

LAUDERDALE CITY COUNCIL MEETING AGENDA
7:00 P.M. TUESDAY, JANUARY 27, 2026
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

2. ROLL CALL

3. APPROVALS

- a. Agenda
- b. Minutes of January 13, 2026, City Council Meeting
- c. Claims Totaling \$46,202.07

4. CONSENT

- a. December Financial Report
- b. Fourth Quarter Investment Report

5. SPECIAL ORDER OF BUSINESS/RECOGNITIONS/PROCLAMATIONS

6. INFORMATIONAL PRESENTATIONS / REPORTS

- a. TH280 Project Update by MNDOT Area Engineer Chris Bower
- b. Environment and Sustainability Commission Open House on Climate Action Plan – February 11 from 5:00 – 7:00 p.m.

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. Memo from the City's Civil Attorney on Matters Related to Federal Activity in Minnesota and Discussion with the City's Prosecuting Attorney on Recently Filed Amicus Brief

9. ITEMS REMOVED FROM THE CONSENT AGENDA

10. ADDITIONAL ITEMS

- a. Minnesota Management and Budget Pay Equity Report

11. SET AGENDA FOR NEXT MEETING

- a. Revisions to Sewer Utility Ordinance
- b. Selection of Architect for Lauderdale Municipal Cannabis

- c. Broadband Franchising Conversation with Cable Commission Attorney Mike Bradley
- d. Planned Unit Development Application for 2421 Larpenteur Avenue West (February 24)

12. WORK SESSION

- a. Staff Project Updates
- 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. CLOSED SESSION

- a. City Administrator Performance Review

14. ADJOURNMENT

You are invited to a Zoom webinar!

When: Jan 27, 2026 07:00 PM Central Time (US and Canada)

Topic: January 27, 2026 Lauderdale City Council Webinar

Join from PC, Mac, iPad, or Android:

<https://us02web.zoom.us/j/89375745837?pwd=gGrLokm5U8QpfFmE8bdyMv1lh0mejc.l>

Webinar ID: 893 7574 5837

Passcode: 795170

Join via audio:

+1 312 626 6799 US (Chicago)

+1 646 558 8656 US (New York)

+1 301 715 8592 US (Washington DC)

+1 305 224 1968 US

+1 309 205 3325 US

+1 669 444 9171 US

+1 669 900 9128 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 386 347 5053 US

+1 507 473 4847 US

+1 564 217 2000 US

International numbers available: <https://us02web.zoom.us/u/kcmTn7pmlA>

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

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January 13, 2026

Call to Order

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

Roll Call

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

Councilors absent: None.

Staff present: Heather Butkowski, City Administrator; and Miles Cline, Deputy City Clerk.

Approvals

Mayor Gaasch asked if there were any additions to the meeting agenda. Mayor Gaasch added support for our immigrant community to the Additional Items section of the agenda. Councilor Pulford moved and seconded by Councilor Kelly to approve the agenda as amended. Motion carried unanimously.

Mayor Gaasch asked if there were corrections to the minutes of the December 9, 2025, City Council meeting. There being none, Councilor Sayre moved and seconded by Councilor Pulford to approve the December 9, 2025, City Council meeting minutes. Motion carried unanimously.

Mayor Gaasch asked if there were any questions on the claims. There being none, Councilor Kelly moved and seconded by Councilor Pulford to approve the claims totaling \$267,040.27. Motion carried unanimously.

Consent

Councilor Sayre moved and seconded by Councilor Pulford to approve the Consent Agenda thereby approving Resolution No. 011326A – Approving the 2026 Tobacco Licenses; Resolution No. 011326B – Approving the 3.2 Off-Sale Malt Liquor License for 2026; Resolution No. 011326C – Authorizing Application for the Execution of the Municipal Infiltration and Inflow Grant; the 2026 Northeast Youth and Family Services agreement; the Abdo Financial Solutions audit preparation agreement; the 2026 City Council meeting schedule; and acknowledging the November Financial Report. Motion carried unanimously.

Councilor Dains joined the meeting at 7:11 p.m.

Public Hearings

A. Resolution No. 011326D – A Resolution Establishing License and Permit Fees and Administrative Fees and Fines

Butkowski said staff review the fee schedule in anticipation of the year ahead. This year, staff have very few recommended changes. Rum River provided a letter explaining changes to their proposed fees that are adopted as part of the City's fee schedule. Prior to adopting the fee schedule, the city council must hold a public hearing.

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

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January 13, 2026

Mayor Gaasch opened the floor to those interested in addressing the Council on this topic.

There being nobody interested in speaking, Mayor Gaasch closed the floor.

Councilor Pulford made a motion to adopt Resolution No. 011326D - A Resolution Establishing 2026 License and Permit Fees, and Administrative Fees and Fines. This was seconded by Councilor Kelly and carried unanimously.

Discussion/Action Item

A. 2026 Committee Appointments and Assignments

The Council determines committee assignments and makes other designations at the beginning of the year. Staff carried over the assignments from 2025 to 2026 as a starting point that staff can revise based on the discussion.

There being no changes, Councilor Dains made a motion to adopt the 2026 Committee Appointments and Assignments as presented. This was seconded by Councilor Kelly and carried unanimously.

B. Revisions to Purchasing Policy

Butkowski explained that the City's purchasing policy was last updated in 2015. State laws around purchasing and bidding requirements have changed since then. The purpose of the policy is to be both transparent when making purchases but also weigh the costs of the formal public bidding process against the benefits. The formal public bidding process is only required for purchases expected to be over \$175,000 because the process comes with costs for preparing, publishing, and formally evaluating responses. These costs should not outweigh the benefits.

Councilor Sayre made a motion to adopt the Purchasing and Contracting Policy as presented. This was seconded by Councilor Dains and carried unanimously.

Additional Items

A. Support for the Immigrant Community

Mayor Gaasch shared her support for the immigrant community in Lauderdale. She read the Council's resolution from 2017 clarifying the rights of all Lauderdale citizens. Gaasch also noted statements issued by the St. Anthony Police Department and the city attorney. The Council contributed to the discussion with their support for Lauderdaleians as well.

Councilor Kelly made a motion to adopt Resolution No. 011326E To Support and Stand with All Members of the Community of the City of Lauderdale. This was seconded by Councilor Dains and carried unanimously.

Mayor Gaasch opened the floor to those interested in addressing the Council.

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Lauderdale City Hall
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Lauderdale, MN 55113

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January 13, 2026

Rebecca Slater, Eustis Street, shared her concerns for her children, their daycare, their schools, and the general lack of safety due to ICE presence in the Twin Cities area.

Andi Moffatt, Fulham Street, thanked the Council for reaffirming the 2017 resolution. She shared her concerns for the residents of the apartment complexes in the city because of potential threats from ICE.

There being nobody else interested in speaking, Mayor Gaasch closed the floor.

Set Agenda for Next Meeting

Butkowski stated that the next meeting would include a TH280 project update by MNDOT area engineer Chris Bower, the December financial report, the fourth quarter investment report, revisions to the sewer utility ordinance, and the selection of an architect for the Lauderdale Municipal Cannabis store.

Work Session

A. Broadband Franchising Opportunity

The Council discussed the idea of franchising broadband operators. This would allow the City to require equal access to services and to control its rights-of-ways more efficiently. It was decided to continue the conversation with the cable commission attorney at a later meeting.

B. Community Development Updates

Butkowski shared that the roof at City Hall is leaking where a tree fell on it a few years ago. The solar grant has been finalized, and installation is expected in the springtime.

C. Opportunity for the Public to Address the City Council

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

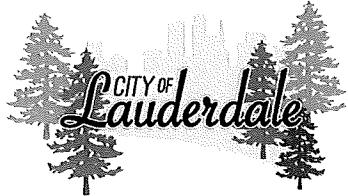
Adjournment

Councilor Dains moved and seconded by Councilor Pulford to adjourn the meeting at 8:15 p.m. Motion carried unanimously.

Respectfully submitted,

Miles Cline

Miles Cline
Deputy City Clerk



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

Request for Council Action

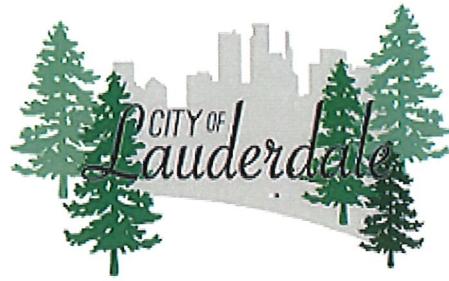
To: Mayor and City Council
From: City Administrator
Meeting Date: January 27, 2026
Subject: List of Claims

The claims totaling \$46,202.07 are provided for City Council review and approval that includes check numbers 29727 to 29739.

Accounts Payable

Checks by Date - Detail by Check Date

User: miles.cline
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Check No	Vendor No	Vendor Name	Check Date	Check Amount
	Invoice No	Description	Reference	
ACH	34	AFSCME MN Council 5	01/16/2026	
		PR Batch 50200.01.2026 Union Dues	PR Batch 50200.01.2026 Uni	258.08
Total for this ACH Check for Vendor 34:				258.08
ACH	389	BCBSM Inc	01/16/2026	
		PR Batch 50200.01.2026 Vision Insurance	PR Batch 50200.01.2026 Visi	12.82
Total for this ACH Check for Vendor 389:				12.82
ACH	415	Securian Life Insurance Company	01/16/2026	
		PR Batch 50200.01.2026 Life Insurance	PR Batch 50200.01.2026 Life	225.35
Total for this ACH Check for Vendor 415:				225.35
ACH	423	Madison National Life Ins Co Inc	01/16/2026	
		PR Batch 50200.01.2026 Long Term Disability	PR Batch 50200.01.2026 Lon	463.75
Total for this ACH Check for Vendor 423:				463.75
ACH	43	Public Employees Retirement Association	01/16/2026	
		PR Batch 50200.01.2026 PERA Coordinated	PR Batch 50200.01.2026 PER	1,525.26
		PR Batch 50200.01.2026 PERA Coordinated	PR Batch 50200.01.2026 PER	1,321.90
Total for this ACH Check for Vendor 43:				2,847.16
ACH	44	Minnesota Department of Revenue	01/16/2026	
		PR Batch 50200.01.2026 State Income Tax	PR Batch 50200.01.2026 State	965.33
Total for this ACH Check for Vendor 44:				965.33
ACH	45	ICMA Retirement Corporation	01/16/2026	
		PR Batch 50200.01.2026 Deferred Comp	PR Batch 50200.01.2026 Def	1,160.95
		PR Batch 50200.01.2026 Deferred Comp	PR Batch 50200.01.2026 Def	2,016.33
Total for this ACH Check for Vendor 45:				3,177.28
ACH	46	Internal Revenue Service	01/16/2026	
		PR Batch 50200.01.2026 Medicare Employee P	PR Batch 50200.01.2026 Mec	374.12
		PR Batch 50200.01.2026 FICA Employee Portio	PR Batch 50200.01.2026 FIC.	1,599.60
		PR Batch 50200.01.2026 FICA Employer Portio	PR Batch 50200.01.2026 FIC.	1,599.60
		PR Batch 50200.01.2026 Medicare Employer Po	PR Batch 50200.01.2026 Mec	374.12
		PR Batch 50200.01.2026 Federal Income Tax	PR Batch 50200.01.2026 Fed	2,529.97
Total for this ACH Check for Vendor 46:				6,477.41
ACH	93	Minnesota Dept of Employment/Economic	01/16/2026	
		PR Batch 50200.01.2026 Minnesota Paid Leave	PR Batch 50200.01.2026 Min	97.42
		PR Batch 50200.01.2026 MN Paid Leave Emplo	PR Batch 50200.01.2026 MN	97.42
Total for this ACH Check for Vendor 93:				194.84

Check No	Vendor No	Vendor Name	Check Date	Check Amount
	Invoice No	Description	Reference	
				Total for 1/16/2026: 14,622.02
29727	56 012026	James Bownik 4Q2025 Mileage Reimbursement	01/27/2026	8.68
				Total for Check Number 29727: 8.68
29728	192 260479840	Comcast Holdings Corporation January Internet	01/27/2026	413.00
				Total for Check Number 29728: 413.00
29729	25 EMCOM-013059 EMCOM-013075	County of Ramsey December CAD Services December 911 Dispatch Services	01/27/2026	83.17 553.67
				Total for Check Number 29729: 636.84
29730	25 PRRRV-004037	County of Ramsey 2025 TIF Admin Costs	01/27/2026	510.36
				Total for Check Number 29730: 510.36
29731	31 191347 191347	Kennedy & Graven Chartered 1852 Carl Street Proceedings December Legal Services	01/27/2026	135.00 460.00
				Total for Check Number 29731: 595.00
29732	185 012026 012026 012026	Lauderdale Certified Auto Repair Inc December Fuel December Fuel December Fuel	01/27/2026	73.79 15.81 15.81
				Total for Check Number 29732: 105.41
29733	30 440385 443223	League of Minnesota Cities MN Cities Stormwater Coalition Contributions Day on the Hill Event - SK & DP	01/27/2026	630.00 198.00
				Total for Check Number 29733: 828.00
29734	10 0002015760	On Site Sanitation Inc 01/17/2026 - 02/13/2026 Park Portable Restroom	01/27/2026	202.00
				Total for Check Number 29734: 202.00
29735	388 PS-INV109250	PeopleService Inc February Wastewater	01/27/2026	190.00
				Total for Check Number 29735: 190.00
29736	26 2511562 2511562 2511562 2511562 2511562 2511562 2511562	Stantec Consulting Services Inc Eustis Street Sidewalk Repair 2025 Sanitary Sewer Project I/I Grant Paperwork Wetland Delinification Review MNDOT TH280 Review 2421 Larp Review MS4 Compliance	01/27/2026	2,691.60 11,430.25 582.00 1,173.00 204.00 1,189.00 8,537.30

Check No	Vendor No	Vendor Name	Check Date	Check Amount		
	Invoice No	Description	Reference			
			Total for Check Number 29736:			
29737	90	Verizon Wireless	01/27/2026	25,807.15		
	6132393302	December Cell Phone		77.62		
	6132393302	December Cell Phone		38.81		
	6132393302	December Cell Phone		38.81		
			Total for Check Number 29737:			
29738	425	Vestis	01/27/2026	155.24		
	2500883701	January Uniforms		25.53		
	2500883701	January Uniforms		25.53		
	2500889549	January Uniforms		25.53		
	2500889549	January Uniforms		25.53		
			Total for Check Number 29738:			
29739	74	Xcel Energy	01/27/2026	102.12		
	959263651	Larpenteur Bridge Lights		62.12		
	959277877	Dec. 2430 Larpenteur Avenue W		10.21		
	959624854	Dec. 1891 Walnut Street		527.00		
	959624854	Dec. 1891 Walnut Street		210.01		
	959632113	December Street Lighting		548.79		
	959649250	Dec. 1885 Fulham Street		104.84		
	959649250	Dec. 1917 Walnut Street		27.36		
	959649250	Dec. 1917 Walnut Street		200.79		
	959649250	Dec. 1885 Fulham Street		263.46		
	959681973	Dec. Larpenteur Avenue		71.67		
			Total for Check Number 29739:			
			Total for 1/27/2026:			
			Report Total (22 checks):			
			46,202.07			

LAUDERDALE COUNCIL ACTION FORM

Meeting Date January 27, 2026 **Agenda Item** Monthly Financial

Action Requested

Consent	<input checked="" type="checkbox"/>	Public Hearing	<input type="checkbox"/>	Discussion	<input type="checkbox"/>
Action	<input type="checkbox"/>	Resolution	<input type="checkbox"/>	Work Session	<input type="checkbox"/>

DESCRIPTION OF ISSUE AND PAST COUNCIL ACTION:

Every month, staff provide the Council with an updated copy of the city's finances. Following are the revenue, expense, and cash balance reports for December 2025.

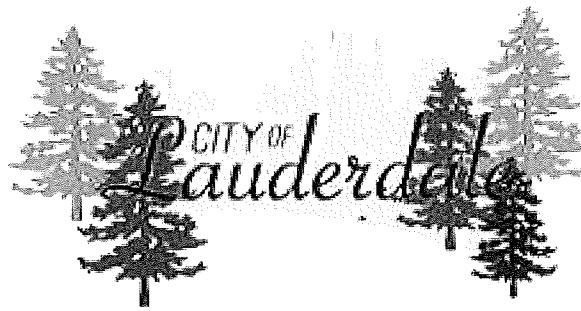
STAFF RECOMMENDATION:

By approving the consent agenda, the Council acknowledges the city's financial report for December 2025.

General Ledger

Cash Balances

User: heather.butkowski
 Printed: 1/9/2026 12:14:21 PM
 Period 12 - 12
 Fiscal Year 2025



Description	Account	Beg Bal	MTD Debit	MTD Credit	Current Balance
Cash	101-00000-000-10100	-2,809,754.35	518,138.62	548,644.09	-2,840,259.82
Change Fund	101-00000-000-10300	100.00	0.00	0.00	100.00
Cash	226-00000-000-10100	35,478.86	145.90	1,108.00	34,516.76
Cash	227-00000-000-10100	98,810.65	22,881.13	7,056.76	114,635.02
Cash	306-00000-000-10100	224,188.05	951.67	0.00	225,139.72
Cash	401-00000-000-10100	47,887.43	203.28	0.00	48,090.71
Cash	403-00000-000-10100	609,995.29	11,771.98	0.00	621,767.27
Cash	404-00000-000-10100	218,324.13	926.78	0.00	219,250.91
Cash	406-00000-000-10100	382,527.12	1,623.82	0.00	384,150.94
Cash	414-00000-000-10100	326,030.86	1,365.74	4,300.00	323,096.60
Cash	416-00000-000-10100	38,456.50	31.01	31,150.79	7,336.72
Cash	602-00000-000-10100	736,074.37	58,909.16	62,484.64	732,498.89
Cash	603-00000-000-10100	382,529.21	27,258.45	17,028.02	392,759.64
Current Assets		290,648.12	644,207.54	671,772.30	263,083.36
Petty Cash	101-00000-000-10200	300.00	0.00	0.00	300.00
Petty Cash		300.00	0.00	0.00	300.00
Investments - Fair Value	101-00000-000-10410	3,293,173.37	215,944.77	0.00	3,509,118.14
Adj					
Investments		3,293,173.37	215,944.77	0.00	3,509,118.14
Grand Total		<u>3,584,121.49</u>	<u>860,152.31</u>	<u>671,772.30</u>	<u>3,772,501.50</u>
		—————	—————	—————	—————

General Ledger

Revenue vs Expense

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 Period 12 - 12
 Fiscal Year: 2025

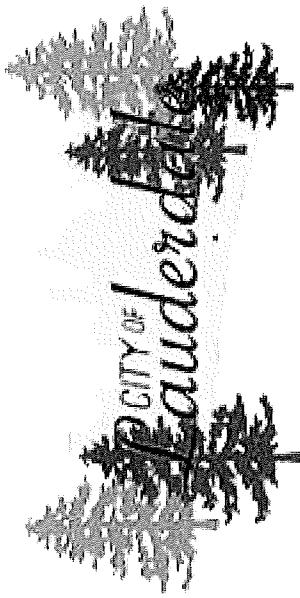


Account Number	Description	Budget	Current Period	YTD Balance	Variance	% Expend/Collect
101	General Fund					
	Revenue					
	Taxes	1,225,700.00	250,057.71	1,181,429.19	44,270.81	96.39
	Licenses and Permits	73,100.00	2,100.00	60,873.25	12,226.75	83.27
	Intergovernmental Revenues	499,675.00	249,837.50	514,675.00	-15,000.00	103.00
	Charges for Services	14,100.00	847.00	15,815.43	-1,715.43	112.17
	Fines and Forfeits	30,000.00	1,612.70	24,901.39	5,098.61	83.00
	Miscellaneous Revenue	67,497.00	2,845.12	28,640.98	38,856.02	42.43
	Other Financing Sources	31,160.00	0.00	31,160.00	0.00	100.00
	Revenue					
		1,941,232.00	507,300.03	1,857,495.24	83,736.76	95.69
	Expense					
	Personal Services	478,382.00	42,313.64	486,585.13	-8,203.13	101.71
	Supplies	18,344.00	1,157.17	20,321.75	-1,977.75	110.78
	Other Services and Charges	1,444,506.00	275,829.83	1,505,895.09	-61,389.09	104.25
	Capital Outlay	0.00	0.00	2,805.00	-2,805.00	0.00
	Other Uses	0.00	0.00	0.00	0.00	0.00
	Expense					
		1,941,232.00	319,300.64	2,015,606.97	-74,374.97	103.83
	General Fund					
101		0.00	187,999.39	-158,111.73	158,111.73	0.00

General Ledger

Revenue vs Expense

User: heather.butkowsk
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 Period 12 - 12
 Fiscal Year 2025



Account Number	Description	Budget	Current Period	YTD Balance	Variance	% Expend/Collect
226	Communications					
	Revenue					
	Taxes	12,000.00	0.00	9,371.21	2,628.79	78.09
	Intergovernmental Revenues	0.00	0.00	0.00	0.00	0.00
	Miscellaneous Revenue	750.00	145.90	1,443.55	-693.55	192.47
	Other Financing Sources	0.00	0.00	0.00	0.00	0.00
	Revenue	12,750.00	145.90	10,814.76	1,935.24	84.82
	Expense					
	Personal Services	0.00	0.00	0.00	0.00	0.00
	Supplies	0.00	0.00	0.00	0.00	0.00
	Other Services and Charges	13,300.00	1,108.00	11,721.38	1,578.62	88.13
	Capital Outlay	0.00	0.00	0.00	0.00	0.00
	Expense	13,300.00	1,108.00	11,721.38	1,578.62	88.13
226	Communications	-550.00	-962.10	-906.62	356.62	164.84

General Ledger

Revenue vs Expense

User: heather.butkowsk
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 Period 12 - 12
 Fiscal Year 2025



Account Number	Description	Budget	Current Period	YTD Balance	Variance	% Expend/Collect
227	Recycling					
	Revenue	6,200.00	22,396.56	27,222.56	-21,022.56	439.07
	Intergovernmental Revenues	<u>75,000.00</u>	<u>484.57</u>	<u>86,056.38</u>	<u>-11,056.38</u>	<u>114.74</u>
	Miscellaneous Revenue					
	Revenue	81,200.00	22,881.13	113,278.94	-32,078.94	139.51
	Expense					
	Personal Services	23,404.00	2,086.98	23,684.91	-280.91	101.20
	Supplies	0.00	0.00	0.00	0.00	0.00
	Other Services and Charges	54,258.00	4,969.78	56,033.06	-1,775.06	103.27
	Capital Outlay	<u>350.00</u>	<u>0.00</u>	<u>350.00</u>	<u>0.00</u>	<u>0.00</u>
	Expense	78,012.00	7,056.76	79,717.97	-1,705.97	102.19
	Recycling	3,188.00	15,824.37	33,560.97	-30,372.97	1,052.73
227						

General Ledger

Revenue vs Expense

User: heather.butkowsk
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Period 12 - 12
Fiscal Year 2025



Account Number	Description	Budget	Current Period	YTD Balance	Variance	% Expend/Collect
228	Fund					
	Revenue					
	Intergovernmental Revenues	0.00	0.00	0.00	0.00	
	Miscellaneous Revenue	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	
	Revenue	0.00	0.00	0.00	0.00	0.00
	Expense					
	Capital Outlay	0.00	0.00	0.00	0.00	
	Other Uses	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	
	Expense	0.00	0.00	0.00	0.00	0.00
228	Fund					

General Ledger

Revenue vs Expense

User: heather.butkowsk

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Period 12 - 12

Fiscal Year 2025



Account Number	Description	Budget	Current Period	YTD Balance	Variance	% Expend/Collect
305	GO TIF Revenue Bonds 2018A					
	Revenue	0.00	0.00	0.00	0.00	0.00
	Miscellaneous Revenue	0.00	0.00	0.00	0.00	0.00
	Other Financing Sources	<u>0.00</u>				
	Revenue	0.00	0.00	0.00	0.00	0.00
	Expense	0.00	0.00	0.00	0.00	0.00
	Other Services and Charges	0.00	0.00	0.00	0.00	0.00
	Debt Service	<u>0.00</u>				
	Expense	0.00	0.00	0.00	0.00	0.00
	GO TIF Revenue Bonds 2018A	0.00	0.00	0.00	0.00	0.00
305						

General Ledger

Revenue vs Expense

User: heather.butkowsk
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 Period 12 - 12
 Fiscal Year 2025

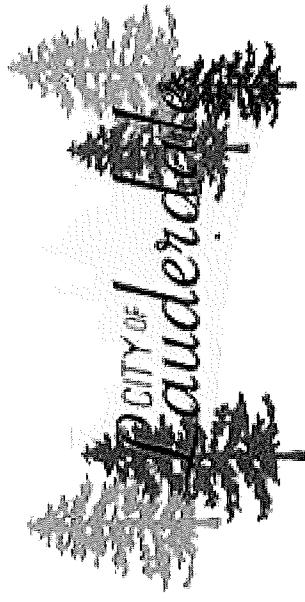


Account Number	Description	Budget	Current Period	YTD Balance	Variance	% Expend/Collect
306	2019A Improvement Bonds					
	Revenue	4,000.00	951.67	6,806.85	-2,806.85	170.17
	Miscellaneous Revenue	119,439.00	<u>0.00</u>	<u>96,122.87</u>	<u>23,316.13</u>	<u>80.48</u>
	Other Financing Sources					
	Revenue	123,439.00	951.67	102,929.72	20,509.28	83.39
	Expense					
	Other Services and Charges	1,000.00	0.00	1,425.00	-425.00	142.50
	Debt Service	115,500.00	<u>0.00</u>	<u>114,625.00</u>	<u>875.00</u>	<u>99.24</u>
	Expense	116,500.00	0.00	116,050.00	450.00	99.61
	2019A Improvement Bonds	6,939.00	951.67	-13,120.28	20,059.28	-189.08
306						

General Ledger

Revenue vs Expense

User: heather.butkowsk
 Printed: 1/9/2026 12:16:37 PM
 Period 12 - 12
 Fiscal Year 2025



Account Number	Description	Budget	Current Period	YTD Balance	Variance	% Expend/Collect
401	General Capital Projects					
	Revenue	0.00	0.00	0.00	0.00	0.00
	Intergovernmental Revenues	3,200.00	203.28	2,927.03	272.97	91.47
	Miscellaneous Revenue	0.00	0.00	0.00	0.00	0.00
	Other Financing Sources	<u>0.00</u>				
	Revenue	3,200.00	203.28	2,927.03	272.97	91.47
	Expense					
	Other Services and Charges	0.00	0.00	0.00	0.00	0.00
	Capital Outlay	55,000.00	0.00	10,708.16	44,291.84	19.47
	Other Uses	<u>31,160.00</u>	<u>0.00</u>	<u>31,160.00</u>	<u>0.00</u>	<u>100.00</u>
	Expense	86,160.00	0.00	41,868.16	44,291.84	48.59
401	General Capital Projects	-82,960.00	203.28	-38,941.13	-44,018.87	46.94

General Ledger

Revenue vs Expense

User: heather.butkowsk
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 Period 12 - 12
 Fiscal Year 2025

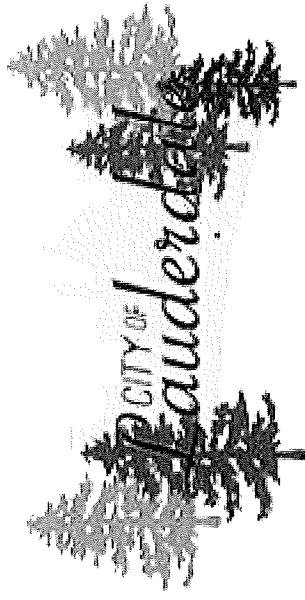


Account Number	Description	Budget	Current Period	YTD Balance	Variance	% Expend/Collect
403	Street Capital Projects					
	Revenue					
	Intergovernmental Revenues	36,778.00	9,071.00	18,142.00	18,636.00	49.33
	Miscellaneous Revenue	15,000.00	2,700.98	32,111.22	-17,111.22	214.07
	Other Financing Sources	0.00	0.00	0.00	0.00	0.00
		<u> </u>				
	Revenue	51,778.00	11,771.98	50,253.22	1,524.78	97.06
	Expense					
	Other Services and Charges	500.00	0.00	0.00	500.00	0.00
	Capital Outlay	5,000.00	0.00	9,215.15	-4,215.15	184.30
	Debt Service	0.00	0.00	0.00	0.00	0.00
	Other Uses	0.00	0.00	0.00	0.00	0.00
		<u> </u>				
	Expense	5,500.00	0.00	9,215.15	-3,715.15	167.55
403	Street Capital Projects	46,278.00	11,771.98	41,038.07	5,239.93	88.68

General Ledger

Revenue vs Expense

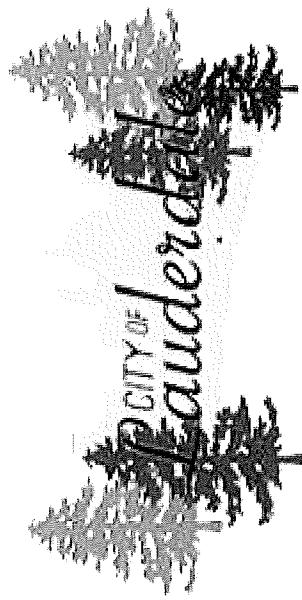
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 Period 12 - 12
 Fiscal Year 2025



Account Number	Description	Budget	Current Period	YTD Balance	Variance	% Expend/Collect
404	Park Capital Projects					
	Revenue	0.00	0.00	0.00	0.00	
	Intergovernmental Revenues	7,000.00	926.78	8,904.01	-1,904.01	
	Miscellaneous Revenue	0.00	0.00	0.00	0.00	
	Other Financing Sources	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	
	Revenue	7,000.00	926.78	8,904.01	-1,904.01	127.20
	Expense					
	Supplies	0.00	0.00	0.00	0.00	
	Capital Outlay	10,000.00	0.00	10,000.00	0.00	
	Other Uses	0.00	0.00	0.00	0.00	
	Expense	10,000.00	0.00	10,000.00	0.00	
404	Park Capital Projects	-3,000.00	926.78	8,904.01	-11,904.01	-296.80

General Ledger Revenue vs Expense

User: heather.butkowsk
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Period 12 - 12
Fiscal Year 2025



Account Number	Description	Budget	Current Period	YTD Balance	Variance	% Expend/Collect
406	Park Dedication					
	Revenue	12,000.00	1,623.82	15,600.79	<u>-3,600.79</u>	130.01
	Miscellaneous Revenue					
	Revenue	12,000.00	1,623.82	15,600.79	<u>-3,600.79</u>	130.01
	Park Dedication	12,000.00	1,623.82	15,600.79	<u>-3,600.79</u>	130.01

General Ledger

Revenue vs Expense

User: heather.butkowsk
Printed: 1/9/2026 12:16:37 PM
Period: 12 - 12
Fiscal Year: 2025

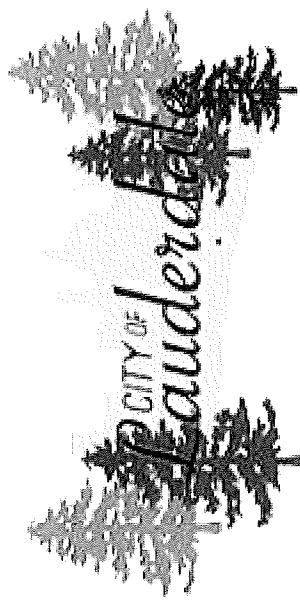


Account Number	Description	Budget	Current Period	YTD Balance	Variance	% Expend/Collect
414	Development					
	Revenue	11,000.00	1,365.74	15,081.06	-4,081.06	137.10
	Miscellaneous Revenue	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
	Other Financing Sources					
	Revenue	11,000.00	1,365.74	15,081.06	-4,081.06	137.10
	Expense					
	Other Services and Charges	0.00	4,300.00	7,364.50	-7,364.50	0.00
	Other Uses	<u>68,178.00</u>	<u>0.00</u>	<u>68,178.00</u>	<u>0.00</u>	<u>100.00</u>
	Expense	68,178.00	4,300.00	75,542.50	-7,364.50	110.80
	Development	-57,178.00	-2,934.26	-60,461.44	3,283.44	105.74
414						

General Ledger

Revenue vs Expense

User: heather.butkowsk
Printed: 1/9/2026 12:16:37 PM
Period 12 - 12
Fiscal Year: 2025



Account Number	Description	Budget	Current Period	YTD Balance	Variance	% Expend/Collect
415	Housing Redevelopment					
	Revenue	0.00	0.00	0.00	0.00	0.00
	Miscellaneous Revenue	0.00	0.00	0.00	0.00	0.00
	Other Financing Sources	0.00	0.00	0.00	0.00	0.00
	Revenue	0.00	0.00	0.00	0.00	0.00
	Expense	0.00	0.00	0.00	0.00	0.00
	Other Services and Charges	0.00	0.00	0.00	0.00	0.00
	Capital Outlay	0.00	0.00	0.00	0.00	0.00
	Expense	0.00	0.00	0.00	0.00	0.00
	Housing Redevelopment					
415						

General Ledger

Revenue vs Expense

User: heather.butkowsk
 Printed: 1/9/2026 12:16:37 PM
 Period 12 - 12
 Fiscal Year 2025



Account Number	Description	Budget	Current Period	YTD Balance	Variance	% Expend/Collect
416	TIF District No.1-2					
	Revenue	12,500.00	0.00	69,223.98	-56,723.98	553.79
	Taxes	5.00	31.01	370.85	-365.85	7,417.00
	Miscellaneous Revenue	0.00	0.00	0.00	0.00	0.00
	Other Financing Sources	<u>0.00</u>				<u>0.00</u>
	Revenue	12,505.00	31.01	69,594.83	-57,089.83	556.54
	Expense					
	Other Services and Charges	600.00	0.00	1,921.84	-1,321.84	320.31
	Capital Outlay	0.00	0.00	0.00	0.00	0.00
	Debt Service	12,000.00	31,150.79	62,301.58	-50,301.58	519.18
	Other Uses	0.00	0.00	0.00	0.00	0.00
	Expense	12,600.00	31,150.79	64,223.42	-51,623.42	509.71
	TIF District No.1-2	<u>-95.00</u>	<u>-31,119.78</u>	<u>5,371.41</u>	<u>-5,466.41</u>	<u>-5,654.12</u>
416						

General Ledger

Revenue vs Expense

User: heather.bukowski
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 Period 12 - 12
 Fiscal Year 2025



Account Number	Description	Budget	Current Period	YTD Balance	Variance	% Expend/Collect
602	Sanitary Sewer Revenue	0.00	0.00	0.00	0.00	0.00
	Intergovernmental Revenues	330,000.00	57,945.90	356,129.19	-26,129.19	107.92
	Charges for Services	30,000.00	3,096.29	40,975.00	-10,975.00	136.58
	Miscellaneous Revenue	0.00	0.00	945.68	-945.68	0.00
	Other Financing Sources	<u>0.00</u>				
	Revenue	360,000.00	61,042.19	398,049.87	-38,049.87	110.57
	Expense					
	Personal Services	86,834.00	7,322.48	85,345.00	1,489.00	98.29
	Supplies	850.00	59.62	691.67	158.33	81.37
	Other Services and Charges	277,040.00	16,227.26	319,687.06	-42,647.06	115.39
	Capital Outlay	250,000.00	41,008.31	241,306.10	8,693.90	96.52
	Other Uses	0.00	0.00	0.00	0.00	0.00
	Expense	614,724.00	64,617.67	647,029.83	-32,305.83	105.26
	Sanitary Sewer	-254,724.00	-3,575.48	-248,979.96	-5,744.04	97.74

General Ledger

Revenue vs Expense

User: heather.burkowski
 Printed: 1/9/2026 12:16:37 PM
 Period 12 - 12
 Fiscal Year 2025



Account Number	Description	Budget	Current Period	YTD Balance	Variance	% Expend/Collect
603	Storm Water					
	Revenue	0.00	0.00	4,538.50	-4,538.50	0.00
	Intergovernmental Revenues	150,000.00	25,974.66	148,221.27	1,778.73	98.81
	Charges for Services	13,000.00	1,660.21	16,615.00	-3,615.00	127.81
	Miscellaneous Revenue	0.00	0.00	0.00	0.00	0.00
	Other Financing Sources	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
	Revenue	163,000.00	27,634.87	169,374.77	-6,374.77	103.91
	Expense					
	Personal Services	69,880.00	5,932.30	68,577.79	1,302.21	98.14
	Supplies	850.00	59.62	691.66	158.34	81.37
	Other Services and Charges	40,400.00	11,412.52	64,552.32	-24,152.32	159.78
	Capital Outlay	50,000.00	0.00	40,471.81	9,528.19	80.94
	Other Uses	0.00	0.00	0.00	0.00	0.00
	Expense	161,130.00	17,404.44	174,293.58	-13,163.58	108.17
603	Storm Water	1,870.00	10,230.43	-4,918.81	6,788.81	-263.04

General Ledger

Revenue vs Expense

User: heather.butkowsk

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Period 12 - 12

Fiscal Year 2025

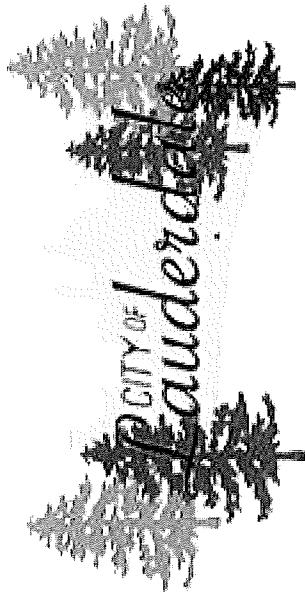


Account Number	Description	Budget	Current Period	YTD Balance	Variance	% Expend/Collect
999						
	Fund					
	Revenue					
	Taxes	0.00	0.00	0.00	0.00	0.00
	Miscellaneous Revenue	0.00	0.00	0.00	0.00	0.00
	Other Financing Sources	0.00	0.00	0.00	0.00	0.00
		<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
	Revenue					
	Expense					
	Personal Services	0.00	0.00	0.00	0.00	0.00
	Other Services and Charges	0.00	0.00	0.00	0.00	0.00
	Capital Outlay	0.00	0.00	0.00	0.00	0.00
	Debt Service	0.00	0.00	0.00	0.00	0.00
	Other Uses	0.00	0.00	0.00	0.00	0.00
		<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
	Expense					
	Fund					
999						

General Ledger

Revenue vs Expense

User: heather.butkowsk
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Period 12 - 12
Fiscal Year 2025



<u>Account Number</u>	<u>Description</u>	<u>Budget</u>	<u>Current Period</u>	<u>YTD Balance</u>	<u>Variance</u>	<u>% Expend/Collect</u>
Revenue Total		2,779,104.00	635,878.40	2,814,304.24	-35,200.24	1.0127
Expense Total		3,107,336.00	444,938.30	3,235,268.96	-127,932.96	1.0412
Grand Total		-328,232.00	190,940.10	-420,964.72	92,732.72	1.2825

LAUDERDALE COUNCIL ACTION FORM

Meeting Date	January 27, 2026	Agenda Item	Investment Report
---------------------	------------------	--------------------	-------------------

Action Requested

Consent	<input checked="" type="checkbox"/>	Public Hearing	<input type="checkbox"/>	Discussion	<input type="checkbox"/>
Action	<input type="checkbox"/>	Resolution	<input type="checkbox"/>	Work Session	<input type="checkbox"/>

DESCRIPTION OF ISSUE AND PAST COUNCIL ACTION:

Following is the Fourth Quarter Investment Report for 2025.

STAFF RECOMMENDATION:

By approving the Consent Agenda, the Council acknowledges the investment report for October - December 2025.

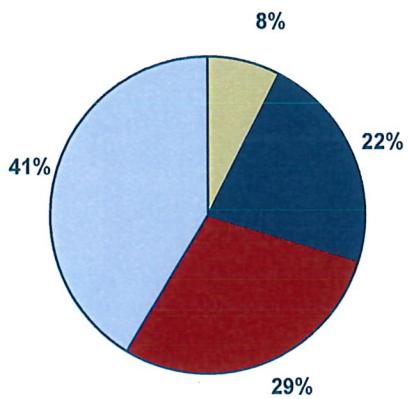


Fourth Quarter 2025 Investment Report

INVESTMENTS

As of December 31, 2025, the City had the following amounts with official depositories:

North Star Bank	\$ 287,329
Northland Securities	1,572,750
RBC Dain Rauscher	1,094,937
4M Fund	841,331
TOTAL	\$ 3,796,347



DEPOSITORIES AND INVESTMENT TYPES

North Star Bank	
Checking Account	\$ 287,329
4M Fund	
Joint Powers Investment	\$ 841,331
RBC Dain Rauscher	
US Government Securities	\$ 0
Certificates of Deposit	\$ 1,094,937 (11)
Northland Securities	
Money Market Account	\$ 472,750
Certificates of Deposit	\$ 1,100,000 (11)

The City's Investment Policy sets some perimeters for investments, such as no more than 60% of the investment portfolio, or \$2,000,000 (whichever is less) shall be invested with any one investment company. No investments shall be made with a term over ten years unless with prior approval from the City Council.

INVESTMENT TERM

Liquid assets are money market accounts.

1-5 Years are made up of certificate of deposit and US Government Instrumentality Securities.

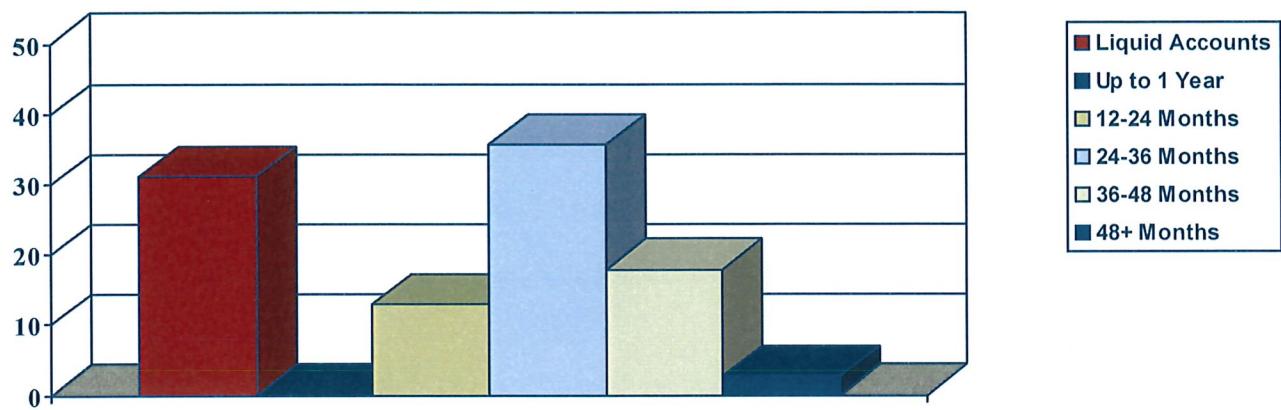
6-10 Years are US Government Instrumentality Securities.

11-15 Years are US Government Instrumentality Securities.

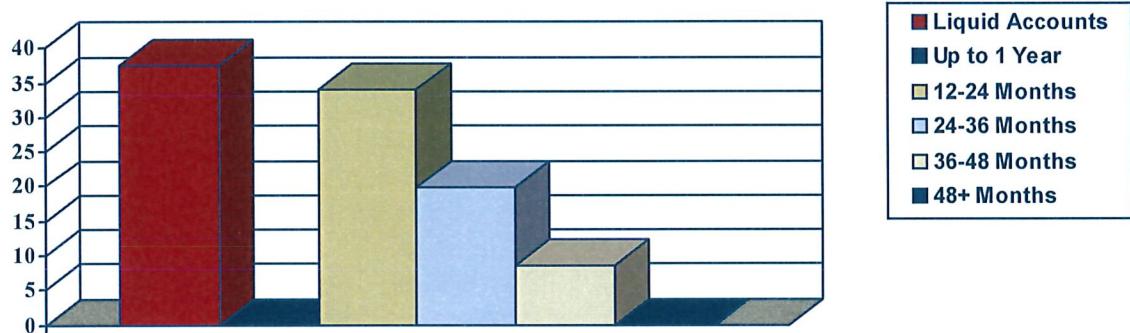
15+ Years are US Government Instrumentality Securities and bonds.

US Government Instrumentality Securities are financial intermediaries established by the federal government to fund loans to certain groups of borrowers, such as homeowners, farmers and students. Most active issuers are Federal Home Loan Bank, Federal National Mortgage Association (Fannie Mae) and Tennessee Valley Authority. Maturities range from three months to 30 years with fixed interest rates.

EOY 2024 Investment Portfolio by Holding Period

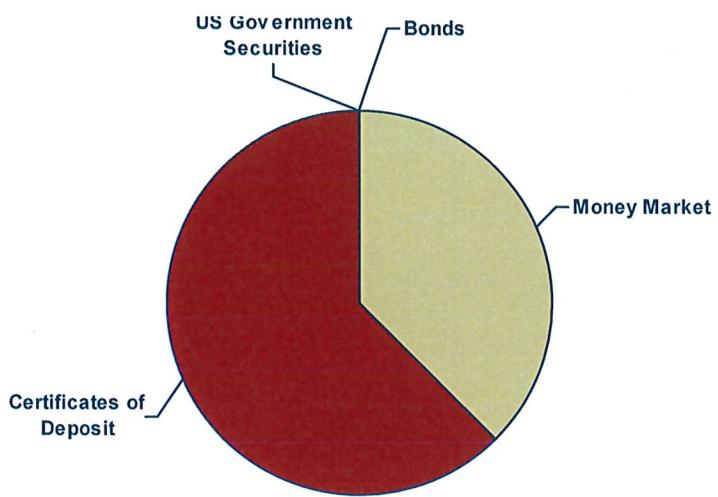


Fourth Quarter 2025 Investment Portfolio by Holding Period



INVESTMENT TYPES

Money Market	\$ 1,314,081
Bonds	0
Certificates of Deposit	2,194,937
US Government Securities	0



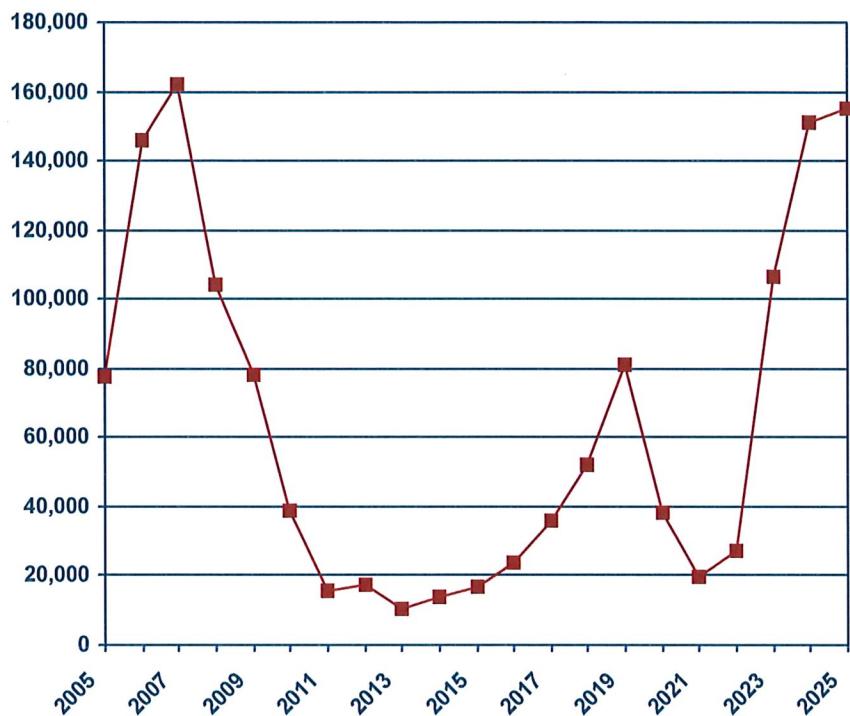
Investment Schedule

<i>Maturity Date</i>	<i>Type</i>	<i>Interest Rate</i>	<i>Investment Broker</i>	<i>Amount</i>	<i>Bank</i>
8/7/2028	CD	4.20%	RBC	100,000.00	Central Bank, Little Rock
7/28/2028	CD	4.30%	RBC	100,000.00	Horizon Bank
9/23/2027	CD	3.90%	RBC	100,000.00	Northeast Bank
5/10/2027	CD	4.00%	Northland	100,000.00	Live Oak Banking
2/12/2027	CD	4.10%	Northland	100,000.00	Trustone Financial CU
1/19/2027	CD	4.05%	RBC	100,000.00	Gate City Bank
1/19/2027	CD	3.85%	RBC	100,000.00	Blue Ridge Bank
12/4/2026	CD	4.20%	RBC	100,000.00	State Bank of India
11/9/2026	CD	4.15%	Northland	100,000.00	DMB Community Bank
10/7/2026	CD	4.25%	RBC	100,000.00	JP Morgan Chase Bank
9/21/2026	CD	4.00%	RBC	100,000.00	First National Bank Sioux Falls
9/11/2026	CD	3.95%	RBC	100,000.00	American Express
8/13/2026	CD	4.15%	Northland	100,000.00	Bank New England
8/12/2026	CD	4.20%	Northland	100,000.00	Merrick Bank
8/6/2026	CD	4.25%	Northland	100,000.00	Harborstone Credit Union
7/31/2025	CD	4.20%	RBC	100,000.00	Bank Sierra
7/17/2026	CD	0.95%	RBC	100,000.00	Texas Exchange Bank, Crowley
6/11/2026	CD	4.20%	Northland	100,000.00	Preferred Bank, CA
6/11/2026	CD	4.40%	RBC	100,000.00	Washington Fed Bank Seattle
5/11/2026	CD	4.25%	Northland	100,000.00	First Federal Savings Bank
3/13/2026	CD	4.15%	RBC	100,000.00	Israel Disc Bank
3/13/2026	CD	4.40%	Northland	100,000.00	Austin Telco Fed CU
2/6/2026	CD	4.40%	Northland	100,000.00	Freedom Bank (TX)
12/11/2025	CD	4.25%	Northland	100,000.00	Barclays Bank
12/10/2025	CD	4.40%	RBC	100,000.00	Flagstar Bank NA
11/13/2025	CD	4.50%	Northland	100,000.00	Enterprise Bank

The investments in blue matured this quarter. No new investments were purchased. Staff plan to continue investing in non-callable CDs to guarantee good yield over the next three years in spite of ebbs in the market. The City continues to hold one sub one percent investment purchased before the interest rate increases.

INTEREST EARNINGS

The following chart shows the interest earnings since 2005 with 2007 being the best year with earnings of \$161,884. Investment interest earned through the end of 2024 totaled \$150,812.11. Investment interest through the fourth quarter 2025 totaled \$155,130.88. Most of the increase is from higher yields at the 4M Fund. Ideally, in 2026 the City will best the 2007 interest record.



From "Cash Balances" Report
Investments
Fund 101 Balance

Investments
Interest
New Balance

Investments as of 12/31/25		
By Broker	%	Amount
Northland	44.8%	1,572,750.44
RBC	31.2%	1,094,936.85
4M Fund	24.0%	841,330.85
Total	100.0%	3,509,018.14

Investments as of 12/31/25		
By Type	%	Amount
Money Market	37.4%	1,314,081.29
Fed Agency	0.0%	0.00
Commercial Paper	0.0%	0.00
Certificate of Deposit	62.6%	2,194,936.85
Treasury	0.0%	0.00
Total	100.0%	3,509,018.14

Investments as of 12/31/25		
Holding period (from purchase)	%	Amount
No time limit (Money Market)	37.4%	1,314,081.29
Up to 12 months	0.0%	0.00
12-24 months	34.1%	1,194,936.85
24-36 months	19.9%	700,000.00
36-48 months	8.5%	300,000.00
48 months and over	0.0%	0.00
Total	100.0%	3,509,018.14

LAUDERDALE COUNCIL ACTION FORM

Meeting Date January 27, 2026 **Agenda Item** TH280 Reconstruction

Action Requested

Consent Public Hearing Discussion
Action Resolution Work Session

DESCRIPTION OF ISSUE AND PAST COUNCIL ACTION:

Chris Bower, North Area Engineer for MnDOT, will be at the meeting to present on the plans for reconstructing TH280 in 2026 and 2028. His slides are attached.

STAFF RECOMMENDATION:

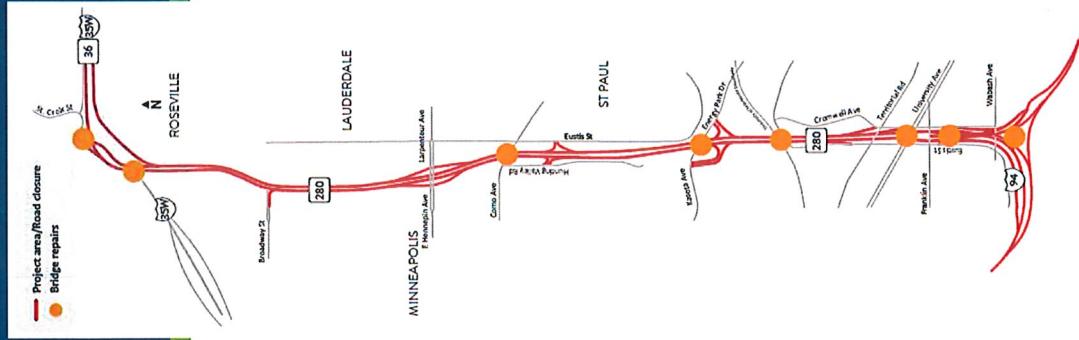


Hwy 280 2026 and 2028 projects

Chris Bower | Area Engineer
Metro District



2026 project update

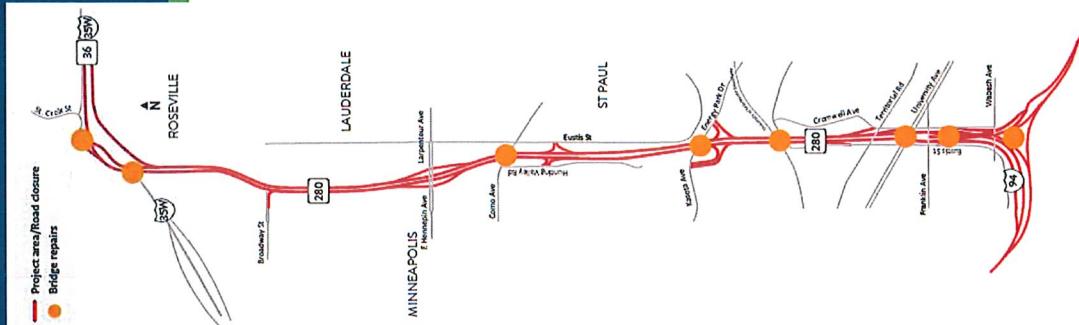


- Full closure of Hwy 280 begins April 2026
 - Expect NB Hwy 280 to close as soon as April 13
 - SB Hwy 280 closure follows a couple weeks later
- Access to PACAL/Boyer/Sunbelt maintained via Broadway St. – a temporary truck turnaround will be built
- Hwy 280 re-opens August 2026, in time for the fair
- Post-Fair, may see periodic lane closures for clean-up work

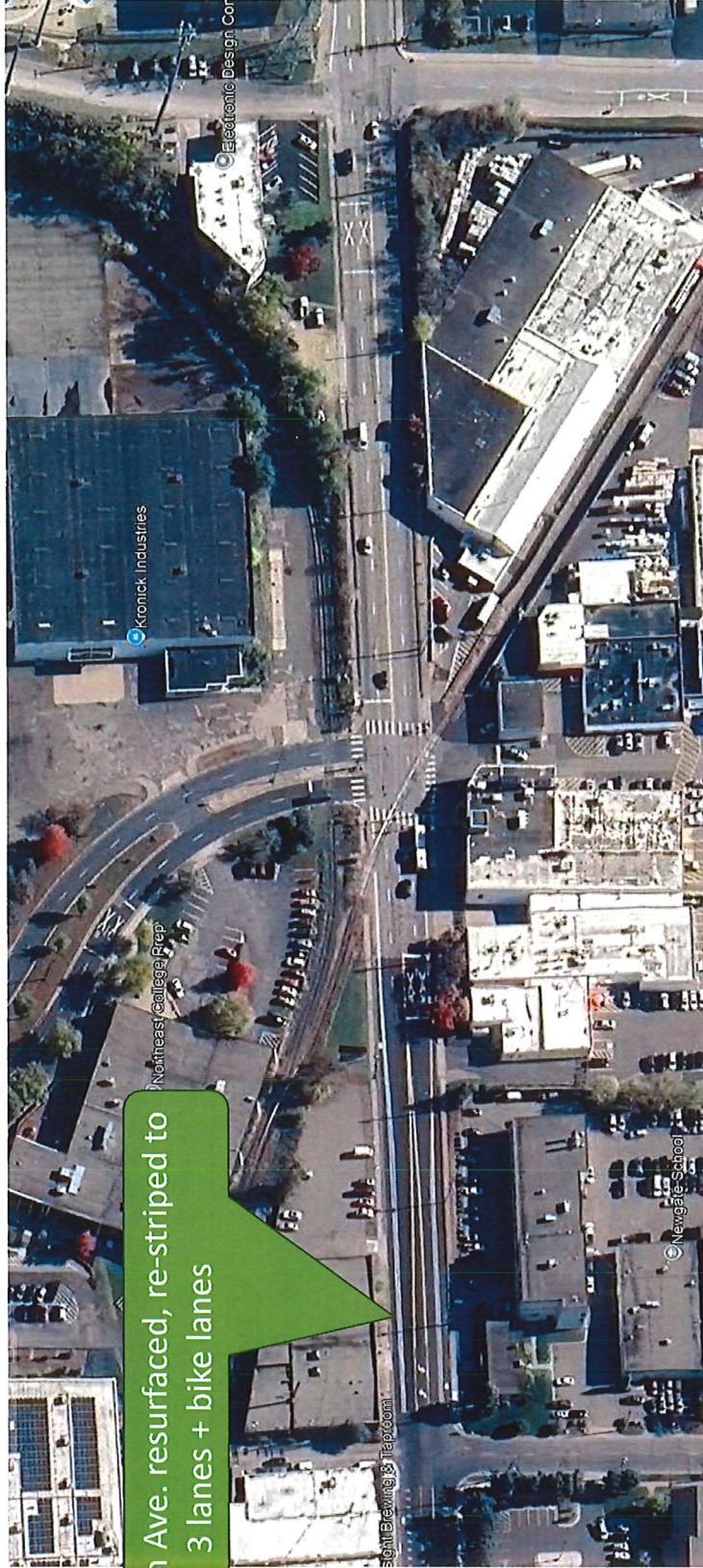
2026 project update

What to expect/watch for?

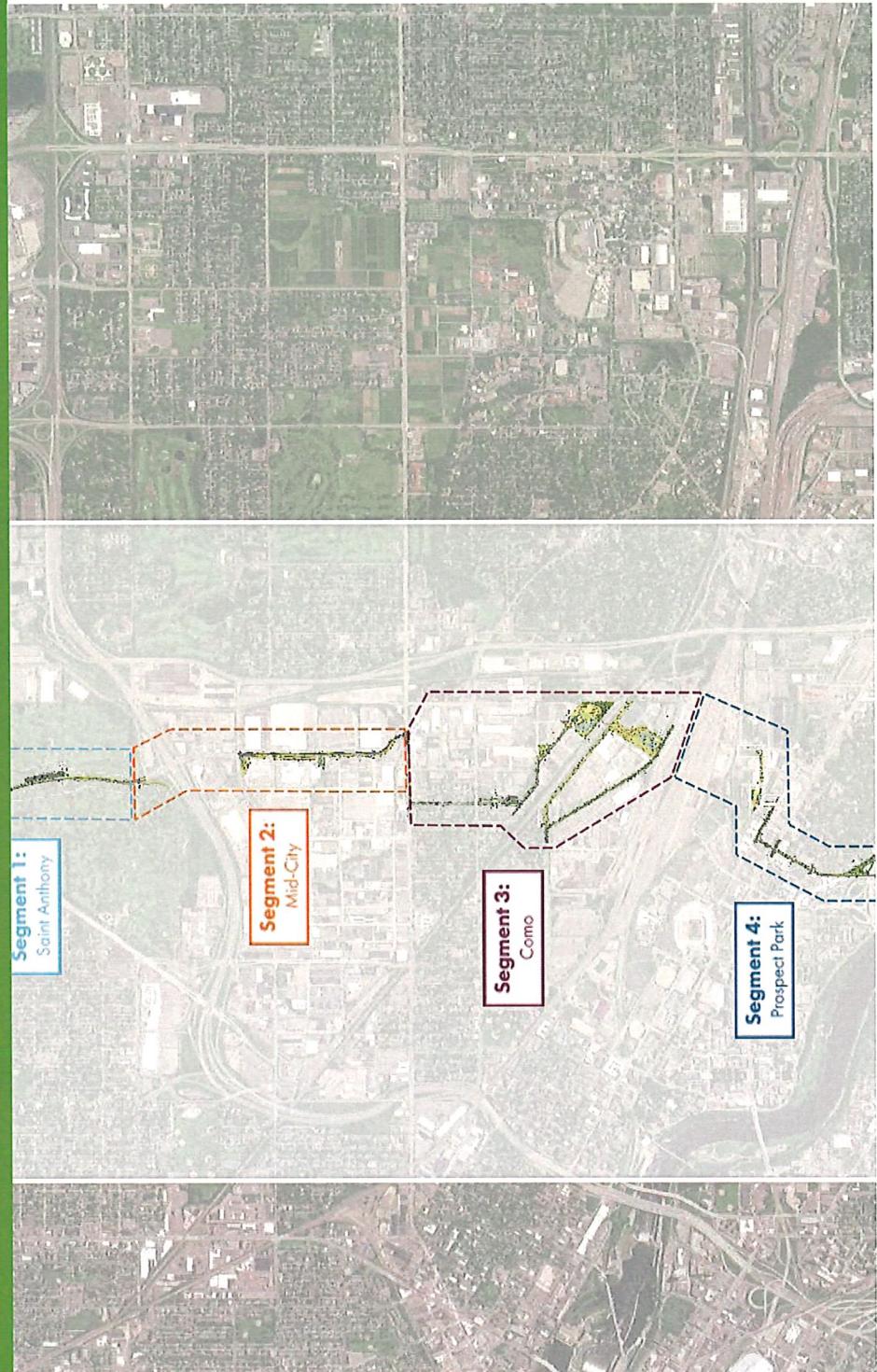
- Expect some congestion on Cleveland/Raymond avenues
- For Lauderdale residents – I-35W/Industrial Blvd. could be a faster option for some trips
- Metro Transit Route 30 and 33 will keep operating, will be detoured off Hwy 280, schedule may be affected
- Project hotline on our website – call/email with questions/concerns/issues



Hennepin County changes to Hennepin Ave.



Minneapolis Park and Rec Board “Grand Round Missing Link”



Minneapolis Park and Rec Board “Grand Round Missing Link”



Ramsey County Plans for Larpenteur Ave.

RAMSEY COUNTY PUBLIC WORKS 2026-2030 TRANSPORTATION IMPROVEMENT PROGRAM

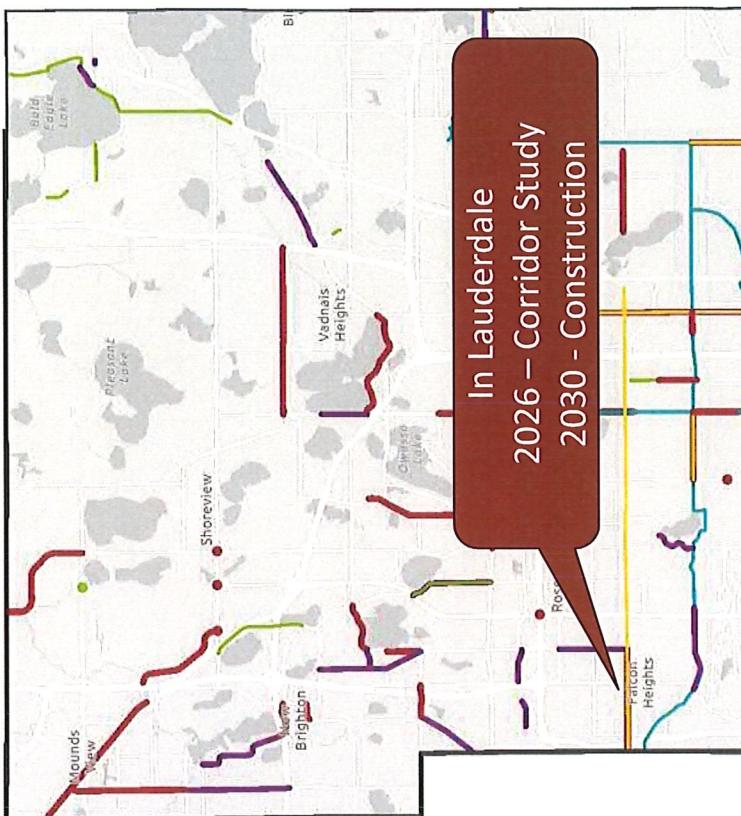
2026-2030 projects

Legend:

- Construction
- Pavement preservation
- Corridor studies
- Pedestrian & bicycle
- Transit

Map notes:

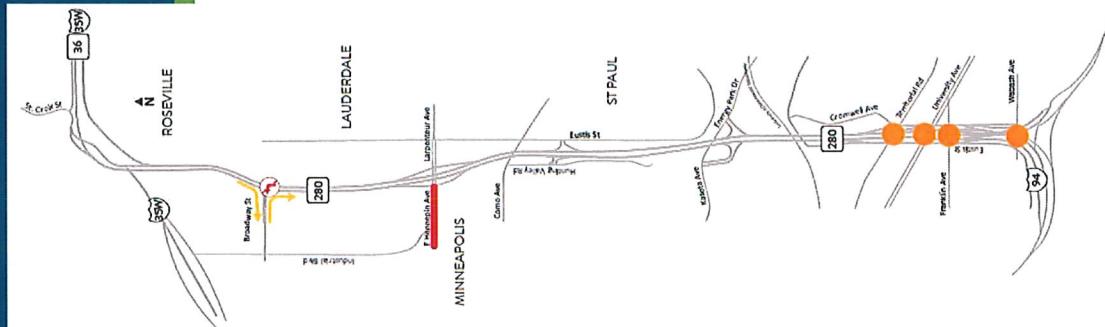
Signal and Trout Brook Trail projects not shown.



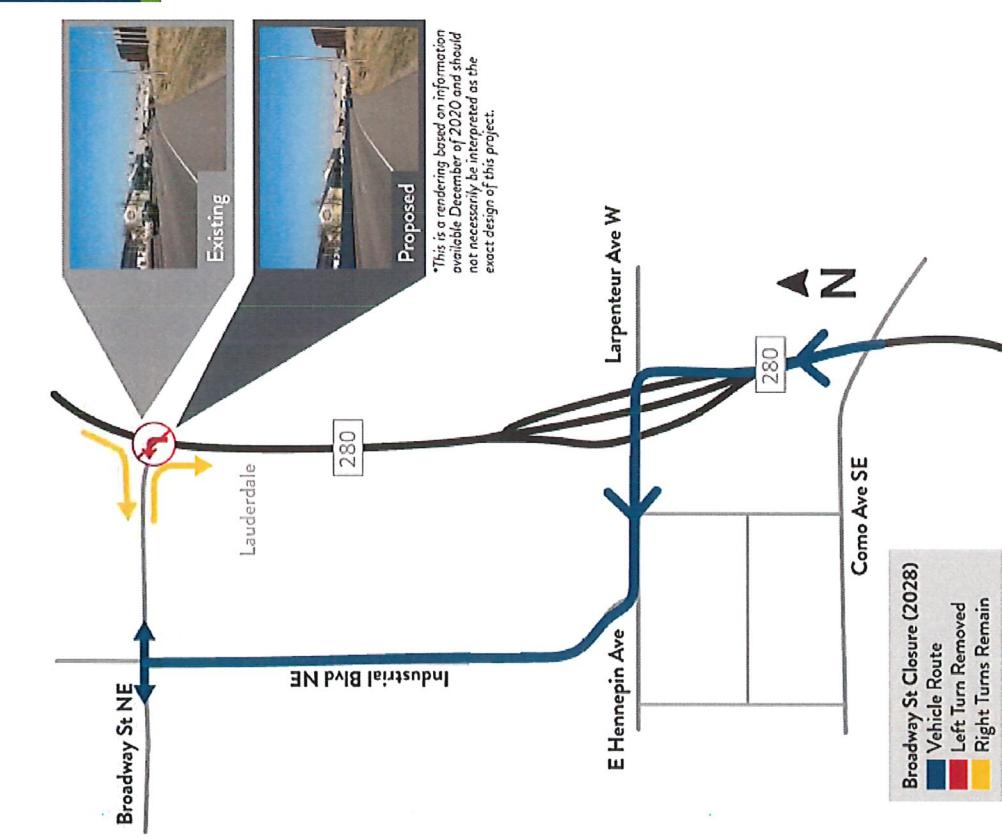
2028 project overview

- 2028

- Repair bridges that carry traffic over Hwy 280 at Territorial Rd., University Ave., Franklin Ave., and Wabash Ave.
- Remove left turn access from Hwy 280 to Broadway St. (right turn access remains)
- Reconstruct Hennepin Ave. west of Hwy 280
- Reconfigure intersection of Hennepin Ave. and Industrial Blvd.
- ADA improvements at Hennepin/Larpenteur avenues



Changes in traffic patterns



mndot.gov

Broadway St. Signal Removal

What we heard:

- “If Broadway closes – our semi trucks are going to have a hard time getting around the corner at Hennepin/Industrial” – UPS
- “With more traffic on Henn/Larp, this will be worse for people walking/biking/driving”
- “The railroad crossings are in really tough shape”
- “This will add 20 seconds to my Costco run”



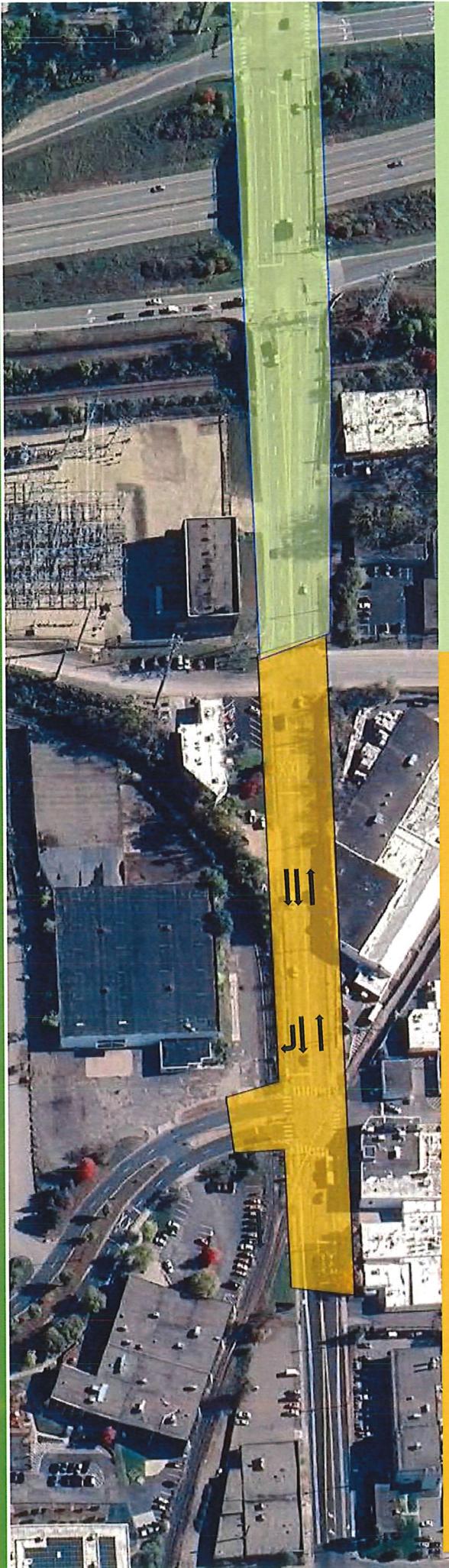
Existing View - Hwy 280 at Broadway St. looking north.



This is a rendering based on information available December of 2020 and should not necessarily be interpreted as the exact design of this project.

Proposed View - Remove Left turn access to Broadway St.

Plans for Hennepin/Larpenteur in 2028



In Hennepin County

- Completely rebuild the road, fix the intersection so semi trucks can fit
- Keep 2 lanes westbound to Industrial, one lane eastbound
- Add shared-use path on **both** sides of Hennepin Ave.
- Match into Grand Rounds construction on Industrial/Hennepin
- Replace traffic signal/railroad crossing
- Add lighting

In Ramsey County

- No major construction – repair sidewalks only
- Add crosswalk at east ramp
- No change to lane configuration, but add painted bike lanes through interchange

Ramsey County will likely make bigger changes here in 2030.

Questions/comments/concerns?

Hwy 280

St. Paul, Minneapolis, Lauderdale, Roseville

Project home [Meeting](#) [Business](#) [ADA](#) [Contacts](#)

About this project

We are making significant improvements to Hwy 280 from I-94 in St. Paul to Hwy 36/I-35W in Roseville.

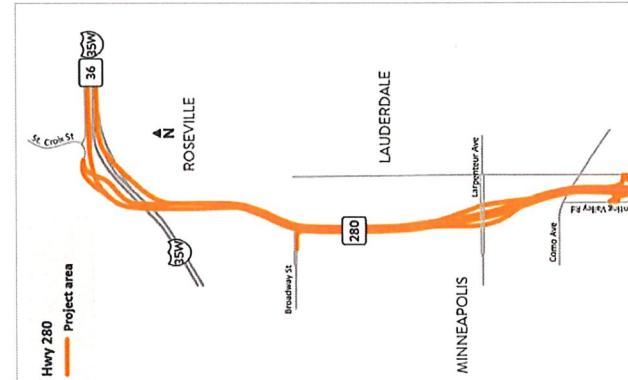
In 2026 we will resurface Hwy 280 from I-94 to Hwy 36/I-35W, repair bridges, repair and resurface ramps, repair drainage and make additional improvements. Resurfacing of aging pavement on Hwy 280 will provide a smoother ride for motorists and extend the life of the existing highway.

In 2028, we will make safety and accessibility improvements for those that travel along and across Hwy 280. These improvements are still being analyzed and considered. We will also permanently close the turn from Hwy 280 to Broadway St. Northeast to prevent serious crashes from happening in the future. There have been a number of serious crashes and close calls at this traffic signal that have been at high speeds. These high-speed crashes are extremely dangerous and can lead to serious or fatal injuries.

Summary of work

2026

- Resurface Hwy 280 from I-94 to Hwy 36/I-35W
- Repair Hwy 280 bridges over the following locations:
 - I-94
 - University of Minnesota Transitway and railroad tracks
 - Como Ave.
 - Hamline/Larpenteur Ave.
 - I-35W
- Repair and resurface the following ramps:
 - Energi Park Dr.
 - Como Ave.
 - Larpenteur Ave.
 - St. Croix St.
- Repair drainage



Schedule

- Construction: April through October 2026 (estimated) and spring through fall 2028

Location

- Hwy 280 from I-94 in St. Paul to Hwy 36/I-35W in Roseville
- Benefits
 - Improves drainage
 - Improve safety
 - Improve accessibility
 - Provides a smoother road surface
 - Repair bridges
 - Extend pavement life
- Cost
 - \$34 million (estimate)

Environmental regulations

This project may or may not have impacts to resources or go through additional regulatory processes. Contact the project manager if you have questions about these environmental regulations.

- Learn more about environmental regulations.

Nearby projects

- Rethinking I-94
- I-94 in Minneapolis

Connect with us

- Sign up for project email updates

DATE: January 23, 2026

TO: Mayor and Lauderdale City Council
Heather Butkowski, Lauderdale City Administrator

FROM: Ron Batty, City Attorney

RE: Discussion of Possible Regulations/Management on ICE activities

This memo responds to the request to provide information regarding what, if anything, a city can do to manage U.S. Immigration and Customs Enforcement (ICE) activity. Additionally, this memo intends to provide written guidance regarding the rights of city officials and employees related to ICE or other federal immigration enforcement agencies' requests for information or presence on city property.

Can ICE be on City Owned Property?

ICE can enter publicly accessible areas of businesses without a warrant because these are considered public spaces with no reasonable expectation of privacy under the Fourth Amendment. However, public employees of local jurisdictions, including local law enforcement, do not need to assist ICE agents in locating individuals and do not need to allow ICE access to nonpublic areas of city property. Local governments do not enforce federal immigration laws but they cannot interfere with federal enforcement in its own enforcement. *See Printz v. United States*, 521 U.S. 898, 934 (1997); 8 U.S.C. § 1373. Employees, elected officials, and appointed officials may be subject to prosecution by the federal government if they obstruct or interfere with ICE's actions or agents, hide individuals or employees, or assist them in evading the search.

Does the City have to help ICE arrest or detain?

No, local governments are not obligated to enforce federal immigration laws. If the local government knows that a person previously had been convicted of a felony in the U.S. and, after the conviction, was deported or left the country, then the local government may choose to assist with federal enforcement under 8 U.S.C. § 1252c by arresting and detaining the noncitizen who is in the U.S. unlawfully. Under this statute, the law enforcement officers must confirm the noncitizen's immigration status with federal immigration officials prior to making the arrest and the individual may only be held until federal immigration authorities take them into custody.

Does the City have to provide data to ICE?

If ICE has requested immigration status, then yes, but only immigration status data is required. 8 U.S.C. § 1373(a) is the federal statute that prohibits local and state governments and agencies from enacting laws or policies that limit communication with DHS about "information regarding the immigration or citizenship status" of individuals. Section 1373 does not require local or state

agencies, officers, or governments to proactively collect and report data, and, as a result, does not prohibit those local jurisdictions from adopting policy regarding not asking individuals about their immigration status. Additionally, the Minnesota State Driver's License law prohibits the dissemination of information about cardholders and applicants to federal agencies that enforce immigration law, except pursuant to a valid search warrant or court order.

Can local jurisdictions, their employees and officials, be prosecuted under federal law for interfering with federal ICE process?

Yes, the federal government has cited a number of federal statutes regarding possible prosecution for interfering with ICE. Also worth noting, President Trump has stated local governmental entities considered sanctuary cities, counties or states, will not receive federal funding.¹

First, committing any assault against a federal officer represents a crime under 18 U.S. Code § 111. A simple assault *does not always* require physical contact between the perpetrator and the federal agent. This means someone can commit an assault without ever touching the officer. Depending on the circumstances and the severity of the alleged assault, this crime may be prosecuted as a misdemeanor or felony, with significant penalties if convicted. This federal law covers different types of offenses, such as simple assault, serious assault without a weapon, and serious assault with a dangerous or deadly weapon. Simple assault involves not only forcibly assaulting, but also resisting, opposing, impeding, intimidating, or interfering with federal officers in performing their duties.

Next, obstructing justice represents a federal offense under 18 U.S.C. § 1503 or §1501 which generally has been invoked when an individual engages in intentional actions that corruptly interfere with judicial proceedings (§1503) or in the service of a writ, legal process, or warrant (§1501). Violations may result in severe penalties, including a maximum imprisonment of ten years and substantial fines. The prosecution must establish the defendant's intent, which distinguishes criminal behavior from mere negligence.

18 U.S.C. § 372 makes it a crime for two or more people to conspire to prevent federal officers from carrying out their duties through "force, intimidation or threats" and 18 U.S.C. § 371 makes it a crime for two or more persons to conspire either to commit any offense against the United States, or to defraud the United States, or any agency thereof in any manner or for any purpose. These two statutes represent the authority cited by the federal administration with respect to Governor Walz and Mayor Frey. Historically, this statute has been used in cases involving coordinated efforts to obstruct federal authorities, typically involving violence or explicit threats. Public criticism of federal policy is generally considered protected speech unless it involves direct coordination or incitement to impede law enforcement.

8 U.S.C. § 1324 criminalizes the harboring, concealing, or shielding of unauthorized aliens, and penalizes those who encourage unauthorized individuals to enter the United States. Convictions under §1324 generally involve defendants who provide unauthorized aliens with affirmative assistance. While actions like issuing an official statement in support of immigrants would likely have protections under the First Amendment, the federal government may consider warning

¹ Funding Impact

communities about impending ICE raids as harboring or shielding immigrants, which is prohibited under §1324.

What acts constitute interfering?

What actions rise to the level of interference remain unclear. Certainly, interfering in a physical way with legal process or law enforcement qualifies. That is true even under state law. Minnesota Statutes, section 609.50, subd. 1(2) prohibits anyone from “obstruct[ing], hinder[ing], or prevent[ing] the lawful execution of any legal process, civil or criminal, or apprehension of another on a charge or conviction of a criminal offense” or from “obstruct[ing], resist[ing], or interfere[ing] with a peace officer while the officer is engaged in the performance of official duties”. In reviewing state obstruction cases, the Minnesota Supreme Court deemed that although verbal conduct rarely rises to the level of obstruction, it can if ‘fighting words’ or any other words that by themselves have the effect of physically obstructing or interfering with a police officer in the performance of his duties.

The federal administration appears to interpret interference more broadly. Not surprisingly, the federal administration views physically blocking, preventing, or hindering an ICE officer from carrying out lawful duties as “a crime,” that could lead to prosecution under federal obstruction or assault-on-a-federal-officer statutes. Additionally, the federal government also considers the enactment of certain ordinances or policies as interfering with or hindering its process in immigration enforcement and has brought legal actions against various local jurisdictions for doing so.

What other risks exist for cities that adopt ordinances or policies?

Loss of federal funding on any number of grants represents one of the biggest risks to cities. The federal government has stated it will not pay out federal funds to any local entity it deems has passed a policy or law that interferes with immigration enforcement. Additionally, the federal government may choose to bring (and has brought) cases against local jurisdictions based on local policies or ordinances that the federal government considers sanctuary policies, arguing that those laws or policies violate the supremacy clause² and federal law. In some of these cases, the federal government also sued individual elected and appointed officials for obstruction. So far, courts have dismissed those claims against the individuals. Finally, the Department of Justice (“DOJ”) issued a memorandum which instructs prosecutors to conduct investigations of “misconduct” of local jurisdictions, including elected and appointed officials of local government, for potential violations of the “Supremacy Clause” and prosecute if necessary. The DOJ argues the Supremacy Clause requires state and local actors to comply with the Executive Branch’s enforcement initiatives,” and that “[f]ederal law prohibits state and local actors from resisting, obstructing, and otherwise failing to comply with lawful immigration-related commands and requests.” Finally, I-9 audits are becoming more common. An I-9 audit constitutes a review conducted by ICE to ensure that an employer is following federal laws requiring verification of the identity and work authorization of individuals hired in the United States. ICE begins the process by serving the employer with a

² The Supremacy Clause, found in Article VI, Clause 2 of the U.S. Constitution states that the Constitution, the federal laws adopted pursuant to the Constitution and treaties represent the supreme law of land. Because of the Supremacy Clause, when state law conflicts with federal law, federal law preempts the state law.

written Notice of Inspection, giving the employer three (3) business days to gather and produce I-9 forms and related documents. Cities must comply with these audits.

Have other Cities adopted ordinances or other policies that attempt to regulate immigration or ICE activity?

Yes, though very few cities have chosen to do so and most of the ordinances or policies adopted merely reflect practices that already fall under the City's authority. This memo provides an overview of the Minneapolis ordinance and brief summaries of ordinances found in other jurisdictions.

Minneapolis Ordinances.

i. Ordinance generally. Minneapolis' separation ordinance³ is both symbolic and functional. On a symbolic level, it has a broad policy statement, noting its necessity to protect Minneapolis' peace, health, and safety⁴ and codifying the city's intent to not have city or city staff enforce federal immigration laws. At a functional level, the ordinance only governs what the city has direct authority over (city property and employees) and does not actually limit federal immigration operations within the city. It prevents city employees and contractors from using city property and resources to enforce federal immigration laws and limits public safety officials from enforcing federal immigration laws or verifying immigration status, with certain exceptions. Minneapolis' ordinance also sets up a reporting mechanism to the Minneapolis City Council for certain interactions between public safety officials and federal law enforcement, or in those instances when Minneapolis becomes aware of an ongoing action to enforce federal immigration laws within the city. Finally, the ordinance prevents the use of nonpublic city property as a staging, operations, or processing area for enforcing immigration laws, and defines nonpublic city property as city-owned or controlled property not open to the general public.

ii. Federal Government Reaction to Ordinance. Minneapolis' separation ordinance currently is the subject of a lawsuit brought by the federal government which alleges that the ordinance improperly conflicts with federal immigration laws.⁵ The federal government has labeled it as a "sanctuary ordinance", and in a recent memo defined "sanctuary jurisdictions" as those jurisdictions that "obstruct the enforcement of Federal immigration laws", "refuse to comply with 8 U.S.C. §1373", or "willfully fail to comply with other applicable federal immigration laws." A memo dated January 21, 2025 directs investigation of incidents of local governments obstructing federal functions, including immigration enforcement actions. The DOJ also has indicated it will impose conditions on funding to limit access to federal grants by cities that do not cooperate or that they consider sanctuary jurisdictions.⁶ Similarly, courts have upheld a federal policy of giving

³ Minneapolis first implemented its separation ordinance in 2003. Following recent expansions of federal immigration enforcement activity throughout the United States and in Minnesota, Minneapolis adopted an amendment to that ordinance on Dec. 11, 2025, with Mayor Jacob Frey approving the amendment on Dec. 17, 2025.³

⁴ Separation Ordinance 19.10.

⁵ Comply. ¶¶108-14, *United States v. Minnesota*, No. 0:25-cv-03798, (D.Minn., 2025).

⁶ Sanctuary Jurisdiction Directives, Department of Justice: Office of the Attorney General (Feb. 5, 2025), https://www.justice.gov/ag/media/1388531/dl?inline=&utm_medium=email&utm_source=govdelivery.

extra “points” to grant applications from jurisdictions which cooperate with the Trump administration on immigration.⁷

St. Paul Ordinance. St. Paul Ordinance

St. Paul is considering amending its ordinance; however, as of now, the ordinance states that the city works cooperatively with all state and federal agencies but does not operate its programs for the purpose of enforcing federal immigration laws.

i. Ordinance generally. St. Paul’s ordinance acknowledges that the Department of Homeland Security has the legal authority to enforce immigration laws in the city and requires the City to avoid enforcing civil immigration laws. The ordinance further provides all residents with equal protection and equal access to city services, without regard to their immigration status under federal law. The ordinance prohibits city officers from stopping, questioning, or detaining individuals solely to determine immigration status and from participating in operations aimed at detecting undocumented individuals unless it is part of a criminal investigation. It allows city officers to assist federal authorities only in criminal investigations, not civil immigration enforcement. Further, officers working for the city must not discriminate based on immigration status or other protected characteristics. Nonpublic safety employees may perform their routine duties (including, but not limited to, verifying I-9 employment eligibility documentation and allowing lawful federal audits of these forms), employees may not (i) inquire about or record a person’s immigration status, unless required by law or program guidelines, (ii) request documents solely to verify immigration status, (iii) use immigration information in ways not mandated by law or (iv) maintain immigration data unless legally mandated. The ordinance does note that employees must comply with valid subpoenas—even those involving immigration-related matters.

ii. Federal Government Reaction to Ordinance. Nothing specific to St. Paul to date. The State of Minnesota, however, is on the sanctuary list published by the Justice Department, which includes certain states, cities and counties the federal government has identified as having policies, laws or regulations that impede enforcement of federal immigration laws.⁸

Roseville Ordinance. The City of Roseville has drafted but not yet considered an ordinance which codifies the overview of interaction between federal and state law outlined herein regarding immigration and reflects what Mankato already does in practice.

Ordinances of other jurisdictions.

i. Washington, District of Columbia. In 2021, the Council of the District of Columbia⁹ strengthened Washington, D.C.’s status as a sanctuary jurisdiction by limiting the city’s cooperation with federal immigration enforcement agencies other than in very limited situations. The District may not assist federal immigration authorities without a judicial warrant or order issued and cannot hold someone past their lawful release time due to an immigration detainer request. The District also cannot provide ICE or other immigration authorities with office space, equipment, or access for general searches or inquiries or allow interviews of individuals in District

⁷ See *City of Los Angeles v. Barr*, 929 F.3d 1163, 1174-83 (9th Cir. 2019).

⁸ <https://www.justice.gov/opa/pr/justice-department-publishes-list-sanctuary-jurisdictions>

⁹ D.C. Law 23-282.

custody unless a judicial order authorizes it *or* the individual requests the interview, and the individual has counsel present (or waive counsel knowingly and voluntarily). Federal immigration authorities also cannot freely access D.C. jails or take custody of individuals there unless the District has a valid judicial warrant to rely on. The law further requires training for District staff on its provisions and mandates annual reporting on immigration-related requests and D.C.'s responses.

Federal Government Reaction to Ordinance. The federal administration (i) asserted that D.C.'s sanctuary rules were void once the city was placed under federal control, (ii) publicly named D.C. as a sanctuary jurisdiction subject to funding cuts, and (iii) ordered federal agencies to identify and sanction jurisdictions that have limited cooperation with ICE, including D.C.

ii. Lancaster Pennsylvania. (enacted February 2024)

Ordinance generally. Lancaster's ordinance requires the city to maintain a minimum three-star rating from *Welcoming America*, a national organization that evaluates municipalities on policies supporting immigrants and refugees. Like the other two ordinances, it codifies what the city has authority over including requiring provision of city services to all residents regardless of immigration or refugee status; ensuring that city officials treat all individuals equally, without regard to race, ethnicity, national origin, gender, sexual orientation, or English proficiency; and affirming the city's stance that enforcement of civil federal immigration law is solely a federal responsibility, not a municipal one.

iii. Cook County, Illinois & Chicago, Illinois.

Ordinance generally. Chicago's Welcoming City Ordinance ("WCO") prohibits the City and its employees from requesting, maintaining, or sharing "the citizenship or immigration status of any person". The ordinance also prohibits local law enforcement from complying with civil detainers but allows officers to respond to inquiries/requests accompanied by a criminal warrant.

Reaction to Chicago's ordinance. In February 2025, the Trump administration sued the state of Illinois, Cook County, and the City of Chicago, alleging that their sanctuary city policies are blocking federal authorities from enforcing immigration laws. It represented the first federal lawsuit the DOJ filed against a state or municipality for sanctuary city policies or ordinances in effect. A judge dismissed that lawsuit in July 2025. Now, the state of Illinois and the City of Chicago has filed a federal lawsuit against the Trump Administration, alleging federal agents conducted an illegal "occupation," during which they utilized violent and unlawful tactics in violation of the Tenth Amendment and federal statutes.

iv. Los Angeles County. Los Angeles County is considering an ordinance limiting the use of county property from being used for uses other than county purposes, including for any civil enforcement staging, processing, or operations, including civil immigration enforcement.

City Formed Committees to Advise on Policy.

i. Santa Fe, New Mexico Immigration Committee. City of Santa Fe Immigration Committee Santa Fe, New Mexico, a charter city, has a charter provision related to Human Rights, and it recently revived and redefined its city advisory committee called the Immigration Committee (Santa Fe Resolution No. 2025-31). The Santa Fe Immigration Committee has been tasked with

monitoring human rights conditions, informing the Council on possible policy, and promoting inclusive protections for all immigrant residents. The City also has a policy that no municipal resources can be used to identify or apprehend any non-citizen residents on the sole basis of immigration status.

ii. New York City Immigration Affairs Office. New York City also has a provision in its Charter that creates a Mayoral Office of Immigration Affairs. The responsibilities of this office include advising and assisting the mayor, council, and other agencies on programs and policies related to and designed for immigrant New Yorkers; tracking state and federal policy and law that will impact immigrant New Yorkers; increasing access to city programs, benefits, and services by conducting outreach; and helping advise on the legal service needs of immigrants. This office further must consult with the community and other stakeholders and coordinate an interagency task force on immigrant affairs, as well as work with the relevant city agencies to address the needs of immigrant crime victims and witnesses, including working with agencies on the issuance of U visa certifications and T visa declarations.

Response by federal government to New York City. President Trump has deemed New York City a sanctuary city and has stated the federal administration will withhold funding from sanctuary cities starting February 1, 2026¹⁰. New York City, in the past, has successfully stopped the federal government from withholding funds. In October, a New York federal judge barred the Federal Emergency Management Agency from withholding \$34 million in anti-terrorism grants to New York's Metropolitan Transportation Authority after FEMA told Congress it would pull those funds due to sanctuary policies.

Executive Orders.

Albany, New York. Not a policy, but an executive order. In City of Albany Executive Order 1-17, titled "City of Albany Policy Regarding Community Policing and Protecting Immigrants," the Mayor has prohibited Albany police and all city departments from requesting proof of citizenship or immigration status when providing services. This applies to all residents, including victims, witnesses, or anyone seeking help.

Police Department Policies.

Roseville Police Department

The City of Roseville, Minnesota, revised Lexipol Policy 420, Automated License Plate Readers to strengthen the language by explicitly say that ALPR data cannot be used or shared for immigration matters or with ICE. The city also reached out to Flock and Axon vendors to verify ICE does not have access to the city's data.

The City of Roseville, Minnesota, also made minor revisions to their Lexipol Immigration policy (numbered for them as 413) to further clarify local jurisdictions' limited role.

¹⁰ List of cities here: [Office of the Attorney General | U.S. Sanctuary Jurisdiction List Following Executive Order 14287: Protecting American Communities From Criminal Aliens](#).

New Orleans Police Department Manual.

New Orleans Police Department (“NOPD”) adopted 41.6.1 to make it clear the department would not hold a detainee without a judicial order or criminal warrant. It prohibits officers from initiating investigations, stops, arrests, or any actions based on immigration status. Officers cannot inquire into a person’s immigration status except in narrowly defined exceptions and NOPD shall not engage in, assist, or support immigration enforcement *unless* there is a direct, articulable threat to life or public safety, or assistance is required to safely execute a criminal warrant or court order by a federal or state judge.

Are Cities and States suing the Federal Administration?

Yes, cities have started to sue the Department of Homeland Security, Kristi Noem, and some other federal actors individually. Because cities have just started filing these lawsuits, there is not much information on the success of doing so. Of particular interest, San Diego filed suit against the federal government for trespass, public nuisance, and abuse of authority under the Administrative Procedures Act¹¹ to halt the federal government’s construction of razor wire fencing and the storing of materials on City-owned property. The suit is a bit unique as it seeks to protect environmentally sensitive land that is part of the City’s Multiple Species Conservation Program and ensure compliance with longstanding agreements to preserve critical habitats.¹² Other cities that also have started lawsuits against the administration regarding enforcement efforts include Chicago (along with state of Illinois), Minneapolis, and St. Paul (along with the State of Minnesota). Additionally, twenty-two states, including Minnesota, have started actions against the federal administration about withholding funds and have asked the court to order the administration to halt the freeze and release the funds.

In addition to ordinances or policies, what other requests have cities received to regulate or monitor ICE?

i. Following and documenting. Some cities have directed its officers to follow ICE and document activity of ICE officers, without interfering. This has not yet been challenged and likely does not subject those individuals to risk of prosecution other than if a situation arises in which the officer makes a judgment call about intervening because of public safety concerns. Having officers tracking and documenting ICE also likely will result in increased overtime to ensure availability of officers to do this and still provide normal coverage for public safety.

ii. Reporting out ICE activity on City Website. Cities have received requests to start posting ICE activity on the City website. Federal law sets forth clear criminal penalties for interfering with federal immigration enforcement efforts and for providing false information to ICE. Proactive posting about specific situations could be considered interference. However, to the extent sharing facts on the city website about public safety events represents common practice for the city generally, then doing so likely would not raise as many issues as long as information shared stays strictly factual. The intergovernmental immunity doctrine makes this a bit tricky as it prohibits treating the federal government differently than other individuals or agencies. If allowed, this practice should only provide a brief factual, statement with public information contained in the

¹¹ The APA provides that federal courts shall “hold unlawful and set aside agency action” that is “in excess of statutory jurisdiction, authority, or limitations, or short of statutory right.”

¹² San Diego Complaint

call for service and the city should also report out on other non-ICE calls for service, when received, in a similar manner.

iii. Placing Moratoria on Evictions. Many cities have asked about enacting moratoriums on evictions. A city's enactment of an eviction moratorium on private landlords likely runs afoul of the Contract Clause and potentially the Takings Clauses of the United States Constitution. The Contracts Clause forbids state and local government interference with contractual obligations, and evictions represent a term addressed in lease contracts.¹³ If, however, a city wants to institute an eviction moratorium over housing it owns, the answer likely is yes. Cities, as property owners, have the same rights as private property owners and a private landlord could determine not to evict a tenant. Cities should review any grants which are applicable to the tenant or the housing to ensure no conflicting provisions exist.

iv. Prohibiting ICE from using portions of city property. As stated earlier in this memo, the City need not allow ICE to use nonpublic areas of city property. However, if ICE has a **judicial** warrant, then the City must comply with the judicial warrant. ICE, however, can enter publicly accessible areas of businesses without a warrant, as these areas represent public spaces with no reasonable expectation of privacy under the Fourth Amendment.

v. Responding to I-9 audits. If received, cities must respond to I-9 audits. An I-9 audit is an official inspection by a government agency—most commonly ICE—to determine compliance by an employer with federal employment-eligibility verification requirements. The federal government uses the audit to detect and deter the employment of individuals not authorized to work in the U.S. Other agencies (e.g., the Department of Labor) also often review I-9s when investigating broader workplace issues. The federal agency, in this instance ICE, issues a Notice of Inspection which gives employers at least three (3) business days to produce documents. Employers must provide all current employees' I-9s and payroll records. Cities should work with their city attorney to review the Notices if the Notice requests additional documentation. ICE then reviews the records it receives for missing forms, errors in completion, incomplete or outdated documents and employment of unauthorized workers.

vi. Acting on missing license plates. Cities have received reports of ICE and other DHS officers using unmarked vehicles without license plates during immigration enforcement actions across the state. Depending on ownership of the vehicles, this practice may violate state law. 41 CFR 102.34.175 provides a limited exemption of certain vehicles from displaying federal government license plates and Minnesota Statutes, section 168.012 recognizes this exemption by stating “[t]he following vehicles are exempt from the provisions of this chapter requiring payment of tax and registration fees... (1) vehicles owned and used solely in the transaction of official business by the federal government”. Specifically, though, these exemptions apply to vehicles that the federal government (i) owns, leases commercially or leases through the General Services Administration Fleet, (ii) which the federal agency regularly uses to perform investigative, law enforcement, or intelligence duties and (iii) for which the agency received an exemption from its

¹³ See Heights Apartments, LLC v. Walz, 30 F.4th 720, 727-32 (8th Cir. 2022).

commissioner.¹⁴ For vehicles, other than those for which the federal government holds title, state law applies and license plates must be located on the car for which the plate is registered. The Director of Minnesota's Driver and Vehicle Services already has warned U.S. Immigration and Customs Enforcement agents that switching out or removing license plates on their vehicles violates state law and subjects them to citations.¹⁵ However, it is important to reiterate that, as stated above, Minnesota law recognizes an exemption for federal government vehicles. These exemptions make enforcement difficult for local officers.

What federal laws is the federal government relying upon?

- i. Supremacy Clause. In some instances, federal law may override state law when Congress explicitly states preemption in a statute (express preemption). Also, preemption under the Supremacy Clause occurs when federal regulation occupies an entire field so entirely that no room for states or local jurisdictions exist to regulate (commonly called field preemption).
- ii. 8 U.S.C. 1373. The Federal government also relies upon 8 U.S.C. 1373 to argue express preemption of the relevant sanctuary laws/policies, stating that statute restricts ordinances or policies from prohibiting sharing information with the federal government "regarding" an individual's "citizenship or immigration status". It is important to note that Courts have stated that "regarding" does not encompass providing other pieces of information such as contact information, custody status, and release dates. The federal government disagrees.
- iii. Intergovernmental Immunity Doctrine. The federal government often cites the intergovernmental immunity doctrine, arguing state and local governments cannot discriminate against the federal government. The doctrine of intergovernmental immunity is a constitutional principle limiting the ability of the federal and state governments to interfere with one another's governmental functions. This concept protects the separate sovereignty of both levels of government within the United States federal system. The Supremacy Clause and the Tenth Amendment support this proposition. The primary purpose is to prevent one sovereign from imposing taxes or regulations that undermine the other's ability to carry out its essential governmental functions. Courts apply a functional analysis, assessing whether an action unduly interferes with or discriminates against the other government's operations.
- iv. Sensitive areas. On January 21, 2025, the Trump Administration ended a policy that previously protected sensitive locations from immigration enforcement activity —such as schools, hospitals, and churches. This change means that ICE can now conduct arrests in places where vulnerable individuals, including undocumented immigrants, seek essential services. Cities such as New York passed state-level protections like the Protect Our Courts Act to block ICE civil arrests in and around courthouses.

¹⁴ In those instances, the head of the agency must deem the exclusive control of the vehicle essential for effective performance of duties and may grant an exemption from licensing.

¹⁵ Minn. Stat. 168.36 states "Any person who manufactures, buys, sells, uses or displays motor vehicle license number plates, motor vehicle registration certificates, or tax receipts issued by this state or any other state, territory or district in the United States, without proper authority from such state, territory or district of the United States, shall be guilty of a misdemeanor."

What are cities' responsive legal arguments?

i. Tenth Amendment. The Tenth Amendment makes up part of the Bill of Rights, which outlines the balance of power between the federal government and the states. It states that powers not delegated to the federal government by the Constitution, nor prohibited to the states, belong to the states or the people. The Tenth Amendment intended to protect states from federal overreach and preserve the states' ability to govern local matters such as policing and public safety. Minnesota (and Illinois) in their lawsuits claim that the federal government's intrusion into the state and the unlawful and violent tactics being used, have disrupted the lives and undermined the liberties and property rights of the people, injuring those states' sovereign and proprietary interests.

ii. Administrative Procedure Act. The Administrative Procedures Act provides that federal courts shall "hold unlawful and set aside agency action" that is "contrary to constitutional right, power, privilege, or immunity." (5 U.S.C. § 706(2)(B).) This same act further directs federal courts to "hold unlawful and set aside agency action" that is "arbitrary, capricious, an abuse of discretion, or otherwise not in accordance with law." Cities suing the federal government have included claims in their complaints about violations of the Administrative Procedures Act.

The issues covered above intend to provide an understanding of the positions of the federal government as well as those of state and local entities. The situation and legal landscape continue to evolve related to these matters, all within the background of a very fluid political situation.

UNITED STATES DISTRICT COURT
DISTRICT OF MINNESOTA
Court File No.: 0:26-cv-00190-KMM-DJF

STATE OF MINNESOTA, by and through
its Attorney General Keith Ellison,

CITY OF MINNEAPOLIS, and CITY OF
SAINT PAUL,

Plaintiff

vs.

KRISTI NOEM, in her official capacity as Secretary of the U.S. Department of Homeland Security; JOHN CONDON, in his official capacity as Acting Executive Associate Director of Homeland Security Investigations; U.S. DEPARTMENT OF HOMELAND SECURITY; TODD LYONS, in his official capacity as Acting Director of U.S. Immigration and Customs Enforcement; MARCOS CHARLES, in his official capacity as Acting Executive Associate Director, Enforcement and Removal Operations; U.S. IMMIGRATION AND CUSTOMS ENFORCEMENT; RODNEY SCOTT, in his official capacity as Commissioner of U.S. Customs and Border Protection; U.S. CUSTOMS AND BORDER PROTECTION; GREGORY BOVINO, in his official capacity as Commander of the U.S. Border PATROL; U.S. BORDER PATROL; DAVID EASTERWOOD, in his official capacity as Acting Director, Saint Paul Field Office, U.S. Immigration and Customs Enforcement,

Defendant

**AMICUS CURIE BRIEF IN SUPPORT OF
PLAINTIFFS' MOTION FOR PRELIMINARY
INJUNCTION FROM SUBURBAN CITES:
THE CITY OF GOLDEN VALLEY
THE CITY OF LAUDERDALE
THE CITY OF MOUNDS VIEW
THE CITY OF RICHFIELD
THE CITY OF SAINT LOUIS PARK**

INTRODUCTION

The Cities of Golden Valley, Lauderdale, Mounds View, Richfield, and Saint Louis Park (“Suburban Cities”) submit this amicus brief in support of Plaintiffs’ requested injunctive relief. These Cities are representative “first-ring” suburban communities adjacent to Minneapolis and Saint Paul. Residents, victims, witnesses, and defendants routinely cross municipal boundaries for work, school, commerce, and family. As a result, large-scale enforcement activity and resulting fear, disorder, and resource diversion within the Twin Cities core rapidly spill into neighboring cities.

Amici do not repeat the comprehensive equities and rule-of-law analysis already submitted by the Plaintiff, and the Minnesota State Bar Association and other bar associations (the “MSBA Amicus Brief”). Amici instead incorporate those arguments by reference and focus on distinct harms that Operation Metro Surge imposes on municipal prosecution functions: (1) degradation of victim/witness cooperation and case outcomes; (2) diversion of local police capacity essential to municipal charging decisions, evidence collection, and court processes; (3) increased risk of escalation and impersonation when armed officers conceal identity and operate without readily reviewable accountability mechanisms; and (4) predictable, region-wide public safety impacts when residents cannot utilize the Minnesota District Court system to dispense justice.

Municipal prosecution is a core local-government function: cities maintain public order by charging and litigating misdemeanors and gross misdemeanors, supporting victims, compelling witness attendance, and ensuring compliance with release conditions. When these systems are destabilized, community safety declines. The requested injunctive relief appropriately protects these local interests while preserving the federal government’s ability to enforce immigration laws within constitutional and statutory limits.

IDENTITY OF AMICI CURIAE AND STATEMENT OF INTEREST

Each city supporting this amici curiae brief provides law enforcement services through its municipal police department and/or the County Sheriff, and prosecutes misdemeanor and gross misdemeanor offenses occurring within its jurisdiction. These cities regularly rely on resident cooperation, local police resources, and Minnesota District Court processes to secure victim safety and community order. Offenses prosecuted by these Cities include victim-based crimes such as theft and assault, which are of critical importance to their communities.

The cities of Golden Valley, Richfield and Saint Louis Park are first-ring suburban cities in Hennepin County. Pretrial court proceedings for Golden Valley are held at the suburban courthouse in Brooklyn Center. Pretrial court proceedings for Richfield occur at the Hennepin County Public Safety Facility in Minneapolis. Pretrial court proceedings for Saint Louis Park occur at the suburban courthouse in Minnetonka. Trials for these jurisdictions occur at the Hennepin County Government Center in Minneapolis.

The cities of Mounds View and Lauderdale are first-ring suburban cities in Ramsey County. Pretrial court proceedings are held at the suburban courthouse in Maplewood, with trials occurring at the Kellogg Courthouse in Saint Paul.

Other suburban cities have expressed strong support and interest in joining this amicus filing in support of Plaintiffs' lawsuit. Additional cities will be added to this amicus briefing as their City Councils approve participation.

All amici have a strong interest in ensuring that public safety, municipal policing, and municipal prosecution can proceed without the destabilizing fear, diversion, and uncertainty created by large-scale, militarized enforcement tactics in the region.

Amici submits this brief to provide the Court with the municipal prosecution perspective on how these practices affect charging decisions, victim and witness participation, evidence integrity, court attendance, and the region-wide ability to maintain public order.

INTEREST OF AMICI

Suburban Cities file this focused amicus to address practical court-system and prosecution impacts arising from the enforcement activities at issue. Amici operate high-volume municipal prosecution dockets, dependent on the regular, voluntary appearance of defendants, victims, and civilian witnesses. Amici expressly do not repeat Plaintiffs' constitutional theories. Instead, we support the targeted, process-protective relief already framed in the Amended [Proposed] Temporary Restraining Order [Docket No. 92] ("Proposed TRO")—particularly provisions that preserve access to Minnesota courts, avoid custody conflicts that derail municipal prosecutions, and clarify identification to maintain public trust.

Amici also incorporate, as context, the record evidence in the Plaintiffs' Memorandum Of Law In Support For Temporary Restraining Order [Docket No. 8] ("TRO memorandum") showing diversion of local public-safety resources, delays in 911 response, and widespread confusion caused by masked agents bearing "POLICE" insignia; facts that directly impair court operations in the metro area's municipal courts.

SUMMARY OF POSITION

Amici supports these concepts in the Proposed TRO:

- Sensitive-location protections for courthouses (¶ 1(a));
- Limits on arrests/detentions absent warrants or established cause (¶¶ 1(b)–(d));
- Masking/identification and vehicle-marking requirements (¶¶ 1(h, j), 3(a)–(c));
- Anti-retaliation/anti-surveillance provisions protecting observers (¶ 2); and

- Reporting/accounting requirements (¶ 3(a)–(f)).

For each, we provide municipal-prosecution-specific reasons why preserving the text as proposed—without weakening—will prevent immediate and irreparable court-process harms in suburban dockets.

ARGUMENT

I. Courthouses as “Sensitive Locations” Protect the Integrity of Municipal Dockets.

(Supports Proposed TRO ¶ 1(a))

The Proposed TRO’s inclusion of courthouses (and public buildings serving governmental purposes) within “sensitive locations” is central to preserving the orderly administration of Minnesota’s courts. Municipal dockets, particularly misdemeanor and gross-misdemeanor calendars, depend on the voluntary, punctual appearance of defendants and civilian witnesses. Even limited immigration enforcement in courthouse curtilage causes failures to appear, witness attrition, and cascading continuances/warrants, degrading public safety by preventing adjudication on the merits. And as it relates to in-custody municipal defendants, their pretrial removal to ICE custody deprives justice to crime victims.

The TRO memorandum documents the broader environment of diversion and confusion (e.g., large-scale overtime and pending 911 calls while police manage DHS-related incidents). Those same dynamics correlate with attendance failures and docket disruptions in municipal courts. The courthouse sensitive-location designation is a narrow, content-neutral means to stabilize attendance and keep state-court proceedings on track during the preliminary-injunction.

II. Limits on Arrests and Detentions Prevent Custody Conflicts That Override State-Court Authority.

(Supports Proposed TRO ¶¶ 1(b)–(d))

The Proposed TRO rightly limits arrests to valid administrative or judicial warrants or clearly defined exigency, and bars detentions without reasonable, articulable suspicion of a federal crime. For municipal prosecutions, these limits are more than civil-liberties safeguards; they prevent inadvertent preemption of court calendars. When defendants or witnesses are unexpectedly removed to civil immigration custody near hearing times, courts face forced dismissals, bench warrants, or process delays that undermine both defense and prosecution. Similarly, removal of charged defendants from local custody to ICE custody deprives local crime victims of the justice they deserve. The TRO memorandum describes the system-level strain (e.g., triaged 911 queues and mass diversion of officers) that makes unplanned custody conflicts particularly disruptive to municipal courts that rely on tight, high-volume calendars.

By preserving the Proposed TRO’s arrest/detention standards intact, the Court ensures that state-court subpoenas, summonses, and release conditions are not functionally nullified by last-minute civil custody, absent genuine exigency, or a lawful warrant.

III. Masking and Identification Requirements Restore Necessary Accountability and Public Trust in Court Settings.

(Supports Proposed TRO ¶¶ 1(h, j), 3(a)–(c))

The Proposed TRO’s masking prohibition (outside of use during true undercover police work), unique alphanumeric identifiers on uniforms, marked vehicles, and audible identification before entering property are modest, operationally feasible measures that directly affect witness cooperation in municipal prosecutions. The TRO memorandum documents the public confusion

created when masked agents in generic “POLICE” vests operate in public—confusion that residents frequently attribute to local police and prosecutors, chilling cooperation and deterring subpoena compliance in routine cases. These identification measures, particularly in/around courts, separate local and federal roles in the public eye and preserve the legitimacy of municipal proceedings.

IV. Anti-Retaliation/Anti-Surveillance Provisions Protect Court Attendance by Parties and Support Persons.

(Supports Proposed TRO ¶ 2)

The Proposed TRO bars retaliatory drives-by, surveillance, referrals, or information-collection targeting citizens who lawfully observe or follow federal agents from a safe distance and do not obstruct. In municipal courts, parties often arrive with family, advocates, or community observers who provide transportation, childcare, language support, and emotional stability. Retaliatory tactics aimed at observers not only chill protest activity; they also discourage attendance by those same support networks from attending court—indirectly emptying courtrooms and degrading fact-finding in everyday prosecutions. The record reflects retaliatory patterns and intimidation that are plausibly perceived by court users as linked to “police,” reinforcing the need for these limited, process-protective prohibitions.

V. Reporting and Accounting Requirements Enable Courts to Preserve Cases, Not Dismiss Them for Process Failures.

(Supports Proposed TRO ¶¶ 3(a)–(f))

The Proposed TRO requires sealable lists of U.S. citizens whose data was collected and searchable accounting of persons detained or arrested, including basis and custodial status, and narrative reports for warrantless civil arrests in the metro area. For municipal prosecutors and

courts, this is critical coordination infrastructure, not mere oversight. With timely custodial information, prosecutors can seek continuances or request temporary production rather than watching cases collapse into dismissals or unjust bench warrants when a defendant or key witness is unexpectedly taken into ICE custody. The TRO memorandum’s documentation of diversion, pending 911 calls, and operational disruption shows why courts now need reliable status visibility to avoid preventable process failures.

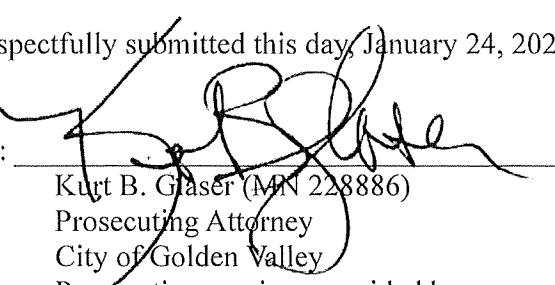
REQUEST

Amici respectfully urges the Court to enter the Proposed TRO with its municipal court-related and prosecution-related provisions intact, specifically ¶¶ 1(a), 1(c)–(d), 1(h, j), 2, and 3(a)–(f). These are narrow, content-neutral measures that preserve access to Minnesota courts and stabilize municipal prosecutions while the broader constitutional issues are litigated.

CONCLUSION

The Proposed TRO already contains the targeted tools necessary to protect the functioning of Minnesota’s courts without impeding legitimate federal objectives. From a municipal prosecutor’s perspective, preserving these provisions as drafted will prevent concrete, irreparable process harms—missed appearances, lost witness cooperation, and cascading calendar failures—and thereby advance public safety through the consistent operation of the rule of law.

Respectfully submitted this day January 24, 2026,

By: 

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LAUDERDALE COUNCIL ACTION FORM

Meeting Date	January 27, 2026	Agenda Item	Pay Equity Report
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Action Requested

Consent	<input checked="" type="checkbox"/>	Public Hearing	<input type="checkbox"/>	Discussion	<input type="checkbox"/>
Action	<input type="checkbox"/>	Resolution	<input type="checkbox"/>	Work Session	<input type="checkbox"/>

DESCRIPTION OF ISSUE AND PAST COUNCIL ACTION:

Every three years the City must document for Minnesota Management and Budget (MMB) that it is in compliance with the pay equity act. To demonstrate pay equity compliance, the City uses a points scale to compare traditionally male jobs with comparable female jobs. The wage scale is based off of the job match system created during the class and compensation study in 2023.

Attached are the compliance and implementation reports that were submitted to MMB.

STAFF RECOMMENDATION:

Motion authorizing staff to remit the pay equity data as presented to Minnesota Management and Budget.

Compliance Report

Jurisdiction: Lauderdale
1891 Walnut Street

Report Year: 2026
Case: 1 - 2026 Data (Private (Jur
Only))

Lauderdale, MN 55113

Contact: Heather Butkowski

Phone: (651) 792-7650

E-Mail: admin@lauderdalemn.
org

The statistical analysis, salary range and exceptional service pay test results are shown below. Part I is general information from your pay equity report data. Parts II, III and IV give you the test results.

For more detail on each test, refer to the Guide to Pay Equity Compliance and Computer Reports.

I. GENERAL JOB CLASS INFORMATION

	Male Classes	Female Classes	Balanced Classes	All Job Classes
# Job Classes	4	1	0	5
# Employees	4	1	0	5
Avg. Max Monthly Pay per employee	6794.74	11833.30		7802.45

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 0 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	2	1
b. # Below Predicted Pay	2	0
c. TOTAL	4	1
d. % Below Predicted Pay (b divided by c = d)	50.00	0.00

*(Result is % of male classes below predicted pay divided by % of female classes below predicted pay.)

B. T-test Results

Degrees of Freedom (DF) = 3	Value of T = -27.419
-----------------------------	----------------------

- a. Avg. diff. in pay from predicted pay for male jobs = 0
- b. Avg. diff. in pay from predicted pay for female jobs = 2805

III. SALARY RANGE TEST = 100.00 (Result is A divided by B)

- A. Avg. # of years to max salary for male jobs = 3.00
- B. Avg. # of years to max salary for female jobs = 3.00

IV. EXCEPTIONAL SERVICE PAY TEST = 0.00 (Result is B divided by A)

- A. % of male classes receiving ESP = 0.00 *
- B. % of female classes receiving ESP = 0.00

*(If 20% or less, test result will be 0.00)

Pay Equity Implementation Report

Part A: Jurisdiction Identification

Jurisdiction: Lauderdale
1891 Walnut Street

Lauderdale, MN 55113

Contact: Heather Butkowski Phone: (651) 792-7650 E-Mail: admin@lauderdalemn.org

Part B: Official Verification

1. The job evaluation system used measured skill, effort responsibility and working conditions and the same system was used for all classes of employees.

The system was used: Consultant

Description:

The same as last year.

2. Health Insurance benefits for male and female classes of comparable value have been evaluated and:

There is no difference and female classes are not at a disadvantage.

3. An official notice has been posted at:

Lauderdale City Hall

(prominent location)

informing employees that the Pay Equity Implementation Report has been filed and is available to employees upon request. A copy of the notice has been sent to each exclusive representative, if any, and also to the public library.

The report was approved by:

Lauderdale City Council

(governing body)

Mary Gaasch

(chief elected official)

Mayor

(title)

Part C: Total Payroll

\$440398.30

is the annual payroll for the calendar year just ended December 31.

Checking this box indicates the following:
- signature of chief elected official
- approval by governing body
- all information is complete and accurate, and
- all employees over which the jurisdiction has final budgetary authority are included

Date Submitted: 1/26/2026

Job Class Data Entry Verification List

Case: 2026 Data

Lauderdale

LID: 646

Job Nbr	Class Title	Nbr Males	Nbr Females	Non-Binary	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
1	Deputy City Clerk	1	0		M	55	5199.47	6502.30	3.00	9.50	
2	Maintenance Worker	1	0		M	56	5053.35	6319.57	3.00	4.00	
3	Public Works Coordinator	1	0		M	82	5711.60	7141.46	3.00	10.50	
4	Assistant to the Administrator	1	0		M	82	5772.29	7215.62	3.00	26.00	
5	City Administrator	0	1		F	138	9735.29	11833.30	3.00	20.00	

Job Number Count: 5

Predicted Pay Report for: Lauderdale

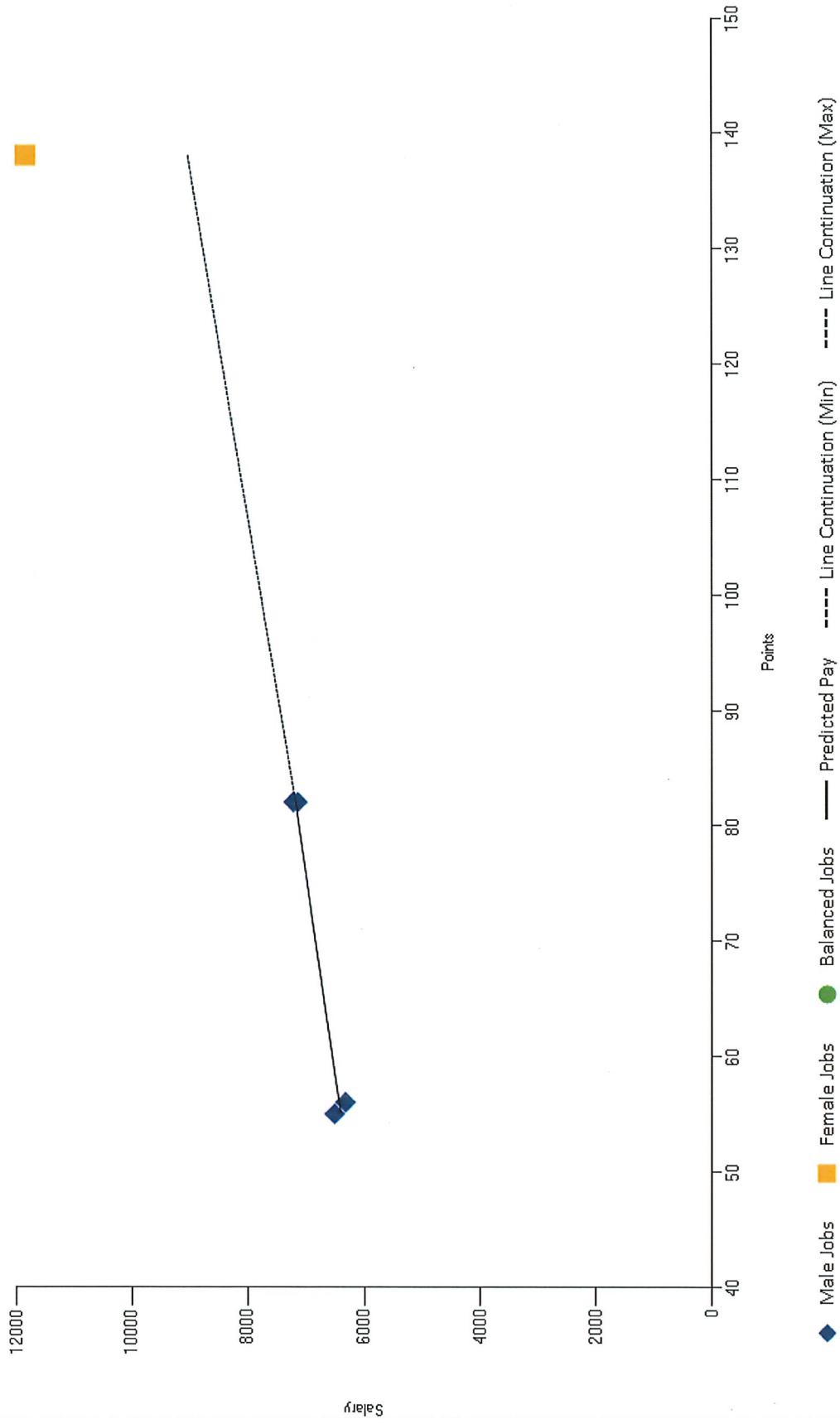
Case: 2026 Data

Job Nbr	Job Title	Nbr Males	Nbr Females	Non-Binary	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
1	Deputy City Clerk	1	0		1	Male	55	6502.3000	6398.5720	103.7280
2	Maintenance Worker	1	0		1	Male	56	6319.5700	6427.2710	-107.7010
3	Public Works Coordinator	1	0		1	Male	82	7141.4600	7176.5535	-35.0935
4	Assistant to the Administrator	1	0		1	Male	82	7215.6200	7176.5535	39.0665
5	City Administrator	0	1		1	Female	138	11833.3000	9028.3551	2804.9449

Job Number Count: 5

Predicted Pay Report for: Lauderdale

Case: 2026 Data



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

JOB TITLE	STEP 5	STEP 4	STEP 3	STEP 2	STEP 1
Public Works I (FT)	\$ 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
Public Works II (FT)	\$ 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)	\$ 141,999.60	\$ 138,730.57	\$ 131,423.43	\$ 124,124.89	\$ 116,823.42
	\$ 11,833.30	\$ 11,560.88	\$ 10,951.95	\$ 10,343.74	\$ 9,735.29
	\$ 68.27	\$ 66.70	\$ 63.18	\$ 59.68	\$ 56.17

LAUDERDALE COUNCIL ACTION FORM

Meeting Date January 27, 2026 **Agenda Item** Performance Evaluation

Action Requested

Consent	<input type="checkbox"/>	Public Hearing	<input type="checkbox"/>	Discussion	<input type="checkbox"/>
Action	<input type="checkbox"/>	Resolution	<input type="checkbox"/>	Closed Session	<input checked="" type="checkbox"/>

DESCRIPTION OF ISSUE AND PAST COUNCIL ACTION:

The Council last evaluated the city administrator's job performance in December 2024. Attached is a copy of the current employment agreement. I think the open discussion evaluation format has worked in the past. I am happy to talk to Councilors in advance of the meeting as well.

STAFF RECOMMENDATION:

Motion to go into closed session pursuant to Minnesota Statutes, section 13D.05, Subd. 3, to evaluate the performance of an individual who is subject to its authority – the city administrator. At its next open meeting, the public body shall summarize its conclusions regarding the evaluation. The meeting will be recorded, and the recording will be preserved for eight years.

EMPLOYMENT AGREEMENT

This **AGREEMENT** is entered into this 9th day of January, 2024, 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 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

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 \$ 5,956.80 \$ 34.37	\$ 67,928.96 \$ 5,660.75 \$ 32.66	\$ 64,320.58 \$ 5,360.05 \$ 30.92	\$ 60,805.99 \$ 5,067.17 \$ 29.23	\$ 57,159.23 \$ 4,763.27 \$ 27.48
Maintenance Worker - Utility License (FT) (Future Public Works II)	\$ 76,290.29 \$ 6,357.52 \$ 36.68	\$ 72,484.84 \$ 6,040.40 \$ 34.85	\$ 68,640.95 \$ 5,720.08 \$ 33.00	\$ 64,835.13 \$ 5,402.93 \$ 31.17	\$ 61,015.55 \$ 5,084.63 \$ 29.33
Public Works Coordinator (FT)	\$ 80,778.08 \$ 6,731.51 \$ 38.84	\$ 76,748.77 \$ 6,395.73 \$ 36.90	\$ 72,678.76 \$ 6,056.56 \$ 34.94	\$ 68,649.06 \$ 5,720.76 \$ 33.00	\$ 64,604.80 \$ 5,383.73 \$ 31.06
Deputy Clerk (FT with Market Adjustment)	\$ 73,548.55 \$ 6,129.05 \$ 35.36	\$ 69,893.14 \$ 5,824.43 \$ 33.60	\$ 66,180.42 \$ 5,515.03 \$ 31.82	\$ 62,564.21 \$ 5,213.68 \$ 30.08	\$ 58,812.00 \$ 4,901.00 \$ 28.28
Asst to the City Administrator (FT with Market Adjustment)	\$ 81,617.00 \$ 6,801.42 \$ 39.24	\$ 77,549.53 \$ 6,462.46 \$ 37.28	\$ 73,450.97 \$ 6,120.91 \$ 35.31	\$ 69,371.90 \$ 5,780.99 \$ 33.35	\$ 65,291.20 \$ 5,440.93 \$ 31.39
City Administrator (FT - Exempt)	\$ 127,474.52 \$ 10,622.88 \$ 61.29	\$ 121,404.30 \$ 10,117.03 \$ 58.37	\$ 115,623.14 \$ 9,635.26 \$ 55.59	\$ 110,117.28 \$ 9,176.44 \$ 52.94	\$ 104,873.60 \$ 8,739.47 \$ 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
Maintenance Worker - New (FT) (Future Public Works I)	\$ 73,626.10 \$ 6,135.51 \$ 35.40	\$ 69,966.83 \$ 5,830.57 \$ 33.64	\$ 66,250.19 \$ 5,520.85 \$ 31.85	\$ 62,630.17 \$ 5,219.18 \$ 30.11	\$ 58,874.01 \$ 4,906.17 \$ 28.30
Maintenance Worker - Utility License (FT) (Future Public Works II)	\$ 78,579.00 \$ 6,548.25 \$ 37.78	\$ 74,659.39 \$ 6,221.62 \$ 35.89	\$ 70,700.18 \$ 5,891.68 \$ 33.99	\$ 66,780.18 \$ 5,565.01 \$ 32.11	\$ 62,846.02 \$ 5,237.17 \$ 30.21
Public Works Coordinator (FT)	\$ 83,201.42 \$ 6,933.45 \$ 40.00	\$ 79,051.23 \$ 6,587.60 \$ 38.01	\$ 74,859.12 \$ 6,238.26 \$ 35.99	\$ 70,708.53 \$ 5,892.38 \$ 33.99	\$ 66,542.94 \$ 5,545.25 \$ 31.99
Deputy Clerk (FT)	\$ 75,755.01 \$ 6,312.92 \$ 36.42	\$ 71,989.93 \$ 5,999.16 \$ 34.61	\$ 68,165.83 \$ 5,680.49 \$ 32.77	\$ 64,441.13 \$ 5,370.09 \$ 30.98	\$ 60,576.36 \$ 5,048.03 \$ 29.12
Asst to the City Administrator (FT)	\$ 84,065.51 \$ 7,005.46 \$ 40.42	\$ 79,876.02 \$ 6,656.33 \$ 38.40	\$ 75,654.50 \$ 6,304.54 \$ 36.37	\$ 71,453.06 \$ 5,954.42 \$ 34.35	\$ 67,249.94 \$ 5,604.16 \$ 32.33
City Administrator (FT - Exempt)	\$ 137,863.69 \$ 11,488.64 \$ 66.28	\$ 134,689.88 \$ 11,224.16 \$ 64.75	\$ 127,595.56 \$ 10,632.96 \$ 61.34	\$ 120,509.60 \$ 10,042.47 \$ 57.94	\$ 113,420.80 \$ 9,451.73 \$ 54.53

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 \$ 6,319.57 \$ 36.46	\$ 72,065.84 \$ 6,005.49 \$ 34.65	\$ 68,237.70 \$ 5,686.48 \$ 32.81	\$ 64,509.08 \$ 5,375.76 \$ 31.01	\$ 60,640.23 \$ 5,053.35 \$ 29.15
Maintenance Worker - Utility License (FT) (Future Public Works II)	\$ 80,936.37 \$ 6,744.70 \$ 38.91	\$ 76,899.17 \$ 6,408.26 \$ 36.97	\$ 72,821.18 \$ 6,068.43 \$ 35.01	\$ 68,783.58 \$ 5,731.97 \$ 33.07	\$ 64,731.40 \$ 5,394.28 \$ 31.12
Public Works Coordinator (FT)	\$ 85,697.47 \$ 7,141.46 \$ 41.20	\$ 81,422.77 \$ 6,785.23 \$ 39.15	\$ 77,104.90 \$ 6,425.41 \$ 37.07	\$ 72,829.79 \$ 6,069.15 \$ 35.01	\$ 68,539.23 \$ 5,711.60 \$ 32.95
Deputy Clerk (FT)	\$ 78,027.66 \$ 6,502.30 \$ 37.51	\$ 74,149.63 \$ 6,179.14 \$ 35.65	\$ 70,210.80 \$ 5,850.90 \$ 33.76	\$ 66,374.37 \$ 5,531.20 \$ 31.91	\$ 62,393.65 \$ 5,199.47 \$ 30.00
Asst to the City Administrator (FT)	\$ 86,587.48 \$ 7,215.62 \$ 41.63	\$ 82,272.30 \$ 6,856.02 \$ 39.55	\$ 77,924.13 \$ 6,493.68 \$ 37.46	\$ 73,596.65 \$ 6,133.05 \$ 35.38	\$ 69,267.43 \$ 5,772.29 \$ 33.30
City Administrator (FT - Exempt)	\$ 141,999.60 \$ 11,833.30 \$ 68.27	\$ 138,730.57 \$ 11,560.88 \$ 66.70	\$ 131,423.43 \$ 10,951.95 \$ 63.18	\$ 124,124.89 \$ 10,343.74 \$ 59.68	\$ 116,823.42 \$ 9,735.29 \$ 56.17