

CITY OF FALCON HEIGHTS
Regular Meeting of the City Council
City Hall
2077 West Larpenteur Avenue

AGENDA
May 24, 2006

- A. CALL TO ORDER: 7:00 PM
- B. ROLL CALL: GEHRZ ____ KUETTEL ____ HARRIS ____
 LINDSTROM ____ TALBOT ____
 HOAG ____ KREUSER____
- C. PRESENTATIONS:
- D. APPROVAL OF MINUTES: May 10, 2006 **TAB 1**
- E. PUBLIC HEARINGS:
 - 1. NPDES Public Hearing
- F. CONSENT AGENDA:
 - 1. General disbursements through 5/18/06: \$108,218.60
 Payroll through 5/15/06: \$13,485.17 **TAB 2**
 - 2. Approval of licenses **TAB 3**
 - 3. Approve acceptance of donation of food by Dino's Gyros restaurant
 for the May 12 reception **TAB 4**
 - 4. Temporary salary increase for Greg Hoag, Interim City
 Administrator **TAB 5**
- G. POLICY AGENDA:
 - 1. Approval of purchase of speed monitoring trailer **TAB 6**
 - 2. CAFR Report – Matt Mayer, CPA Partner, Kern, DeWenter, Viere **TAB 7**
 - 3. Approval of City Administrator contract **TAB 8**
- H. COMMUNITY FORUM
- I. ADJOURN

Regular Meeting of the City Council
Minutes
May 10, 2006

Mayor Gehrz called the meeting to order at 7:00 p.m.

Members present: Mayor Gehrz, Council members Kuettel, Talbot, Lindstrom and Harris, Interim City Administrator Hoag, Assistant City Administrator/Deputy Clerk Kreuser.

The minutes of the April 26, 2006 meeting were approved as corrected.

Mayor Gehrz made a short announcement regarding the Hamline Avenue reconstruction that began on May 9. She said the agreement stated the project was to begin after the State Fair, but on the morning of May 9 a business from Hamline Avenue called the City to alert us the construction had started. She said the City's permission to begin the reconstruction was not given to the construction company or to St. Paul. Administrator Worthington and Parks and Public Works Director Hoag proceeded to the construction site with the intention to stop the work, but too much pavement had already been dug out. Mayor Gehrz extended her apologies to the businesses and residents of the Northome neighborhood, and stated that Falcon Heights does not normally handle projects in this manner. Falcon Heights residents can expect a letter from the City of St. Paul, explaining the mix-up. She also asked residents to be persistent during the construction, and continue to shop at the retail locations on Hamline Avenue.

Consent Agenda:

Council member Talbot gave thanks to public works employee Colin Callahan for his five years of service.

The council had a brief discussion on the utility cart from Little Canada.

Council member Kuettel moved to approve the following five items. The motion was unanimously approved.

1. General Disbursements through 5/4/06: \$55,557.67
Payroll through 4/30/06: \$13,673.21
2. Approval of City Licenses 2006
3. Designated Signor for Orders Drawn on City Funds and Authority
For Investments and Transfers of Funds by Interim City Administrator
Gregory Hoag
4. Step increase for Colin Callahan, Maintenance Worker
5. Purchase of used utility cart

Policy Agenda:

Mayor Gehrz gave a short summary of the city administrator hiring process to date, and announced a special council meeting for May 17. She introduced finalist Ed Treska to the council.

Ed Treska:

1. The City Administrator has an important role in providing information about Falcon Heights. Imagine that a friend of yours who has never been to Minnesota asks you to tell them what the City of Falcon Heights is like. What would you say?

Treska explained a picture is worth a thousand words, so a tour of the City would be first thing to do. After pointing out the starring attractions – the State Fairgrounds and U of M, he noted the agricultural fields that “bring people back to where they might have come from.” In his explanation, he would also point out the nearby retail shops at Rosedale and the City’s proximity to St. Paul and Minneapolis. He noted the City’s population of about 5,500, and stated there is not a great deal of room for growth, so the City is in redevelopment mode.

2. Imagine you are taking us on a tour of a city in which you have worked. What are some things that you have worked on and would want us to see?

Treska told the council he calls Grand Rapids the “emerald city” of the north, because of its many trees and lush green vegetation. Their council is pursuing the “up north” feel for the City’s entrance. He stated the paper industry, major highways, river, railroad, new high school and middle school would be on his list. He stated Grand Rapids has a retail area with many shops. Most prominently is the new 80 acre industrial park that was formed as a co-op with Itasca County and DEED. He also noted the caterpillar company ASV, airport, ice arena, and forestry industries.

3. In December of every year we hold a Truth in Taxation Hearing at which time our City Administrator presents information about the proposed city budget for the upcoming year. What do you think are the three most important things that the taxpayers of the city want to learn from that presentation?

Treska answered the purpose of these meetings is to explain to taxpayers where their money is going, and if there are increases, what those increases are attributable to. He added that generally people have a hard time understanding property taxes, and while legislative action can attribute to tax increases, it is often under control of the City to explain those increases. Then, it may sound like cities are saying, “it’s their fault and not ours.” Treska gave a Grand Rapids example. They use an internal document with a list of properties (residential, industrial, commercial) to illustrate tax trends over five years, pointing out where increases, and what increases were made. Ultimately, he said, the City wants them to come away with an understanding.

4. During the next 12 months the city will be revising the Comprehensive Plan that will guide future changes in zoning, housing, roads, parks, sewers, environmental protection, utilities, economic development, and other land uses. This is a very important process in which we want to engage our residents and business owners. What ideas do you have for how we can get people to participate in this process?

Giving Grand Rapids as an example, Treska stated he would first divide the City into quadrants. They partnered with a regional development corporation and had meetings regarding each quadrant (likes, dislikes, changes). Once the initial meetings were held, a steering committee made up of businesses, schools, and residents took the comments and developed a list of goals. From those groupings of comments the City was able to draft strategic steps, and brought them back to the steering committee and residents. For advertising there were notices posted on the website and the newspaper did stories, and through this the quadrant meetings drew 135 people.

5. City Councils have to deal with many difficult and controversial issues. In my experience, the most difficult issues are any that involve animals. Why do you think that is so?

Treska replied that people who have pets consider them members of the family. He has had to put his pets down, and when you have to do it, it chokes you up. He added there are different grades of attachment to pets. Treska went on to explain the situation in Grand Rapids for a new animal control shelter, at a cost of \$650,000. The City agreed to downsize, and change some things in the structure, to get the building cost down. In this process, the County decided not to go forward with the project. Now, he said, they are trying to obtain approval from the council to continue alone. He added that ordinances related to animals have to be enforced.

6. Enforcing city codes can also be very challenging. City staff members often find themselves in the middle of resident conflicts about how people maintain their property. What is your preferred approach to code enforcement?

Treska explained it is his personal and professional approach, that if a City is going to have ordinances on the book, then it's their duty to enforce them. He added that the first time the City doesn't enforce them, the wrong message is sent to residents and the City loses credibility. He explained that in Grand Rapids, the police are the code enforcement officers as well, and while codes might not be a priority for them, enforcement of what's on the books is highly necessary.

7. Our City Administrator must be able to write letters to our legislators describing how proposed changes in state or federal laws will affect the taxpayers of Falcon Heights. Sometimes letters are not enough and it becomes necessary for our Mayor and City Administrator to testify in legislative committees and meet with legislators. Can you describe your experience in lobbying on behalf of a community?

Treska told the council he often testified for Anoka County, when he worked as their administrative auditor. Some topics he lobbied for were: fiscal disparities, county functions related to property taxes like special assessments, and sealed bids for tax forfeited land. In Coconino County he stated three bills were passed relating to the jail system accounting, allowing the County to move some money around. Finally, in Grand Rapids he explained he worked on a bill to issue general obligation debt for the public utilities commission.

8. Imagine a situation in which a Falcon Heights staff member makes a mistake that causes some embarrassment for the mayor and city council members. What is the role of the City Administrator in that situation?

Treska replied his role would be two-pronged. He would provide support to the staff person, depending on the nature of the mistake. He stated he tries to instill in staff that everyone makes mistakes, but it is necessary to create safeguards against significant actions that are hard to correct. He explained the public/private nature of mistakes. Discipline would be based on internal policies, if necessary. A law violation would be a different set of circumstances. Treska explained it is his duty to inform the elected body.

9. One of our goals is to provide responsive city government. This means that our City Administrator must have very good time management skills. What tools or techniques do you use to manage the many details and deadlines required for your job?

Treska joked that his secret was out, and that he heavily uses Outlook to keep organized. He added his support staff uses the program, and each person in the office keeps their calendar up-to-date. Secondly, he keeps a book of council meetings and workshops, and department heads are responsible for getting things on the agenda and pulling background information. Treska stated he checks over items that may be hot-button before they go onto the agendas. Third, he keeps a folder on each employee for personnel materials. Fourth, he keeps a phone log and makes to-do lists. Fifth, a color code system for filing makes keeping track of information much easier.

10. Falcon Heights has been able to provide a very high quality of public services at a very reasonable cost because of our ability to partner with neighboring cities and the county. We currently have cost sharing contracts with St. Anthony, Roseville, Saint Paul, Lauderdale, Little Canada, and Ramsey County. What personal characteristics would you bring to this job that could help us maintain effective partnerships with so many of our neighboring communities?

Treska explained he is easy to get along with, and can foster personal relationships with other people in the field. He stated a review and understanding of agreements on contracts would be necessary. A periodic review of those documents might be necessary if the parties do not do what

they say they are going to do, because a contract should say what is being done. He added that fairness and reason would benefit both parties.

11. The job of a City Administrator is very demanding. There are many evening meetings and stressful situations. You have already experienced some of that. What helps you cope and manage stress?

Treska answered that everyone has hobbies, and that personality can affect stress. He stated that if there are any issues, they should be dealt with. Fishing, biking, and walking are among his hobbies.

12. What do you think would be the biggest challenges for you in this job?

Treska replied that moving from one organization to another would be the biggest. Also, learning what is going on, getting your feet wet, and getting to know the people you are going to be working with on a daily basis. He stated the first six months would be devoted to finding where the issues are, and setting the ground rules for what is important to him as a manager.

13. Why are you interested in being the City Administrator of Falcon Heights?

Treska stated that his wife has moved to another job nearer to the Twin Cities. He is looking for an opportunity, and Falcon Heights is a great one.

14. Is there anything else that you would want us and our residents to know about you?

Treska answered he has been a resident of Minnesota since he was six. In the last 20-30 years the public sector has taken a "bum wrap," but that doesn't dissuade him from trying to convince people it is a respectable profession.

INFORMATION/ANNOUNCEMENTS:

There was a short break while the council waited for Justin Miller to arrive. During this time, the council members some announcements.

Council member Harris announced the human rights commission would hear a presentation by Peggy Hall about the relationship that could be fostered with the local school.

Council member Lindstrom announced the environment commission meeting was canceled, but that he met with the public works staff regarding the community garden.

Council member Kuettel announced the second moratorium meeting would be held at 6:30 on May 11. One more meeting will be held on the topic on June 8. She invited residents and business owners.

Council member Talbot announced big doings in Washington that would limit local control, with community cable handled instead by the FCC. Talbot stated that 80% of funding could be cut, and to avert this, Cor Wilson will be writing legislators.

Justin Miller

1. The City Administrator has an important role in providing information about Falcon Heights. Imagine that a friend of yours who has never been to Minnesota asks you to tell them what the City of Falcon Heights is like. What would you say?

Miller pointed out the obvious attractions, the State Fair, and U of M, but went on to say the quality of the neighborhoods struck him as he drove around the City. He added that he could see his family fitting in very well in Falcon Heights, and connectedness and quality of the people here excite him. Lastly, he noted the participation of residents on city commissions, and how much they care for the City.

2. Imagine you are taking us on a tour of a city in which you have worked. What are some things that you have worked on and would want us to see?

In Chanhassen, Justin pointed out the Market Street Station. Before the redevelopment it was a bowling alley, and he joked he would not have wanted to show that to anyone. The City claimed the land through a foreclosure, and he explained that his job was to sell the land and redevelop it.

3. In December of every year we hold a Truth in Taxation Hearing at which time our City Administrator presents information about the proposed city budget for the upcoming year. What do you think are the three most important things that the taxpayers of the city want to learn from that presentation?

Miller replied it is an opportunity for the City to tell residents why they are collecting money, where it goes, and what impact it has on citizens. He added it is important to convert tax lingo into easily understood terms for residents.

4. During the next 12 months the city will be revising the Comprehensive Plan that will guide future changes in zoning, housing, roads, parks, sewers, environmental protection, utilities, economic development, and other land uses. This is a very important process in which we want to engage our residents and business owners.

What ideas do you have for how we can get people to participate in this process?

Miller replied the comp plan update is the single-most important plan a City has to undertake. He added that “taking the show to them” would make it as easy as possible for residents to attend, and it provides a better, more relaxed atmosphere. He stated using the commissions as a sounding board for what residents are saying could prove extremely helpful.

5. City Councils have to deal with many difficult and controversial issues. In my experience, the most difficult issues are any that involve animals. Why do you think that is so?

Miller replied the people love their pets, and often times, neighbors do not. He added that people get passionate about animals, and often cities find it easier to regulate animals than it is to regulate people. Miller explained that it is hardest to enforce animal ordinances.

6. Enforcing city codes can also be very challenging. City staff members often find themselves in the middle of resident conflicts about how people maintain their property. What is your preferred approach to code enforcement?

Miller explained that he tries to warn people first, and if that does not work, then he would put together some action steps to solve the problem. He stated that an approach that asks, and doesn't order, has worked in his experience. Miller added that if it is a large task or series of tasks, he would thank them as those tasks are completed.

7. Our City Administrator must be able to write letters to our legislators describing how proposed changes in state or federal laws will affect the taxpayers of Falcon Heights. Sometimes letters are not enough and it becomes necessary for our Mayor and City Administrator to testify in legislative committees and meet with legislators. Can you describe your experience in lobbying on behalf of a community?

Miller replied there is a good relationship with the representatives in Chanhassen. He explained he has written letters, invited Chanhassen's representatives to council meetings, and lobbying is something he enjoys. Adding that he likes politics, he believes lobbying is important and cities have to continue to do it, especially with policies that impact cities like cable legislation, eminent domain and LGA. Finally, he stated he would be happy to lobby on Falcon Heights behalf.

8. Imagine a situation in which a Falcon Heights staff member makes a mistake that causes some embarrassment for the mayor and city council members. What is the role of the City Administrator in that situation?

Miller stated that if it is an isolated incident, he would make it a teaching point first. He would ask the person why they took that course of action, and if they had to do it again what they would do differently. He added if there is an issue that is consistent, he would sit down and talk with the person, adding that if necessary, all work done by the individual would pass his desk for a while to get things on the right path. He stressed that making it a teaching point first is important.

9. One of our goals is to provide responsive city government. This means that our City Administrator must have very good time management skills. What tools or techniques do you use to manage the many details and deadlines required for your job?

Miller replied he hates being late. He stated he is a taskmaster and keeps a to-do list. He thrives on being able to check things off that list. Finding the most efficient way to do things is important to him. He used an example of the cable commission in changing the programming on the boards. Finally, he added that when he has more things to do, he works better.

10. Falcon Heights has been able to provide a very high quality of public services at a very reasonable cost because of our ability to partner with neighboring cities and the county. We currently have cost sharing contracts with St. Anthony, Roseville, Saint Paul, Lauderdale, Little Canada, and Ramsey County. What personal characteristics would you bring to this job that could help us maintain effective partnerships with so many of our neighboring communities?

Miller replied that he is a collaborator. He stated the best decisions are made when groups get together and all give input. Although it may not be the most efficient, it works because everyone has a voice. Using the Chanhassen police contract as an example, he explained they are in a partnership with Carver County for their police service. A committee was formed for negotiating this contract, and the responsiveness and new model fostered a good experience.

11. The job of a City Administrator is very demanding. There are many evening meetings and stressful situations. You have already experienced some of that. What helps you cope and manage stress?

Miller replied his wife is in the city field as well, so they have a great support system for each other and share stories. He also stated he likes to laugh and decompress with staff after stressful situations. Exercise through tennis and jogging proves helpful in helping him to relax. Finally, he added that he tries not to let issues get to him personally, but that he wants to look out for resident's and council's best interests.

12. What do you think would be the biggest challenges for you in this job?

Miller replied this would be similar to the change from Des Moines to Chanhassen, and adjusting to the culture change was the biggest challenge then. He explained that the organization was 2,000 employees in Des Moines, going to Chanhassen with 70 employees was a big change. He expected the transition from Chanhassen to Falcon Heights to be similar. He added that learning to work with the council and the residents, and the differences in the community would be big challenges.

13. Why are you interested in being the City Administrator of Falcon Heights?

Miller answered that his reasons were personal and professional. He stated he loves working in public service and local government. Miller added he wants to be a city administrator and to lead an organization, and feels this is a great opportunity to do that. Personally, he could see raising his family here, it is a great community, and the location is ideal.

14. Is there anything else that you would want us and our residents to know about you?

Miller thanked the council, commissioners, and staff for giving him the opportunity to interview. He stated he has enjoyed meeting the members of the community, and he knows the best decision for Falcon Heights would be made, but that he would make a great addition to the staff.

COMMUNITY FORUM:

Tom Lageson, 1740 Pascal, asked about the drain hole at the SE corner and whether it was going to be a dry hole as indicated in the initial planning. He added that he saw about three feet of water in it. Mayor Gehrz replied it was always planned to be a retention pond to hold water. If the water gets too high, there is a way for it to drain on its own through another channel. She added the landscaping in that area is not complete due to the townhome project.

Lageson asked about the seven-foot restriction on the parking behind the multi-family building. Mayor Gehrz replied there has to be a limit to the weight of trucks that are allowed behind the building, because the parking garage is directly underneath, and the height allowance limits large trucks from driving there. Lageson stated his mother's bus that picks up people from the senior building has a hard time maneuvering the area and people have trouble getting to the buses. Mayor Gehrz answered the buses would have to drop off in the front.

Lageson voiced his opinion on the new City website, stating he was sorry the function to contact staff looked depersonalized. Mayor Gehrz answered the issue of spamming those e-mail addresses drove taking them off the website.

INFORMATION/ANNOUNCEMENTS:

Mayor Gehrz announced the CERT training and HAM Radio continuing education class was very helpful. Thanks to Russ Hobbie. The next CERT classes will start in mid-September. She announced the Treasures of Falcon Heights Tour on May 13. The farewell reception for Heather is May 12 from 4-6 p.m. Two workshops sponsored by Active Living Ramsey County were held in Lauderdale and Roseville on walkable communities. Members of commissions, council, and staff attended. The intern team will present at the June 7 workshop on recommendations for safety of pedestrians. The Mayor invited all commissioners to this workshop. Council member Harris added that Falcon Heights had a good turnout to the workshop in Roseville. She stated there was good information and she learned a lot.

Council member Talbot announced he received the crime alert put out by the City and the neighborhood liaisons, and he was happy the City was able to pull the information together and notify the right people in a timely manner.

Mayor Gehrz adjourned the meeting at 8:45 p.m.

Respectfully submitted,

Stacey Kreuser
Assistant City Administrator/Deputy Clerk

CONSENT F1
5/24/06

ITEM: Disbursements and Payroll

SUBMITTED BY: Roland O. Olson, Finance Director

REVIEWED BY: Heather Worthington, City Administrator

EXPLANATION:

1. General Disbursements through 5/18/06: \$108,218.60
2. Payroll through 5/15/06: \$13,485.17

ATTACHMENTS:

- General Disbursements
- Payroll

ACTION REQUESTED:

- Approval

APPROVAL OF BILLS
 PERIOD ENDING: 5-18-06_

CK#	VENDOR NAME	DESCRIPTION	DEPT.	AMOUNT
	DEPT OF LABOR & INDUSTRY	IST QTR BLDG SURCHARGES	-----	121.53
	*** TOTAL	FOR DEPT 00		121.53
	ICMA RETIREMENT TRUST 457	302632- GEHRZ MAY/06	LEGISLAT	410.00
	ICMA RETIREMENT TRUST 457	302632- TALBOT MAY/06	LEGISLAT	270.00
	RCLLG	2006 MEMBERSHIP DUES	LEGISLAT	265.30
	LILLIE SUBURBAN NEWSPAPER	LEGAL:HOYT AVE& SNELLING	LEGISLAT	27.40
	LILLIE SUBURBAN NEWSPAPER	LEGALNOTICE-1729SNELLING	LEGISLAT	8.37
	*** TOTAL	FOR DEPT 11		981.07
	ALLEGRA PRINT & IMAGING	BLACK INK (PAD), STAMPS	ADMINIST	63.37
	AMERICAN OFFICE PRODUCTS	INK CART, XEROX PAPER	ADMINIST	77.29
	AMERICAN OFFICE PRODUCTS	ENVELOPES, FILE FOLDERS	ADMINIST	79.72
	AMERICAN OFFICE PRODUCTS	PAPER, INK CARTRIDGES	ADMINIST	103.23
	CITY OF NEW BRIGHTON	BACKGROUND CHECKS:NEW CA	ADMINIST	30.00
	DARREL STEVE CARLYLE	CITY ADMIN SEARCH COSTS	ADMINIST	244.31
	ICMA RETIREMENT TRUST 457	302632-WORTHINGTON MAY06	ADMINIST	250.00
	STACEY KREUSER	SCIENCEMUSEUM MILAGE/PKG	ADMINIST	20.69
	ORCHARD TRUST COMPANY	MAY/06 MNDGP- KREUSER	ADMINIST	180.00
61846	PERA	MAY 15TH PERA WITHHOLDNG	ADMINIST	1,935.63
	PHILLIPS, PATRICIA	CITY RECEPTION SUPPLIES	ADMINIST	117.01
	RAMSEY COUNTY	MAY 2006 INSURANCE	ADMINIST	4,360.39
	ROSEVILLE ROTARY CLUB	DUES:APRIL & MAY	ADMINIST	180.66
	PERSONNEL DECISIONS INT'L	CA SEARCH ASSESSMENT #1	ADMINIST	2,500.00
	PERSONNEL DECISIONS INT'L	CA SEARCH ASSESSMENT #2	ADMINIST	2,500.00
	U.S. POSTMASTER	ANNUAL BULK RATE FEE	ADMINIST	160.00
	ST. CROIX RECREATION CO.	CARTRIDGE	ADMINIST	45.80
	VERIFIED CREDENTIALS, INC	CA SEARCH	ADMINIST	75.00
	*** TOTAL	FOR DEPT 12		12,923.10
	OLSON,ROLAND	GFOACONF:AIRFARE,CABFARE	FINANCE	576.81
	OLSON,ROLAND	REIMB: GFOA CONF- MEALS	FINANCE	165.99
	OLSON,ROLAND	REIMB: GFOA CONF HOTEL	FINANCE	796.74
	*** TOTAL	FOR DEPT 13		1,539.54
	CAMPBELL KNUTSON	LEGAL SVC APR/06	LEGAL	2,341.57
	*** TOTAL	FOR DEPT 14		2,341.57
	NORTH SUBURBAN ACCESS CO.	REIMB:MAUREEN CABLE WORK	COMMUNIC	96.00
	GEHRZ, SUE	CITY RECEPTION SUPPLIES	COMMUNIC	61.46
	CITY OF ROSEVILLE	FEB15-APR14 TELE CHARGES	COMMUNIC	877.81
	CITY OF ROSEVILLE	MAY/06 TECH SUPPORT	COMMUNIC	725.00
	CITY OF ROSEVILLE	MAY/06 IP TELEPHONY	COMMUNIC	208.33
	*** TOTAL	FOR DEPT 16		1,968.60
	CITY OF ST ANTHONY	JUNE 06 POLICE SERVICES	POLICE	41,035.08
	*** TOTAL	FOR DEPT 22		41,035.08
	AMERIPRIDE LINEN&APPAREL	LINEN CLEANING	FIRE FIG	26.75
	OXYGEN SERVICE COMPANY	AIR TANK RENTALS	FIRE FIG	50.10
61844	NEXTEL COMMUNICATIONS,INC	CELL PHONE - FIRE DEPT.	FIRE FIG	112.60
	*** TOTAL	FOR DEPT 24		189.45
61847	US BANCORP	CITY HALL PLANTS	CITY HAL	44.73

APPROVAL OF BILLS
PERIOD ENDING: 5-18-06_

CK#	VENDOR NAME	DESCRIPTION	DEPT.	AMOUNT
	TRUGREEN-CHEMLAWN	WEED CONTROL: CITY HALL	CITY HAL	173.60
	GRAINGER, W. W., INC.	VACUUM CLEANER BELTS	CITY HAL	3.64
	XCEL ENERGY	GAS: CITY HALL	CITY HAL	180.99
	*** TOTAL FOR DEPT 31			402.96
	CITY OF ST PAUL	FUEL: APRIL 2006	STREETS	248.71
	ONE CALL CONCEPTS, INC	LOCATES APRIL/06	STREETS	233.75
	NRG PROCESSING SOLUTIONS	TIRES: SEMITRUCKS & CARS	STREETS	110.00
	XCEL ENERGY	ELEC: STREETS	STREETS	33.69
	XCEL ENERGY	ELEC: STREETS	STREETS	33.63
	XCEL ENERGY	ELEC: STREETS	STREETS	32.04
	XCEL ENERGY	ELEC: STREETS	STREETS	12.88
	XCEL ENERGY	ELEC: STREETS	STREETS	7.97
	XCEL ENERGY	ELEC: STREETS	STREETS	1,986.42
	XCEL ENERGY	ELEC: STREETS	STREETS	10.66
	XCEL ENERGY	ELEC: STREETS	STREETS	103.81
	XCEL ENERGY	ELEC: STREETS	STREETS	30.32
	*** TOTAL FOR DEPT 32			2,843.88
	TRUGREEN-CHEMLAWN	WEED CONTROL: COMM PK	PARK & R	97.98
	TRUGREEN-CHEMLAWN	WEED CONTROL: CURTISS FLD	PARK & R	191.70
	GRAINGER, W. W., INC.	EYEWEAR SAFETY ITEMS	PARK & R	26.49
	XCEL ENERGY	ELEC: PARKS	PARK & R	350.09
	XCEL ENERGY	ELEC: PARKS	PARK & R	23.42
	XCEL ENERGY	ELEC: PARKS	PARK & R	110.00
	ON SITE SANITATION	PORTABLE TOILET- COMM PK	PARK & R	63.34
	UNITED RENTALS	MARKING PAINT	PARK & R	48.44
	QWEST	PHONE AT CURTISS FIELD	PARK & R	53.52
	WILS	MEMBERSHIP RENEWAL	PARK & R	25.00
	*** TOTAL FOR DEPT 41			989.98
	ACTION IMPRINTS	REC STAFF SHIRTS	PARK PRO	344.50
	CITY OF ST PAUL	PARK & REC BROCHURE	PARK PRO	656.47
61843	YINGJIU NIE	MINI SOCCER REFUND	PARK PRO	32.00
61842	JODI POPE	TENNIS REFUND	PARK PRO	34.00
61845	VALERIE WALLRICH	REFUND: PARK BLDG RENTAL	PARK PRO	106.50
	*** TOTAL FOR DEPT 50			1,173.47
	S & S TREE SPECIALISTS	IN WEED CONTROL: CURTISS FLD	PUBLIC W	4,712.63
	*** TOTAL FOR DEPT 65			4,712.63
	RAMSEY COUNTY	2006 TIF ADMIN EXPENSES	TIF DIST	269.64
	*** TOTAL FOR DEPT 72			269.64
	ICMA RETIREMENT TRUST 457	302632- TRETSEVEN MAY/06	SANITARY	100.00
	METROPOLITAN COUNCIL	JUNE/06 S.S.	SANITARY	32,890.64
	XCEL ENERGY	ELEC: S.S.	SANITARY	23.13
	QWEST	S.S. LIFT STATION PHONE	SANITARY	57.75
	*** TOTAL FOR DEPT 75			33,071.52
	RAMSEY COUNTY	2006 TIF ADMIN EXPENSES	TIF #1	1,106.24
	*** TOTAL FOR DEPT 77			1,106.24
	RAMSEY COUNTY	2006 TIF ADMIN EXPENSES	TIF #2	250.88

APPROVAL OF BILLS
PERIOD ENDING: 5-18-06_

CK#	VENDOR NAME	DESCRIPTION	DEPT.	AMOUNT
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***	TOTAL FOR DEPT 78		250.84	
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	MEDIATION CTR DISPUTE RES	MEDIATION- DRIVE THRU	COMM. DE	457.50
	CORNEJO CONSULTING	MORATORIUM: DRIVE-THRU	COMM. DE	1,840.00

***	TOTAL FOR DEPT 79		2,297.50	
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***	TOTAL FOR BANK 01		108,218.60	
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***	GRAND TOTAL ***		108,218.60	
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SYSTEM DATE 05/15/06

C H E C K R E G I S T E R

CHECK TYPE	CHECK DATE	EMPLOYEE NAME NUMBER	CHECK NUMBER	CHEC AMOUN
COM	5 12 06	34 CLEMENT KURHAJETZ	62636	54.00
COM	5 12 06	40 KEVIN ANDERSON	62637	78.51
COM	5 12 06	66 ALFRED HERNANDEZ	62638	14.78
COM	5 12 06	74 MARK J ALLEN	62639	83.80
COM	5 12 06	85 DANIEL S JOHNSON-POWERS	62640	68.51
COM	5 12 06	87 MICHAEL A MCKAY	62641	29.56
COM	5 12 06	90 ANDREW P SCHIPPEL	62642	78.96
COM	5 12 06	91 RICHARD H HINRICHS	62643	28.26
COM	5 12 06	95 MICHAEL J POESCHL	62644	83.80
COM	5 12 06	97 PATRICK GAFFNEY	62645	83.80
COM	5 12 06	98 BRADLEY J. REZNY	62646	78.51
COM	5 12 06	104 VINCENT A VANN	62647	59.10
COM	5 12 06	105 ANTON M. FEHRENBACH	62648	92.43
COM	5 12 06	106 SCOTT A. TESCH	62649	73.88
COM	5 12 06	109 JASON D. DOUVIER	62650	14.78
COM	5 12 06	111 ABRAHAM, GOL K.	62651	69.04
COM	5 12 06	112 CHRIS M. LESKE	62652	54.26
COM	5 12 06	114 ANNE T. GANSCHINIETZ	62653	44.32
COM	5 12 06	1003 HEATHER WORTHINGTON	62624	2126.19
COM	5 12 06	1007 PATRICIA PHILLIPS	62625	390.39
COM	5 12 06	1008 STACEY T. KREUSER	62626	1185.12
COM	5 12 06	1015 GREGORY R. HOAG	62627	1802.68
COM	5 12 06	1016 LISA A. ANDERSON	62628	1090.57
COM	5 12 06	1033 DAVE TRETSVEN	62629	1341.65
COM	5 12 06	1035 JOSEPH J. AUGER SR	62630	193.11
COM	5 12 06	1038 DEBORAH K JONES	62631	1255.92
COM	5 12 06	1136 ROLAND O OLSON	62632	1520.09
COM	5 12 06	1140 ROBERT M PILGRIM	62633	481.36
COM	5 12 06	1143 COLIN B CALLAHAN	62634	1007.75

COMPUTER CHECKS

13485.17

MANUAL CHECKS

.00

NOTICES OF DEPOSIT

.00

****TOTALS****

13485.17



May Statement for activity from Apr. 05, 2006 through May 04, 2006
 CITY OF FALCON HEIGHT, HEATHER WORTHINGTON (CPN 000107109)

Inquiries: 1-866-485-4545
 BUS 58 02 Page 1 of 1

Your U.S. Bank Visa® Business Card account at a glance ... Account: [REDACTED]

Activity Summary

Previous Balance.....	\$168.89
Payments and Credits.....	\$168.89
Purchases, Advances & Other Debits	\$134.73
FINANCE CHARGES.....	\$0.00
New Balance.....	\$134.73

Credit and Payment Information

Credit Line.....	\$8,000.00
Available Credit.....	\$7,865.27
Minimum Payment Due (Current Month)...	\$10.00
Minimum Payment Due (Past Due).....	\$0.00
Total New Minimum Payment Due.....	\$10.00
Payment Due Date.....	May 24, 2006

To reduce or avoid paying additional finance charges on your purchase balance, pay the total new balance of \$134.73 by 05/24/06. Any cash balance or balance transfer balance will continue to accrue daily interest until the date your payment is received.

Transactions

Post Date	Trans Date	Ref. Nbr	Description of Transaction	Amount	Notation
Payments and Credits					
04/21	04/21	0071	PAYMENT THANK YOU.....	\$168.89	CR
Purchases, Advances, Debits					
04/10	04/09	6614	MENARDS NO 3181 ST PAUL MN.....	\$44.73	<i>City Hall previously paid a credit slip coming</i>
05/03	05/01	0079	NELSONS CHEESE & DELI ST PAUL MN.....	\$90.00	

Company Approval (This area for use by your company)

Signature/Approval: _____ Accounting Code: _____

Rate Summary

Balance Type	Balance By Type	Avg. Daily Balance	Daily Periodic Rate	Rate Type	Interest	Corresp APR	***APR*** This Period	Grace Period
BALANCE TRANSFER	\$0.00	\$0.00	0.041753%	VARIABLE	\$0.00	15.24%	0.00%	N
PURCHASES	\$134.73	\$0.00	0.041753%	VARIABLE	\$0.00	15.24%	0.00%	Y
ADVANCES	\$0.00	\$0.00	0.056821%	VARIABLE	\$0.00	20.74%	0.00%	N

ok to pay 5/12/06 HW

End of Statement

CONSENT F2
5/24/06

ITEM: **Approval of licenses**

SUBMITTED BY: **Stacey Kreuser, Assistant City Administrator/Deputy Clerk**

Explanation:

The following individual has applied for a home occupation license. City staff has received the necessary documents for licensure.

- Beth Mercer-Taylor (Mercer-Taylor Law)

The following company has applied for a general contractor's license. City staff has received the necessary documents for licensure.

- Earth Wizards, Inc.

The following company has applied for a tree trimming/removal license. City staff has received the necessary documents for licensure.

- 4 Seasons Tree Care, Inc.

CONSENT F3
5/24/06

ITEM: **Approve acceptance of donation of food by Dino's Gyros restaurant for the May 12 reception**

SUBMITTED BY: **Mayor Gehrz**

REVEIWED BY: **City Attorney Knutson**

Explanation:

On May 11, Dino contacted City Hall and offered to donate the food for the May 12 Farewell Reception for the outgoing City Administrator. Mayor Gehrz accepted this donation and requests council approval for this action.

CONSENT F4
5/24/06

ITEM: Temporary Salary Increase for Greg Hoag, Interim City Administrator

SUBMITTED BY: Sue Gehrz, Mayor

REVIEWED BY: Roland Olson, Finance Director

EXPLANATION:

Summary: At the special meeting on March 16, 2006, the City Council approved Greg Hoag as Interim City Administrator. Mayor Gehrz is recommending a temporary salary increase of 10% for Greg Hoag until the new City Administrator begins employment.

ACTION REQUESTED:

- Approval of step temporary salary increase for Greg Hoag retroactive to 5/13/06 effective until the start date of the new City Administrator.

POLICY G1
5/24/06

ITEM: Purchase of Speed Monitoring Trailer

SUBMITTED BY: Sue Gehrz, Mayor

REVIEWED BY: Greg Hoag, Director of Parks and Public Works
John Ohl, Police Chief

EXPLANATION:

Summary: One of the City Council's Goals is to **protect the public health and safety**. One of the strategies relating to this goal is to "participate in initiatives designed to prevent crime and the need for emergency response."

The most frequent complaint we hear from residents is vehicle traffic moving too fast in their neighborhood. Staff has been researching speed monitoring radar trailers as one tool to help address this public safety concern.

Our recommendation is to purchase one of these trailers for use in the City. This item was not included in our 2006 capital budget. Our Finance Director recommends that we use money from our public safety capital account for this purchase.

Police Chief Ohl, Mayor Gehrz, and Greg Hoag have been researching different brands and models of speed monitoring devices and recommend the Speed Scout radar trailer from RU2 Systems, Inc. At this time staff is still evaluating the equipment options to purchase with the base trailer. It is expected that the final cost will be less than \$6800.

Our public works staff will be responsible for placing this trailer on city streets. One of the optional features we would purchase is the Data Recorder that will enable us to download data on traffic volume and speed.

ATTACHMENT:

- RU2 Systems Inc. Speed Scout product information

ACTION REQUESTED:

- Approve the purchase of a Speed Scout radar trailer from RU2 Systems, Inc. for a cost not to exceed \$6,800 including tax and shipping.



RU2 Systems, Inc.

Radars Speed Display Signs Manufacturing & Sales

SpeedScout™ Radar Speed Display Trailer



Looking for a portable *and* affordable traffic calming solution? The RU2 Systems SpeedScout™ fits both requirements. Our quality 12" high intensity LED display is mounted to a light weight trailer. This trailer can be towed with any vehicle and set up in minutes for traffic calming where and when you need it.

The SpeedScout™ includes the full matrix display, weatherproof enclosure and the single directional radar unit so only the oncoming vehicle speed is displayed. Options include trailer assembly, changeable speed limit sign (as shown) with fold back mount, internal smart float battery charger, and controls for setting a high speed cut-off, directional arrows, and flashing LED display violator alert.

RU2 Systems has the right signs and trailers to help you succeed with your traffic calming solutions!

PO Box 4468 Apache Junction, AZ 85278
[P] 480-982-2107 [F] 480-982-5237

Toll Free 877-982-2107

e-mail: info@ru2systems.com www.ru2systems.com

Speedscout™



RU2 SpeedScout™

Radar Speed Display Trailer

Standard Features:

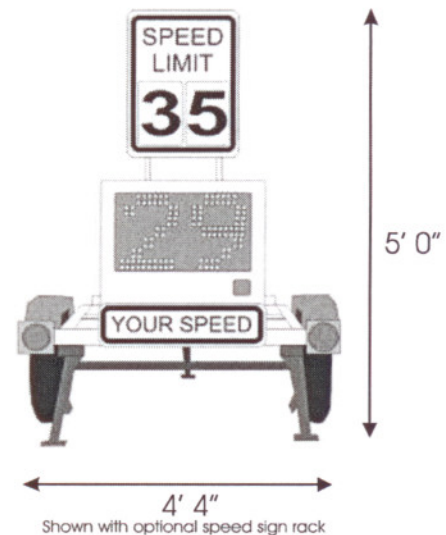
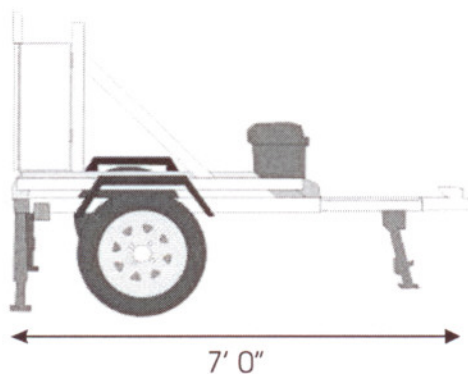
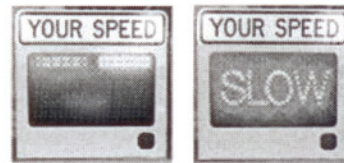
- Single directional K-band radar unit
- 12" Amber AllnGaP LED display characters
- Display protected by 3/16" GE Lexan® with a smoked, non-glare finish
- Automatic intensity adjustment to ambient light conditions
- One (1) Deep Cycle Marine battery
- External Charger
- Single cycle ON/OFF clock
- Flashing Digit Violator Alert
- Directional Traffic Arrow Patterns
- Minimum Display Speed / High Speed Cut-off
- Unit defaults to last settings upon power up

Options Available:

- Data acquisition packages for counting and clocking oncoming vehicles
- Violator Alerts: Flashing Red and Blue LED's and/or "SLOW" message in Red LED's and/or White Strobe
- Fold down speed sign rack with digits for 10 - 35 MPH
- Internal "smart" float charger
- Locking lugs
- Trailer cover

Construction:

- 2" angle iron frame
- White polyester powder coat finish over high zinc epoxy primer
- (3) Stabilizer jacks with a 750 lb capacity each. Capable of raising the trailer up to 8" from normal height
- 4.80 x 8 ST tires on 4 lug automotive type hubs
- 2" Class II ball coupler
- Full 7" wide, 14 gauge steel fenders
- 600 lb rated axle
- Leaf spring suspension
- Taper roller bearings
- Curb Weight: 300 lbs



WARRANTY:

RU2 Systems warrants their LED Displays and Trailers for Five Years. The Radar Gun is warranted for Two years. On-site labor is not included. However, parts are repaired within five business days of receipt, and include ground-shipping expenses. Warranty does not include physical damage from misuse or vandalism.

RU2 Systems, Inc.
PO Box 4468
Apache Junction, AZ 85278

[P] 480-982-2107 [F] 480-982-5237
Toll Free 877-982-2107
www.ru2systems.com



RU2 Systems, Inc.

Radars Speed Display Signs Manufacturing and Sales

P.O. Box 6793
Apache Jct, AZ 85278-6793
480-982-2107
e-mail: info@ru2systems.com
www.ru2systems.com

Standard Trailer Features

Radars:	<ul style="list-style-type: none">· Decatur Electronics model SI2· Temperature ranges from -10° F to +156° F· Humidity maximum is 100%· Speed ranges from 5 to 200 miles per hour· Single directional radar· Available to display speeds in miles per hour or kilometers per hour
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Display:	<ul style="list-style-type: none">· 12" tall numbers with high intensity LED's, available on:<ul style="list-style-type: none">○ RU2 Fast 600○ RU2 Fast 750○ SpeedScout· 18" tall numbers with high intensity LED's, available on:<ul style="list-style-type: none">○ RU2 Fast 800○ RU2 Fast 950○ RU2 Fast 1000· Full matrix (rounded) characters· Lexan Ø shielding with a smoked, non-glare finish· Automatic intensity adjusts to ambient light
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Safety Features:	<ul style="list-style-type: none">· D.O.T. approved tail lights and license plate light· (2) 3/16" thick, 30" long safety chains with clasp hooks· Lock for stabilizer jack· Lockable enclosure, where applicable
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Standard Features:	<ul style="list-style-type: none">· 16 gauge steel, weatherproof enclosure available on:<ul style="list-style-type: none">○ RU2 Fast 750○ RU2 Fast 800○ RU2 Fast 950○ RU2 Fast 1000· 18" x 24" speed limit signs**:<ul style="list-style-type: none">○ 18" Trailers changeable from 10-65○ 12" Trailers changeable from 10-45· Deep cycle dry cell battery(s)**· Smart battery charger with external plug outlet for charging**· Speed filtering to prevent inadvertent readings· Flashing display violator alert**· High speed cut-off· Traffic arrows <p>**Optional equipment for the SpeedScout</p>
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Warranty:	<p>A one year warranty on all parts and labor is included. Parts are to be repaired or replaced within five business days, and includes ground service shipping expenses. Warranty does not include physical damage from misuse, acts of nature, or vandalism.</p>
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RU2 Systems Standard Features
RU2 Fast 950
RU2 Fast 750



RU2 Systems, Inc.

Radar Speed Display Signs Manufacturing and Sales

P.O. Box 6793
Apache Jct, AZ 85278-6793
480-982-2107
e-mail: info@ru2systems.com
www.ru2systems.com

RU2 Fast Trailers - Optional Features

RU2 Fast 1000
RU2 Fast 600
RU2 Fast 950
RU2 Fast 750

"Hey, Slow Down" Lights: There are two violator alert methods available. One or both methods can be added to the 18" display models:

1. Flashing red and blue bars: The display is equipped with a red and blue strip of high intensity LED's which will alternate as they pulse imitating police lights.
2. "SLOW DOWN" message: The display will flash the words SLOW DOWN in high intensity red LED's.

How they work:

The controller performs a test and scores the vehicle being monitored. Once a reading is registered from the radar above the selected speed, the violation lights are activated. The violator will see flashing red and blue lights or the "SLOW DOWN" message on the display, with no speed being displayed. At this point, the scoring system begins. If the violator slows, the lights will stop and their speed is displayed again. If slowing continues until a speed is reached that is less than the selected speed setting, the display will continue to show the speed being registered. If the violator maintains a speed higher than the setting for a time, the violator alert system will come back on. If the violator increases their speed while above the violation setting, the violator alert will come back on immediately. The violation lights may also be disabled.

Available on: · RU2 Fast 1000 · RU2 Fast 800
· RU2 Fast 950

Data Recording System:

· A sensor is mounted inside the trailer that senses oncoming cars that pass the trailer, record their speeds with time and date stamp. RU2 Systems utilizes side sensing Doppler radar technology, so **no pneumatic tubing is required**. Data is saved on a floppy disk with a push of one button and can be downloaded to any computer with software capable of accepting a comma delimited ASCII text file, such as Microsoft Excel. Software is also provided that extracts the data with the click of a mouse. Various data is extracted, including bar charts, so problem streets can easily be identified. Data includes vehicle count, speed, and time/date stamp.

Available on: · RU2 Fast 1000 · RU2 Fast 750
· RU2 Fast 950 · RU2 Fast 600
· RU2 Fast 800

Electric Stabilizer Jacks:

· Two rear mounted and one front mounted electric actuated stabilizer jacks are provided. The jacks will lift the trailer up to 12 inches from its normal height to compensate for uneven terrain. The jacks can be disabled to deter theft. The rated capacity of the jacks are 2500 lbs each.

Available on: · RU2 Fast 1000 only

Alarm System

· An Audiovox Rampage car alarm with a tamper alert warning before alarming, remote activation, and adjustable sensitivity.

Available on: · RU2 Fast 1000 · RU2 Fast 800
· RU2 Fast 950 · RU2 Fast 750

Trailer Cover:

· A custom fitted weather proof cover can be provided in your choice of colors.

Available on: · RU2 Fast 1000 · RU2 Fast 750
· RU2 Fast 950 · RU2 Fast 600
· RU2 Fast 800

POLICY G2
5/24/06

ITEM: **CAFR Report – Matt Mayer, CPA Partner, Kern, DeWenter, Viere LTD**

SUBMITTED BY: **Roland Olson, Finance Director**

REVIEWED BY: **Greg Hoag, Interim City Administrator**

Explanation:

Each year the City is required to complete an annual audit of its financial statements. The City hired the auditing firm of Kern, DeWenter, and Viere Ltd to perform this annual audit of the fiscal year ending December 31, 2005. Matthew Mayer, CPA will present the results.

ATTACHMENTS:

- Financial Report
- Memorandum on Financial Analysis, Accounting Policies and Procedures and Internal Control

POLICY G3
5/24/06

ITEM: **Approval of City Administrator contract**

SUBMITTED BY: **Mayor Gehrz**

REVEIWED BY: **Roger Knutson, City Attorney**

Explanation:

On May 17, the City Council selected Justin Miller to be the City Administrator. The Mayor made Justin an offer, which he accepted. The provisions of that contract are included in the attached agreement.

ATTACHMENTS:

- City Administrator contract

EMPLOYMENT AGREEMENT

AGREEMENT made this 18 day of May 2006, by and between the CITY OF FALCON HEIGHTS, a Minnesota municipal corporation ("Employer"), and Justin Miller ("Employee").

The parties agree as follows:

1. **POSITION.** Employer agrees to employ Employee as its City Administrator. Employee agrees to serve as City Administrator in accordance with state statutes and City ordinances and to perform such other legally permissible and proper duties and functions as the City Council shall from time to time assign.

2. **PENSION PLAN.** Employer shall contribute to PERA as required by State law for Employee or an alternate pension plan, if selected by Employee, authorized by State law.

3. **SALARY.** Employer shall pay Employee a salary of \$70,000 per year starting June 19, 2006. Employer and Employee agree that an initial performance review will be conducted on Employee after six (6) months and annually thereafter. The Employer agrees to consider an increase in compensation to the Employee dependent upon the results of the performance evaluation.

4. **SICK LEAVE.** Effective upon Employee's first day of employment, Employee shall be credited with twelve (12) days of accrued sick leave. Thereafter, sick leave accrual shall be consistent with personnel policies for other employees.

5. **VACATIONS.** Effective upon Employee's first day of employment, Employee shall be credited with fifteen (15) days of accrued vacation leave. Thereafter, vacation accrual shall be subject to negotiation.

6. **HOLIDAYS.** Employer shall provide Employee the same holidays as enjoyed by other employees.

7. **GENERAL INSURANCE.** Employer shall provide Employee the same group hospital, medical, dental, life and disability insurance benefits as provided to all other employees.

8. **DUES AND SUBSCRIPTIONS.** Employer shall budget and pay the professional dues and subscriptions for Employee which are deemed reasonable and necessary for Employee's continued participation in national, regional, state and local associations necessary and desirable for Employee's continued professional participation, growth and advancement, i.e. International City/County Management Association, Minnesota City/County Management Association, League of Minnesota Cities.

9. **PROFESSIONAL DEVELOPMENT.** Employer shall budget and pay necessary and reasonable registration, travel and subsistence expenses of Employee for professional and official travel, meetings and occasions adequate to continue the professional development of Employee and to adequately pursue necessary official and other committees thereof which Employee serves as a member. Employee shall use good judgment in his outside activities so he will not neglect his primary duties to the Employer.

10. **CIVIC CLUB MEMBERSHIP.** Employer recognizes the desirability of representation in and before local civic and other organizations. Employee is authorized to become a member of such civic clubs or organizations as deemed appropriate by Employee and Employer; and at Employer's expense.

11. **AUTOMOBILE.** Employee shall be paid on a reimbursement basis for the use of his personal automobile for Employer business. Mileage shall be submitted on a quarterly basis. Reimbursement shall be based on the current IRS mileage reimbursement rate.

12. **GENERAL EXPENSES.** Employer shall reimburse Employee reasonable miscellaneous job related expenses, which it is anticipated Employee will incur from time to time when provided appropriate documentation.

13. **HOURS OF WORK.** It is understood that the position of City Administrator requires attendance at evening meetings and occasionally at weekend meetings. It is understood by Employee that additional compensation and compensatory time shall not be allowed for such additional expenditures of time. It is further understood that Employee may absent himself from the office to a reasonable extent in consideration of extraordinary time expenditures for evening and weekend meetings at other than normal working hours.

14. **TERMINATION BENEFITS.** In the event that Employee is terminated by the Employer during such time that Employee is willing and able to perform the duties of City Administrator, then in that event, Employer agrees to pay Employee at the time of receipt of his last pay check a lump sum cash payment equal to two (2) months aggregate salary and to continue to provide and pay for the benefits set forth in paragraph 7 for a period of two (2) months following termination. However, in the event Employee is terminated because of his malfeasance in office; gross misconduct; conviction for a felony; conviction for an illegal act involving personal gain to Employee; or failure to perform the duties of his position in the opinion of the city council after written notice and failure to cure the defects within sixty (60) days, then Employer shall have no obligation to pay the termination benefits.

If Employer at any time during the employment term reduces the salary or other financial benefits of Employee in a greater percentage than across-the-board reduction for all non-union employees, or if Employer refuses, following written notice, to comply with any other provisions of this Agreement benefiting Employee or Employee resigns following a formal suggestion by

Employer that he resign, then Employee may, at his option, be deemed to be "terminated" on the effective date of Employee's resignation and the Employee shall also be entitled to receive the termination benefits set forth above.

If Employee voluntarily resigns his position with Employer, Employee agrees to give the Employer forty-five (45) days advance notice. If Employee voluntarily resigns his position with Employer, there shall be no termination pay due to Employee.

15. **GENERAL CONDITIONS OF EMPLOYMENT.** Nothing in this Agreement shall prevent, limit or otherwise interfere with the right of Employer to terminate the services of Employee at any time, for any reason, subject only to the provisions of this Agreement and statutory requirements. Furthermore, nothing in this Agreement shall prevent, limit or otherwise interfere with the right of Employee to resign at any time from his position with Employer, subject only to the provisions of this Agreement.

IN WITNESS WHEREOF, Employer has caused this Agreement to be signed and executed on its behalf by its Mayor and Acting City Clerk, and Employee has signed this Agreement, in duplicate, the day and year first written above.

EMPLOYER:
CITY OF FALCON HEIGHTS

EMPLOYEE:

BY: _____
Its Mayor

Justin Miller

AND

Greg Hoag, Acting City Clerk