

## **CITY OF MILROY**

Special Meeting – Personnel Policy, wages, hours, benefits, raises and Pay Equity report  
January 13, 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.  
Councilmembers Present: Sik, Christensen, Olson, Haken and Miller.  
Staff in attendance: Clerk/Treasurer Snyder and Public Works Director Duscher.  
Guests: Tom Marks.

The purpose of this special meeting was to discuss the Personnel Policy, wages, benefits, hours and the Pay Equity report.

### **APPROVE AGENDA**

**Christensen/Haken unanimous to approve the agenda as presented.**

### **CITY HALL/CLERK HOURS**

**Christensen/Haken unanimous effective 2/1/2025 to change the City Hall/Clerk/Treasurer hours to M-TH from 7:30am to 4:30pm, Fourth Monday of the month 7:30am to the end of the council meeting. The Thursday following this meeting date will be taken off to compensate for those hours already worked.**

This will be revisited in three (3) months. All employees are paid hourly. Hours worked beyond the posted hours need to be approved by a personnel committee member prior.

### **PTO**

**Olson/Christensen unanimous to update the carryover of PTO hours for any employee to 312 per year with the remaining to be paid out that same year as it is earned.**

There was discussion on the current hours that are in the books and pay out at their current rate. The council discussed paying these out this year. The current hours will be updated for the January council meeting and put on the agenda. PTO is given to the employees in a lump sum at the beginning of the year and pay raises are given to the employees on the anniversary date. PTO needs to be approved prior to use.

### **PUBLIC WORKS AGREEMENT WITH CITY OF LUCAN**

Currently Lucan and Milroy Public Works employees have worked together if the other needs help with water/sewer issues, with no formal agreement in place.

**Sik/Christensen unanimous to have Mayor Sik investigate a Joint Powers agreement with Public Works employees with the City of Lucan.**

The current hours for this position as stated in the policy handbook is M-F from 7:30am to 4:30pm and this will remain the same.

### **HEALTH INSURANCE**

**Christensen/Miller unanimous to remove the pay increase towards health insurance for the clerk/treasurer and add \$1.53 to her hourly wage.**

The city pays 100% of the single coverage and will determine an amount for the family coverage. Going forward the city could consider a contribution of \$1150.00 per month total. There needs to be transparency with the coverage for each employee.

**Christensen/Haken unanimous to pay \$1150.00 per month total toward a family policy.**

Clerk/Treasurer Snyder indicated the contribution to the employee VEBA accounts with the SWWC service coop are single (1200) or Family (2400), this was how it was set up initially with the deductible being put into it.

**Christensen/Haken unanimous to continue the VEBA contributions.**

### **WAGES**

In 2020 & 2021 in lieu of a raise for the city clerk/treasurer was given extra pay towards her family health insurance policy. These amounts were equal to the percentage given to other employees for a wage increase. In

2020 - 3.8% / .94-dollar amount based on the wage receiving at the time (24.50) 2021- 2.4% / .59-dollar amount based on the wage receiving at the time (24.50). Average pay for a Public Works Director and Clerk/Treasurer is around \$30.00 an hour. Public Works is below average, and council will try to catch him up.

**Olson/Haken unanimous to raise the Custodian wage by 45% (6.25 an hour).**

**Olson/Haken unanimous to raise the Public Works wage by 4.7% (1.19 an hour).**

**Olson/Haken unanimous to raise the Clerk/Treasurer wage by 2.7% (.81 an hour).**

**Haken/Christensen unanimous to approve and file the Pay Equity report.**

**ADJOURN**

**Haken/Christensen unanimous to adjourn the meeting at 8:00 p.m.**

Approved on this 27<sup>th</sup> day of January 2025.

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Betsy Snyder, City Clerk/Treasurer

## MILROY CITY COUNCIL

Regular Meeting

January 27, 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: Sik, Christensen, Haken, Miller and Olson.

Staff in attendance: Clerk/Treasurer Snyder, Public Works Director Duscher and Fire Chief Krueger.

Guests: City Attorney Matthew Gross, Matt Novak, Novak Law Office, Jeff and Sharri VanDeWiele and Tom Marks.

### APPROVE AGENDA

**Christensen/Haken unanimous to approve the agenda as presented.**

### CONSENT AGENDA

**Christensen/Miller unanimous to approve the consent agenda as presented.**

- a. December 23, 2024, Regular Council minutes and January 13, 2025, Special Meeting minutes.
- b. Claims Payable (check #12715 - #12735) for \$43,445.24, and electronic payments for \$16,317.46
- c. Resolution #1-2025 – EFT/Automated Payments
- d. Resolution #2.2025 – Council Code of Conduct
- e. Resolution #3.2025 – Donations
- f. Resolution #4.2025 – Delegating responsibility for cannabis retailers to Redwood County

### REPORTS

**FIRE** – The FEMA grant for gear will be applied for once again. Talks are being held with local townships who are requesting to add sections. There are a few concerns about the distance from the fire hall and this will be discussed with township officials before any changes. Fire/Accident calls not getting paid and buying a camera for the department to use as opposed to their personal cell phone. Haken will do some research on a camera.

**Christensen/Haken unanimous to approve Derek Blankenhagen as a new member to the fire department, with no training needed as he already has that from a previous department.** With this addition it brings the department roster to twenty-two members.

**PUBLIC WORKS** – Working on the annual DNR water report, finding a company who can crack fill the streets and sewer jetting.

**Miller/Christensen unanimous to approve Public Works Director Duscher to attend the MN Rural Water Conference March 4-6, 2025.** If it snows while he is gone Kent Miller will fill in to remove snow. The city attorney was asked if this would be a conflict. He stated not as long as he was not being paid and signed a volunteer waiver, he would still be covered by the city insurance if something were to happen. Public Works Director Duscher will be out for a few days this week. Mayor Sik would like a PTO slip that can be used by employees and attached to their timesheet.

**COUNCIL** – Mayor Sik brought up the residents are complaining about employees parking in front of City Hall. Public Works Director Duscher said no handicap spot is designated and if there was one it should be logical to be on the side street not on highway 68.

**Christensen/Haken unanimous for Clerk/Treasurer Snyder to no longer park in front of city hall.** She also asked about council emails. They are each assigned one an email with the laptop, these laptops are used to receive city items and monthly packets.

Councilmember Haken is going through the current council laptops and will give a recommendation for batteries and fire camera for the February meeting.

Councilmember Miller asked about fire hydrant and paint on curbs. Painting these can be done this spring/summer.

**CLERK/TREASURER** – **Miller/Haken unanimous to approve Clerk/Treasurer Snyder to attend the MN Clerks and Finance Officers Conference March 18-21, 2025.** Her lodging is paid for by MCFOA as she is the organization's Administrative Assistant.

### UNFINISHED BUSINESS

**Olson/Christensen unanimous to give back the December WSG billing late fees with interest.**

**Haken/Olson unanimous to allow the Clerk/Treasurer to have the authority to remove any mistaken late fees moving forward.**

The Pay Equity report was filed on 2/14/2025 and the compliance report was received that same day.

The PTO hours for payout were discussed. Mayor Sik has again been checking with surrounding communities and Milroy gives a lot of time off. She said the Clerk Treasurer could take up to two months off with the time she earns. Councilmember Miller says he does not believe we should take items away from employees. Attorney Gross mentioned sunseting options. Mayor Sik would like a special meeting to discuss these matters.

The health insurance memo from the SWWC service coop was in the packet and gone over. Due to the change in what the city covers for family the employees could possibly switch to single. If an employee wants to change their coverage, they have until January 29, 2025, to make those changes. The clarification to the health insurance contribution. This stands as voted on at the January special meeting. The city will pay the employees single policy and up to \$1,150.00, therefore if you choose family, you will receive 319.34 toward the family on top of the 830.66 single.

VEBA accounts were also discussed. Mayor Sik would like to amend the prior motion to no longer put contribute to the employees' VEBA account. It says in the personnel policy now that the city contributes the deductible. Other cities comparable to Milroy will be contacted by the mayor.

**Christensen/Miller to set a special meeting for Tuesday, February 11, 2025, at 6:30 p.m. to discuss the following items: Policy handbook, VEBA contributions, EDA apartment tour, keys and passwords. Mayor Sik would like an audit of the PTO hours. Clerk/Treasurer Snyder stated these hours are audited each year by the City Auditor.**

#### **NEW BUSINESS**

**Christensen/Haken unanimous to approve Resolution #5.2025 – Annual Designations.**

The Personnel Committee will be made up of Sik and Christensen.

Councilmember Haken has taken the Board of Appeal and Equalization training.

**Miller/Olson unanimous to approve the engagement letter for the annual audit from Kinner and Company Audit firm.**

One of the EDA apartments will be vacant as of 2/1/2025. Who does the repairs and rent was discussed. This apartment will need some repairs, and a tour of this building will take place at the 2/11/2025 Special Meeting and discussion on the repairs will be tabled until the February meeting.

The 2025 safety meetings schedule was included in the packet.

The city is currently complying with a solid waste management tax office audit. The requested information has been sent and once completed the state will contact the city with any recommendations.

Mayor Sik then said she hasn't received keys to the city office or the computer passwords. She thinks the Mayor and Acting Mayor should have these in case something happens to the Clerk/Treasurer. Clerk/Treasurer Snyder said there is confidential items in the office that are not for the councilmembers to see and that no one should get the passwords as they should stay in the office where they currently are kept. City Attorney Gross said they should talk more about this at the special meeting as this is a council policy decision and a policy should be in place prior to giving out keys. Miller does not want a key.

Attorney Matt Novak then addressed the council regarding representing the city, as the city is responsible for prosecuting misdemeanors, selected gross misdemeanors and local ordinance violations. Redwood County has been doing this for the city at a cost. Mr. Novak's hourly rate for 2025 will be \$120.00 an hour as opposed to the County rate of \$175.00 per hour.

**Christensen/Haken unanimous to adopt Resolution #6.2025 – Approving the State of Minnesota Joint Powers Agreement with the City of Milroy on behalf of its City Attorney.**

At this point in the meeting an evaluation of performance was done of the City Clerk/Treasurer, Betsy Snyder due to a complaint received. Snyder requested the meeting remain open. There was a complaint regarding the December late fees that were charged and when she came in to pay her bill, she felt she was not treated properly by the Clerk/Treasurer. City Attorney Gross was then asked about what the council can do. He said the council should look at the discipline policy, investigate the complaint further or review the complaint and take disciplinary action. Attorney Gross said this complaint

does not rise to any form of termination and the city policy should be followed for any oral or written discipline. At this time, the subject of the complaint, Clerk/Treasurer Snyder, was not asked about her recollection of what happened. The council also discussed the late fees at the December meeting and no decision to return those fees was made and at that point the clerk was not able to make that determination on her own. Councilmember Christensen said that since he has been on the council all he hears is complaints and would like a written reprimand to be given. Mayor Sik said she knows this person and cannot be involved in the discussion or vote on any decision made. This conversation is on the camera and can be played at the special meeting.

**Olson/Christensen unanimous to further investigate the alleged complaint and report any findings at the 2.11.2025 special meeting.**

The other issue they have is regarding the answer that the Clerk/Treasurer at the January special meeting regarding VEBA contributions. Mayor Sik contacted the SWWC about this information and she feels the council voted on false information due to the response the clerk/treasurer gave. Clerk/Treasurer Snyder said maybe she didn't understand the question as there was much going on at that meeting, but she does understand the VEBA and how it works. She also questioned her working on a Friday without prior approval. Council members were asked if they knew about this situation prior to this meeting. Miller said Mayor Sik called him and talked for over 30 minutes. Christensen also said they had talked. City Attorney Gross said all personnel issues should be discussed at a meeting and all information should go through the clerk's office. Hours and ways to save time for the clerk was discussed.

#### **PUBLIC FORUM**

Sharri VanDeWiele then spoke about her disappointment with the backing of city employees, bad remarks about employees, audited PTO hours, the information on the electronic sign, donation resolution reimbursement and employee insurance, VEBA contributions, human error on billings and comments about council behavior.

Tom Marks then said he doesn't want to see his taxes go up, but that the council's pay should be raised and to pay by the meetings attended. Clerk/Treasurer explained the council can adjust pay but it legally won't go into effect until after the next general election, which is the fall of 2026.

#### **MAYOR/COUNCIL ITEMS**

- February 11 – Special City Council Meeting
- February 17 – Holiday Observed
- February 24 – City Council Meeting

#### **ADJOURN**

**Miller/Christensen unanimous to adjourn the meeting at 8:45 p.m.**

Approved on this 24<sup>th</sup> day of February 2025.

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Betsy Snyder, City Clerk/Treasurer

## **CITY OF MILROY**

Special Meeting – Personnel Policy, follow up to Clerk/Treasurer complaint, VEBA contributions, Keys, Passwords and tour of EDA apartment  
February 11, 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.

Councilmembers Present: Sik, Christensen, Olson, Haken and Miller.

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

Guests: Beth Carlson, Kim and Mike Wall, Kelsi Miller, Sara Soupir, Tom Marks and Brad Snyder.

The purpose of this special meeting was to discuss the Personnel Policy, complaint follow up, VEBA contributions, keys, passwords and tour the EDA apartment.

### **APPROVE AGENDA**

**Miller/Haken unanimous to approve the agenda as presented.**

Councilmember Haken formerly apologized to Clerk/Treasurer Snyder regarding the rapid-fire accusations at the last meeting.

### **CITY CLERK/TREASURER EVALUATION OF PERFORMANCE**

At this point in the meeting the follow up to the evaluation of performance of the City Clerk/Treasurer, Betsy Snyder was done. Snyder requested the meeting remain open. At this point Acting Mayor Miller took over the meeting due to Mayor Sik having a conflict of interest with the complaint and having no discussion or vote she was asked to leave the meeting while the conversation was played. After the conversation was played, it was said that no rude comments were heard. Haken said all owe the Clerk/Treasurer an apology with the upmost sincerity.

**Haken/Miller/Olson/Christensen unanimous to file no discipline toward the Clerk/Treasurer. Mayor Sik is unable to vote due to conflict of interest.**

### **VEBA CONTRIBUTIONS**

Regarding the information given to the council, prior to this meeting current contributions as written in the personnel policy are 1200.00 or 2400.00 dependent on if you choose single or family. Councilmember Miller suggested giving back what the employee earns for the city by making no claims. Right now, this is put into the general fund with no reimbursement to either employee. Haken recommends the council consider the attorney's suggestion to sunset hours.

**Sik/Christensen to contribute \$1200.00 towards the employees VEBA account. Sik/Christensen approve, Olson/Haken/Miller opposed. Motion Fails.**

**Sik/Christensen to contribute \$1200.00 towards the employees VEBA account. Sik/Christensen approve, Olson/Haken/Miller opposed. Motion Fails.**

**Haken/Miller for the VEBA contributions to remain. Haken/Miller approve, Sik/Christensen/Olson opposed. Motion Fails.**

These contributions will remain as written in the personnel policy.

### **PTO PAYOUT HOURS**

**Olson/Haken unanimous to pay the employees out for their accumulated hours Clerk/Treasurer (566) Public Works Director (344.25) these will be paid out with the new pay raises.**

### **CITY BUILDING KEYS**

**Sik/Olson for Mayor to have keys to all city buildings: city shop, city hall and fitness center.**

**Sik/Christensen/Olson approve, Haken/Miller opposed. Majority rules motion passes.**

Councilmember Miller contacted the League of MN Cities, and they do not recommend councilmembers get keys due to private data in the city office. What part of a councilmember's job requires them to have access to the city office? Mayor Sik said she might need to make copies. All the master keys to all city buildings are in a master key box in the city office.

### **CITY PASSWORDS**

Passwords will stay within the City Office/Shop and not be given out to any individual.

### **PERSONNEL POLICY UPDATES**

**Haken/Olson unanimous to change the word administrator to Clerk/Treasurer throughout the book.**

**Miller/Christensen unanimous to change the PTO carryover to 312.**

Hours need to be updated. The hours could be updated for core and flexible hours, allowing the employee to work at their discretion if needed without prior approval. Clerk/Treasurer hours were limited to 32 and a description of what she does will be shared again with council.

**Sik/Olson unanimous to change all sick leave to PTO.**

Councilmember Miller would like to make it mandatory for the council to attend the newly elected training. Stated this cannot be mandatory as you cannot force someone to attend training.

Councilmember Haken asked is the city has a current performance review sheet, and the city does have a current one in place. All these changes will be made and brought back for the council to approve.

Volunteer work will be discussed with the city insurance agent at the February meeting.

At this time the meeting was open to public comment. Beth Carlson, VP of MCFOA, City Clerk, City of Chatfield and the Mayor of Lewiston then commended those council who attended the newly elected training. Training is important for all city employees including the council. She also said that Betsy Snyder has the highest accreditation of a City Clerk, which is an MMC. There are only nineteen MMC's within the State of MN therefore that shows a lot of dedication from this office. Mayor Sik asked her how and who does the grant application in her cities.

Kimberly Wall would like to thank Scott Haken for apologizing to Betsy Snyder after the last meeting. She stated there are many clerks watching the Council meetings and it was noted by Clerk/Treasurer Snyder that there was over a thousand views. There were also three letters of support for Clerk/Treasurer Snyder in the council packet.

Councilmember Miller thanked the employees for their hard work and the visitors for attending.

Mayor Sik then informed the council of a school board meeting on March 17, 2025, at 5:00p.m. in regard to consolidation and recommends all council attend if able.

The tour of EDA apartment will be done following the adjournment of this meeting as posted prior to this meeting

### **ADJOURN**

**Miller/Haken unanimous to adjourn the meeting at 7:50 p.m.**

Approved on this 24<sup>th</sup> day of February 2025.

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Betsy Snyder, City Clerk/Treasurer

## MILROY CITY COUNCIL

Regular Meeting

February 24, 2025

### CALL TO ORDER/PLEDGE OF ALLEGIANCE/ROLL CALL

Mayor Sik called the meeting to order at 6:35 p.m., followed by the pledge of allegiance.

Council Members Present: Sik, Christensen, Haken, Miller and Olson.

Staff in attendance: Clerk/Treasurer Snyder, Public Works Director Duscher and Fire Chief Krueger.

Guests: Joe Plaetz, Granite Rock Insurance, Jeff and Sharri VanDeWiele, Mary Dahmes and Tom Marks.

### APPROVE AGENDA

**Miller/Haken unanimous, to approve the agenda as presented.**

### GUESTS

Joe Plaetz, Granite Rock Insurance Agency was present to go over the upcoming renewal for the city. **Christensen/Haken unanimous to not waive the tort liability limits.**

### CONSENT AGENDA

The claims were removed from the consent agenda.

**Christensen/Haken unanimous to approve the minutes listed on the consent agenda.**

a. January 27, 2025, Regular Council minutes and February 11, 2025, Special Meeting minutes.

At the 2.11.2025 special meeting there was more than one vote which did not pass; therefore, these contributions remained the same as listed in the policy handbook. Olson said no taxpayer dollars should go into these employee accounts.

**Christensen/Sik to change the VEBA contributions to \$1200.00 for each employee. Christensen/Sik/Haken approve; Olson/Miller opposed. Majority rules, motion carried. A refund will be requested for the added \$1200 that was given.**

**Christensen/Haken unanimous, to approve the claims listed.**

b. Claims Payable (check #12736 - #12755) for \$21294.32, and electronic payments for \$20,427.41.

### REPORTS

**FIRE** – Clifton Township would like the fire department to consider adding ten (10) sections to their current fire contract. Townships have previously been given a year's notice prior to any rate change, and no rate change will be made until 2026 beginning in 2027. The purchase of a grass rig through the DNR has been applied for. Fire Chief Krueger asked if the city would consider putting money into their budget. This would basically be a transfer of funds because fire is part of general and this will be considered for the 2026 budget. The ambulance was questioned as they are not part of the city, but the city houses their vehicle. Hydrant painting is done fifteen (15) feet each way and he can work with Dean on getting these marked out. The dryer keeps popping breakers and someone will need to look at this. June 16, 2025, is their annual burger feed.

**PUBLIC WORKS** – Working on fixing/flushing hydrants and looking for a business who does crack filling. Attending Rural Water Conference March 4-6, 2025, in St. Cloud.

**COUNCIL** – Mayor Sik wants to know why she hasn't received her keys. Public Works Director Duscher explained he hasn't been to town to have them made yet.

Councilmember Miller would like to find an area where the city can offer garden plots for rent to city residents. Location could be at the end of Lorrain on city owned property. This will be put on the March agenda. Tennis courts and possibly using it for a pickleball court were discussed. This will be put on the March agenda. He would like the water/sewer fees, budget and the history of when these fees were reviewed and increased and a copy of the equipment listing. This will be put on the March agenda. Equipment listing and approximate trade in schedule will be put on the March agenda. Interest in the garden plots and pickleball will be asked on Facebook and the city website. He learned at the League of MN Cities that renters are part of the community and welcome at meetings.

Councilmember Christensen then brought up the camera playing from the special meeting, saying residents brought it to his attention that the playing of this could have been altered. Computers and beyond have access to the cameras as they installed them and the fitness door system. He thinks the mayor, or a designated councilmember should have access as well. The city does have a security camera policy. He doesn't think that this is a good look for the city employees, and he wants more transparency.

**Christensen/Sik unanimous to inquire with Computers and Beyond if the footage can be kept for six (6) weeks.** Managing the Facebook page and how the clerk's daughter-in-law had a long comment. Clerk/Treasurer Snyder said there were plenty of

comments on that live meeting including the mayor's husband. He thinks there's a bad look because only one person is controlling it. Clerk/Treasurer Snyder suggested the choice to get rid of Facebook and use only the city website. The comments cannot be shut off due to the way this page was set up. Using you tube or zoom will be used with no comment being able to be made. Haken will work with Clerk/Treasurer Snyder to set this up. Record retention on meetings will be looked at. Facebook will be used for informational items only. **Christensen/Sik unanimous to record city meetings and upload to the city website the day after the meeting.** Christensen asked if a log was kept by the clerk when she uses her personal vehicle for city business. He thinks she is writing off mileage personally as well, but she is not. Mileage is just a reimbursement. He asked if the city should even be taking cash and yes, the city will continue to accept cash.

**CLERK/TREASURER** – Currently updating the personnel policy and drafting a key policy. Attending MCFOA Annual Conference March 18-21, 2025, in Brooklyn Center.

#### **UNFINISHED BUSINESS**

**Olson/Christensen unanimous to buy the go pro with an extra SD card for the fire department use.**

**Christensen/Haken unanimous to allow Public Works Director Duscher to accumulate overtime when doing repairs to the EDA apartment.** Approximate costs to repair could be up to \$5,000.00 for materials.

**Christensen/Sik unanimous to buy five (5) batteries for council computers for a cost of \$26.99 each from Amazon.**

It was also noted that a previous councilmember had changed the settings on the city owned computer to attach her iPad and cell phone. This is not allowed as these are city owned and only to be used to conduct city business.

**Christensen/Haken unanimous to allow the PTO payout to be put into the employees VEBA if chosen.** The option for the employees choose will be approved by the council prior to any disbursement.

**Christensen/Haken to hire Kent Miller to plow snow if needed March 4-6, 2025, for \$25.00 an hour. Christensen, Olson, Sik, Haken approved. Miller abstained. Motion carried.**

**Sik/Christensen unanimous to approve the drafted Time Off request form.** These will be signed by personnel committee members, Christensen or Sik.

#### **NEW BUSINESS**

**Miller/Olson unanimous to approve the Fire Contracts.**

The purchase of a zero-turn mower was discussed. There is currently \$91,704.03 in the designated equipment fund. **Miller/Haken to approve the quote from Weltsch Equipment for \$11,619.00. Christensen/Haken/Miller/Sik approved. Olson opposed. Majority rules, motion carried.**

The cost to implement the option to e-bill for utility bills through our current software company is \$585.00 one-time set up fee, \$120.00 annually and \$.08 per bill. **Haken/Olson unanimous to approve the setup of e-billing for utility bills and offer this choice to city residents.**

**Miller/Haken to purchase 130yards of mulch for \$4,475.25 for under the playground equipment in the city park. Miller/Haken/Christensen/Sik approved. Olson opposed. Majority rules, motion carried.**

The iPad purchase for reading water meters will be tabled until March and options will be looked into.

A nuisance complaint was received about a property and a letter will be sent.

Council pay was discussed with no change being made at this time.

Miller asked about city owned land that is being farmed and if the city collects cash rent. The city does not collect any rent, and this item will be on the March agenda.

#### **PUBLIC FORUM**

No residents addressed the council.

**MAYOR/COUNCIL ITEMS**

- March 17 – School Board Consolidation Meeting
- March 24 – City Council Meeting
- April 7 – Board of Equalization Meeting

**ADJOURN**

**Haken/Olson unanimous to adjourn the meeting 8:55 p.m.**

Approved on this 24<sup>th</sup> day of March 2025.

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Betsy Snyder, City Clerk/Treasurer

## **MILROY CITY COUNCIL**

Regular Meeting

March 24, 2025

### **CALL TO ORDER/PLEDGE OF ALLEGIANCE/ROLL CALL**

Mayor Sik called the meeting to order at 6:35 p.m., followed by the pledge of allegiance.

Council Members Present: Sik, Christensen, Haken, Miller and Olson.

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

Guests: Sharri VanDeWiele, Mary Dahmes, Kelsi Miller and Tom Marks.

### **APPROVE AGENDA**

**Christensen/Miller unanimous to approve the agenda as presented.**

### **GUESTS**

Rebecca Towne, Auditor from Kinner & Company was present to go over the 2024 financial statements and supporting documents. She was asked by the clerk to explain that there is no misuse of funds. Christensen asked how much cash was taken in by the city in 2024. That is not a question for her, but the clerk. This will be provided in the April packet. She then left the meeting.

### **CONSENT AGENDA**

**Miller/Olson unanimous to approve the consent agenda as presented.**

a. February 24, 2025, Regular Council minutes.

b. Claims Payable (check #12756 - #12768) for \$10,584.69, and electronic payments for \$24,077.63.

c. Land Use Permit #1-2025

d. Land Use Permit #2-2025

### **REPORTS**

**FIRE** – No sections will be added to the current contracts.

**PUBLIC WORKS** – The speed sign subscription is ending. The cost of the subscription is \$900.00 per year and the city does not need this for the signs to operate. The subscription will not be renewed. The zero-turn mower was delivered today. Crack filling will be done mid-summer or early fall.

**Miller/Olson unanimous to approve the attendance of the Public Works Director and Clerk/Treasurer to attend the Safety and Loss Control Workshop in Springfield, April 2, 2025.**

**COUNCIL** – Mayor Sik asked if her keys were made. Once the council approves the key policy, she will then get the keys. Councilmember Olson asked about the unlicensed vehicles that have not been moved within city limits. These residents have been sent letters. The next step would be to send another letter saying a ticket will be issued if the vehicle is not moved within a stated amount of time. Options were discussed as there are more than these two properties with nuisances. The most important thing for the council is to be consistent with nuisance letters and procedures. The City Ordinance will be looked at for parking and apartments spaces and this will be in the April packet.

Councilmember Miller wanted to know why the packets were not sent out before Monday 4/24/25. It was explained that the Clerk/treasurer was planning to do this once she returned from conference on Friday, but Mayor Sik said it could wait until Monday to eliminate any overtime. He did not appreciate the late packet as he likes to review over the weekend and be prepared for the meeting. Miller also questioned being included in a mass text of all council, some denied receiving this text even though their numbers were listed as receiving. This is a violation of the open meeting law.

**CLERK/TREASURER** – She has received complaints about the semi which has been parking in front of the city park. It smells, plus it is in an unsafe spot so close to the park where there are children playing. The city will investigate this again to see what if anything could be done to end the parking by the park.

### **UNFINISHED BUSINESS**

**Christensen/Olson to approve the key policy as drafted. Christensen/Olson/Sik approved. Haken/Miller opposed. Majority rules, motion carried.**

Fixing or selling the EDA apartments was discussed. The value of these will be asked at the Board of Equalization meeting on 4/7/2025.

**Christensen/Olson unanimous to buy an iPad to read the water meters remotely and spend up to \$300.00 if possible.**

Having garden plots available for rent for residents will not be done due to lack of interest but will be revisited in the future.

The equipment list was reviewed, and this will be brought back at budget time.

The security camera policy that is currently in place was in the packet. The city does have a third party if footage is requested. Currently footage is saved for 19 days on site. If the council wants to see a certain day and time, can they pull it physically? This can be done, and it can be played back onto a laptop, once a data request is filled out.

The tennis courts/pickle ball courts were discussed. Resurfacing the courts should be done due to the unevenness. Purchasing some portable items for pickle ball has been looked into as well. Grants are available but those windows were missed for this year. The city insurance agent will be contacted regarding the liability to the city if left unlocked and allowed individuals to use.

Utility billing history/fees/budget was discussed. Councilmember Miller passed out some information from a few other cities. Gallon usage and having a price scale was discussed. Information of usage for the city will be put into the April packet.

**Haken/ Olson unanimous to pay out the accrued PTO for employees Dean Duscher and Betsy Snyder as presented.**

#### **NEW BUSINESS**

The complaints received about individual council members and their actions at council meetings were in the packet with the redaction of the people complaining. Council members would like not to redact any complaints, and the Clerk/Treasurer stated that this cannot be done. Councilmember Christensen made a motion to no longer redact complaints; it was explained that this should be investigated prior to any motion. Mayor Sik wants to check with the city attorney about redacting prior to answering any complaints against her. Councilmember Olson did react to his complaints about voting, funds, listening at meetings and mulch. Basically, he stated he does not want to spend money. Councilmember Christensen reacted to his complaints of inappropriate behavior, swearing and the fact that he says it doesn't matter to me I am leaving soon.

Spring Clean-Up is scheduled for June 6,7,8, 2025.

**Olson/Haken unanimous to cash in the CD when it matures and put into the general savings account.**

The city map and farming of city property was discussed. Mayor Sik did speak with one of the individuals and they believe they have an easement. The clerk will investigate the old files to see what can be found there. This will be on the August agenda.

#### **PUBLIC FORUM**

Kelsi Miller then addressed the council about her disappointment with the lack of interest in the garden plots and further development of the city.

Mary Dahmes commended the council for listening to the issue regarding the parking of semi's by the city park.

#### **MAYOR/COUNCIL ITEMS**

- April 7 – Board of Equalization Meeting
- April 28 – City Council Meeting

After the adjournment of the meeting, a tour of the city shop will be done.

#### **ADJOURN**

**Christensen/Olson unanimous to adjourn the meeting at 8:35 p.m.**

Approved on this 28<sup>th</sup> day of April 2025.

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Betsy Snyder, City Clerk/Treasurer

**CITY OF MILROY**

Special City Council Meeting – Board of Equalization  
April 7, 2025

**CALL TO ORDER**

Mayor Sik called the meeting to order at 5:00 pm.  
Council Members Present: Sik, Haken and Miller.  
Staff in attendance: Clerk/Treasurer Snyder.  
Redwood County Assessors: Jesse Jacobson and Brad Zimmer.

There were no residents present at the meeting with questions. Assessed values, sales and how they view a property was discussed.

There were seven sales within the city. There was no increase in property values within the city.

Questions were then welcomed by the council.

**ADJOURN**

**Sik/Haken unanimous to adjourn the meeting at 5:30 p.m.**

Approved on this 28<sup>th</sup> day of April 2025.

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Betsy Snyder, City Clerk/Treasurer

## **MILROY CITY COUNCIL**

Regular Meeting

April 28, 2025

### **CALL TO ORDER/PLEDGE OF ALLEGIANCE/ROLL CALL**

Mayor Sik called the meeting to order at 6:35 p.m., followed by the pledge of allegiance.

Council Members Present: Sik, Christensen, Haken, Miller and Olson.

Staff in attendance: Clerk/Treasurer Snyder, Public Works Director Duscher and Fire Chief Matt Krueger.

Guests: Mary Dahmes, Tom Marks, Scot Bowman and Melvin Welu.

### **APPROVE AGENDA**

**Christensen/Miller unanimous to approve the agenda with the additions of the Oasis Bar & Grill liquor license, Milroy Baseball Association liquor license and the Milroy Fire relief gambling permit under new business.**

### **CONSENT AGENDA**

**Haken/Miller unanimous to approve the consent agenda as presented.**

- a. March 25, 2025, Regular Council minutes and April 7, 2025, BOE minutes.
- b. Claims Payable (check #12769 - #12788) for \$18,299.14 and electronic payments for \$166,010.00.
- c. Land Use Permit #3-2025
- d. Land Use Permit #4-2025

### **REPORTS**

**FIRE – Miller/Olson unanimous to approve the gambling permit for the Milroy Relief Association.**

**Christensen/Haken unanimous to approve the purchase of two Pro Sweep software licenses, two tablets and a tv.**

**Haken/Christensen unanimous to approve the servicing of the fire vehicles with Wrenchers and Jenniges Diesel.**

The department will be attending a Milroy Yankees game on June 8<sup>th</sup> and a Milroy Irish game on June 13<sup>th</sup>. Fire Chief Kruger updated the council on radios; CRP burn and setting up the department ISO rating.

**PUBLIC WORKS – Miller/Olson unanimous to approve the purchase of granite fines for the city alleys.**

A letter will be sent to CHS about drivers staying out of the alleys when they are soft.

Hydrant Flushing will be done within the next weeks and quotes will be received for crack filling.

**COUNCIL** – Mayor Sik had a meeting with Public Works Director Duscher a few weeks ago as he thinks she is harassing him. After the last meeting she was on the MCFOA website looking for grants. On the MCFOA website, Clerk/Treasurer Snyder is listed as the administrative assistant and was asked if she is doing this work on city time. Snyder is not doing this work on city time, her duties with MCFOA are done after 4:30 or on the weekend. Snyder is listed as City of Milroy as that is where she is employed. Sik has also been told by other clerks that Snyder has trained half the clerks in Minnesota. While she has given much advice and guidance over the years, she has not left her city position to help in other cities.

Haken noticed that the semi that was parked by the park is now parked on elevator property. He also has concerns about the cost of the city-wide clean-up. This can cost up to \$5,000.00 and the concern is this cost is spread to all within the city. Appliances are paid for by the individual. This year's clean-up is already set, and this will be reviewed for future ones that are being held.

### **UNFINISHED BUSINESS**

Mayor Sik contacted the city attorney about complaints and redaction. The city attorney told the mayor these are public, and the council can see who is complaining. There are differences if there is a complaint against an employee. **Christensen/Olson to approve all complaints be sent to the city attorney and council with no redaction of the person complaining. Christensen/Olson/Sik approved. Haken abstained/Miller opposed. Majority rules, motion carried.**

Fixing or selling the EDA apartments was discussed. The council would like to sell the apartments and will have the County Assessor do a walk through and give the city a more exact value on the property.

Tennis court repairs/cost was then discussed. The insurance agent has recommended that until any repairs are done the city lock the tennis courts due to liability issues. **Christensen/Haken unanimous to allow the mayor the authority to work with Public Works Director Duscher to make any decisions on repairs to the tennis courts.**

The semi parking ordinance along Euclid Avenue was reviewed. No action will be taken at this time.

The parking ordinance for multiple dwellings was reviewed. No action will be taken at this time, but if any rental property sells, a copy of the ordinance showing ample parking needs to be provided for tenants will be given to the owner.

Personnel Policy will be tabled until the May meeting.

The nuisance list was reviewed. The spring and summer policies will be posted, and no nuisance letters will be sent until after the clean-up.

**Sik/Olson to approve doing a utility rate study through MN rural water. Sik, Olson, Haken, Miller approved. Christensen opposed. Majority rules, motion carried.**

#### **NEW BUSINESS**

**Christensen/Miller unanimous to approve the street closing permit for Kerkhoff Auction company for May 10, 2025.**

**Olson/Miller unanimous to reinvest \$350,000.00 into a seven (7) month CD with First Independent Bank.**

The sales tax audit is complete and within compliance with no change to the returns September 2021 – December 2024.

**Christensen/Haken unanimous to approve the Milroy Baseball Association liquor license.**

**Christensen/Haken unanimous to approve the Oasis Bar & Grill liquor license.**

#### **PUBLIC FORUM**

Tom Marks asked if the council would consider doing a survey of who is interested in playing pickleball, before the city spends a bunch of money to repair the courts.

Melvin Welu informed the council he is resurrecting Milroy Fun Days and tentatively has a date of September 6, 2025.

Mary Dahmes expressed her concern about the city wide clean up and using tax dollars to clean up other resident properties.

#### **MAYOR/COUNCIL ITEMS**

- April 29 – City Office closed
- May 1 – City Office closed at noon
- May 27 (Tuesday) – City Council Meeting
- June 6-8 – Spring Clean Up

#### **ADJOURN**

**Haken/Christensen unanimous to adjourn the meeting at 8:25 p.m.**

Approved on this 27<sup>th</sup> day of May 2025.

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Betsy Snyder, City Clerk/Treasurer

## **MILROY CITY COUNCIL**

Regular Meeting

May 27, 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: Sik, Christensen, Haken, Miller and Olson (left at 7pm).

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

Guests: Mary Dahmes, Andrew Thooft, Ashley Christensen, John Willey, Scot Bowman and Giesen Navarro.

### **APPROVE AGENDA**

**Haken/Miller unanimous to approve the agenda with the addition of the Milroy Relief 1-4 day liquor license under the consent agenda.**

### **GUESTS**

John Willey and Ashley Christensen were present representing the Milroy Public School. They gave an update about the closing of the school after the 2025-2026 school year. This update included the possibilities of the liquidation of the building, land and play equipment.

### **CONSENT AGENDA**

**Christensen/Haken unanimous to approve the consent agenda as presented.**

- a. April 28, 2025, Regular Council minutes
- b. Claims Payable (check #12789 - #12814) for \$35,242.08 and electronic payments for \$13,938.92.
- c. Land Use Permit #5-2025
- d. Oasis Bar & Grill Street closing application
- e. Milroy Fire Relief Association 1–4-day liquor license

### **REPORTS**

**FIRE** – The department would like the council to buy fire extinguishers and smoke detectors for them to hand out at their annual supper feed. The city is unable to provide items for giveaway.

**PUBLIC WORKS** – Sweeper tires will be replaced. The mulch for the park is in. Sewer jetting is complete and one of the manholes needs to be redone. The Public Works Duscher questioned a note left on his timesheet by the mayor saying he needs to work his forty hours each week. He asked if he must work forty hours, how he ever would be able to use his PTO? If he only works thirty-six hours, she said he should use PTO to get to the forty. This has not been done in the past. He would like the council to consider summer hours for him. **Haken/Christensen unanimous to approve summer hours of 7:00a.m. to 5:00p.m. Monday-Thursday and 7:00a.m. to 11:00a.m. on Friday.**

**COUNCIL** – Mayor Sik said the EDA bids were put out prematurely. She would like the County Assessor to view this apartment for a value before it gets sold. The bids that were received will not be opened. A brief history was given on the EDA and these apartments. This will be tabled until the June meeting. The park bathrooms were discussed as they have not been cleaned, and one toilet is plugged. Sara Soupir, who is the custodian at the fitness center will be asked if she is interested in doing this job.

### **UNFINISHED BUSINESS**

**Christensen/Haken unanimous to approve the Personnel Policy with the addition of summer hours.**

**Haken/Miller unanimous to accept the quote from MR Paving for crack repair on the streets in the amount of \$ 32,260.00.**

### **NEW BUSINESS**

**Haken/Christensen unanimous to approve Resolution #7.2025 accepting Kent Miller's resignation as of June 6, 2025.**

A notice of vacancy will be posted for applications to be back by 4:30p.m. on June 12, 2025, and a special meeting to review these will be held at 6:30p.m. on June 17, 2025.

The first responder lease is up at the end of this year. A brief history of how this came to be was in the packet. The city leases the vehicle from them for \$500.00 a year so that the vehicle can continue to be insured on the city's policy. The first responders will be invited to the June meeting.

**MAYOR/COUNCIL ITEMS**

- June 6-8 – Spring Clean Up
- June 19 – Holiday Closed
- June 23 – City Council Meeting

**ADJOURN**

**Miller/Haken unanimous to adjourn the meeting at 7:50 p.m.**

Approved on this 23<sup>rd</sup> day of June 2025.

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Betsy Snyder, City Clerk/Treasurer

## **CITY OF MILROY**

Special Meeting – Council Candidates, Redwood County Assessing Contract and Park bathroom maintenance  
June 17, 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.

Councilmembers Present: Sik, Christensen, Olson and Haken.

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

Guests: Tom Marks, Jeff VanDeWiele, Mary Dahmes.

The purpose of this special meeting was to appoint an applicant to fill the council vacancy, review and approve the Redwood County Assessing contract and discuss the maintenance/cleaning of the park bathrooms.

### **COUNCIL CANDIDATES**

**Christensen/Haken unanimous to appoint Tom Marks to the council, term ending December 31,2026.**

### **REDWOOD COUNTY ASSESSING CONTRACT**

**Christensen/ Olson unanimous to approve the three (3) year contract with Redwood County to do the assessing within the City.**

### **PARK BATHROOMS MAINTENANCE**

Discussion was held as to how often and who's job to clean these are. The custodian at the fitness center does not want to take on the park bathrooms, therefore the Public Works Director will continue to clean. How often was discussed with daily to 3 times a week. These will be checked periodically. Updates or building new was also discussed as these should be handicapped accessible.

### **ADJOURN**

**Christensen/Olson unanimous to adjourn the meeting at 6:50 p.m.**

Approved on this 23<sup>rd</sup> day of June 2025.

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Betsy Snyder, City Clerk/Treasurer

## **MILROY CITY COUNCIL**

Regular Meeting  
June 23, 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: Sik, Christensen, Haken, Marks and Olson (arrived at 7:30pm)  
Staff in attendance: Clerk/Treasurer Snyder and Public Works Director Duscher.  
Guests: Mary Dahmes and Taylor Mueller.

### **APPROVE AGENDA**

**Christensen/Haken unanimous to approve the agenda with the correction of the name of the Christensen ditch to the Milroy tile line/sand trap.**

### **GUESTS**

Taylor Mueller was present representing the Milroy First Responders, to discuss the lease of the first responder vehicle by the city expiring at the end of 2025. She was invited to the meeting so that all new council members and first responders understand why and when this came about. This will be discussed again prior to renewal.

### **CONSENT AGENDA**

**Christensen/Haken unanimous to approve the consent agenda as presented.**

- a. May 27, 2025, Regular Council minutes and June 17, 2025, Special meeting minutes.
- b. Claims Payable (check #12815 - #12826) for \$5,670.09 and electronic payments for \$16,011.36.
- c. Land Use Permits #6-2025
- d. Land Use Permits #7-2025
- e. Land Use Permits #8-2025
- f. Milroy Lions 1–4-day liquor license

### **REPORTS**

**PUBLIC WORKS – Replacing** the park bathrooms due to a confined space issue when turning water on/off and being ADA compliant was discussed. Grants for this project are being researched and Councilmember Marks said he is not in favor of new bathrooms unless the grant covers 100%. It was explained that grants do not usually cover 100% as the city would have to contribute to the project.

**COUNCIL –** Mayor Sik inquired as to who provides the trailers for the city-wide cleanup for the iron. Wrenchers provides this as a service for the city. Councilmember Haken said by the time they haul this in using their own time and fuel they are probably not making much. Councilmember Christensen brought up the parking issues with multiple dwellings and homes within the city. The city does have an ordinance in regard to this but will research other cities as he suggested.

### **UNFINISHED BUSINESS**

Selling the EDA apartments was discussed. On the July meeting agenda, a closed session will be held to decide the value of this property.

Nuisances and procedures were discussed. The council would like to be the ones who decide who should receive letters, and a walk of the town will be scheduled for July 1, 2025 at 6:30p.m.

The owners of 604 Cedar Street are still concerned about the repairs or lack thereof to their property by the city. New black dirt will be brought in, leveled off and the grass will be planted in the fall.

The tile line northeast of the city was discussed. Councilmember Christensen gave a brief overview of the history of this ditch. About a third of the town is hooked to this tile line. There is water shooting out of this line/sand trap due to the pressure. A larger tile and sand trap needs to be installed, and this can be done after the crop is taken out. Duscher will get quotes for this project. A bill from Brey tiling was received today in the amount of \$1,000.00. The clerk said the city did not hire Brey tiling to do this work as it is not city property and had Jack Christensen listed on the invoice. Both Councilmember Christensen and Mayor Sik said this was approved, but

Councilmember Haken said no motion on repair's was made. This was a discussion point, but no formal council decision was made. Duscher will speak with Travis Brey in regard to the invoice and this will be on the July agenda.

Councilmember Olson then came to the meeting.

**Christensen/Haken to accept the quote from Bergen for tennis court repair in the amount of \$ 6,495.00. Sik, Christensen, Haken approve; Olson/Marks opposed. Majority rules, motion carried.**

**NEW BUSINESS**

Employee performance reviews will be done by the Personnel Committee (Sik & Christensen) on June 30<sup>th</sup> and July 1<sup>st</sup>.

**Christensen/Marks unanimous to appoint Drew Olson as Acting Mayor.**

**PUBLIC FORUM**

Mary Dahmes said she was pleased they are repairing the tennis courts for the kids to use and would like the council to review the alleys and the public use.

**MAYOR/COUNCIL ITEMS**

- July 3 – City Office Closed
- July 4 – Holiday Closed
- July 21,22,23 – City Office Closed
- July 28 – City Council Meeting

**ADJOURN**

**Christensen/Haken unanimous to adjourn the meeting at 7:55 p.m.**

Approved on this 28<sup>th</sup> day of July 2025.

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Betsy Snyder, City Clerk/Treasurer

## **MILROY CITY COUNCIL**

Regular Meeting

July 28, 2025

### **CALL TO ORDER/PLEDGE OF ALLEGIANCE/ROLL CALL**

Mayor Sik called the meeting to order at 6:35 p.m., followed by the pledge of allegiance.

Council Members Present: Sik, Christensen, Haken, Marks and Olson.

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

Guests: Mary Dahmes.

### **APPROVE AGENDA**

**Christensen/Olson unanimous to approve the agenda as presented.**

### **CONSENT AGENDA**

**Christensen/Haken unanimous to approve the consent agenda as presented.**

- a. June 23, 2025, Regular Council minutes.
- b. Claims Payable (check #12827 - #12851) for \$32,916.23 and electronic payments for \$16,553.77.
- c. Land Use Permits #9-2025
- d. Land Use Permits #10-2025
- e. Milroy Fun Fest 1–4-day liquor license

### **REPORTS**

**FIRE – Christensen/Haken unanimous to purchase a 2012 Ford F350 Truck from the DNR for \$10,800.00 using funds from the Fire Truck fund account.**

Running a cable out to the fire hall so that there is an access point for internet will be done. Radio's also need immediate attention as some of them are not working properly. The department has been working on a service plan for their fleet of trucks. There are two left that need service. The fire budget was also discussed.

**PUBLIC WORKS –** Work on the tennis courts will need to be completed prior to crack filling. Dean will get in touch with council members who are willing to help to set up a time to do the work. Quotes will be received for tree trimming for the August meeting. The Milroy PTO would like to buy a bench for the park in memory of Melvin Welu. Dean will work with the PTO on this project. Mayor Sik then thanked Duscher for working overtime to manage the operations during the heavy rains.

**CLERK TREASURER – Haken/Christensen unanimous for her attend the Advanced Academy in Rochester, MN September 18-19, 2025.**

E-billing is progressing and training for this will be sometime in August.

### **UNFINISHED BUSINESS**

Moving forward any nuisance ordinances that are violated will be brought to a council meeting.

**Haken/Olson to approve and pay the invoice for \$1,000.00 from Brey Tiling. Haken, Olson, Marks, Sik approved. Christensen abstained.**

The Spring Clean-up and costs for 2025 (2070.67) was discussed. How to operate the clean-up to avoid all property owners contributing to costs and how to make this more efficient was talked about and will be discussed in the spring, prior to setting the 2026 date.

Mayor Sik gave an update of the employee performance reviews that were held. The committee is recommending increasing the 2026 wages by cost of living (2.7%) currently. Also moving forward, the personnel committee will meet with the employees on a quarterly basis.

**Christensen/Olson unanimous to appoint Scott Haken to the personnel committee replacing John Christensen.**

The sample model mutual aid agreement between Milroy/Lucan from the League of MN Cites was reviewed and will be updated for approval at the August meeting.

**Haken/Christensen unanimous to list for sale the trailer that is currently sitting out at the ponds.**

The truck that is out at the ponds will be used for fire training and then disposed of.

Fixing the tile line that goes out of town towards the Jack Christensen property was discussed. Dean received a quote for \$67,000.00 to install a completely new line. Other options will be explored for the August agenda.

Multiple dwelling and parking spaces were discussed. Currently, this is addressed in the city ordinance book.

#### **NEW BUSINESS**

**Sik/Olson unanimous to allow Clerk/Treasurer Snyder to use up to four PTO hours each week if wanted to increase her pay, with no OT received.**

The 2026 proposed budget was then reviewed. The proposed levy has to be sent to the County Auditor by 9/30/2025.

The council is considering changing the date of the council meetings. This will be put on the August agenda.

**Haken/Olson unanimous to approve Resolution #8.2025 accepting John Christensen's resignation as of July 28, 2025.**

A notice of vacancy will be posted for applications to be back by 4:00p.m. on August 14, 2025, and reviewed at the August meeting.

#### **PUBLIC FORUM**

Mary Dahmes commented she was pleased the council is looking at how the Spring Clean-up can be better run.

#### **MAYOR/COUNCIL ITEMS**

- August 25 – City Council Meeting

The regular meeting was then closed at 8:11 p.m. to discuss the value of the property located at 409 Euclid Avenue.

The regular meeting was then opened at 8:18 p.m. the council agreed on a minimum bid on the property located at 409 Euclid Avenue. This property will be put up for sale using the closed bid system.

#### **ADJOURN**

**Olson/Marks unanimous to adjourn the meeting at 8:20 p.m.**

Approved on this 25<sup>th</sup> day of August 2025.

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Betsy Snyder, City Clerk/Treasurer

## **MILROY CITY COUNCIL**

Regular Meeting

August 25, 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: Sik, Haken, Marks and Olson.

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

Guests: Mary Dahmes, Andrew Thooft, Ed Knopik and John Christensen.

### **APPROVE AGENDA**

**Haken/Marks unanimous to approve the agenda as presented.**

### **COUNCIL APPOINTMENT**

**Olson/Marks unanimous to appoint Lanny Sik to the council, term ending December 31,2026.**

### **BID OPENING**

**Haken/Olson to accept the bid from Andrew Thooft for \$20,000.00 for the EDA Apartments.**

**Olson/Marks to accept the bid from Ed Knopik for \$151.00 for the trailer.**

### **CONSENT AGENDA**

**Haken/Olson unanimous to approve the consent agenda as presented.**

- a. July 28, 2025, Regular Council minutes.
- b. Claims Payable (check #12852 - #12871) for \$38,411.35 and electronic payments for \$15,219.41.
- c. Milroy Fun Fest Street closing application.
- d. Oasis Bar & Grill Street closing application.
- e. Resolution #9-2025 Work Comp for City Council.

### **REPORTS**

**FIRE** – Fire donations have been received in memory of Melvin Welu.

**Haken/Olson unanimous to buy four (4) radios for \$15,500.00 from DSC Communications.**

**Haken/Olson unanimous to have Donner Manufacturing for a cost of \$6,100.00 to build a steel flat bed for the new fire truck that was just bought.**

**PUBLIC WORKS** – The water tower inspection report was in the packet.

**Olson/Haken unanimous to buy more granite fines to do all the alleys.**

### **CLERK/TREASURER**

Currently updated the city website to make it ADA complaint.

### **UNFINISHED BUSINESS**

**Haken/Olson unanimous to approve the Mutual Aid agreement with the City of Lucan. This will be sent to the City of Lucan for council approval.**

The repairs to the property at 604 Cedar are being redone. New black dirt was brought in, and Doug Christopherson will seed in the fall.

**Marks/Haken unanimous to approve the First Responder lease. This will be sent to the First Responders for board approval.**

**Haken/Olson unanimous to approve Resolution #10.2025 adopting the proposed 2026 levy amounts; General Levy \$190,000; Tax Abatement Levy \$16,500 and 2022 Street Project Abatement Levy \$ 110,000. This is a 0% increase from last year.**

At this point in the meeting the tile line repairs were discussed. John Christensen was in attendance about this topic. Replacing the sand trap should be done first as this could remedy the problem. A special meeting will be held September 9, 2025, to discuss the replacement of the tile line and sand trap. Quotes will be received for the sand trap project

**Olson/Haken unanimous to approve Brian's Tree Service to trim boulevard trees within the city for a cost of \$3800.00 per day.**

Changing the monthly meeting day will be tabled until the September meeting.

**NEW BUSINESS**

**Haken/Marks unanimous to not join the RADC.**

The 2026 health insurance renewal premium will be tabled until the September meeting.

The volunteer trees on the west side of town need to come out. Currently Public Works Director Duscher is doing this when he has time. Marks asked if he could volunteer his time to help remove this and this can be done.

**MAYOR/COUNCIL ITEMS**

- September 1 – Holiday Observed
- September 18 & 19 – City Office Closed for Training
- September 22 – City Council Meeting

**ADJOURN**

**Olson/Haken unanimous to adjourn the meeting at 7:45 p.m.**

Approved on this 22<sup>nd</sup> day of September 2025.

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Betsy Snyder, City Clerk/Treasurer

## **CITY OF MILROY**

Special Meeting – Review quotes to replace sand trap and discuss tile line  
September 9, 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.  
Councilmembers Present: Sik, Olson, Marks and Haken.  
Staff in attendance: Clerk/Treasurer Snyder.

The purpose of this special meeting was to discuss any repairs needed to the tile line that runs northeast of the city and quotes to install a new sand trap.

### **SAND TRAP QUOTES**

One quote from JD Plumbing & Heating was received for this project. The council would like at least one to two more quotes by the September 22, 2025 regular meeting.

**Olson/Marks unanimous to dig this area up and see what the issue is and if the sand trap needs to be replaced this will be done at the same time.**

### **FURTHER DISCUSSION ON TILE LINE**

It was said that prior to spending approximately \$70,000.00 the sand trap should be replaced first if needed to see if this will remedy the problem.

### **ADJOURN**

**Marks/Haken unanimous to adjourn the meeting at 7:00 p.m.**

Approved on this 22<sup>nd</sup> day of September 2025.

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Betsy Snyder, City Clerk/Treasurer

## **MILROY CITY COUNCIL**

Regular Meeting

September 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, Haken, Mark, L. Sik and Olson.

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

Guests: Mary Dahmes, Lori Duscher, Kent Miller and Brad Snyder.

### **APPROVE AGENDA**

**Haken/Marks unanimous to approve the agenda with the addition of Resolution #11-2025 – authorizing the proper city officials to execute a quit claim deed to convey real property from the city of Milroy to AT properties, LLC., under the consent agenda.**

### **CONSENT AGENDA**

**Haken/Olson unanimous to approve the consent agenda as presented.**

- a. August 25, 2025, Regular Council minutes and September 9, 2025, Special meeting minutes.
- b. Claims Payable (check #12872 - #12888) for \$55,520.57 and electronic payments for \$20,785.46.
- c. Land Use Permit #11-2025.
- d. Land Use Permit #12-2025.
- e. Resolution #11-2025 Quit Claim Deed.

### **REPORTS**

**FIRE** – Fire Prevention Week activities will be at the fire hall and a fire drill at the school on Friday, October 10, 2025.

**COUNCIL** – Haken said it was brought to his attention of a call made to MN Rural Water and the secretary got chewed out. Mayor Sik said she made the call but did not chew them out, she asked that their vehicles park the proper way on the street when in front of the Milroy city shop so as not to break the law. Other concerns were that the beer truck distributor delivering for the fun fest celebration to the mayor's home address and drove onto a street not rated for trucks to drive upon. There were citizen complaints about fireworks being shot off in town, there is a city ordinance against this and no one on the council should violate city ordinances as that is not a good example. The other factor that concerns him is the amount of money being spent on the city attorney. Moving forward the mayor will let the clerk know when she contacts the attorney so that the clerk will expect an invoice.

### **CLERK/TREASURER**

The Clerk/Treasurer would like all council to use their city issued laptop for receiving packets and correspondence. Currently there are 30 individuals who signed up for e-bills and 33 for autopay.

### **UNFINISHED BUSINESS**

**Haken/Olson unanimous to have JD Plumbing & Heating install the sand trap as soon as they can for a cost of \$7,856.00.**

No changes will be made to the current city council dates. They will continue to be the fourth Monday of each month at 6:30 p.m.

**Haken/Olson unanimous, to approve 2026 health insurance renewal premium. Single \$884.90 and Family \$2,240.08.**

The information about land detachment was reviewed and nothing will be done by the city.

### **NEW BUSINESS**

**L. Sik/Haken for the City Clerk/Treasurer to attend the forfeited land sale on October 20, 2025. M. Sik, L. Sik, Olson, Haken approve; Marks opposed. Majority rules, motion carried.**

**Olson/Haken unanimous to approve the resignation of the Public Works Director, Dean Duscher effective October 1, 2025.**

A notice will be posted to fill this position. The city will need to consider a company/qualified Water/Wastewater technician to oversee the city system until the new employee can be certified. This is approximately one year.

**Haken/Olson unanimous to hire PeopleService to handle Milroy's water/wastewater system.**

**OPEN FORUM**

Lori Duscher asked if the council was going to fix the behavior that caused her husband to quit his job with the city. If not good luck to the next person.

Mary Dahmes would like the council to consider who may call the city attorney other than the City Clerk/Treasurer. Once the city attorney is contacted it costs the city and the taxpayers money, therefore it should be decided if one councilmember or all councilmembers can call when they have a little question. It's obvious that Dean Duscher does not want to leave the city as he is being forced out by harassment. She said to Mayor Sik that since she has been Mayor there is always an issue with items and employees at each meeting. She also said the council and the employees should work together.

Kent Miller feels the council should apologize to Dean Duscher for letting him resign without doing anything to try to keep him employed with the city.

**MAYOR/COUNCIL ITEMS**

- October 13 – Holiday Floater
- October 27 – City Council Meeting

**ADJOURN**

**Olson/Marks unanimous to adjourn the meeting at 7:24 p.m.**

Approved on this 27<sup>th</sup> day of October 2025.

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Betsy Snyder, City Clerk/Treasurer

## **CITY OF MILROY**

Special Meeting – Conduct interviews for the Public Works position, discuss public works absence/items that need to be addressed, Facebook, sand trap, keys, cameras, Water/Wastewater contract, tax forfeited land sale, City Attorney and council computers.

October 15, 2025

### **CALL TO ORDER/PLEDGE OF ALLEGIANCE**

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

Councilmembers Present: M. Sik, L. Sik, Olson, Marks and Haken.

Staff in attendance: Clerk/Treasurer Snyder.

Guests: LuVerne Sik, Sharri VanDeWiele, Al & Angie Pool, Kent Miller, John Christensen, Mary Dahmes and Sara Soupir.

The purpose of this special meeting was to conduct interviews for the Public Works position, discuss public works absence/items that need to be addressed, Facebook, sand trap, keys, cameras, Water/Wastewater contract, tax forfeited land sale, City Attorney and council computers.

### **INTERVIEWS**

6:30 p.m. – Tony Jurens

7:15 p.m. – Tom Sando

Clerk/Treasurer Snyder will contact Mr. Sandbo and offer him the position at \$28.00 per hour. He accepted to start on 10/20/2025.

### **PERSON/BUSINESS TO SET UP THE SNOW REMOVAL EQUIPMENT**

This could be done by local business, or possibly a few of the fire department members or the new hire.

### **ADDRESSING OF ITEMS IN ABSENCE OF A PUBLIC WORKS DIRECTOR**

Andrew Thooft will be contacted to winterize the park bathrooms.

### **WATER/WASTERWATER CONTRACTED SERVICES**

This will be tabled. Council is waiting for a quote from Shane Daniels.

### **MOTION TO RESCIND THE PREVIOUSLY PASSED MOTION FOR THE CLERK/TREASURER TO ATTEND THE TAX FORFEITED LAND SALE**

**Marks/L. Sik unanimous to rescind this motion and wait until the County conducts a third sale for the property.**

### **SAND TRAP INSTALLATION**

Council would prefer this to be installed this fall. JD Plumbing & Heating will be contacted for his availability.

### **COUNCIL COMPUTERS**

Mayor Sik said she called the City Attorney, and councilmembers do not have to use computers. Using computers and printed packets are both done at this time and this is not a good use of time management for the clerk. Clerk said those who are not using them need to return as they are city property.

### **CITY ATTORNEY**

Mayor Sik said she feels the council has the right to call the city attorney when necessary. She also said spending \$700.00 is not an over amount based on the questions she asked. If council does call the city attorney, they need to let the Clerk/Treasurer know about an expected invoice.

### **KEYS**

A set of keys needs to be given to another councilmember for the city shop and the vehicles. There are extra keys in the key box in the city office. Once a new Public Works Director is in place they will have the keys.

Clerk/Treasurer Snyder reported the frame on the handle side of the front door on the city shop damaged. She has been looking through the cameras for any incidents. She noticed there was nothing missing. She bolted this

door and called Welu Construction for repairs. Calling the sheriff will be done. Having a lock box at the city shop was suggested.

#### **CAMERAS**

The time frame on the computers was discussed, and this is believed to be thirty days. There is no contract with Computers & Beyond, but they do maintain our cameras and could help us pull off any item if needed.

#### **FACEBOOK COMMENTS**

Council feels the comments on the Facebook page can be abusive towards councilmembers. As said prior these comments cannot be shut off with the Facebook platform the city has.

**Olson/Marks to approve the deactivation of the city Facebook page. L. Sik, Olson, M. Sik, Marks approved. Haken opposed. Majority rules, motion carried.**

#### **RESOLUTION #12.2025 – ACCEPTING COUNCILMEMBER HAKEN RESIGNATION AND DECLARING A VACANCY**

**Olson/L. Sik unanimous to approve Resolution #12.2025 accepting Scott Haken’s resignation as of October 15, 2025, 2025.**

A notice of vacancy will be posted for applications to be back by 4:00p.m. on October 23, 2025, and reviewed at the October meeting.

Clerk/Treasurer Snyder asked that all correspondence when she is in the office be done by the city office phone or the city email, not by texting her personal cell phone.

#### **ADJOURN**

**Marks/Olson unanimous to adjourn the meeting at 8:07 p.m.**

Approved on this 27<sup>th</sup> day of October 2025.

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Betsy Snyder, City Clerk/Treasurer

## **CITY OF MILROY**

Special Meeting – Discuss sand trap, cameras and Water/Wastewater contract.  
October 22, 2025

### **CALL TO ORDER/PLEDGE OF ALLEGIANCE**

Mayor Sik called the meeting to order at 6:30 p.m., followed by the pledge of allegiance.  
Councilmembers Present: M. Sik, L. Sik, Olson and Marks.  
Staff in attendance: Clerk/Treasurer Snyder and Public Works Director Tom Sando.  
Guests: Mary Dahmes, Megan Haken and Kent Miller.

The purpose of this special meeting was to discuss the sand trap, cameras and Water/Wastewater contract.

### **WATER/WASTERWATER CONTRACTED SERVICES**

Tabled until the regular meeting on Monday, October 27, 2025, due to still waiting for a quote from Shane Daniels.

### **SAND TRAP INSTALLATION**

JD Plumbing & Heating was contacted, and they are unable to install the sand trap until spring, due to the hauling of grain by both farmers and FCAM.

### **CAMERAS**

Regarding the city shop door vandalism, the sheriff recommended two people from the city view the cameras for evidence. Access to look at the footage will be given to Mayor Sik and Councilmember Marks for reviewing prior to the regular meeting.

### **ADJOURN**

**Olson/Marks unanimous to adjourn the meeting at 6:45 p.m.**

Approved on this 27<sup>th</sup> day of October 2025.

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Betsy Snyder, City Clerk/Treasurer

## **MILROY CITY COUNCIL**

Regular Meeting

October 27, 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, Marks, L. Sik and Olson.

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

Guests: Mary Dahmes, Lori & Dean Duscher, Kent Miller, Megan Haken, Sharri VanDeWiele, Laverne Sik, Al & Angie Pool and Brad Snyder.

Mayor Sik reminded the guests of the rules for public comment.

### **APPROVE AGENDA**

**L. Sik/Marks unanimous to approve the agenda with the addition of well-house electrician, PTO and Drew Olson resignation.**

### **RESOLUTION #14.2025 – ACCEPTING COUNCILMEMBER OLSON RESIGNATION AND DECLARING A VACANCY**

**L. Sik/Marks unanimous to approve Resolution #13.2025 accepting Drew Olson’s resignation as of October 27, 2025, at 7:10 p.m.**

A notice of vacancy will be posted for applications to be back by 4:00p.m. on November 18, 2025, and reviewed at the November meeting.

### **COUNCIL APPOINTMENT**

**Olson/Marks unanimous to appoint Chris Schmitt to the council, term ending December 31,2026.**

### **CONSENT AGENDA**

**Marks/Olson unanimous to approve the consent agenda as presented.**

- a. September 22, 2025, Regular Council minutes and October 15 & 22, 2025, Special meeting minutes.
- b. Claims Payable (check #12889V-12911) for \$28,835.47 and electronic payments for \$17,184.90.
- c. Land Use Permit #13-2025.
- d. Resolution #13-2025 Accepting payment from the Milroy Relief Association.

### **REPORTS**

**FIRE – Marks/L. Sik unanimous to deem the pick-up truck box and bumper off the 2012 F-350 as excess property.**

This will be listed for sale.

The grass rig flatbed is complete and needs to be picked up in Clara City. There are multiple truck repairs that need to be addressed. The '07 Yellow Tanker was taken to Heiman for valve and piston repairs and the '90 tanker repair of the fuel line was done by Wrenchers. The new radios are all in. The department received a FEMA grant. This grant is for SCBA, turnout gear and a fill station. The city match for this \$234,000 grant is \$11,000.00; this is a 5% match and will come out of the fire fund.

**PUBLIC WORKS –** He is working his way around the shop and becoming familiar. He has repaired the frame of the front door on the shop that was broken. Welu’s will donate a metal plate for that door. Using the street sweeper will be a learning curve for him with help from the City of Marshall. He is also cleaning the shop and building some shelves. The rear overhead door to the shop needs the cables repaired and Z Doormen will be called for repairs. We will be having a mock OSHA tour of our buildings next month. Park shelter needs the soffit put on and the roll up door was asked about. A new cutting blade for the tractor will be bought.

**COUNCIL –** Mayor Sik called the city attorney on 10/27/2025 about the formal grievance.

Councilmember Olson called the city attorney on 10/24/2025 about the formal grievance filed that he would need to address being he is the acting mayor. Olson then commented on the complaints against the mayor that were brought up at the last meeting. These include fireworks, beer truck driving on Lexington Street to unload at her home, where the beer was bought, and council members not caring about the city. He said if city residents care about the city they should consider running for council as there is a vacancy. Councilmember Marks had residents ask why the citizens are acting the way they do. It appears there is a lot of fighting going on and he would like the city to be a better place to live. He then thanked Olson and Haken for their service to the city council.

## **UNFINISHED BUSINESS**

The formal grievance filed by Dean Duscher was then addressed. Acting Mayor Olson then allowed Mayor Sik the option to speak on this matter. Mayor Sik said she called rural water on 9/4/2025 and spoke with Lori Blair who works for Rural Water and is a friend of hers. When Mayor Sik spoke to Lori Blair, she told her that their rural water truck was parked illegally in front of the city shop and asked her to have the driver not break the law and to park properly on the street. Lori Blair agreed to talk with the driver. Mayor Sik then called Lori Blair back on 10/9/2025 due to the grievance stating she yelled and screamed at her, and if this is true Mayor Sik would like to offer an apology. Lori Blair said she did not yell and scream at her and that Mayor Sik was more than welcome to use her name in the council meeting.

**Olson/L. Sik to take no action against Mayor Sik about the grievance that was filed. L. Sik, Olson, Marks approved. M. Sik abstained.**

**Marks/Olson unanimous to dissolve the Milroy EDA and leave these funds in general until any further use.**

**L. Sik/Marks unanimous to no longer contribute towards the family health plan and to only offer the single policy to employees paid for by the city.** Employees can have a family policy they will just have to pay for it.

Purchasing better cameras or more cameras was talked about and having better lighting on the buildings.

The 2026 wage increases will be tabled until the November meeting.

Water/Wastewater contracted services were discussed. Meadowview Consulting/Shane Daniels has was still not able to produce a contract with insurance factored in. A special meeting will be held on November 5, 2025, at 6:30p.m. and a decision will be made between him and People Service.

## **NEW BUSINESS**

The current spending threshold of \$300.00 will not be changed, and Public Works Director Sando will make a list and council will approve.

The State Auditor has determined that cities under 2500 population no longer need an audit each year. The city auditor has provided a proposal for certain items that they would still do for the city. The 2025 audit will be tabled until the November meeting.

The MN Paid Leave law that goes into effect 1/1/2026 was reviewed. The percentage of determination for small employers has not been released by DEED yet. The percentage will be either .44% or .22% for each employee and the city. This will be tabled until the November meeting.

Bidding city contracts was on the agenda and Mayor Sik received her explanation about this from the clerk, which is when contracts come due, they are put up for bids/quotes.

An appointment to the personnel committee will be tabled until the November meeting.

Ordinance violation complaints were received and reviewed by the council. None of these complaints are signed or dated and will not be addressed by the council. All complaints if signed will be forwarded to the city attorney per council decision in 2/2025. Mayor Sik said the City Attorney told her the council cannot enforce ordinances as they are not police officers and if an ordinance is violated the sheriff should be contacted. Copies of the Ordinance Book will be made for council by 1/1/2026.

City provided cell phones is being researched. This will be tabled until the November meeting.

When Dean Duscher he had unused PTO which was all frontloaded at the beginning of the year. City attorney Matt Gross said this needed to be paid out. Due to the precedence set Tom Sando will receive his first year of PTO. Mayor Sik would like to propose 3 weeks of PTO plus the 48 hours of ESST and to not front load this. This will be tabled until the November meeting.

## **OPEN FORUM**

Kent Miller then spoke about having a company in place that can train the new Public Works Director about water and sewer. It should not be the mayor seeking out an individual or company by herself. This should be brought to the council first. Calling the city attorney and spending taxpayer dollars.

Lori Duscher asked how the city can hire a new Public Works Director with no experience at a higher wage than the previous that held the water/wastewater license. She also questioned the ownership of the mayor's residence.

Mary Dahmes commented on the frustration of the people in the city, and this could be due to council spending, hiring new people with no experience at a higher wage, special meetings, cell phones, ordinance violations, and ignoring complaints.

Megan Haken asked if the complaints are signed will the council acknowledge them. Council will and she will sign the ones she gave. She also said the public forum should be at the beginning of the meeting. Citizens are silenced and the council is her "Yes" men.

Dean Duscher said he would like to say a lot of things, but these reasons are why he quit. He loved his job and there is way more to the MN Rural water story and the fun fest story. He feels slighted by the fact that he was never thanked for his fifteen years of service in the city.

Sharri Van De Wiele would like to reiterate the retaliation. She questioned Councilmember Marks about how he said citizens don't come to meetings because the people attending are too aggressive and in your face. Basically, they are not afraid anymore, that is why they are still attending. You should not let your favoritism about who you want to hire to train Tom mislead you.

LaVerne Sik was questioned about if he pays taxes in the city. Council is the keeper of spending the money and trying to save money. He said the council is the keeper of the purse and the city clerk said she is charge of the money and reports back to the council. Sik said she is in charge of the bills and all get ran through council.

#### **MAYOR/COUNCIL ITEMS**

- November 10 – City Office Closed
- November 11 – Holiday Observed
- November 24 – City Council Meeting
- November 27 – Holiday Observed

#### **ADJOURN**

**Marks/L. Sik unanimous to adjourn the meeting at 8:05 p.m.**

Approved on this 24<sup>th</sup> day of November 2025.

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Betsy Snyder, City Clerk/Treasurer

## **CITY OF MILROY**

Special Meeting – Discuss Water/Wastewater contract.

November 5, 2025

### **CALL TO ORDER/PLEDGE OF ALLEGIANCE**

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

Councilmembers Present: M. Sik, L. Sik, Schmitt and Marks.

Staff in attendance: Clerk/Treasurer Snyder.

Guests: Mary Dahmes, Megan Haken, Sharri VanDeWiele, Denis Sik, Shane Daniels and Drew Olson.

The purpose of this special meeting was to discuss and approve a Water/Wastewater contract.

### **WATER/WASTERWATER CONTRACTED SERVICES**

Two quotes were received; one from PeopleService and one from Meadowview Consulting. Shane Daniel from Meadowview Consulting was in attendance to answer questions the council may have.

**Marks/L. Sik unanimous to contract with Meadowview Consulting for a cost of \$1,288.00 a month, \$50.00 an hr. plus mileage for selected services if needed and a one-time \$475.00 for past due reports and submittals.**

### **ADJOURN**

**Marks/L. Sik unanimous to adjourn the meeting at 6:47 p.m.**

Approved on this 24<sup>th</sup> day of November 2025.

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Betsy Snyder, City Clerk/Treasurer

## **MILROY CITY COUNCIL**

Regular Meeting

November 24, 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, Marks, L. Sik and Schmitt.

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

Guests: Mary & Garlan Dahmes, Megan Haken, Renee Zwach, Kent Miller, John Christensen, Brad Snyder, Lori Duscher and Drew Olson.

Mayor Sik has spoken to the city attorney about individuals taping the city meetings. He said the council can make a motion that only the city council or city clerk can record the meetings. **L. Sik/Marks unanimous to only allow the council and city clerk to record the meetings.**

Mayor Sik then read the rules of public comment. Question asked by Schmitt; is there a policy outlining who may address the council; residents or individuals who have official business with the council? Mayor Sik spoke with the city attorney about this, and he said you do not have to be a resident to speak as it is a public meeting. The mayor will get the city attorney's comment on this in writing.

### **APPROVE AGENDA**

**Schmitt/Marks unanimous to approve the agenda with the removal of #10 Evaluation of Performance until next month, Guest Andrew Kolander/tax abatement and addition of forfeited home sale and spending limit.**

### **COUNCIL APPOINTMENT**

**Schmitt/Marks unanimous to appoint Renee Zwach to the council, term ending December 31,2026. Renee was then administered the Oath of Office by Clerk Snyder.**

### **BID OPENING**

**L. Sik/Marks to accept the bid from Tom Sando for \$25.00 for the Truck box.**

### **CONSENT AGENDA**

October 22, 2025, regular meeting minutes were removed from the consent agenda.

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

b. Claims Payable (check #12912-12933) for \$8,430.09 and electronic payments for \$7,472.58.

**Schmitt/Zwach unanimous to approve the November 5, 2025, Special Meeting minutes and the October 27, 2025, regular meeting minutes with changes to the public forum items.**

In the future, there will only be a summary of public forum comments in the minutes.

### **REPORTS**

**FIRE** – The department has a vehicle that is being given to the department for training. **Marks/L. Sik unanimous to store this vehicle at the ponds.** Matt recommends if council has any fire-related questions, to please reach out to himself or the Assistant Chief, Dean Duscher.

**PUBLIC WORKS** – He informed the Fire Chief that there are currently two hydrants out of commission. SW Sanitation will bring a new dumpster to the city shop. G & R Electric has installed new lights and outlets in the city shop. Picked up a burn permit. Ordered a mirror for the city truck. Updating the locks and padlocks so there is one universal key. Leroy Sik offered the use of his lift at no cost to the city for the PW Director to change banners. Other items discussed; tree trimming, safety items, heaters, light bulbs, flagpole, discarding old Christmas lights and installing lights, park shelter finishing, discharging, water tower & fire safe cabinet.

**COUNCIL** – Mayor Sik received an email letter from Taylor Olson from the MN Dept of Health about a compliance report dated 6/27/2025. She asked why she had never seen this before as it was sent in the mail to PO Box 9. The clerk said she did not receive this letter. Mayor Sik brought forward an open forum comment form for individuals to fill out prior to the meeting, to be placed on the agenda. This, along with the rules for public comment, will be sent to the city attorney for verification of the use of this form and our current public comment rules.

Zwach would appreciate any information from the clerk beings she is a bit behind on council information and wants to be up to date on city items. There will be packets on the laptop she is receiving for her to look at and if she needs anything else she can just ask.

#### **CLERK/TREASURER**

The contract with Meadowview Consulting services is complete and all paperwork has been received.

#### **UNFINISHED BUSINESS**

2026 wages will be tabled until December meeting due to a new personnel committee member and meeting again with the employees.

A complete audit is no longer required by the State Auditor. **Schmitt/L. Sik unanimous to have Kinner & Company Audit firm to do a partial audit for 2025.**

DEED will contact the city in December if Milroy is considered a small employer for percentages about the MN Paid Leave Law. If so, the percentages will change for the employer (.22) not the employee (.44).

The PTO policy and any changes will be tabled until the December meeting.

City provided cell phones or contributing to the employees' plan (current 40.00) will be reviewed by the personnel committee and a recommendation will be given to the council.

Purchasing more cameras will be tabled until the December meeting.

Mayor Sik said she stopped at the city office one morning and the clerk was at the bank and the outside door was left unlocked. **L. Sik/Marks to lock all city buildings when the employee is gone for any length of time. M. Sik, L. Sik, Marks, Zwach approved. Schmitt abstains. Majority rules, Motion passed.**

**Schmitt/Marks to approve Resolution #15-2025 approving the final levy; General Levy \$190,000; Tax Abatement Levy \$16,500 and 2022 Street Project Abatement Levy \$ 110,000. M. Sik, L. Sik, Marks, Schmitt approved. Zwach abstains. Majority rules, Motion passed.**

The update to the personnel policy about the health insurance contribution change will be tabled until the December meeting.

The Water/Sewer budget and rate history will be tabled until the December meeting.

The city attorney was contacted about the signed complaints received. He said these are only opinions of the complainant. No action will be taken by the council.

#### **NEW BUSINESS**

**Marks/Zwach unanimous to appoint Chris Schmitt as Acting Mayor.**

**Marks/L. Sik unanimous to appoint Renee Zwach to the Personnel Committee.** They will meet with the employees prior to the December meeting and recommendations will be given to the council.

Quotes will be received for repairs to the water tower shed and wellhouse sheds.

**Zwach/L. Sik unanimous to renew the current CD (\$358,746.36) for seven (7) months at a rate of 3.65%.**

Purchasing hydrant flags (26) was discussed. CE Signs quote was 18.97 each and USA bluebook quote was 28.00each. This will be tabled until the December meeting.

The spending limit of \$300.00 in the policy handbook was discussed. Is this per item or per day? This is only for emergencies, and all items should be pre-approved by council.

Damage to city property was discussed. Council would like to see an Incident Report filled out and given to council.

The tax forfeited home on Cedar Street was bought by an individual, paying all the back taxes and assessments.

Mayor Sik reminded the council that they should attend the Newly Elected Conference for council members.

**OPEN FORUM**

Lori Duscher, Mary Dahmes, JC Christensen and Drew Olson spoke about grievances, ordinance violations, tile lines and shop cleaning up and harassment.

**MAYOR/COUNCIL ITEMS**

- November 27 – Holiday Observed
- December 22 – City Council Meeting
- December 25 – Holiday Observed

**ADJOURN**

**Marks/Schmitt unanimous to adjourn the meeting at 9:00 p.m.**

Approved on this 22<sup>nd</sup> day of December 2025.

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Betsy Snyder, City Clerk/Treasurer

## **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 13<sup>th</sup> & 14<sup>th</sup>.**

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.

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Betsy Snyder, City Clerk/Treasurer