

LAUDERDALE CITY COUNCIL MEETING AGENDA
7:00 P.M. TUESDAY, FEBRUARY 28, 2023
LAUDERDALE CITY HALL, 1891 WALNUT STREET

The City Council is meeting as a legislative body to conduct the business of the City according to Robert's Rules of Order and the Standing Rules of Order and Business of the City Council. Unless so ordered by the Mayor, citizen participation is limited to the times indicated and always within the prescribed rules of conduct for public input at meetings.

1. **CALL TO ORDER THE LAUDERDALE CITY COUNCIL MEETING**
2. **ROLL CALL**
3. **APPROVALS**
 - a. Agenda
 - b. Minutes of the February 14, 2023 City Council Meetings
 - c. Claims Totaling \$18,122.61
4. **CONSENT**
5. **SPECIAL ORDER OF BUSINESS/RECOGNITIONS/PROCLAMATIONS**
6. **INFORMATIONAL PRESENTATIONS / REPORTS**
 - a. Presentation by the Roseville Area League of Women Voters
 - b. City Council Updates
7. **PUBLIC HEARINGS**

Public hearings are conducted so that the public affected by a proposal may have input into the decision. During hearings all affected residents will be given an opportunity to speak pursuant to the Robert's Rules of Order and the standing rules of order and business of the City Council.
8. **DISCUSSION / ACTION ITEM**
 - a. Resolution No. 022823A – Condemning the Use of Discriminatory Covenants and Approving Participation in the Just Deeds Coalition
 - b. City Administrator Employment Agreement
9. **ITEMS REMOVED FROM THE CONSENT AGENDA**
10. **ADDITIONAL ITEMS**
11. **SET AGENDA FOR NEXT MEETING**
 - a. January Financial Report
 - b. Garbage Hauler Licenses
 - c. Speed Study Revisited
 - d. Waiver Request for a Fence at Xcel Energy's Substation
 - e. Carbon Free Futures MN Coalition Presentation (March 28)
 - f. Annual Audit Presentation (April 11)
 - g. Annual Police Department Update (April 25)

12. WORK SESSION

- a. Community Development Update
- b. Opportunity for the Public to Address the City Council

Any member of the public may speak at this time on any item not on the agenda. In consideration for the public attending the meeting, this portion of the meeting will be limited to fifteen (15) minutes. Individuals are requested to limit their comments to three (3) minutes or less. If the majority of the Council determines that additional time on a specific issue is warranted, then discussion on that issue shall be continued at the end of the agenda. Before addressing the City Council, members of the public are asked to step up to the microphone, give their name, address, and state the subject to be discussed. All remarks shall be addressed to the Council as a whole and not to any member thereof. No person other than members of the Council and the person having the floor shall be permitted to enter any discussion without permission of the presiding officer.

Your participation, as prescribed by the Robert's Rules of Order and the standing rules of order and business of the City Council, is welcomed and your cooperation is greatly appreciated.

13. ADJOURNMENT

To provide public comments, join us via Zoom.

You are invited to a Zoom webinar.

When: Feb 28, 2023 07:00 PM Central Time (US and Canada)

Topic: February 28, 2023 Lauderdale City Council Webinar

Please click the link below to join the webinar:

<https://us02web.zoom.us/j/81756373457?pwd=L214Q2drbHcrRG5zNHFD0UZlZkxDZz09>

Passcode: 761277

Or One tap mobile :

US: +13052241968,,81756373457# or +13092053325,,81756373457#

Or Telephone:

Dial(for higher quality, dial a number based on your current location):

US: +1 305 224 1968 or +1 309 205 3325 or +1 312 626 6799 or +1 646 558 8656 or +1

646 931 3860 or +1 301 715 8592 or +1 253 205 0468 or +1 253 215 8782 or +1 346 248

7799 or +1 360 209 5623 or +1 386 347 5053 or +1 507 473 4847 or +1 564 217 2000 or +1

669 444 9171 or +1 669 900 9128 or +1 689 278 1000 or +1 719 359 4580 or 888 788 0099

(Toll Free) or 833 548 0276 (Toll Free) or 833 548 0282 (Toll Free) or 877 853 5247 (Toll Free)

Webinar ID: 817 5637 3457

International numbers available: <https://us02web.zoom.us/j/81756373457>

LAUDERDALE CITY COUNCIL
MEETING MINUTES
Lauderdale City Hall
1891 Walnut Street
Lauderdale, MN 55113

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February 14, 2023

Call to Order

Mayor Gaasch called the Regular City Council meeting to order at 7:00 p.m.

Roll Call

Councilors present: Duane Pulford via Zoom, Sharon Kelly, Jeff Dains, Evan Sayre, and Mayor Mary Gaasch.

Councilors absent: None.

Staff present: Heather Butkowski, City Administrator; Jim Bownik, Assistant to the City Administrator; and Miles Cline, Deputy City Clerk.

Approvals

Mayor Gaasch asked if there were any additions to the meeting agenda. There being none, Councilor Dains moved and seconded by Councilor Sayre to approve the agenda. Motion carried unanimously.

Mayor Gaasch asked if there were corrections to the minutes of the January 24, 2023 and January 30, 2023 city council meetings. There being none, Councilor Kelly moved and seconded by Councilor Dains to approve the minutes of the January 24, 2023 and January 30, 2023 city council meetings. Motion carried unanimously.

Mayor Gaasch asked if there were any questions on the claims. There being none, Councilor Dains moved and seconded by Councilor Pulford to approve the claims totaling \$123,128.96. Motion carried unanimously.

Consent

Councilor Pulford moved and seconded by Councilor Kelly to approve the Consent Agenda thereby approving the pay equity report and the 2023-2025 union contract and acknowledging the quarterly investment report.

Informational Presentations/Reports

A. City Council Updates

Mayor Gaasch shared that she, Council Pulford, and Councilor Kelly attended an event hosted by the St. Paul Chamber on race equity. Gaasch stated that the state legislature is discussing some topics that pertain to Lauderdale including bills to curb catalytic converter theft and the restriction of corporate purchases of residential single-family homes. Gaasch shared that Senator Claire Oumou Verbeten and Representative Leigh Finke will be hosting a town hall meeting February 22 on Zoom. Gaasch continued to say that she attended a Regional Council of Mayors meeting where they discussed the topic of affordable home ownership.

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1891 Walnut Street
Lauderdale, MN 55113

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Councilor Kelly asked if any other council members would like to attend the conversation at Brimhall Elementary School in her place. She continued to say that she attended a Zoom meeting with Ramsey County legislatures.

Discussion/Action Item

A. Ramsey County Public Works Staff Update on Eustis Street Project

In August, John Mazzitello, Ramsey County Engineer, met with the council to discuss the County's vision for rehabilitating Eustis Street south of Larpenteur Avenue. Since then, Ramsey County collaborated with St. Thomas University to begin design work along and complete soil assessments. Alan Maxwell has been the County's lead engineer on the project. He attended the meeting, along with John, to update the council on the project's progress and discuss alternative designs, especially with regard to the hill between Idaho Avenue and Larpenteur Avenue.

Ramsey County has been uncomfortable with the idea of putting a sidewalk between Idaho Avenue and Larpenteur Avenue because the slope is greater than what is allowed by the Americans with Disabilities Act (ADA). As this would no longer be a county's road if the council accepted the turnover, they defer to the City's judgment. There is an exception in the ADA which allows the sidewalk to be constructed but it leads to other liability questions.

Staff spoke with an LMC trial attorney and the City attorney about liability when maintaining a sidewalk that steep, and implications during the winter months when ice and snow are hard to control. The advice given by both attorneys was to close the sidewalk during the winter months. The slip and fall immunity cities have is thin and the likelihood of a serious fall is high. That is their advice, but the council has the discretion to do otherwise.

The discussion focused on many aspects of the project. The council felt all four scenarios should be presented for community discussion. Ramsey County will present their alternative plans to the public at their open house at Lauderdale City Hall on March 7.

B. Planning for No Mow May

Last year the City supported the "No Mow May" campaign sponsored by Bee City USA. Residents were offered signs to put in their windows if they participated and code enforcement for rank growth was suspended through the end of May.

The No Mow May idea started in 2020 as a partnership between Bee City USA, Lawrence University, and the city of Appleton, Wisconsin. Their research was initially promising showing an increase in the number and species found in unmown versus mowed yards. However, this research has been retracted with the findings being called into question.

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Folks loved the idea of No Mow May, as it seems like a win-win— good for the bees, and easy for property owners to participate. The research and reality are more complicated than that, and a debate remains on whether No Mow May is helpful or hurtful to bee populations.

Staff are wondering whether the Council wants to support No Mow May again this year. If yes, staff will draft a resolution suspending enforcement of rank growth ordinances. Staff also would research the cost for yard signs, as participants were unhappy receiving window signs last year.

After discussion, the Council asked staff to create a resolution for No Mow May, but in the future plan to discuss ideas for encouraging residents to plant native species preferred by native bees.

Set Agenda for Next Meeting

Butkowski stated that the February 28 council meeting might include Just Deeds and Mapping Prejudice, a League of Women Voters presentation, revisiting the speed study, and the City Administrator employment agreement.

Work Session

A. Community Development Update

Butkowski shared that the City audit is complete. Maggie Duerwachter is amending our shade tree ordinance.

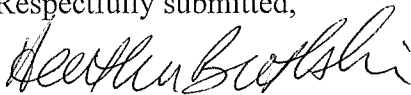
B. Opportunity for the Public to Address the City Council

Mayor Gaasch opened the floor to those in attendance interested in addressing the Council. There being nobody interested in speaking, Mayor Gaasch closed the floor.

Adjournment

Councilor Dains moved and seconded by Councilor Sayre to adjourn the meeting at 9:07 p.m. Motion carried unanimously.

Respectfully submitted,



Heather Butkowski
City Administrator



CITY OF LAUDERDALE
LAUDERDALE CITY HALL
1891 WALNUT STREET
LAUDERDALE, MN 55113
651-792-7650
651-631-2066 FAX

Request for Council Action

To: Mayor and City Council
From: City Administrator
Meeting Date: February 28, 2023
Subject: List of Claims

The claims totaling \$18,122.61 are provided for City Council review and approval that includes check numbers 28315 to 28329.

Accounts Payable

Checks by Date - Detail by Check Date

User: heather.butkowski
 Printed: 2/24/2023 1:09 PM



Check No	Vendor No Invoice No	Vendor Name Description	Check Date Reference	Check Amount
ACH	34	AFSCME MN Council 5 PR Batch 50400.02.2023 Union Dues	02/17/2023 PR Batch 50400.02.2023 Uni	228.24
Total for this ACH Check for Vendor 34:				228.24
ACH	389	Blue Cross Blue Shield of Minnesota PR Batch 50400.02.2023 Vision Insurance	02/17/2023 PR Batch 50400.02.2023 Visi	19.23
Total for this ACH Check for Vendor 389:				19.23
ACH	43	Public Employees Retirement Association PR Batch 50400.02.2023 PERA Coordinated PR Batch 50400.02.2023 PERA Coordinated	02/17/2023 PR Batch 50400.02.2023 PER PR Batch 50400.02.2023 PER	1,190.35 1,031.63
Total for this ACH Check for Vendor 43:				2,221.98
ACH	44	Minnesota Department of Revenue PR Batch 50400.02.2023 State Income Tax	02/17/2023 PR Batch 50400.02.2023 Stat	687.38
Total for this ACH Check for Vendor 44:				687.38
ACH	45	ICMA Retirement Corporation PR Batch 50400.02.2023 Deferred Comp PR Batch 50400.02.2023 Deferred Comp	02/17/2023 PR Batch 50400.02.2023 Defi PR Batch 50400.02.2023 Defi	1,164.80 1,623.40
Total for this ACH Check for Vendor 45:				2,788.20
ACH	46	Internal Revenue Service PR Batch 50400.02.2023 FICA Employee Portio PR Batch 50400.02.2023 Medicare Employee Pc PR Batch 50400.02.2023 Federal Income Tax PR Batch 50400.02.2023 Medicare Employer Po PR Batch 50400.02.2023 FICA Employer Portio	02/17/2023 PR Batch 50400.02.2023 FIC. PR Batch 50400.02.2023 Mec PR Batch 50400.02.2023 Fede PR Batch 50400.02.2023 Mec PR Batch 50400.02.2023 FIC.	1,236.69 289.25 1,757.62 289.25 1,236.69
Total for this ACH Check for Vendor 46:				4,809.50
Total for 2/17/2023:				10,754.53
28315	65 19240160	Allstream Inc. Fax Line	02/28/2023	53.09
Total for Check Number 28315:				53.09
28316	15 75419	Be There Pest Control LLC 1Q23 Pest Control	02/28/2023	100.00
Total for Check Number 28316:				100.00
28317	192 165601986	Comcast Holdings Corporation February Internet	02/28/2023	413.00

Check No	Vendor No Invoice No	Vendor Name Description	Check Date Reference	Check Amount
			Total for Check Number 28317:	413.00
28318	25	County of Ramsey	02/28/2023	
		PR Batch 50400.02.2023 Long Term Disability	PR Batch 50400.02.2023 Lon	95.87
		PR Batch 50400.02.2023 Short Term Disability	PR Batch 50400.02.2023 Sho	88.47
		PR Batch 50400.02.2023 Life Insurance	PR Batch 50400.02.2023 Life	229.43
	RISK-002218	February Insurance Processing Fee		25.00
			Total for Check Number 28318:	438.77
28319	25	County of Ramsey	02/28/2023	
	EMCOM-010618	January Fleet Support		6.24
	EMCOM-010633	January CAD Services		75.17
	EMCOM-010649	January 911 Dispatch Services		462.60
			Total for Check Number 28319:	544.01
28320	25	County of Ramsey	02/28/2023	
	022023	Recording Fee - Eggers Sewer Line		46.00
			Total for Check Number 28320:	46.00
28321	361	Tom Douvier	02/28/2023	
	012023	Rental of Truck/Plow while City Vehicle Repair		250.00
			Total for Check Number 28321:	250.00
28322	31	Kennedy & Graven Chartered	02/28/2023	
	172730	1/23 Legal Services		864.50
			Total for Check Number 28322:	864.50
28323	185	Lauderdale Certified Auto Repair Inc	02/28/2023	
	022023	January Fuel		370.86
	022023	January Fuel		79.47
	022023	January Fuel		79.47
			Total for Check Number 28323:	529.80
28324	388	PeopleService Inc	02/28/2023	
	0042329	3/23 Wastewater Management Service		600.00
			Total for Check Number 28324:	600.00
28325	5	Premium Waters Inc	02/28/2023	
	619861-01-23	January Water Bottles		7.00
			Total for Check Number 28325:	7.00
28326	162	Swanson Haskamp Consulting, LLC	02/28/2023	
	1243	Zoning Ordinance		1,850.00
			Total for Check Number 28326:	1,850.00
28327	90	Verizon Wireless	02/28/2023	
	9926606634	January Cell Phone		45.04
	9926606634	January Cell Phone		45.05
	9926606634	January Cell Phone		90.09
			Total for Check Number 28327:	180.18
28328	7	Waste Management Inc	02/28/2023	

Check No	Vendor No Invoice No	Vendor Name Description	Check Date Reference	Check Amount
	012023	Final Close Out Service Payment		28.15
Total for Check Number 28328:				28.15
28329	74	Xcel Energy	02/28/2023	
	814588275	2430 Larpenteur Avenue W		16.12
	814649126	Larpenteur Bridge Lights		43.77
	814893740	1891 Walnut Street		212.93
	814893740	1891 Walnut Street		573.47
	814964636	Larpenteur Avenue		68.67
	815114910	1885 Fulham Street		130.40
	815114910	1917 Walnut Street		172.75
	815114910	1917 Walnut Street		30.14
	815114910	1885 Fulham Street		215.33
Total for Check Number 28329:				1,463.58
Total for 2/28/2023:				7,368.08
Report Total (21 checks):				18,122.61

**LAUDERDALE COUNCIL
ACTION FORM**

Action Requested

Consent _____
Public Hearing _____
Discussion _____
Action _____
Resolution _____
Work Session _____

Meeting Date February 28, 2023

ITEM NUMBER League of WV Presentation

STAFF INITIAL

APPROVED BY ADMINISTRATOR

DESCRIPTION OF ISSUE AND PAST COUNCIL ACTION:

Bonnie Koch from the League of Women Voters will be at the meeting to share their recent research on area cities' compliance with the Americans with Disabilities Act (ADA) requirements. Their research follows.

STAFF RECOMMENDATION:



**League of Women Voters of Roseville Area Study of Our Five
Cities' Compliance with the Americans with Disabilities Act (ADA)
Accessibility Requirements**

2020-2022

Team Members:

Mary Peterson, Little Canada

Ann Cleland, Maplewood

Rachel Geiser, Maplewood

Bonnie Koch, Roseville

Stephanie DeBenedet, Roseville

Jim DeBenedet, Roseville

President, Barb Barany, Falcon Heights

INTRODUCTION

Twenty-six percent of adults in the United States have some type of disability. Just under fourteen percent have mobility issues.

Centers for Disease Control and Prevention

The state of Minnesota has the highest disability gap in voter turnout in the country with a gap of -19.5% between voters with and without disabilities.

Fact Sheet: Disability and Voter Turnout 2018 Elections/Rutgers School of Management and Labor Relations.

The Representative Government position of the League of Women Voters of the United States (LWVUS) supports the right of citizens to participate in government decision-making. LWVUS has joined with other organizations in advocating to ensure participation includes Americans with disabilities in all aspects of society through the Americans with Disabilities Act (ADA). The ADA is a federal civil rights law that prohibits discrimination against people with disabilities in several areas, including employment, transportation, public accommodations, communications and access to state and local government programs and services. An individual with a disability is defined by the ADA as a person who has a physical or mental impairment that substantially limits one or more major life activities.

The League works particularly hard to monitor voting rights. League members serve as volunteer poll watchers checking on physical accessibility required by the ADA and work to fight restrictive voter ID measures that disproportionately affect people with disabilities.

<https://www.lwv.org/blog/how-league-helps-ensure-voting-access-americans-disabilities>

STUDY GOAL

The purpose of this study is to assess the compliance level of the section of the ADA that guarantees access to public buildings and sites in the five cities included in the League of Women Voters of Roseville Area (Falcon Heights, Lauderdale, Little Canada, Maplewood, and Roseville) with the ADA.

The study examines compliance policy, administration, and accessibility by residents who are mobility challenged to government buildings, polling locations, and city recreational venues such as parks and playgrounds. Focus is on the significant areas of compliance, identification of instances of non-compliance, and considerations for the cities to bring ADA deficiencies into compliance as soon as reasonably practicable.

While the ADA protects the rights of all people with impairments, the study group chose to limit its examination to whether people with mobility disabilities can participate in local government, vote, and access city-established parks and recreational facilities. Disabilities such as people who have blind or deaf challenges may be studied at some other time.

BACKGROUND INFORMATION

The ADA was enacted into law in 1990. It was passed, in part, to enable people with impairments to utilize all public facilities including those owned and operated by local government and those privately owned but open to the public.

The Department of Justice published revised regulations for Titles II and III of the Americans with Disabilities Act of 1990 in the Federal Register on September 15, 2010. The revision clarified issues that arose over the previous 20 years and included new accessible design standards. It went into effect in March 2011.

<https://www.ada.gov/regs2010/2010ADASTandards/2010ADASTandards.htm>

Although as a federal civil rights law the ADA guarantees access, some buildings, sites, and programs are not in compliance with the law. Sometimes, this is a matter of oversight. At other times, it is a lack of understanding of what the encompassing law requires. (The ADA and City Governments: Common Problems; U.S. Department of Justice Civil Rights Division, Disability Rights Section, updated 24 February 2020. - <https://www.ada.gov/comprob.htm>)

Regulations in the Act are extensive and specific (e.g., 60 inches must be allowed for turning space for a wheelchair; van parking spaces must be 132 inches wide unless there is an access aisle). However, reasonable modifications may occur (e.g., if someone with a mobility impairment cannot access a polling site independently, the door may be propped open, or a person could monitor the door to let voters in).

The photo below shows an improper curb ramp which hampers access and may be dangerous for persons in wheelchairs or scooters. This is at a pathway leading to a park in Roseville. The device in the photo can measure rise over a 12-inch length. This is a problem that we found in many situations, including polling places and parks.



PROCESS

The study plan, relevant data spreadsheets and draft reports were entered into a shared folder, so study members could easily access information from all five cities. Study members each concentrated on a particular LWV of Roseville Area city and were responsible for gathering data and summarizing information from that municipality. Appendices containing data are in a separate document. While data has been updated regularly, some counts may have changed since printing.

PART ONE OF STUDY: COMPLIANCE REQUIREMENTS

Title II of the ADA requires State and local governments to make their programs and services accessible to persons with disabilities. Study committee members questioned each city for general compliance with the law by means of a letter emailed to each of the five cities requesting ADA compliance information. The questions are listed below.

1. Does your city have an official ADA compliance policy? If so, when was it adopted? Will you provide us with a copy?
2. Does your city have an ADA compliance officer? Who is that person?
3. How many employees does your city have?
4. Does your city have an ADA compliance plan? When was it adopted? Will you provide us with a copy?
5. Does your city have an ADA complaint process that is easily understood and accessible to all residents?
6. What obstacles exist to full ADA compliance in your city?

It is important to understand ADA compliance requirements. A self-evaluation must occur when city department, board and commission practices are reviewed. Additionally, this includes infrastructure such as city owned buildings, sidewalks, streets, and transit stops. When barriers are identified, cities are required to develop a Transition Plan to fix them, which includes cost, schedule, etc.

Under Title II, public entities with less than 50 employees are not required to comply with limited sections of the ADA: maintaining self-evaluations on file for three years, designing a grievance procedure for ADA complaints, designating an ADA coordinator, and writing a transition plan. However, these cities must meet all other law requirements. For cities with more than 50 employees, the law requires cities to designate a responsible employee also known as an ADA coordinator, 28 CFR Part 35.

§ 35.107 Designation of responsible employee and adoption of grievance procedures.

(a) Designation of responsible employee.

A public entity that employs 50 or more persons shall designate at least one employee to coordinate its efforts to comply with and carry out its responsibilities under this part, including any investigation of any complaint communicated to it alleging its noncompliance with this part or alleging any actions that would be prohibited by this part. The public entity shall make available to all interested individuals the name, office address, and telephone number of the employee or employees designated pursuant to this paragraph.

The table below shows city responses in brief to the initial questions. Cities with asterisks are not required to have compliance plans or identified coordinators.

	Falcon Heights*	Lauderdale*	Little Canada*	Maplewood	Roseville
1. Official compliance policy?	No	No	No	No	Yes
2. Compliance Officer?	Yes	No	No	No	Yes
3. No. of Employees	8	5	21	167	217
4. Have compliance plan?	Yes	No	No	Yes	Yes
5. Easily accessible grievance process	No	No	No	Yes	No
6. Possible obstacles to compliance	Financing	Compliance occurs when city does upgrades.	Financing	Compliance occurs when city does upgrades.	Financing

Compliance plans addressed in question four were answered in various ways:

- Larger municipalities and Falcon Heights had a formal *Transition Plan for Facilities Within the Public Right-of-Way* which included streets, sidewalks, transportation, trails but not things like access to city buildings voting or civic participation options.
- Transition Plan for Parks and Recreation (Roseville).
- Statements in Maplewood and Roseville employee handbooks state adherence to ADA requirements.
- References to Capital Improvement Plans (CIP) which incorporated ADA compliance.
- Transition intentions were also included in the 2040 Comprehensive Plans for Falcon Heights, Lauderdale, Little Canada, and Roseville.

The table in Appendix A lists the cities’ full responses to our direct questionnaire that are also summarized in the Individual City Analyses section.

PART TWO OF STUDY: ACCESS TO CIVIC BUILDINGS

Equal access for city residents to the essential functions of government includes access to public meetings such as city council, planning commission, park commission, etc. While much of these are now available on local cable TV or through the internet, many people want or need to attend meetings in person to hear or be heard. Residents must have access to the offices of the city, including places where key employees work and where government records are maintained.

Although most of the requirements are met by each city, there are deficiencies. Most of these can be easily corrected through modifications (e.g., the ADA requires accessible parking and at least one stall must be wide enough for “van” parking, labeled on a sign). Many parking lots do not have identified van parking.



This photo shows an area with accessible signs but missing striping and a van access aisle.

The table in Appendix B is a summary of building accessibility determined by actual visits to the facilities. The Individual City Analyses section also summarizes this information.

PART THREE OF STUDY: ACCESS TO VOTING

Being able to vote is a basic right in our democracy. The Minnesota Secretary of State website states cities choose polling places and are responsible for accessibility. “A local official can only choose polling places that meet these standards [ADA], unless no available place within a precinct is accessible or can be made accessible.”

<https://www.sos.state.mn.us/elections-voting/election-day-voting/polling-place-accessibility/>

The Ramsey County Elections Administrator and staff coordinate with the cities using a 75-point ADA-compliance survey to address accessibility issues and work with the polling location to remedy a solution for voters who need entrance, parking, specific accommodations for voting accessibility. Cities were asked to identify the designated city staff member who coordinated with Ramsey County to make sure polling place inspections occurred and accessibility issues addressed.

The Study Committee visited designated polling sites in each city. Committee members surveyed the number of accessible parking spaces, access to the polling site and if there was an accessible restroom available for voters and election officials. Data gathered from these surveys can be found in Appendix C and is summarized in the Individual City Analyses section.



The photo to the left is an example of inadequate access to a polling place. There is no hard surface access aisle adjacent to the parking stall.



This photo illustrates a ramp from a parking lot to the voting location where the slopes of the ramp are too steep up and over the sidewalk. The slope is too steep on the other side of the street as well.

PART FOUR OF STUDY: ACCESS TO PARKS AND RECREATION

Accessibility to city owned parks, playgrounds, parking lots and park buildings was determined by applying Title II ADA guidelines. Cities have a growing awareness and are taking action to provide quality playground equipment and surfacing that make play areas accessible for all residents. Skyview Park in Lauderdale, Spooner Park in Little Canada, Maplewood's Wakefield Park, and Roseville's Central Park Victoria are prime examples. Some other parks need significant updating; some even have dangerous conditions such as uneven paths and entry to playgrounds that make it impossible to access the playgrounds without significant assistance.



These wood chips are too low; they are supposed to be up to the white tag.



In the above photo, the wood chips are too low and the concrete curb bars access to persons with disabilities. These were common issues in all our cities.

Committee members visited each city park, took photos, and documented data on spreadsheets. Surveys were done in the spring, summer and fall of 2021. Some of the non-compliant issues may have been addressed since that time.

Data is available in Appendix D and summarized in the Individual City Analyses section.

INDIVIDUAL CITY ANALYSES

LWV of Roseville Area members looked at city administration sites, buildings used for civic engagement and park and recreation facilities and spaces when studying ADA compliance by our five cities.

Falcon Heights

Compliance Requirements

Falcon Heights' geographic boundaries include portions of the University of Minnesota's Twin Cities campus and the Minnesota State Fairgrounds, making 66% of the city's land area tax-exempt and statutorily out of the city's land use control.

Because it is a city with only eight full time employees, Falcon Heights is not required to have an ADA Coordinator, grievance procedure or transition plan. However, in 2017 it adopted a Transition Plan for Facilities within the Public-Right-of-Way which includes a grievance form that identifies the City of Administrator as the ADA Coordinator. While the grievance form has been adopted, it would need to be accessed by contacting the city on its webpage through "Contact Us" in the Government drop down menu or doing a search, and residents may not be aware of its availability.

Falcon Heights does not have a specific compliance policy, but its 2040 Comprehensive Plan contains goals with ADA considerations including the statement "All new pedestrian and bicycle facilities must meet the ADA accessibility guidelines...the city will seek to develop a safe, efficient, and accessible non-motorized transportation that meets the needs of people of all ages and abilities."

See Appendix A for full details.

Civic Buildings

Falcon Heights City Hall, built in 1982, is used for City Council meetings, community events and as Precinct 1 for election voting. It is fully accessible by residents with mobility challenges including a speakers' dais with a slight ramp that enables individuals in wheelchairs to participate on the council and on civic committees that may meet there (one present Council member is in a wheelchair). The podium for addressing the City Council is designed for a standing person. Accommodation can be made with a lower podium with a microphone that allows a seated person to not only speak but have a place for reference papers.

With the age of the building, the restrooms are set to minimal Title II 2010 standards and need to be reconfigured for wheelchairs. It would be desirable to enter automatically rather than push/pull a heavy door. While the number of accessible parking stalls is compliant with ADA standards, the lot itself needs restriping as much of the paint has faded.

See Appendix B for full details.

Voting

Voting Precinct 2 is at Falcon Heights United Church of Christ, 1795 Holton. The building is accessible. The parking lot, located across the street, has the required number of accessible parking spaces, but there are no marked accessibility lanes or van accessible stalls. The ramp up and over the sidewalk is not ADA compliant because it is almost three times the allowable steepness, and the ramp from the street to the church sidewalk is too steep as well. Parking spaces with accessible lanes could be added on the street or accommodation accomplished by posting visible signage that voters may request curbside voting.

See Appendix C for full details.

Parks and Recreation

Falcon Heights' parks maintenance is complicated because only one of the four parks in the city is owned by the city - Curtiss Field. The large Community Park on Roselawn and Cleveland, is owned by the University of Minnesota with a 20-year lease by the city of Falcon Heights. If the land becomes available, Falcon Heights would pursue dedication of the park acreage to the city (2040 Comprehensive Plan). Presently, the University is not considering land changes. Grove Park is also owned by the University of Minnesota with a yearly lease renewal.

A significant study was done in 2014 by Julee Quarve-Peterson, Inc. auditing safety and accessibility of play equipment in the parks. It is undetermined whether any follow-up was done.

Grove Park

The playground is not accessibly compliant and needs significant updating. The one on-street accessible parking space does not have a hard surface access aisle. One of the ramps to playground equipment is dangerous because of a heave in the ramp.

Curtiss Field

Built in 2004, it is accessible and has an accessible portable toilet on the flat parking lot surface. It has designated accessible parking. Wood chips were replaced in the summer of 2021.

Community Park

The playground has accessible usable equipment, but it is not ADA compliant because the wood chip base has deteriorated making equipment steps and surround curbing too high for accessibility. There is no accessible restroom. It cannot be determined if there is compliant accessible parking because parking lot striping has worn off. The Park building, which contains restrooms, is unusable and locked. An attempt last year to get state bonding money for a new building failed. The city is currently in negotiation with the University of Minnesota for replacement consideration. As of this writing, rebuilding is not included in a Capital Improvement Plan, but Falcon Heights is looking at financing options.

See Appendix D for full details.

ADA Considerations

- Continue to enforce ADA requirements as pedestrian walkways are upgraded.
- Include residents with disabilities in the development of pedestrian safe network transit connections.
- Include residents with disabilities in developing a trail plan that connects residents to parks and open spaces.
- Regularly restripe parking lots, adding ADA compliant signage and striping for access aisles for handicapped parking.
- Update restrooms in City Hall improving their accessibility and usage.
- Proceed on Capital Improvement Plan for remodeling/rebuilding Community Park building following ADA compliance.
- Include playground updates in the Community Park rebuild.
- Review the 2014 safety and compliant audit of playgrounds and include updates in Capital Improvement Plan.

Lauderdale

Compliance Requirements

Lauderdale is the smallest city in the LWV of Roseville Area. Because it is a city with only five full time employees, Lauderdale is not required to have an ADA Coordinator, grievance procedure or a transition plan, but Lauderdale is required to ensure that all their city structures, services, programs, and activities are accessible under Title II of the ADA act.

While not having a compliance plan, Lauderdale's 2040 Comprehensive plan sets goals and strategies for renewal and redevelopment of various areas.

Lauderdale acknowledges the value of citizen participation in local government in their Comprehensive plan. Community Character Goal 2 states, "Work to maintain effective, responsible and adaptive leadership in the City." Goal 3 states, "Support citizen participation, public education and outreach to ensure policies and plans reflect the aspiration of the community."

Lauderdale's 2040 Comprehensive plan also sets identifiable goals in outdoor usage that affect equal citizen accessibility. The city has set a Transportation, Transit, Bikeways and Walkability goal to "Provide a safe network of roadways, bikeways and pedestrian ways that connect residents in the city and to the larger area." (TTBW Goal 1). A strategy to work toward the goal is to, "Support new roadway designs in redevelopment areas that plan for bikeways and pedestrian ways that provide mode choice to existing and new residents."

All strategies should include ADA accessibility.

Civic Buildings

City Hall is used for citizen participation in civic meetings and is the only voting precinct location in the city. A standing speaker's podium can be accommodated by a microphone system that allows a microphone to be brought to an addressee or to an accessible table in the front of the room.

The site is non-compliant in two areas. The restroom is not accessible. This could be adapted by restructuring the interior restroom space. While there is an accessible parking sign in the front of the building, it is non-compliant because there is no hard surface accessible aisle next to it to get in and out of a vehicle. Compliance could be gained by adding a paved surface that connects to the wide front sidewalk. Automatic button accessibility into the building could be considered as well. Presently, someone in a wheelchair or on a scooter would need assistance to enter to participate in civic meetings or to vote.

Parks and Recreation

Parks, Trails, Open Space and Natural Resources Goal 2 states, "Continue to adapt parks and open space programming and uses to reflect demands and needs of residents. Goal 3 states, "Identify opportunities to connect residents with parks and open spaces in the community."

The city's Capital Improvement Plan (CIP) for Parks includes two specific projects that will enhance access for residents with disabilities.

Community Park

The Park has an accessible playground. To improve access, additional solid surfaces could be added. Presently, there is one leading to the elevated composite play structure. Other equipment is accessed on a wood chip base that has broken down making movement by a wheelchair or scooter difficult. Plans for the city's largest park, include a new park building with a gathering room and accessible restrooms.

Skyview Park

The second project was accomplished in the fall of 2021. Skyview now has play equipment easily accessed on artificial turf throughout. See photo to the right.



ADA Considerations

- Include residents with disabilities in the development of pedestrian safe network transit connections.
- Include residents with disabilities in developing a trail plan that connects residents to parks and open spaces.
- Include residents with disabilities when soliciting information about resident current and expected park needs and wants.
- Ensure there are access aisles for parking when striping parking lots and for street parking. Community Park playground is non-compliant with a marked accessible parking area that does not have a hard surface access aisle on Pleasant Avenue. It needs to have a paved access that connects to the hard surface walkway.
- Evaluate the Community Park playground on a regular basis and replace the wood chips as needed or consider the addition of a rubberized solid surface or artificial turf in park development plans. While a wood chip surface is ADA compliant for playgrounds, it breaks down. Equipment loses its accessibility, and the cement edging becomes a barrier.
- Provide an ADA compliant parking stall in front of City Hall or in some location convenient for citizens.
- Update restrooms in City Hall improving their handicap accessibility and usage.

Little Canada

Compliance Requirements

Little Canada is in Ramsey County and has an area of approximately 4.5 square miles and a population of 10,451 (2019). Because it is a city with only 21 full-time employees, Little Canada is not required to have an ADA Coordinator, grievance procedure or a transition plan, but Little Canada is required to ensure that all their city structures, services, programs, and activities are accessible under Title II of the ADA. While not having a compliance plan, Little Canada's 2040 Comprehensive Plan provides guidance to City officials on improving existing parks and extending multi-use paths within the parks and trails system with accessibility for all individuals.

Civic Buildings

The City of Little Canada originally completed the construction of its City Hall in 1974. In 1990, an addition was constructed for the council chambers. The City Hall is used for City Council meetings, city commission meetings, community events, and is Precinct 3 for election voting. It is fully accessible by residents with mobility challenges. The podium for addressing the City Council is designed for a standing person. Accommodation can be made with a lower podium with a microphone that allows a seated person to not only speak but have a place for reference papers. It would be desirable to enter the restrooms with an automatic door rather than pull/push a heavy door.

Voting

Little Canada has three precincts – City Hall, Roseville Area Middle School and Little Canada Elementary School. All locations are accessible and have the required number of accessible parking spaces and access aisles but signage for “van” parking needs to be added at City Hall and Roseville Area Middle School.

Parks and Recreation

Little Canada’s 2040 Comprehensive Plan has goals to “...continue to provide parks that are universally accessible, including buildings, walkways, play features, picnic facilities, and curb ramps.”

Spooner Park

The city replaced the playground at Spooner Park in 2019 with an ADA accessible playground. See the photo below.



Pioneer Park

Repairs are needed on the accessible paved route to the playground and around the playground where some concrete pathways have sunk creating problems for wheelchairs and other mobility devices. The sand base within the playground also makes mobility difficult. The city is now in Phase 1 of a Master Plan to enhance/replace this playground.

Rondeau Park, Thunder Bay & Westwinds Linear Park, and Nadeau Wildlife Area

There are accessible routes to the playgrounds and accessible equipment, but the playgrounds are not ADA compliant because the wood chip base has broken down making the surround curbing too high for accessibility.

ADA Considerations

- Continue to implement ADA requirements as pedestrian walkways are upgraded.
- Regularly restripe parking lots, adding ADA compliant signage, and striping for access aisles.
- Evaluate the parks on a regular basis and replace the wood chips as needed. While a wood chip surface is ADA compliant for playgrounds, it breaks down. Equipment loses its accessibility, and the concrete edging becomes a barrier.
- Proceed on plan to enhance/replace Pioneer Park playground following ADA compliance.
- Include paved surfaces for residents with mobility challenges when upgrading playgrounds.

Maplewood

Compliance Requirements

At 42,088 people, Maplewood remains Ramsey County's second largest city behind St. Paul and one of the most diverse. The city has a total area of 17.99 square miles and stretches along the northern and eastern borders of Saint Paul.

The city does not have an official overall ADA Compliance Policy. Instead, each department is responsible for their area of work.

Maplewood has an ADA Transition Plan for Facilities within the Public Right-of-Way. It was adopted November 26, 2012. Details, including contact information and a grievance form are on the city website. <https://maplewoodmn.gov/documentcenter/view/8882>

For each City CIP project, scheduled street/utility project, and pedestrian facility maintenance project, the city performs a detailed review of the existing facilities for ADA compliance and required facility upgrades.

Civic Buildings

Maplewood City Hall, built in 1985, is used for City Council, board, and commission meetings, as well as community events. It is fully accessible by residents with mobility challenges. The restrooms are ADA compliant.

Voting

Maplewood has thirteen precincts, each in a different polling location. Some locations are in flux as schools are rebuilt and fire stations close.

Maplewood staff conducts even-year and special city elections with the support of Ramsey County. Ramsey County conducts odd year elections or special elections of the school districts

using the same polling locations in Maplewood. The Maplewood official responsible for elections is the city clerk. Polling locations are inspected biennially or when a new site is chosen.

Parks and Recreation

Fifty parks and preserves serve as neighborhood anchors and provide places for community gathering, athletics, and respite, while the Nature Center and YMCA Community Center are hubs for programming.

The mission of Maplewood Parks and Recreation states it is, “to provide diverse recreational opportunities for people of all ages and abilities, and to enhance and preserve parks, facilities and open spaces while providing environmental stewardship through education.” Parks and Recreation has developed a rating system for all park structures, trails, and turf. Playground inspections have been completed, and structures/buildings have begun.

Surveying the parks identified many with missing ADA requirements including unpainted and unlabeled parking lots, inaccessible playground entrances, and inaccessible playground equipment.

ADA Considerations

- Review and enforce an ADA compliance audit of all public buildings, playgrounds, and parks.
- Adopt a written position description for a designated ADA Coordinator and post completed and ongoing compliance requirements with progress dates.
- Update online park information with correct addresses, photos, and parking information.
- Maintain depth on playgrounds loose fill (wood chip) surfaces.
- Identify accessible parking spaces by painting the lines with correct size and access aisles and providing signage.

Roseville

Compliance Requirements

Roseville is the second largest City in the LWV of Roseville Area with a 2020 population of 36,254. Twenty one percent of the population are over the age of 65. Of those under the age of 65, 6.8% have a disability. Its geographic boundaries are relatively compact and abut St Paul and Minneapolis.

Because it is a city with 217 full and part-time employees, Roseville is required to have an ADA Coordinator, grievance procedure, and transition plan. In 1992, Roseville adopted an ADA compliance policy and a grievance policy. The transition plan, adopted September 12, 2016, addresses street planning and construction projects. A complaint form is on the City’s website at <http://www.cityofroseville.com/3042/Americans-with-Disabilities-Act-ADA>, but only addresses issues within the Public Right-of-Way, not the park system or at voting places.

Goals for inclusive transportation are included in the city's 2040 Comprehensive Plan. The non-motorized design vision states, "Accessibility is a very important consideration for non-motorized design. All new pedestrian and bicycle facilities must meet the ADA guidelines established in the Public Right-of-Way Accessibility Guide (PROWAG). The guidelines in PROWAG address the design needs of people with physical and/or visual impairments. Accessibility will become increasingly important over the next 20 years due to demographic changes. Baby Boomers are aging and the population over age 65 is increasing. People over 65 are more likely to have physical and/or visual impairments that affect their ability to get around."

The Pathway Master Plan recognizes that pathways must "Provide transportation facilities for all ages and abilities (children, senior citizens, people with disabilities, pedestrians, and bicyclists)."

Civic Buildings

Roseville City Hall is used for City Council meetings, meetings for city commissions and the Variance Board. No voting takes place at this City Hall. It is fully accessible by residents with mobility challenges including a speakers' table on the main floor of the council chambers that enables wheelchair individuals to participate in the council and commissions and committees. Access to the Council table is accessible with a ramp. Restrooms comply with ADA standards with some exceptions such as ease of reaching soap dispensers and hand towel dispensers. We did not confirm the force required to open restroom doors in City Hall or the Skating Center. It would be desirable to enter automatically rather than push/pull a heavy door.

The Skating Center is also used for governmental and community large gatherings. Access is addressed in the Parks appendix.

Voting

Roseville votes at nine different locations for its ten precincts. One is the library and eight are local churches. One church is the location for two precincts. All locations have accessible parking spaces and meet the requirements for numbers of stalls and dimensions (width and slopes). Not all spaces have the required access aisles and may result in difficulties for voters, particularly if there is another event being held at that church on election day.

Parks and Recreation

Roseville maintains 32 parks, 679 acres of parkland and open space, and 67 miles of trails and walkways.

According to the Roseville 2040 Comprehensive Plan "Beginning in 2010, Roseville has made major investments in the parks and recreation system, called the Roseville Park and Recreation Renewal Program (PRRP). This \$19 million program added improved and/or replaced amenities, including selective land acquisitions, new park buildings, playgrounds, natural resource restoration, trails and pathways, and other facilities. It touched every park in the

system and post-project surveys clearly reflect how these improvements have been positively received by the public.”

The Comprehensive Plan continues to say the city will “*Make the park system accessible to people of all abilities.*” “*The new park buildings around the city are handicapped accessible and could be a model for how to serve citizens with disabilities.*”

Our surveys of Roseville’s parks lead us to conclude the policies have not always been followed up with actions through the Park and Recreation Renewal Program. For example, the playground in Central Park on the east side of Bennett Lake was rebuilt in 2014 but was not as ADA compliant as it could have been. It was rebuilt again in 2021 thanks to a private donation to be fully ADA compliant.

Many of the other parks and playgrounds do not fully comply with the ADA requirements and therefore are not fully accessible.

The Parks Pathway Master Plan, adopted in 2018, is available on the city website but can only be accessed with a search.

ADA Considerations

- Include residents with disabilities on planning groups for transit, trail plans and development of parks and open spaces.
- Update the ADA grievance form to include issues with building access, voting and parks and make it easily located on the city website.
- Continue to implement ADA requirements as pedestrian walkways are upgraded.
- Regularly restripe parking lots, adding ADA compliant signage, and striping for access aisles including signing van accessible parking stalls.
- Proceed on a plan for remodeling/rebuilding City Parks and buildings following ADA compliance including making playgrounds accessible with level access to and into the play areas.
- Evaluate the parks on a regular basis and replace the wood chips as needed. While a wood chip surface is ADA compliant for playgrounds, it breaks down. Equipment loses its accessibility, and the concrete edging becomes a barrier.

CONSENSUS

The Study Committee proposes the following consensus statements be considered for adoption by the League of Women Voters of Roseville Area.

Should LWV of Roseville Area modify the current policy “Support opportunities for citizen participation in city government, including early public participation in the decision-making process, and open appointment for advisory committees. (1988) to read “Support ADA compliant opportunities for resident participation in city government, including early public participation in the decision-making process, and open appointment for advisory committees.”?

Should LWV of Roseville Area modify the current policy “Support safe non-motorized pathways with costs assessed areawide. (1983)” to read “Support ADA compliant safe non-motorized pathways with costs assessed areawide.”?

Should LWV of Roseville Area adopt a new position stating, “Support city government compliance with the Americans with Disabilities Act (ADA) requirements in administrative policy, and access to and use of city owned and leased buildings, voting precincts, and recreational locations and facilities.”?

Should LWV of Roseville Area adopt a new position stating, “Support compliance by city governments in the Americans with Disabilities Act by making identification of an ADA Coordinator and grievance process easily found on city websites.”?

LAUDERDALE COUNCIL ACTION FORM

Action Requested

Consent	_____
Public Hearing	_____
Discussion	_____ X _____
Action	_____ X _____
Resolution	_____ X _____
Work Session	_____

Meeting Date February 28, 2023

ITEM NUMBER Just Deeds / Res Covenants

STAFF INITIAL AB

APPROVED BY ADMINISTRATOR _____

DESCRIPTION OF ISSUE AND PAST COUNCIL ACTION:

The City Council has been finding ways to support racial equity in Lauderdale and beyond. Now that Lauderdale's properties with restrictive covenants have been mapped by the University of Minnesota through Mapping Prejudice, there is another avenue. Two properties in Lauderdale were identified with restrictive covenants. By working through Just Deeds, those covenants can be removed from their warranty deeds.

No official action is required to join Just Deeds but most cities adopt a resolution of support which is included in the packet. Also included is information about Just Deeds. The most important part of becoming a member city is having access to pro bono lawyers that will work with the two homeowners to have the covenants removed from their warranty deeds. One of the lawyers that does this work also represents our cable commission. He is read to help our homeowners after the City joins Just Deeds.

The final attachment is a presentation prepared by Golden Valley staff that highlights the history of restrictive covenants that staff though the Council may be interested in. As the Mayor also mentioned at the last meeting, those wishing to learn more can watch Jim Crow of the North which is available to stream via TPT's website.

STAFF RECOMMENDATION:

RESOLUTION NO. 022823A

**CITY OF LAUDERDALE
COUNTY OF RAMSEY
STATE OF MINNESOTA**

**RESOLUTION CONDEMNING THE USE OF DISCRIMINATORY COVENANTS
AND APPROVING PARTICIPATION IN THE JUST DEEDS COALITION**

WHEREAS, discriminatory covenants were tools used by real estate developers to prevent BIPOC and non-Christian individuals from buying or occupying property in certain areas, and they were common throughout the United States from the early 1900s to the 1960s; and

WHEREAS, the purpose of discriminatory covenants was to racially and religiously homogenize communities by excluding BIPOC and non-Christian individuals. These tools segregated the metro area and built a hidden system of apartheid; and

WHEREAS, in 2016, the University of Minnesota founded Mapping Prejudice to expose the racist practices that shaped the landscape of the metro area. Mapping Prejudice researched restrictive covenants in Ramsey County and created the first-ever comprehensive map of racial covenants in an American city. The project mapped 1,830 covenants in Ramsey County, including in Lauderdale; and

WHEREAS, an example of a covenant in Lauderdale declared that “Parties of the second part, their heirs and assigns, agree not to rent, sell or permit said premises to be occupied by persons of other than the Caucasian Race;” and

WHEREAS, restrictive covenants are no longer enforceable. Legal efforts to eliminate Discriminatory Covenants include *Shelley v. Kraemer*, 334 U.S. 1 (1948), in which the United States Supreme Court prohibited courts from enforcing Discriminatory Covenants and the Minnesota legislature in 1953 enacted statutes that prohibited new covenants, but existing covenants were still legal in Minnesota until 1962; and

WHEREAS, today, as a result of these judicial and legislative actions, Minnesota law and federal law prohibit discrimination in the sale or lease of housing based on race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, disability, sexual orientation, or familial status and those state and federal prohibitions extend to the refusal to sell or to circulate, post or cause to be printed, circulated, or posted, any limitation, specification, or discrimination as to race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, disability, sexual orientation, or familial status; and

WHEREAS, in 2019, the Minnesota Legislature passed a law authorizing property owners to individually discharge or renounce discriminatory covenants by recording a discharge form in the county property records; and

WHEREAS, discriminatory covenants promoted and established residential racial segregation, which historically and currently has impacted property ownership, accumulation of wealth, property transfers, mortgage eligibility, rental eligibility, property values, property tax base, internet access, and more. Discriminatory covenants fortified systemic racism and compounded economic divestment in specific communities within Ramsey County; and

WHEREAS, discriminatory covenants benefitted White communities. For example, homes that were racially covenanted are still predominantly owned by Caucasian people and are worth approximately 15% more today than non-covenanted properties; and

WHEREAS, the Lauderdale City Council supports the Just Deeds Project, which connects residents to pro bono attorneys who can help remove discriminatory covenants from property titles in Lauderdale; and

WHEREAS, the State of Minnesota, including the City of Lauderdale, recognizes the harm that Discriminatory Covenants—and the racial, religious, and other discriminatory practices that they represent—cause to society in general and to the individuals who are adversely affected by racial, religious, and other discrimination through the presence of discriminatory covenants in the public land records.

NOW THEREFORE BE IT RESOLVED by the City Council of the City of Lauderdale, Minnesota:

1. The City of Lauderdale disavows and condemns the past use of discriminatory covenants and prohibits discriminatory covenants from being used in the future.
2. City staff is directed to participate in the work of the Just Deeds Coalition to educate the community about this and other historically discriminatory practices; to identify contemporary discriminatory systems, policies, and practices; and to act to dismantling racist systems, practices, and policies in the City of Lauderdale to create equity for all.

Mary Gaasch, Mayor

ATTEST:

Heather Butkowski, City Administrator



Discriminatory covenants shaped the geographic and demographic landscape of our cities. They determined where people live, where different types of businesses are located, what type of housing is available, where highways were built, where garbage dumps were placed, how public education was funded, and more. These patterns remain today and are often reinforced by current city policies, ordinances, and planning decisions. Just Deeds invites all cities committed to the Just Deeds mission to participate in the coalition.

Expectations

No formal action is required to join the Just Deeds project, but most cities join by passing a resolution of support (see sample resolution in [Attachment 1](#)).

All cities wishing to participate in Just Deeds must:

- Commit to the Just Deeds mission statement in word and in action (see Just Deeds mission in [Attachment 2](#))
- Dedicate resources to support the Just Deeds mission. Some examples of how other cities are participating include:
 - devoting staff or volunteer time to connecting residents with free help from legal and title professionals to discharge discriminatory covenants (required)
 - discharging covenants on city-owned property
 - engaging in community conversations on race and housing
 - identifying anti-racist action your city and community can take to address housing barriers
 - engaging your city's Human Rights Commission and City Council (see sample memo [Attachment 3](#) and sample presentation in [Attachment 4](#))
 - joining with other Just Deeds cities to create new equity tools tailored to city government



Benefits

Benefits of participating in the Just Deeds project include the following:

- Your city will be featured on the Just Deeds website, along with other participating cities.
- If there are restrictive covenants in your community, the Just Deeds team will connect you with volunteer attorneys to help your residents discharge their covenants. Your city staff will be responsible for managing the process of connecting residents to attorney volunteers. Just Deeds will provide you the tools and instruction necessary to carry out this portion of the project.
- Your city will receive access to educational materials about discriminatory covenants in Minnesota and will be invited to collaborate with other Just Deeds members to develop policies, practices, and programs to dismantle racist systems.

Thank you for your interest in participating in the Just Deeds coalition. We look forward to working together to create meaningful and lasting change in Minnesota one deed, policy, and planning decision at a time.



Mission Statement

Just Deeds is a coalition of community stakeholders committed to acknowledging and addressing systemic racism in housing in Minnesota. Coalition members provide free legal and title services to help property owners find discriminatory covenants and remove them from their property titles and will provide the foundation of education and acknowledgement necessary to pursue reconciliation and anti-racist solutions. We represent organizations and entities who share responsibility for creating and correcting systemic racism in housing. We acknowledge the racist systems created and perpetuated within communities, and we will work toward dismantling these systems. Members of the Just Deeds coalition are committed to working toward meaningful and lasting change in Minnesota. Coalition members will achieve this goal by:

- educating Minnesotans about the racist practices perpetrated by developers, real estate agents, lawyers, and local, state, and federal governments to establish segregated housing and keep wealth and opportunity away from communities of color
- educating Minnesotans so they understand who has directly and indirectly benefitted from historically racist practices and how those practices have shaped access to property, homeownership, and wealth over time
- taking action to dismantle the racist systems that perpetuate inequality and devoting resources to create equity for communities of color

All members of the Just Deeds Coalition recognize the following truths and principles:

- Systemic racism in housing occurs today. Black, Indigenous, and other communities of color continue to face discrimination and lack of access to affordable housing and home ownership.
- Continued denial of opportunities to build generational wealth through home ownership perpetuates inequity within our communities.
- We will not erase or deny history. We will acknowledge it and learn from it.
- We are dedicated to honesty about institutional roles (public and private) in building and perpetuating systemic racism.
- We commit to begin and participate in hard conversations within our communities and institutions about our shared history of discrimination and systemic racism.
- We pledge to examine the current policies and practices of our institutions to prevent future racist actions.
- When we identify racism in our institutions and processes, we will actively work to remove it.



Racially Restrictive Covenants

Council/Manager Meeting

November 12, 2019

What are Racially Restrictive Covenants?

- **Racially restrictive covenants** refer to contractual agreements that prohibit the purchase, lease, or occupation of a piece of property by a particular group of people.

For example:

F. -- No persons of any race other than the Caucasian race shall use or occupy any building or any lot, except that this covenant shall not prevent occupancy by domestic servants of a different race domiciled with an owner or tenant.

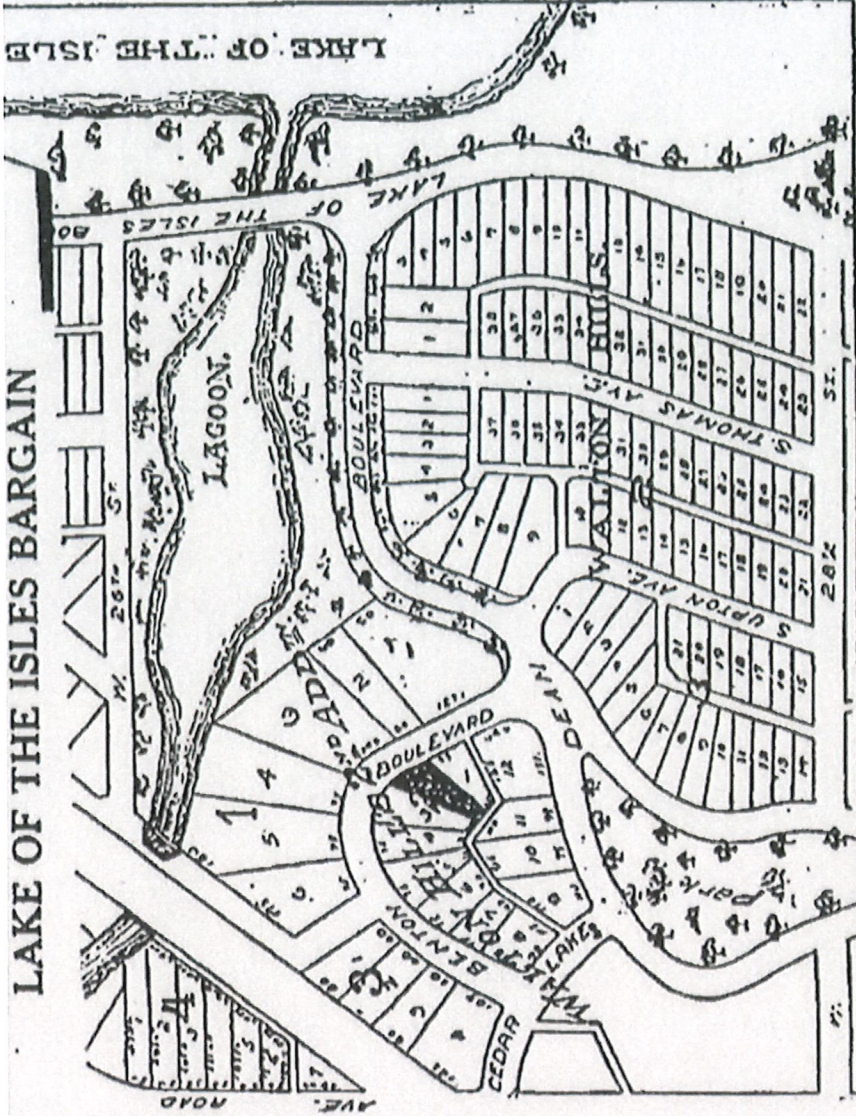
History of racially restrictive covenants

- Evolved in response to the 1917 court ruling (*Buchanan v. Warley*) that declared municipally mandated racial zoning unconstitutional.
- Encouraged by federal government’s practice of “redlining” in its underwriting of federally funded home loans.
- Became so socially acceptable that in “1937 a leading magazine of nationwide circulation awarded 10 communities a ‘shield of honor’ for an umbrella of restrictions against the ‘wrong kind of people.’
- The practice was so widespread that by 1940, 80% of property in Chicago and Los Angeles carried restrictive covenants barring black families.

Local use of Covenants

Racially Restrictive
Covenants were widespread
in Minneapolis and its
surrounding suburbs,
including Golden Valley.

<https://www.mappingprejudice.org/index.html>



A fellow cannot interest the dollar without using dollar instincts, and this lot is purposely slashed in price to attract the dollar. The map shows you where it is and what it looks at. The lot has curb and gutter, stone sidewalk, city water, gas and electricity. It is a beautiful lot, high and commanding, with a frontage of 75 feet and a depth of 140 feet. Mr. Stiff lives next door, at 2815 Benton boulevard.

Old price \$4,000. Today's discount \$1,250. New price \$2,750. Terms, \$750 down, balance on or before 3 years; 6% interest.

I appeal to the instincts of those about to marry. Isn't this the most remarkable offering you ever heard of. Restrictions—

The party of the second part hereby agrees that the premises hereby conveyed shall not at any time be conveyed, mortgaged or leased to any person or persons of Chinese, Japanese, Moorish, Turkish, Negro, Mongolian, Semetic or African blood or descent. Said restrictions and covenants shall run with the land and any breach of any or either thereof shall work a forfeiture of title, which may be enforced by re-entry.

Lake Street Frontage

Important Legal Milestones

- 1940s: NAACP launched a sustained legal campaign against covenants.
- 1948: U.S. Supreme Court to rules covenants are unenforceable in the landmark case *Shelley v. Kramer*.
- 1953: Minnesota Legislature prohibited the use of racial restrictions in real estate documents.
- 1968: Federal Fair Housing Act made racially restrictive covenants explicitly illegal.
- 2019: Minnesota Legislature passed law allowing property owners to reject racially restrictive covenants (Minn. Stat. § 507.18).

Why covenants matter today

- Covenants divided our community by race. These residential segregation patterns persist today. And this physical segregation undergirds our contemporary racial disparities.
- "While the covenants are there, there is still room for people to think that although it cannot be legally enforced it is nonetheless a promise that they are morally obligated to keep. And that's an argument in my view for removing them." Evan McKenzie, professor of political science at the University of Illinois at Chicago
- Advocates for the removal of racially restrictive covenants reason that the restrictions, even if illegal, provide justification for subtle racism.

Discharging restrictive covenants under Minn. Stat. § 507.18

- “The owner of any interest in real property may record the statutory form...in the office of the county recorder of any county where the real property is located to discharge and release a restrictive covenant related to a protected class permanently from the title.”
- Hennepin County provides instructions: <https://www.hennepin.us/residents/property/real-estate-recording-information>

What can the City do?

- Share information about racially restrictive covenants with the community.
- Tell people about the opportunity to reject racially restrictive covenants on their deeds.
- Make it easy for Golden Valley property owners to reject these covenants by joining Just Deeds. Just Deeds attorneys will help residents with:
 - Title research
 - Document preparation and recording
- Develop new policies and practices that dismantle the legacy of restrictive covenants. Share the City's work with the Just Deeds Coalition.
- Document progress and change; report back to the Just Deeds Coalition.

**LAUDERDALE COUNCIL
ACTION FORM**

Action Requested

Consent _____
Public Hearing _____
Discussion X
Action X
Resolution _____
Work Session _____

Meeting Date February 28, 2023

ITEM NUMBER Employment Agreement

STAFF INITIAL *AS*

APPROVED BY ADMINISTRATOR

DESCRIPTION OF ISSUE AND PAST COUNCIL ACTION:

Based on the recent class and compensation study, the Council discussed raising the compensation of the city administrator position. Because the position was below market pay by more than ten percent, the Council discussed raising the pay of the position by five percent in 2023 and 2024 in addition to the COLA adjustment. The related documents from that discussion are included in the packet.

The employment agreement was amended to reflect this change should the Council wish to proceed. The pay scales will be an attachment to the agreement and reflects all employee compensation.

OPTIONS:

Approve the agreement as presented or remove from the Consent Agenda for discussion.

STAFF RECOMMENDATION:

Job Title	Client MIN	Client MAX	Bench MIN	Bench Max	% Min	% Max	Client Range	Bench Range
City Administrator	\$43.65	\$56.75	\$50.54	\$63.18	86%	90%	30%	25%
Assistant to the City Administrator	\$29.26	\$36.58	\$30.72	\$38.10	95%	96%	25%	24%
Deputy Clerk	\$26.68	\$33.37	\$27.80	\$34.33	96%	97%	25%	23%
Public Works Coordinator	\$30.29	\$37.71	\$33.54	\$36.99	90%	102%	24%	10%
Public Works Sewer Utilities and	\$28.48	\$35.61	\$26.95	\$34.65	106%	103%	25%	29%
Maintenance Worker	\$26.68	\$33.37	\$26.83	\$33.20	99%	101%	25%	24%
					96%	98%	26%	23%

Discussion

City Administrator	\$	118,038.09	\$	107,823.26	\$102,148.35	\$	96,473.45	\$	90,798.53	
(FT - Exempt)	\$	9,836.51	\$	8,985.27	\$	8,512.36	\$	8,039.45	\$	7,566.54
	\$	56.75	\$	51.84	\$	49.11	\$	46.38	\$	43.65

- ▶ Discussion of City Administrator Position
- ▶ Under market, how to adjust to benchmark, currently 10% under market
 - ▶ Make up half in 2023 5% plus 3% COLA
 - ▶ Make up second half in 2024 5% plus 3% COLA
 - ▶ Last step would be at 100 % of market

2023	City Administrator	\$127,481.14	\$116,449.12	\$110,320.22	\$104,191.32	\$98,062.42
	(FT - Exempt)	\$10,623.43	\$9,704.09	\$9,193.35	\$8,682.61	\$8,171.87
2024		\$61.29	\$55.99	\$53.04	\$50.09	\$47.15

City Administrator	\$	131,305.57	\$	119,942.60	\$	113,629.82	\$	107,317.06	\$	101,004.29	
(FT - Exempt)	\$	10,942.13	\$	8,985.27	\$	8,512.36	\$	8,039.45	\$	7,566.54	
	\$66.19	\$	63.13	\$	57.66	\$	54.63	\$	51.59	\$	48.56

EMPLOYMENT AGREEMENT

This **AGREEMENT** is entered into this 28th 23rd day of March, 2023~~2021~~, by and between the City of Lauderdale, (hereinafter referred to as “City”) and Heather Butkowski-Hinrichs, (hereinafter referred to as “Employee”).

WITNESSETH:

WHEREAS, the City desires to continue Heather Butkowski-Hinrichs’ appointment as City Administrator under the terms and conditions set forth herein; and

WHEREAS, Heather Butkowski-Hinrichs wishes to continue serving as City Administrator under the terms and conditions set forth herein,

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the parties agree as follows:

Section 1. Duties

The City hereby agrees to continue employing the Employee as the full-time City Administrator of Lauderdale to perform the functions and duties of City Administrator as specified in the job description and to perform such other legally permissible and proper functions and duties as the City Council from time to time shall assign.

Section 2. Term

Employee will serve as the City Administrator effective immediately for an indefinite term. Employee will serve at the will of the Council and may be terminated with or without cause at any time. Employee may resign from her position at any time by providing at least 30 days advance written notice to the City Council unless otherwise agreed by the parties. The position is classified as exempt pursuant to state and federal fair labor laws. The Council shall conduct an annual performance review of Employee.

Section 3. Termination and Severance Pay

If the City terminates Employee when she is willing and able to perform the duties of the City Administrator, then the City will pay her—at the time of receipt of last pay check—a lump sum cash payment equal to six (6) months aggregate salary and all accrued but unused vacation and sick time off at her current hourly rate. The City will also continue to provide and pay for the benefits set forth in Section 8 for a period of six (6) months following termination. If Employee is terminated because of malfeasance in office, gross misconduct, conviction for a felony, conviction for an illegal act involving personal gain, or gross inefficiency or incompetence in office that she has failed to correct after reasonable written

notice from the City, then the City shall have no obligation to pay the termination benefits referenced herein.

If the City reduces the salary or other financial benefits of Employee in a greater percentage than an across-the-board reduction for all non-union employees, or if the City refuses, following written notice, to comply with any other provisions of this Agreement benefiting Employee, or she resigns following a formal suggestion by the City to resign, then Employee may, at her option, be deemed to be “terminated” on the effective date of her resignation and she shall be entitled to receive the termination benefits set forth above.

If Employee voluntarily resigns from her position, she shall not receive the termination benefits set forth above, except for a lump sum payment for all accrued but unused vacation and sick time.

Section 4. Compensation

~~Beginning January 1, 2021, Employee shall receive a salary of \$110,192.39 annually (Step 5); additionally, effective March 23, 2021, the Employee will receive a merit increase of 4.0%. Beginning March 1, 2023, the Employee's compensation will be as per the attached spreadsheet. The adjustment for the position is based on the recently completed class and compensation study. Annual pay increases thereafter will be at the same rate afforded other staff or otherwise set by the City Council.~~

Additionally, the City Council shall conduct a performance review of the Employee before November 30 each year. The City Council may consider a merit increase based on the Employee's overall performance.

Section 5. Dues, Subscriptions, and Registration Expenses

The City agrees to budget for and to pay the professional dues and subscriptions of the Employee necessary for her full participation in associations and organizations necessary and desirable for her continued professional growth and development. Such memberships include, but are not limited to the International City/County Managers Association (ICMA), Minnesota City/County Managers Association (MCMA), and Metropolitan Administrator and Managers Association (MAMA).

The City agrees to budget for and pay for the Employee's attendance at the annual ICMA Conference once every three years if it is the desire of the Employee to attend the conference.

Section 6. Mileage and Subsistence

The City recognizes the Employee is required to attend meetings in the Twin Cities metropolitan area in her official capacity and agrees to reimburse the Employee for mileage and reasonable subsistence expenses within the guidelines established by the City Council.

Section 7. Vacation and Sick Leave

The Employee shall continue to earn vacation and sick leave at the current level and shall advance in accrual rates based on City policy.

Section 8. Insurance and Other Terms and Conditions of Employment

- A. The City will pay the cost of hospital, medical, and life insurance for the Employee in the same amount it pays for other union and non-union City employees.
- B. All provisions of City Ordinances, personnel policies, and regulations relating to vacation and sick leave; retirement and pension system contributions; holidays; and other fringe benefits and working conditions shall apply to Employee as they would to other employees of the City except as provided herein.
- C. Notwithstanding anything else in this Agreement to the contrary, the City Council may fix, from time to time, such terms of employment regarding the Employee, provided such terms are not inconsistent with or in conflict with the provisions of this agreement, any other law, or ethics requirements established by the International City/County Management Association.
- D. The employment provided by this Agreement shall be for the Employee's sole employment. Recognizing that certain outside consulting or teaching opportunities provide indirect benefits to the Employee and the City, the Employee may accept teaching, consulting, or other business opportunities with the understanding that such arrangements shall not constitute interference with or a conflict of interest with her responsibilities under this agreement or present a potential violation of the ICMA Code of Ethics.

Section 9. Indemnification

The City shall defend and indemnify Employee pursuant to Minn. Stat. 466.07 and 465.76. In addition, the City shall defend, hold harmless, and indemnify Employee from all torts, civil damages, penalties, and fines, and violations of statutes, laws, rules and ordinances, provided that Employee was acting in the performance of her duties as the City Administrator at the time of the alleged tort or violation.

Section 10. Complete Agreement

This Agreement shall constitute the entire agreement between the parties and shall supersede any prior agreements, understandings, or undertakings between them. This Agreement may only be modified by written agreement signed by both parties and approved by the City Council.

Section 11. Governing Law

This Agreement shall be governed by and shall be construed in accordance with the laws of the State of Minnesota and the ordinances of the City.

Section 12. Binding

This Agreement shall be binding upon and shall inure to the benefit of the heirs, executors, and administrators of Employee's estate.

Section 13. Severability

The parties agree that the provisions of this Agreement are reasonable and not known to violate any federal, state, or local law or regulation. In the event that a court of competent jurisdiction finds any provision herein to be illegal or unenforceable, such court may modify that provision to make it valid and enforceable. The declaration of a provision as unenforceable shall not invalidate any other provision of this Agreement.

IN WITNESS THEREOF, the parties have signed and executed this Agreement, both in duplicate, on the day and year first above written.

The City of Lauderdale

Employee

Mary Gaasch, Mayor

Heather Butkowski-Hinrichs

2022 Wage Schedule 3% increase (FT based on 2,080 hours)

JOB TITLE	STEP 5	STEP 4	STEP 3	STEP 2	STEP 1
Maintenance Worker - New (FT)	\$ 69,399.66	\$ 65,950.45	\$ 62,447.16	\$ 59,034.94	\$ 55,494.40
	\$ 5,783.30	\$ 5,495.87	\$ 5,203.93	\$ 4,919.58	\$ 4,624.53
	\$ 33.37	\$ 31.71	\$ 30.02	\$ 28.38	\$ 26.68
Maintenance Worker - Utility License (FT)	\$ 74,068.25	\$ 70,373.63	\$ 66,641.70	\$ 62,946.72	\$ 59,238.40
	\$ 6,172.35	\$ 5,864.47	\$ 5,553.47	\$ 5,245.56	\$ 4,936.53
	\$ 35.61	\$ 33.83	\$ 32.04	\$ 30.26	\$ 28.48
Deputy Clerk (FT)	\$ 69,399.66	\$ 65,950.45	\$ 62,447.16	\$ 59,034.94	\$ 55,494.40
	\$ 5,783.30	\$ 5,495.87	\$ 5,203.93	\$ 4,919.58	\$ 4,624.53
	\$ 33.37	\$ 31.71	\$ 30.02	\$ 28.38	\$ 26.68
Asst to the City Administrator (FT)	\$ 76,078.80	\$ 72,287.33	\$ 68,466.88	\$ 64,664.60	\$ 60,860.80
	\$ 6,339.90	\$ 6,023.94	\$ 5,705.57	\$ 5,388.72	\$ 5,071.73
	\$ 36.58	\$ 34.75	\$ 32.92	\$ 31.09	\$ 29.26
City Administrator (FT - Exempt)	\$ 118,040.00	\$ 107,817.64	\$ 102,138.73	\$ 96,466.50	\$ 90,792.00
	\$ 9,836.67	\$ 8,984.80	\$ 8,511.56	\$ 8,038.88	\$ 7,566.00
	\$ 56.75	\$ 51.84	\$ 49.11	\$ 46.38	\$ 43.65

Proposed 2023 Wage Schedule 3% increase (FT based on 2,080 hours)

JOB TITLE	STEP 5	STEP 4	STEP 3	STEP 2	STEP 1
Maintenance Worker - New (FT) (Future Public Works I)	\$ 71,481.65	\$ 67,928.96	\$ 64,320.58	\$ 60,805.99	\$ 57,159.23
	\$ 5,956.80	\$ 5,660.75	\$ 5,360.05	\$ 5,067.17	\$ 4,763.27
	\$ 34.37	\$ 32.66	\$ 30.92	\$ 29.23	\$ 27.48
Maintenance Worker - Utility License (FT) (Future Public Works II)	\$ 76,290.29	\$ 72,484.84	\$ 68,640.95	\$ 64,835.13	\$ 61,015.55
	\$ 6,357.52	\$ 6,040.40	\$ 5,720.08	\$ 5,402.93	\$ 5,084.63
	\$ 36.68	\$ 34.85	\$ 33.00	\$ 31.17	\$ 29.33
Public Works Coordinator (FT)	\$ 80,778.08	\$ 76,748.77	\$ 72,678.76	\$ 68,649.06	\$ 64,604.80
	\$ 6,731.51	\$ 6,395.73	\$ 6,056.56	\$ 5,720.76	\$ 5,383.73
	\$ 38.84	\$ 36.90	\$ 34.94	\$ 33.00	\$ 31.06
Deputy Clerk (FT with Market Adjustment)	\$ 73,548.55	\$ 69,893.14	\$ 66,180.42	\$ 62,564.21	\$ 58,812.00
	\$ 6,129.05	\$ 5,824.43	\$ 5,515.03	\$ 5,213.68	\$ 4,901.00
	\$ 35.36	\$ 33.60	\$ 31.82	\$ 30.08	\$ 28.28
Asst to the City Administrator (FT with Market Adjustment)	\$ 81,617.00	\$ 77,549.53	\$ 73,450.97	\$ 69,371.90	\$ 65,291.20
	\$ 6,801.42	\$ 6,462.46	\$ 6,120.91	\$ 5,780.99	\$ 5,440.93
	\$ 39.24	\$ 37.28	\$ 35.31	\$ 33.35	\$ 31.39
City Administrator (FT - Exempt)	\$ 127,474.52	\$ 121,404.30	\$ 115,623.14	\$ 110,117.28	\$ 104,873.60
	\$ 10,622.88	\$ 10,117.03	\$ 9,635.26	\$ 9,176.44	\$ 8,739.47
	\$ 61.29	\$ 58.37	\$ 55.59	\$ 52.94	\$ 50.42

Proposed 2024 Wage Schedule 3% increase (FT based on 2,080 hours)

JOB TITLE	STEP 5	STEP 4	STEP 3	STEP 2	STEP 1
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Maintenance Worker - New (FT) (Future Public Works I)	\$ 73,626.10	\$ 69,966.83	\$ 66,250.19	\$ 62,630.17	\$ 58,874.01
	\$ 6,135.51	\$ 5,830.57	\$ 5,520.85	\$ 5,219.18	\$ 4,906.17
	\$ 35.40	\$ 33.64	\$ 31.85	\$ 30.11	\$ 28.30
Maintenance Worker - Utility License (FT) (Future Public Works II)	\$ 78,579.00	\$ 74,659.39	\$ 70,700.18	\$ 66,780.18	\$ 62,846.02
	\$ 6,548.25	\$ 6,221.62	\$ 5,891.68	\$ 5,565.01	\$ 5,237.17
	\$ 37.78	\$ 35.89	\$ 33.99	\$ 32.11	\$ 30.21
Public Works Coordinator (FT)	\$ 83,201.42	\$ 79,051.23	\$ 74,859.12	\$ 70,708.53	\$ 66,542.94
	\$ 6,933.45	\$ 6,587.60	\$ 6,238.26	\$ 5,892.38	\$ 5,545.25
	\$ 40.00	\$ 38.01	\$ 35.99	\$ 33.99	\$ 31.99
Deputy Clerk (FT)	\$ 75,755.01	\$ 71,989.93	\$ 68,165.83	\$ 64,441.13	\$ 60,576.36
	\$ 6,312.92	\$ 5,999.16	\$ 5,680.49	\$ 5,370.09	\$ 5,048.03
	\$ 36.42	\$ 34.61	\$ 32.77	\$ 30.98	\$ 29.12
Asst to the City Administrator (FT)	\$ 84,065.51	\$ 79,876.02	\$ 75,654.50	\$ 71,453.06	\$ 67,249.94
	\$ 7,005.46	\$ 6,656.33	\$ 6,304.54	\$ 5,954.42	\$ 5,604.16
	\$ 40.42	\$ 38.40	\$ 36.37	\$ 34.35	\$ 32.33
City Administrator (FT - Exempt)	\$ 131,298.75	\$ 128,276.07	\$ 121,519.58	\$ 114,771.05	\$ 108,019.81
	\$ 10,941.56	\$ 10,689.67	\$ 10,126.63	\$ 9,564.25	\$ 9,001.65
	\$ 63.12	\$ 61.67	\$ 58.42	\$ 55.18	\$ 51.93

Proposed 2025 Wage Schedule 3% increase (FT based on 2,080 hours)

JOB TITLE	STEP 5	STEP 4	STEP 3	STEP 2	STEP 1
Maintenance Worker - New (FT) (Future Public Works I)	\$ 75,834.88	\$ 72,065.84	\$ 68,237.70	\$ 64,509.08	\$ 60,640.23
	\$ 6,319.57	\$ 6,005.49	\$ 5,686.48	\$ 5,375.76	\$ 5,053.35
	\$ 36.46	\$ 34.65	\$ 32.81	\$ 31.01	\$ 29.15
Maintenance Worker - Utility License (FT) (Future Public Works II)	\$ 80,936.37	\$ 76,899.17	\$ 72,821.18	\$ 68,783.58	\$ 64,731.40
	\$ 6,744.70	\$ 6,408.26	\$ 6,068.43	\$ 5,731.97	\$ 5,394.28
	\$ 38.91	\$ 36.97	\$ 35.01	\$ 33.07	\$ 31.12
Public Works Coordinator (FT)	\$ 85,697.47	\$ 81,422.77	\$ 77,104.90	\$ 72,829.79	\$ 68,539.23
	\$ 7,141.46	\$ 6,785.23	\$ 6,425.41	\$ 6,069.15	\$ 5,711.60
	\$ 41.20	\$ 39.15	\$ 37.07	\$ 35.01	\$ 32.95
Deputy Clerk (FT)	\$ 78,027.66	\$ 74,149.63	\$ 70,210.80	\$ 66,374.37	\$ 62,393.65
	\$ 6,502.30	\$ 6,179.14	\$ 5,850.90	\$ 5,531.20	\$ 5,199.47
	\$ 37.51	\$ 35.65	\$ 33.76	\$ 31.91	\$ 30.00
Asst to the City Administrator (FT)	\$ 86,587.48	\$ 82,272.30	\$ 77,924.13	\$ 73,596.65	\$ 69,267.43
	\$ 7,215.62	\$ 6,856.02	\$ 6,493.68	\$ 6,133.05	\$ 5,772.29
	\$ 41.63	\$ 39.55	\$ 37.46	\$ 35.38	\$ 33.30
City Administrator (FT - Exempt)	\$ 135,237.71	\$ 132,124.35	\$ 125,165.17	\$ 118,214.18	\$ 111,260.40
	\$ 11,269.81	\$ 11,010.36	\$ 10,430.43	\$ 9,851.18	\$ 9,271.70
	\$ 65.02	\$ 63.52	\$ 60.18	\$ 56.83	\$ 53.49