









**Motion by Councilor Penaz second by Councilor Mason to approve the curb cut agreement with Aaron Rasmussen. Vote for: Unanimous. Motion carried.**

3. Wage scale review.
  - a. Proposed 4% COLA increase. This is to be changed to 2.50%.
  - b. Proposed moving lifeguards from Grade 10 to Grade 11. When the initial wage study was completed, they were placed in the same grade as bartenders. Bartenders were moved from Grade 10 to Grade 11 in 2022. The council recommends leaving lifeguards in Grade 10 and adding more steps.
  - c. Move Recreation Director/Pool Manager from Grade 12 to Grade 13, same grade as the lead bartender. The council recommends leaving these positions at Grade 12 and adding more steps.
  - d. Proposed \$2/hour Water Safety Instructor (WSI) increase while teaching swimming lessons.
  - e. Top-of-scale increase.
4. 2024 Budget review.
  - a. Water & sewer rates are very close to the RDA target rates.
  - b. Storm sewer rate is the one that is way behind what the RDA target rate is. The target rate is \$23.56, the city's current and proposed rate for next year is \$7.00.
  - c. Health insurance was calculated at 10% in the preliminary budget, it came in with a 5.13% increase.
  - d. Administrative costs – the tracking of my time has been off. 52% of my time is budgeted as administrative, with 42% budgeted as Community Development. I need to be more aware of my time tracking.
  - e. Municipal Building – city hall remodel – decrease repairs/remodels to \$10,000.
  - f. Public Works – wages – Dale's retirement with vacation payout and the cost of his replacement. Add Dale's replacement as of April.
  - g. Swimming Pool – \$20,000 was removed for the cost of the pool heater, hoping for donations from organizations to cover that cost. If not, \$30,000 is needed for replacement.
  - h. Preliminary budget tax levy % was 11.04%. With the removal of the pool heater, the tax levy is currently at 7.56%.
5. Resolution 23-22; Resolution Approving Health Insurance for full-time non-elected employees. The preliminary budget projected a 10% increase. The actual increase is calculated at 5.13%. The deductible will increase from \$5500 for single coverage to \$5800 with family coverage going from \$11,000 to \$11,600. The council agreed to continue with HSA contributions of \$1500 for single coverage and \$2500 for family coverage.

**Motion by Councilor Penaz second by Councilor Jacobs to approve Resolution 23.22 approving the continuation of health insurance with Blue Cross Blue Shield for 2024 and maintaining the current HSA contributions. Vote for: Unanimous. Motion carried.**

6. Resolution 23-23: Resolution accepting the VOTER Account Agreement with McLeod County. The Office of the Secretary of State (OSS) is distributing funds to each county to be used for election purposes. McLeod County is responsible for elections with its county and is asking cities to authorize the county to expend the allocated amount for authorized purposes on behalf of the city. The current allocation to the county is \$185.98, with the City of Silver Lake's portion being \$46.50.

**Motion by Councilor Adams-Bruins second by Councilor Penaz to approve Resolution 23.23 approving to accept the VOTER Account Agreement with McLeod County for election expenses. Vote for: Unanimous. Motion carried.**

#### Open Discussion

1. Playground update - Rainbow Systems will honor the current quotes next year if we choose to use them. Working on a grant to cover the costs which is due by December 31, 2023.
2. Creamery
3. Christmas light update – electricity hookup is complete.

#### Adjourn

**Motion by Councilor Penaz second by Councilor Jacobs to adjourn the meeting at 10:15pm. Vote for: Unanimous. Motion carried.**