

The Cannon Falls City Council met in a regular session on Tuesday, July 17, 2018, at 6:30 p.m. in the City Council Chambers. Present were Council Members Morris Mattson, Cedar Abadie, Bill Duncan, Ken Carpenter, Derek Lundell and John Althoff; Mayor Robby Robinson was absent. Also present were Greg Anderson, City Engineer; Nicole Miller, Library Director; Samantha Meyer, Zoning Assistant; Mike Althoff, Fire Chief; and Jeffrey McCormick, Police Chief.

- Call to Order Mayor Pro Tem Mattson called the City Council Meeting to order at 6:32 p.m.
- Roll Call Council Members Abadie, Althoff, Carpenter, Duncan, Lundell, and Mattson were present. Mayor Robinson was absent.
- Pledge of Allegiance Mayor Pro Tem Mattson led in the recitation of the Pledge of Allegiance.
- Approval of Agenda A motion was made by Council Member Althoff, seconded by Council Member Carpenter and unanimously carried, to approve the Agenda.
- Public Input Tim Dehmer, 70 Riverside Terrace, Cannon Falls, requested that the City carefully consider both sides of the issue relating to an incident involving him. Council Member Abadie noted that this item was listed on the Consent Agenda, adding that this item may or may not be pulled for Council discussion.
- Consent Agenda
- A. Just and Correct Claims – Accounting Period Ending July 11, 2018
  - B. Meeting Minutes for May 21, 2018, Special City Council Meeting
  - C. Meeting Minutes for June 19, 2018, City Council Meeting
  - D. Second Reading and Adoption of Ordinance 361, Amending Chapter 152 of the Cannon Falls City Code, the Zoning Ordinance, Concerning the Zoning Map and Zoning Classification for a Specific Property
  - E. Appointment of Steve Snider to the Library Board
  - ~~F. Annual Funding Agreements~~  
*This item was pulled by Council Member Althoff.*
  - G. Application for Payment No. 1 for 2018 Street Improvement Project
  - H. Sale of Rescue Truck
  - I. Resolution 2368, Adopting Primary and General Election Judges for 2018 and Setting the Hourly Wages
  - J. Removal of Library Board Trustee
  - ~~K. Personnel Committee Recommendations~~  
*This item was pulled by Council Member Carpenter.*
  - L. Resolution 2369, Conditional Use Permit for Ron Stowell on Behalf of Cannon River Winery

M. Resolution 2370, Variance for 421 Mill Street West

A motion was made by Council Member Carpenter, seconded by Council Member Duncan and unanimously carried, to approve the Consent Agenda, minus Items F and K.

City Ordinance  
Related to Number  
of Dogs

Police Chief McCormick reviewed a memo from Interim City Administrator Lanell Endres, noting that she had received two inquiries regarding the number of dogs per household. Chief McCormick referenced past discussion of this topic and research that was conducted at that time. Council Member Althoff commented that other communities allow three dogs per household, while Cannon Falls only allows two. Chief McCormick recommended retaining the current maximum but developing an administrative process that would potentially allow additional dogs. He stated that he was in favor of responsible pet owners and responsible residents. He noted that there were only 24 dogs currently licensed in Cannon Falls, commenting that there were likely many more unlicensed dogs. He stated that, if the maximum number of dogs allowed per household was increased, there would be no avenue to take action against irresponsible pet owners. He provided rationale for maintaining the maximum number at two, while providing the ability to allow additional dogs via a permit process. Council Member Carpenter suggested that a committee evaluate the options.

Chief McCormick noted that there had been an increase in dog bite incidents over the last few years. He suggested evaluating the entire animal ordinance.

A motion was made by Council Member Althoff, seconded by Council Member Abadie and unanimously carried, to table a decision and request that the Police Commission review the ordinance and forward a recommendation.

Personnel  
Committee  
Recommendations

Council Member Carpenter expressed concerns about honoring the requests of some City employees but not others. He stated that everyone should be willing to step up to the plate when there was a staffing shortage. He relayed feedback that there was already some resentment among City employees over this issue. Council Member Duncan provided additional background information. He commented that City employees were very well compensated in terms of both wages and benefits.

Council Member Duncan stated that there were various reasons for suboptimal staffing and agreed with Council Member Carpenter's comment that everyone should step up to the plate.

Council Member Duncan discussed two employee requests for additional compensation or time off as a result of performing additional job duties. He commented that most job descriptions include the phrase “and all other duties as assigned.” He noted that he strongly argued against these requests during the Personnel Committee meeting, adding that he ultimately agreed to offer some additional paid time off to the two employees. He commented that union employees were bound by contract and would be unable to make such requests.

A motion was made by Council Member Duncan to deny the requests. Council Member Abadie referenced the wage study that was conducted, which indicated that most City employees were paid below the median compared with their peers.

Council Member Mattson spoke in defense of one of the employees. He stated that she was already working extra hours, prior to the assignment of additional duties. Council Member Abadie discussed the importance of employee retention. Council Member Duncan discussed the disparity between City employees and other workers.

Council Member Duncan’s motion to deny the requests failed for lack of a second.

Council Member Althoff spoke in support of the recommendations forwarded by the Personnel Committee.

Council Member Abadie expressed appreciation to all City employees who took on additional responsibilities.

A motion was made by Council Member Abadie to adopt the recommendations of the Personnel Committee with respect to two City employees. The motion was seconded by Council Member Lundell. Council Member Carpenter asked if this action would establish a precedent. Council Member Abadie commented that similar actions have taken place in the past. She described additional paid time off as a better solution than monetary compensation.

Chief McCormick reiterated the motion and second. A vote was taken, and the motion to approve the recommendations of the Personnel Committee carried by a vote of 4:1, with Council Member Duncan voting nay and Council Member Mattson abstaining from the vote.

Annual Funding  
Agreements

Council Member Althoff commented that the agreements were signed by the former City Administrator. He suggested that the agreements be signed by Interim City Administrator Endres.

A motion was made by Council Member Althoff, seconded by Council Member Duncan and unanimously carried, to approve the annual funding agreements.

Staff Reports

City Engineer Anderson provided an update with regard to the 2018 street improvement project.

Library Director Miller discussed the Summer Reading Program.

Fire Chief Althoff and Police Chief McCormick discussed the Fire Department street dance on July 28.

Mayor and Council  
Reports

Council Member Duncan expressed disappointment regarding the vote on the Personnel Committee recommendations, stating that this would open the door to more requests.

Council Member Abadie reported regarding a recent Public Works Commission meeting, during which the dog park project was discussed. She stated that the details were coming together to open the dog park in the near future. The location of the dog park was discussed.

Council Member Abadie reported regarding a Public Works Commission discussion that the alleyways between Almond Street and the park would be one way going east. She noted that the City has agreed to play an active role in communicating this change.

Council Member Abadie reiterated her earlier comments that City employees are valued.

Council Member Carpenter also discussed the dog park project.

Council Member Mattson stated that a plan needed to be developed, in the event that there was not an outstanding candidate for the City Administrator position. He suggested contacting the League of Minnesota Cities with regard to contracting with a retired administrator to serve as the Interim City Administrator, stating that this would take a lot of pressure off the current Interim City Administrator. Council Member Duncan stated his understanding that the second round of applicants yielded better candidates. Council Member Mattson commented that the City Council would be involved in the hiring process. Council Member Abadie discussed the hiring

time frame and agreed with exploring the possibility of hiring a short-term Interim City Administrator. Chief McCormick provided additional information in this regard. Council Member Duncan stated his understanding that an update would be provided by the Personnel Committee during the August 7 City Council meeting.

Adjournment

A motion was made by Council Member Carpenter, seconded by Council Member Duncan and unanimously carried, to adjourn the meeting. The meeting adjourned at 7:12 p.m.