit; LELS Commanders and Lieutenant's unit; LELS Non-licensed Supervisor unit. It is anticipated that within the coming months one more LELS unit will be finalized, which will cover certain Command Staff within the Fire Department as well. The remainder of the employees are non-union.

The City's current classification system is based on a study completed in 2017-2018 by Bjorklund Compensation Consulting, LLC, that used the Classification Matrix System. There have been minimal changes to the compensation plan itself since its original adoption. Due to the growth of the city, there have been dozens of new positions added, changed, evaluated and (re)classified in the interim. Adjustments to pay scales have occurred annually or bi-annually based on labor negotiations and council approval.

There are currently 100 regular job classifications in the City (See Appendices), the majority of which had an incumbent in 2024 and were included in the successful Pay Equity Compliance report submitted this past spring (2025). There are also an additional 49 unclassified positions for seasonal, temporary and on-call positions which will not be included in the study, and for which pay is typically based on market considerations, operational needs, program revenue and budget.

The City maintains job descriptions for each classification which includes a job summary, essential functions, minimum requirements, desired knowledge, skills and abilities. Statutory requirements and position questionnaires have been the basis for evaluating the comparable worth points for each position to be ranked and rated accordingly. While the Classification Matrix System has been used in rating and ranking the positions, the firm that implemented the current system at the City may not be interested in providing a proposal for this new study. Therefore, it is imperative that a replacement system can be maintained by the City with some relative ease, even if the consulting firm is no longer able or in existence to assist in doing so.

The Human Resource Manager will manage the project in collaboration with key stakeholders.

III. Scope of Services Requested

Classification and compensation services shall include, but not be limited to:

A. Introduction and project orientation with key City stakeholders to outline and establish:
   a. The scope of planned study, its procedures, methods, intended outcomes and timeline.
      i. Assurance that the study is based on a thorough understanding and full and complete review of all positions.
      ii. Assurance that all concerned understand the reasons and methods involved.
   b. The type of system to be used.

i. Job evaluation method.
ii. Integrating market comparisons with pay equity.

c. The type of written materials to be used.
   i. Explanatory material, questionnaires, job descriptions, etc.
d. The ongoing schedule of contact/updates throughout the study.
   i. Meetings with all employees, Department Heads, and City Council.
   ii. The Appeals process for employees and managers who believe a job classification or salary range determination is inaccurate.
   iii. Contacts with the Project Manager as needed.

B. Review of job descriptions.
   a. Define any needed clarifications to job descriptions using:
      i. Written information and/or interviews.
      ii. Supervisor review of information.
      iii. Contacts with employees.
   b. Ensure that job descriptions include all elements of the position based on the assimilation of all available information.
   c. City Council approval of revised job descriptions.

C. Establish job evaluation system.
   a. Evaluate responsibilities, duties, qualifications, working conditions, physical requirements and all other relevant considerations for each position to determine its value to the City of Inver Grove Heights per Minnesota Statutes § 471.991-471.999. Evaluate the Exemption Status of positions.
   b. All Department Heads and the City Administrator will be included; the City Administrator position will be included for the purpose of determining comparable worth points only.

D. Develop principles of comparability to external labor markets (e.g., public and relevant private sector markets).
   a. Define appropriate comparison organizations (e.g. other cities, of a similar population size, operational similarities, and geographic proximity, etc.) that make up the labor market for each position; recognize and benchmark against cities previously selected as comparables by the City Administrator or Human Resource Manager and/or City Council.
   b. Ensure adequate sample size to provide meaningful market comparisons.
   c. Gather current and accurate market data to satisfy defined criteria, specifying any role that City staff may have in the process.

E. Perform job evaluation and market comparability study.
   a. Conduct internal and external position comparisons.
   b. Prepare draft classification/compensation system based on results.
   c. Provide and conduct appeals processes for employees who have grounds to believe their position was incorrectly classified.

F. Design and recommend an implementation plan as a result of the study outcomes.
   a. Propose compensation plan based on study results.
      i. Define the appropriate number of related pay ranges and number of

pay steps in each range.

ii. Define the appropriate weight given to internal equity and external market comparisons in developing a pay plan.

iii. Integrate both the job evaluation rankings and market comparisons into the recommended pay levels according to a consistent approach for all positions.

iv. Incorporate features that address the specific and unique needs of the City's organizational structure, including problem areas as identified by the Human Resources Manager.

v. Provide a recommended process for future reclassification requests.

b. Prepare a final report setting forth the project results and recommendations incorporating any changes resulting from the appeal process, which will be presented to the City Council.

c. Recommend the best possible approach to coordinating the recommended pay plan with current collective bargaining agreements and wage plans, including timelines for implementation of the pay plan, consistent with City budget considerations.

d. Describe in detail the on-going and long-term maintenance of the classification system and detail the roles of both the consultant and the City in this effort.

e. Upon implementation of the compensation plan, the consultant will provide training to City staff on the utilization and maintenance of the system; the consultant will provide the necessary documentation and other materials, so the City is able to maintain the system independent of the consultant following the implementation of the job evaluation/compensation plan.

f. Prepare a report for submission to the State explaining the proposed compensation system and methodology and ensure that the plan satisfies Pay Equity compliance upon final project completion.

IV. Proposal Contents

All proposals must be received by **4:00 p.m. on March 3, 2026**, addressed to:

Patty Norwig, Human Resources Manager
pnorwig@ighmn.gov
City of Inver Grove Heights
8150 Barbara Avenue
Inver Grove Heights, MN 55077

It Is the sole responsibility of the vendor to ensure delivery of proposals by the deadline. The City of Inver Grove Heights reserves the right, in its sole discretion, to select the firm based on the City's evaluation and review of the proposals and such other relevant information as the City shall have before it and based upon determination as to which proposal best meets the City's needs.

Proposals shall contain the following information, organized according to the outline below for clarity and ease of comparison:

A. A detailed summary of the compensation study process and procedures to be utilized to provide the services specified in the Scope of Services requested, especially including:
    a. A detailed project work plan and timeline which outlines vendor and City responsibilities, key milestones and deliverables, and deadlines which will enable the study to be concluded no later than an 8/1/2026 date.
    b. How objectivity and impartiality in this process will be ensured.
    c. How a full and complete review and understanding of City's positions will be ensured.
    d. The process to be used to gather information, involving written material and/or interviews.
    e. The process to be used for appeals of a classification or salary range determination.
    f. The timing and sequence of proposed contacts with City employees and officials, including:
        i. Informational meetings with the project team, Department Heads, and employees.
        ii. Project updates.
        iii. Meetings with or presentations to the City Council.
        iv. Other proposed meetings (e.g. with union representatives, if needed).

B. Samples of the forms to be used to determine position/classification information.

C. An itemized total project cost, specified as a lump sum not to be exceeded.
    a. To the extent desired, additional recommendations and services or options may be included as additions to the project on an optional basis; these optional items shall be priced separately from this RFP.
    b. Specify conditions, if any, which would cause a request for additional compensation.

D. A statement summarizing the firm's expertise and experience in performing comprehensive classification and compensation studies, providing a brief overview of the history and structure of the firm.

E. Resume(s) and Bios with educational background and work history for each firm member performing work under the scope of this request for proposal.

F. A minimum of three references for classification and compensation work completed within the past three years within Minnesota and including at least two within the public sector. The City reserves the right to investigate the references and the past performance of any applicant with respect to its successful performance of similar projects, compliance with specifications and contractual obligations, and its completion of a project on schedule.
    a. List contact name, address, phone number and email address for each reference, and type of project/work completed.
    b. Provide a summary and/or examples of work performed for the references.

G. List any deviations from this RFP.

H. Proposing firms shall submit an *electronic* version by 4:00pm CST on March 3rd 2026 via email in PDF file format addressed to pnorwig@ighmn.gov. The Human Resource Manager will confirm receipt of the proposal within 24 hours of the RFP deadline. An additional hard copy may be dropped off at City Hall (address listed above) but is not required. Only an electronic submittal is required.

V. Selection of Services

All submitted proposals will be reviewed by the Human Resources Manager and Finance Director. Proposals will be considered based on their quality and content as well as proposed fees.

From this review, finalists may be selected. The Human Resources Manager and project team may interview finalists by phone or in person or may forego interviews and select the consultant based upon the information provided. Professional references may be investigated for finalists. The basis for final selection of the consultant will include, but not be limited to, the following criteria:

A. Professional qualifications including credentials for each person assigned to work on the project.

B. Experience in developing and maintaining classification and compensation systems in governmental jurisdictions, particularly in City government within Minnesota which demonstrate knowledge of and compliance with of MN Pay Equity law.

C. Description of the type of job evaluation system(s) the firm is familiar with including discussion on factors deemed necessary for successful implementation and maintenance of the system(s).

D. Proposed contract terms should include total cost and a payment plan based upon measurable contract milestones. The City prefers to compensate based on a guaranteed maximum or flat fee for the scope of service set forth above; progress payments are to be made upon receipt of invoices itemizing services performed and satisfactory completion of specified milestones.

E. The results of personal interviews and/or presentation with the Human Resources Manager and project team, if necessary.

F. The ease and method of post-contract maintenance of the classification and compensation system.

G. Ability to meet project requirements and timelines. Quality and warranty of services.

H. The comments and information provided by professional references.

VI. Additional Considerations

A. The City of Inver Grove Heights reserves the right to reject any or all proposals and the City further declares that it will incur no financial obligations for any costs by any company in preparation of the proposal. The City reserves the right, in its sole discretion, to select the firm based on the City's sole evaluation and review of the proposals and such other relevant information as the City shall have before it and based upon the City's own determination as to which proposal best meets its needs.

B. The selected proposer shall enter into a contract in a form acceptable to the City for the classification and compensation study.

C. During the performance of any contract awarded as a result of this RFP, the contractor agrees to the following: No person shall, on the grounds of race, color, creed, religion, national origin, sex, age, marital status, public assistance status, veteran status, physical disability, sexual orientation, or political affiliation be excluded from full employment rights in, participation in, be denied the benefits of, or be otherwise subject to discrimination under any program, service or activity under the provision of any and all applicable federal and state laws against discrimination including the Civil Rights Act of 1964.

D. All data collected, created, received, maintained or disseminated or used for any purposes in the course of execution shall be governed by the Minnesota Government Data Practices Act and shall remain the data of the City of Inver Grove Heights. The designee for the release of information shall be the Human Resources Manager.

E. No change in personnel assigned to the project will be permitted without prior written approval of the City.

F. The Contractor shall defend, indemnify and hold harmless the City against any and all liability, loss, damages, costs and expenses incurred by the City as a result of the Contractor's acts or omissions.

G. The Contractor shall provide a Certificate of Insurance including, but not limited to, general liability, automobile liability and workers' compensation coverage with submission of the RFP. Policy coverage limits for the general liability and automobile liability shall be in amounts equal to the City’s potential liability.

H. It is agreed that nothing contained herein shall be constructed as creating or establishing the relationship of co-partners or joint venture/enterprise between the City and the Contractor for any purpose or in any manner whatsoever. The Contractor is to be, and shall remain, as an independent contractor with respect to all services performed. Further, the independent contractor shall be responsible for its own taxes and benefits of its employees and/or agents.

I. If it becomes necessary to revise any part of this RFP, additional addendums will be supplied to all firms receiving this RFP.

VII. Proposed Timeline

Request for Proposal Released	February 10, 2026
Deadline for Receipt of Proposals	March 3, 2026
Finalist selected by HR Manager, Finance Director	March 17, 2026
Final approval by Council	March 23, 2026
Commencement of Services	April 1, 2026
Desired Completion Date	August 1, 2026

For further information contact:

City of Inver Grove Heights
Attn.: Patty Norwig, Human Resources Manager
8150 Barbara Avenue
Inver Grove Heights, MN 55077
(651) 450-2512
pnorwig@ighmn.gov
City website:
http://www.ighmn.gov

Appendix A Position Listing

Classification Title:	Grade	Exempt	Classification Title:	Grade	Exempt
City Administrator	31	E	Golf Operations Coordinator	16	E
Chief of Police	28	E	Mechanic Lead Worker	16	NE
Director of Public Works	27	E	Park Maintenance Coordinator	16	NE
Director of Parks & Recreation	27	E	Recreation Coordinator	16	NE
Fire Chief	27	E	Support Services Supervisor	16	E
Director of Community Development	27	E	Assist. Golf Course Superintendent	15	E
Director of Finance	27	E	Code Compliance Coordinator	15	NE
Deputy Police Chief	26	E	Engineering Technician	15	NE
Police Commander	25B	E	Environmental Resources Tech.	15	NE
Police Lieutenant	25B	E	GIS Tech II	15	NE
Deputy Fire Chief	24	E	Human Resources Coordinator	15	NE
Human Resources Manager	24	E	Police Investigative Assistant	15	NE
City Engineer	24	E	Water Plant Operator	15	NE
Technology Manager	23	E	Accounting Technician, Sr.	14	NE
Assistant Finance Director	22	E	Admin. & Tech. Support Coordinator	14	NE
Assistant Chief/Fire Marshal	22	E	City Facilities Maintenance Lead	14	NE
Assistant Chief/Fire Ops & Standards	22	E	Golf Course Mechanic	14	NE
Training Chief (Fire)	22	E	IT Specialist	14	NE
Chief Building Official	22	E	Mechanic	14	NE
Planning Manager	22	E	Street Maintenance Lead Worker	14	NE
Sergeant (Police)	21B	NE	Utilities Lead Worker	14	NE
Assistant City Engineer (P.E.)	21	E	Communications Specialist	13	NE
Facilities Maintenance Superintendent	21	E	Deputy City Clerk	13	NE
Parks Superintendent	21	E	Lead VMCC Operations Worker	13	NE
Communications Manager	21	E	Accounting Technician	12	NE
Recreation Superintendent	21	E	Administrative Specialist	12	NE
Shift Captain – Fire	21	NE	Community Develop. Support Spec.	12	NE
Street Maintenance Superintendent	21	E	Engineering Support Specialist	12	NE
Utilities Superintendent	21	E	Public Works Support Specialist	12	NE
City Clerk	20	E	Police Records Specialist	12	NE
Civil Engineer	20	E	Sign Worker – Street Maintenance	12	NE
Community Center Manager	20	E	VMCC Membership Specialist	12	NE
Golf Course Clubhouse Superintendent	20	E	Aquatics Specialist	11	NE
Utility Billing & Accounts Receivable Supervisor	20	E	Fitness Specialist	11	NE
Golf Course Superintendent	19	E	Sr. Office Support	11	NE
Senior Planner	19	NE	Recreation Specialist	11	NE
Shift Lieutenant - Fire	19	NE	GIS Tech I	10	NE
Aquatic Program Supervisor	18	E	Office Support II	10	NE
Fitness Program Supervisor	18	E	City Facilities Maintenance Worker	10	NE
Senior Accountant	18	NE	Parks Maintenance Worker	10	NE
Systems Administrator	18	E	Street Maintenance Worker	10	NE
Firefighter/Fire Inspector	17	NE	Utility Maintenance Worker	10	NE
GIS Specialist	17	NE	VMCC Maintenance Worker	10	NE
Graduate Civil Engineer	17	E	Custodian II	9	NE
Police Officer	17	NE	Lead Customer Service Specialist	9	NE
Senior Engineering Technician	17	NE	Office Support	9	NE
Senior Combination Inspector (Bldg.)	17	NE	VMCC Operations Worker	9	NE
Accountant/Wage and Benefits Coor.	16	NE	Customer Service Specialist	8	NE
Environmental Specialist	16	NE	Golf Course Technician	4	NE
Combination Inspector (Bldg.)	16	NE	Police Cadet	3	NE
Firefighter	16	NE	Golf Course Cashier	2	NE

The above list reflects most regular positions as of publishing of this RFP but is not all inclusive of the job titles to be included in the classification – compensation study.

Agenda Item 7.A.

CITY OF INVER GROVE HEIGHTS

Request for Council Action

SUBJECT: **First Reading of an Ordinance Amending City Code Title 8, Chapters 2 and 4 Related to Water and Sewer Service Connections**

MEETING DATE: February 9, 2026
ITEM TYPE: Regular Business
CONTACT: Brian Connolly, Public Works Director, 651.450.2571

ACTION REQUESTED

The Council is asked to consider the first reading of the attached Ordinance, amending several sections of City Code, Title 8, Chapters 2 and 4 related to private property connection to the City's sewer and water systems.

BACKGROUND

The current City Code Title 8, Chapter 2 provides connection and maintenance requirements related to new and existing buildings for connection to the City's water system, with several references to water meters and radio transmitters (for remote water meter reading), and the inspection and maintenance thereof.

At the January 12, 2026 City Council work session, the Council received an update on the City's pending Advanced Meter Infrastructure (AMI) and city-wide meter replacement project (City Project No. 2023-05), which included a review of the City's code regulations related to meter maintenance and replacement. Although the existing code gives the City authority to maintain and replace water meters, the language leaves some areas of ambiguity regarding replacement of remote reading devices and upgrades or replacement of functioning meters. As such, City staff and the City Attorney are recommending some minor code amendments to provide clarity. The attached Ordinance addresses these changes.

In addition to the water service code in Title 8, Chapter 2, corresponding edits to the sanitary sewer service code in Title 8, Chapter 4 are also recommended for both consistency and clarity. The key recommendations for the sanitary sewer code are to clarify ownership of the sewer service pipe from the service address/building to the sewer main, which has historically been identified as a property owner maintenance responsibility but has not been explicitly stated. The existing code also does not identify maintenance responsibility of any sewer utility components. Staff is recommending such ownership reflect the same language as included in the water service code (Chapter 2).

Proposed amendments to the code also clarify prohibited discharges into the sanitary sewer system, including clarity regarding the discharge of fats, oils, and greases (FOG), and the requirement for grease interceptors ("grease traps") for buildings that generate a high amount of grease discharge (such as restaurants). This section of the code, which had not been updated since 1974, would be adjusted to fall in line with similar requirements in neighboring communities related to FOG prevention in the sewer system. These updates will allow the City to finalize a formal Sanitary Sewer

Maintenance Policy, the completion of which will allow the City to become eligible for enhanced sewer insurance coverage through the League of Minnesota Cities Insurance Trust.

FISCAL IMPACT
N/A

RECOMMENDATION
Staff recommends approval of the first reading of the attached ordinance amending the City Code related to connection to the public sewer and water systems. Given that the changes contained in this ordinance are primarily administrative in nature, the Council may wish to consider waiving the requirement for three readings of this ordinance.

ATTACHMENTS
1. Water & Sewer Service Ordinance (First Reading)

CITY OF INVER GROVE HEIGHTS
DAKOTA COUNTY, MINNESOTA

ORDINANCE NO._____

AN ORDINANCE AMENDING INVER GROVE HEIGHTS CITY CODE, TITLE 8, CHAPTERS 2 AND 4 RELATED TO PRIVATE SERVICE CONNECTIONS TO THE CITY WATER AND CITY SANITARY SEWER SYSTEMS

THE CITY COUNCIL OF THE CITY OF INVER GROVE HEIGHTS ORDAINS AS FOLLOWS:

Section One. Amendment. Title 8, Chapter 2, Section 9, Parts (C), (D), and (E) of the Inver Grove Heights City Code are hereby amended as follows. The deleted language is shown with ~~strikethrough~~ and the added language is underlined:

8-2-9: WATER METERS:
C. Ownership of Meter: All water meters and remote meter reading devices shall be and remain the property of the city.

D. Reading Meters: Authorized city employees shall have free access at reasonable hours of the day to all parts of every building and premises connected to the water system for reading of meters ~~and inspections~~, inspections, and performing any service and maintenance of meters or remote meter reading devices, including replacement.

E. Repair And Maintenance: The city shall maintain and repair all meters and remote meter reading devices when rendered unserviceable through ordinary wear and tear or as a result of reaching the end of their service life and shall replace them, if necessary. However, where replacement, repair, or adjustment of any meter or meter reading device is rendered necessary by the act, neglect, including damage, ~~from hot water backup, or~~ carelessness or negligence of the owner or occupant of any premises, any expense caused to the city thereby shall be charged against and collected from the ~~consumer~~ registered account holder.

Section Two. Amendment. Title 8, Chapter 2, Section 16 of the Inver Grove Heights City Code is hereby amended as follows. The deleted language is shown with ~~strikethrough~~ and the added language is underlined:

8-2-16: RIGHT OF INSPECTION:
The city, by any authorized employee or agent, shall have the right at all reasonable times, <u>and during emergency situations outside reasonable hours where public safety or security of the public water system may be jeopardized</u>, to enter and be admitted to any lands and property in the city for the purpose of making inspection of materials, making meter readings, <u>performing repair, maintenance, and replacement activities</u>, and making inspections of plumbing work and fixtures of all kinds used by or in connection with the water system.

Section Three. **<u>Amendment</u>**. Title 8, Chapter 4, Section 2 of the Inver Grove Heights City Code is hereby amended as follows. The deleted language is shown with ~~strikethrough~~ and the added language is <u>underlined</u>:

8-4-2: PUBLIC UTILITY; ~~GENERAL OPERATION~~ <u>RESPONSIBILITY AND MAINTENANCE</u>:

The entire municipal sanitary sewer system of the city shall be operated as a public utility and for the convenience and general welfare of the residents thereof, from which revenue will be derived, subject to the provisions of this chapter.

<u>A. It shall be the responsibility of the property owner to clean and maintain the sanitary sewer service line from the house or building to the city's sanitary sewer main, including any service cleanouts and the tap, tee, or wye connection fitting.</u>

<u>B. It shall be the responsibility of the property owner to repair or replace the sanitary sewer service line from the house or building to city's sanitary sewer main, including any service cleanouts and the tap, tee, or wye connection fitting. This includes making any repairs to the city right of way, including but not limited to boulevards, sidewalks, trails, curb, and street pavement impacted as a result of the sanitary sewer repairs to current standards set forth by the city. The city shall be responsible for any replacements, upgrading or physical changes of the sanitary sewer main and manholes located within public right of way and easements.</u>

<u>Any work on a sanitary sewer service line within the public right-of-way shall require a City right-of-way permit issued pursuant to Title 7, Chapter 2 of this code and a utility permit pursuant to Title 7, Chapter 3 of this code.</u>

Section Four. **<u>Amendment</u>**. Title 8, Chapter 4, Section 7(B) of the Inver Grove Heights City Code is hereby amended as follows. The deleted language is shown with ~~strikethrough~~ and the added language is <u>underlined</u>:

8-4-7: PROHIBITED DISCHARGES INTO THE SYSTEM:

B. No person shall discharge or cause to be discharged to any city sewer any harmful waters or wastes, whether liquid, solid or gas, capable of causing obstruction to the flow in sewers, damage or hazard to structures, equipment and personnel of the sewage works, or other interference with the proper operation of the sewage works, <u>including, but not limited to, the following types of waste:</u>

1. <u>Liquids having a temperature higher than 150 degrees Fahrenheit.</u>
2. <u>Water or waste which contains more than 100 ppm by weight of fat, oils, or grease (FOG).</u>
3. <u>Gasoline, benzene, naphtha, fuel oil, or other flammable or explosive liquid, solid, or gas.</u>
4. <u>Organic garbage, except such as has been properly shredded via a mechanical grinder system.</u>
5. <u>Inorganic garbage of any kind, including inorganic flushable wipes.</u>
6. <u>Ashes, cinders, shavings, or other liquid or viscous substance capable of causing obstruction of the flow or other interference with the operation of the sewer system.</u>
7. <u>Noxious or malodorous substances capable of creating a public nuisance.</u>

Section Five. **<u>Amendment</u>**. Title 8, Chapter 4, Section 10 of the Inver Grove Heights City Code is hereby amended as follows. The deleted language is shown with ~~strikethrough~~ and the added language is <u>underlined</u>:

8-4-10: ~~INTERCEPTORS~~ FAT, OIL, AND GREASE DISCHARGE PREVENTION:

Fat, oil, and grease (FOG) ~~Grease, oil, and sand~~ interceptors shall be provided when, in the opinion of the <u>chief building official</u> ~~plumbing inspector~~, they are necessary for the proper handling of liquid wastes containing <u>fats, oils, and</u> grease in excessive amounts, or any flammable wastes, sand, and other substances that could harm the sanitary sewer system ~~except that such interceptors shall not be required for private living quarters or dwelling units~~. Where installed, they shall be maintained by the owner at ~~his~~ <u>their</u> expense, in continuously efficient operation at all times.

Section Six. **<u>Effective Date</u>**. This Ordinance shall be in full force and effect upon its passage and publication as provided by law.

Passed in regular session of the City Council on the ____day of _________, 2026.

CITY OF INVER GROVE HEIGHTS

By: ________________________________
Brenda Dietrich, Mayor

ATTEST:

____
Rebecca Kiernan, City Clerk