

MILROY CITY COUNCIL

Regular Meeting

December 22, 2025

CALL TO ORDER/PLEDGE OF ALLEGIANCE/ROLL CALL

Mayor Sik called the meeting to order at 6:30 p.m., followed by the pledge of allegiance.

Council Members Present: M. Sik, L. Sik, Zwach and Schmitt.

Council Members Absent: Marks

Staff in attendance: Clerk/Treasurer Snyder and Public Works Director Sando.

Guests: Mary Dahmes, Megan Haken, Kent Miller, Shane Daniels, Brad Snyder and Sharri VanDeWiele.

APPROVE AGENDA

Zwach/L. Sik unanimous to approve the agenda with the addition of Welu Construction quote under New Business.

GUESTS

Shane Daniels with Meadowview Consulting was present to update and ask if the council had any questions about the contracted work, he is providing the city with. Mayor Sik asked if cameras could be put in the wellhouse's to read the meters. Shane explained that it is best to read these physically in case other issues of concern come up. The issues with the airy/cloudy water were discussed and Shane has shut the bubbler off for now.

CONSENT AGENDA

Schmitt/Zwach unanimous to approve the following consent agenda items as presented.

- a. Amend October 27, 2025, and approve November 24, 2025, regular meeting minutes.
- b. Claims Payable (check #12934-12954) for \$15,074.25 and electronic payments for \$22,186.04.

REPORTS

PUBLIC WORKS – Schmitt/Zwach unanimous to allow Tom Sando to attend a wastewater refresher course in St. Cloud on January 13th & 14th.

There is an abundance of T-12 lightbulbs the city no longer uses. It will cost \$1.00 each to get rid of these. He also informed the council there was damage done to the big tractor and it has been given to insurance. He also provided a list of items to buy. Councilmember Schmitt recommended looking for grants to help with these purchases and Councilmember Zwach said to only buy what you absolutely need now.

COUNCIL – Mayor Sik reminded the council about the newly or experienced training coming up in February. She has been receiving many questions about the school. She said the city has nothing to do with the school and the school has put it up for bids and will open these on 1/12/2026. She has yet to get an official comment from the city attorney about who can speak at a public meeting.

Councilmember Schmitt thanked everyone who attended meetings. Her goal is to continue to try to move the city forward, and said she is available to meet with any residents if needed, as communication is key. Council members agree with Schmitt's statement.

UNFINISHED BUSINESS

Zwach/L. Sik unanimous to approve the open forum form. This form will be used moving forward by anyone wishing to speak in the open forum at a council meeting.

A summary was provided by the personnel committee about the performance reviews held on all employees. Councilmember Schmitt met with the City Clerk about the personnel policy for history and a copy of the policy. She then reviewed the policy and would like there to be a work session in February to review and make any updates.

L. Sik/Zwach unanimous to change the PTO policy to the following effective 1/1/2026. PTO is earned per pay period based on years of service. For full-time employees Year 1 is 2 hours, Year 2 to 5 is 4 hours, Year 6 to 9 is 6 hours and Year 10 + is 8 hours. PTO will continue to accrue up to a maximum of 160 hours. Once the limit is reached, employees will stop accruing until the balance drops below 160. PTO will not accrue during unpaid absences including MN Paid Leave. Regular part-time employees will accrue 1 hour of PTO for every 30 hours worked with a maximum of 48 per year. This will be allowed to accrue to a maximum of 80 hours per MN ESST Standards.

Schmitt/L. Sik unanimous to contribute \$1200.00 a year to each employee's VEBA account.

Zwach/L. Sik unanimous to increase the Clerk/Treasurer wage by .85 per hour.

Schmitt/Zwach unanimous to sunset the current personnel policy, except for what was just voted on.

An update to the MN Paid Leave Law percentages was given. Signature forms have been given to all employees.

Zwach/L. Sik unanimous to approve the government city cell phone plan through Verizon.

Zwach/Schmitt unanimous to approve the purchase of one camera for install above the city shop entrance door.

W/S budget was given to the council. This will be reviewed at the January meeting.

L. Sik/Zwach unanimous to buy 26 flags from CE Signs for a cost of \$18.97 each.

NEW BUSINESS

Schmitt/Zwach unanimous to approve the 2026 fee schedule.

Schmitt/L. Sik unanimous to contact Mike Debbaut to see if he is interested and if he is not Kent Miller, who offered to help, will be offered this temporary position at a wage of \$25.00 per hour.

Quotes will be received for the trade in or fixing of the small utility tractor.

Mayor Sik then handed the meeting over to Acting Mayor Schmitt. Schmitt then read the response from the city attorney regarding the petition received for the recall of the mayor. "Only charter cities that have adopted a recall procedure can remove a council member by petition. Otherwise, statutory cities like Milroy can only remove a council member if they are convicted of a felony, have been convicted of a offense involving a violation of their oath of office, no longer reside in the city, have abandoned their position by failing to participate in council activities for three months, or are unable to serve their position for a 90 day period because of illness, absence, or refusal to attend council meetings. Outside of that, no council member can be removed before the end of their term."

The quote from Welu Construction to finish the park shelter and building a door for the side was discussed. The Sik brothers are willing to volunteer their time to finish the overhang, with the city providing the materials. The local 4-H group is interested in painting the picnic tables as one of their 2026 projects.

Councilmember Zwach would like the city to investigate Facebook or YouTube for options of live streaming the meetings again. She also said the Public Works Director should not park in front of City Hall or the City Shop.

There will be no disciplinary action taken against the City Clerk/Treasurer.

MAYOR/COUNCIL ITEMS

- December 25 – Holiday Observed
- January 1 – Holiday Observed
- January 19 – Holiday Observed
- January 26 – City Council Meeting

ADJOURN

Zwach/L. Sik unanimous to adjourn the meeting at 8:12 p.m.

Approved January 26, 2026.

Betsy Snyder, City Clerk/Treasurer