

**AGENDA**

**City Council Work Session**

**Tuesday, December 5, 2023**

**5:00 PM**

**City Hall - Conference Room**

**1. CALL TO ORDER**

a. FOLLOWING THE CITY COUNCIL REGULAR MEETING:

The Council may choose to reconvene the work session after the adjournment of the regular meeting if the business of the work session is unable to be completed in the allotted time.

**2. DISCUSSION**

- a. Update on Labor Negotiations
- b. Review Capital Improvement Plan
- c. Earned Safe and Sick Time Policies

**3. UPDATES**

- a. Project Updates
- b. Staff Reports

**4. ADJOURNMENT**

City Council Work Session: December 5, 2023

|                                                      |                                      |
|------------------------------------------------------|--------------------------------------|
| <b>AGENDA ITEM:</b> Update on Labor Negotiations     | <b>AGENDA SECTION:</b><br>DISCUSSION |
| <b>PREPARED BY:</b> Logan Martin, City Administrator | <b>AGENDA NO.</b> 2.a.               |
| <b>ATTACHMENTS:</b>                                  | <b>APPROVED BY:</b> LJM              |
| <b>RECOMMENDED ACTION:</b> Informational update only |                                      |

**BACKGROUND**

The labor contracts for the City's four bargaining units expire at the end of the year. Staff has met with and completed negotiations for 3 of the 4 unions, with the membership of all 3 groups voting to accept the contract terms.

Due to the ongoing nature of negotiations with the final bargaining group, the Council will be updated verbally on the details of these negotiations.

**RECOMMENDATION**

Informational update only.

City Council Work Session: December 5, 2023

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|--------------------------------------------------------------------------------------------------------|--------------------------------------|
| <b>AGENDA ITEM:</b> Review Capital Improvement Plan                                                    | <b>AGENDA SECTION:</b><br>DISCUSSION |
| <b>PREPARED BY:</b> Logan Martin, City Administrator<br>Teah Malecha, Administrative Services Director | <b>AGENDA NO.</b> 2.b.               |
| <b>ATTACHMENTS:</b> 2024-2033 CIP Book                                                                 | <b>APPROVED BY:</b> LJM              |
| <b>RECOMMENDED ACTION:</b> Review and provide direction on the 10-year CIP                             |                                      |

**BACKGROUND**

As part of the annual budgeting process, City staff completed a thorough review and update to the City's ten-year Capital Improvement Plan (CIP). By engaging in a comprehensive capital planning process, the City is able to anticipate and save for large expenditures while ensuring that funds allocated towards these areas remain consistent.

The ten-year CIP will ultimately be considered for final adoption by the City Council on December 19.

**RECOMMENDATION**

Staff will review the CIP with the Council and ask for direction to staff on any requested changes.



# CAPITAL IMPROVEMENT PLAN

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2024 - 2033

# 10-Year Capital Improvement Plan (CIP)

## Background

Historically, the City of Rosemount has usually had a 5-year CIP in place to utilize for its capital improvements. There have been times where just a single year's capital improvements have been addressed and funded. As the City continues to grow, we believe that the careful development and continuous utilization of a realistic Capital Improvement Plan is essential to the proper management of the City. As we looked at developing a new 5-year CIP, it became apparent that the dilemma that the City of Rosemount faces is one of continued growth combined with restoration/reconstruction of the older portions of our city. This being the case, it was almost impossible to develop a plan for a 5-year period that was very realistic. As work continued on the plan, we decided to explore the possibility of looking out farther and developing a longer plan that would more realistically allow us to plan for the City's future. This evolved into a 10-year Capital Improvement Plan. We believe that great strides have been made to more accurately plan for the future of the City of Rosemount. This document is only a working guide that is utilized by the City Council and its staff to prepare for the future. The first year of the plan will be included as part of the formal budget that is prepared yearly as part of our Truth-in-Taxation process with the following years developed as a working tool for future years' discussions.

## General / Administrative

The CIP provides for specific funding of items, the nature of which is not considered "current" in their use or life expectancy. These items are generally of a higher estimated cost than \$5,000 and will have a life expectancy of three years or greater. The source of funding for these expenditures is typically the general tax levy. In some instances, other funding is utilized. For example, beginning in 1996, revenues received from user fees are being designated in various CIP funds for capital improvement and equipment purchases. If these revenues are realized, the equipment or project will be completed and if the revenue is not realized the equipment will not be purchased. Individual departments are designated for each item proposed for purchase in this plan.

## Types of Capital Improvement Funds

Another area of change for the CIP is the implementation of three separate funds to isolate and better track the types of capital improvements being planned for. The following briefly describes each of the three:

- Building & Facilities CIP Fund - This fund is used to account for the on-going capital improvements and possible additions to government buildings and other facilities.
- Street CIP Fund - This fund is used to account for the on-going street construction and reconstruction projects within the City and all other major maintenance items related to both paved and unpaved streets including, but not limited to, street lights, signal lights, sidewalks and gravel road resurfacing.
- Equipment CIP Fund - This fund is used to account for the on-going replacement of and additions to City equipment.

|      |    |                                                                                                                                                                                                                                                                                  |            | Building<br>& Facilities<br>CIP | Street<br>CIP | Equipment<br>CIP |         |                  | MSA<br>Funds<br>From<br>State |               |               |               |                  |                  |                  |           |   | 11/20/23      |
|------|----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|---------------------------------|---------------|------------------|---------|------------------|-------------------------------|---------------|---------------|---------------|------------------|------------------|------------------|-----------|---|---------------|
| Year |    | Item - Description                                                                                                                                                                                                                                                               | Department |                                 |               |                  | Assess  | Park Imp<br>Fund |                               | Water<br>Core | Sewer<br>Core | Storm<br>Core | Water<br>Utility | Sewer<br>Utility | Storm<br>Utility | Other     |   | Total<br>Cost |
|      |    |                                                                                                                                                                                                                                                                                  |            |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |
| 2024 | 1  | Ice Edger - Battery (last 2017, every 7 years)                                                                                                                                                                                                                                   | Arena      |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  | 10,000    | 1 | 10,000        |
| 2024 | 2  | Door #3 Upper Arena Door Repairs                                                                                                                                                                                                                                                 | Arena      |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  | 10,000    | 1 | 10,000        |
| 2024 | 3  | Arena Glass on North End to 6' high, 5/8" thick                                                                                                                                                                                                                                  | Arena      |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  | 15,000    | 1 | 15,000        |
| 2024 | 4  | Upgrade Press Box/Accessible Seating Area                                                                                                                                                                                                                                        | Arena      |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  | 10,000    | 1 | 10,000        |
| 2024 | 5  | City-Wide Storage                                                                                                                                                                                                                                                                | Finance    |                                 |               | 10,000           |         |                  |                               |               |               |               |                  |                  |                  |           |   | 10,000        |
| 2024 | 6  | Aerial Platform Truck Replacement Payment (Year 4 of 7)                                                                                                                                                                                                                          | Fire       |                                 |               | 153,200          |         |                  |                               |               |               |               |                  |                  |                  |           |   | 153,200       |
| 2024 | 7  | Encrypt Fire Department Radios                                                                                                                                                                                                                                                   | Fire       |                                 |               | 68,000           |         |                  |                               |               |               |               |                  |                  |                  |           |   | 68,000        |
| 2024 | 8  | Replace Utility Truck #21 (Purchased in 1998)                                                                                                                                                                                                                                    | Fire       |                                 |               | 8,000            |         |                  |                               |               |               |               |                  |                  |                  |           |   | 8,000         |
| 2024 | 9  | Bonaire Path Trail Construction                                                                                                                                                                                                                                                  | Park & Rec |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  | 700,000   |   | 700,000       |
| 2024 | 10 | Dunmore Greenway Trail Construction                                                                                                                                                                                                                                              | Park & Rec |                                 |               |                  |         | 35,000           |                               |               |               |               |                  |                  |                  | 400,000   |   | 435,000       |
| 2024 | 11 | Central Park and Former PW Site Improvements - Design                                                                                                                                                                                                                            | Park & Rec | 60,000                          |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   | 60,000        |
| 2024 | 12 | UMore Ballfield Building - Plans and Specs                                                                                                                                                                                                                                       | Park & Rec |                                 |               |                  |         | 90,000           |                               |               |               |               |                  |                  |                  |           |   | 90,000        |
| 2024 | 13 | New Neighborhood Park in Dunmore - Construction                                                                                                                                                                                                                                  | Park & Rec |                                 |               |                  |         | 550,000          |                               |               |               |               |                  |                  |                  |           |   | 550,000       |
| 2024 | 14 | Neighborhood Park in Talamore - Construction                                                                                                                                                                                                                                     | Park & Rec |                                 |               |                  |         | 550,000          |                               |               |               |               |                  |                  |                  |           |   | 550,000       |
| 2024 | 15 | McMenomy Woods Park Improvements - Design                                                                                                                                                                                                                                        | Park & Rec |                                 |               |                  |         | 40,000           |                               |               |               |               |                  |                  |                  |           |   | 40,000        |
| 2024 | 16 | Greenway Trail - North 20 Segment - Design                                                                                                                                                                                                                                       | Park & Rec |                                 |               |                  |         | 35,000           |                               |               |               |               |                  |                  |                  |           |   | 35,000        |
| 2024 | 17 | Squad Camera Video Storage (Year 4 of 6)                                                                                                                                                                                                                                         | Police     |                                 |               | 25,450           |         |                  |                               |               |               |               |                  |                  |                  |           |   | 25,450        |
| 2024 | 18 | Body Worn Cameras and Storage (Year 5 of 5)                                                                                                                                                                                                                                      | Police     |                                 |               | 32,850           |         |                  |                               |               |               |               |                  |                  |                  |           |   | 32,850        |
| 2024 | 19 | Squad Set Up and Equipment Installation                                                                                                                                                                                                                                          | Police     |                                 |               | 40,000           |         |                  |                               |               |               |               |                  |                  |                  |           |   | 40,000        |
| 2024 | 20 | Lease Program - Year 7                                                                                                                                                                                                                                                           | Police     |                                 |               | 132,732          |         |                  |                               |               |               |               |                  |                  |                  |           | 2 | 132,732       |
| 2024 | 21 | Pedestrian Improvements Program                                                                                                                                                                                                                                                  | Pub Works  |                                 | 125,000       |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   | 125,000       |
| 2024 | 22 | Street Improvement Program (O'Leary Hills Neighborhood)                                                                                                                                                                                                                          | Pub Works  |                                 | 825,000       |                  | 450,000 |                  |                               |               |               |               | 75,000           | 75,000           | 75,000           |           |   | 1,500,000     |
| 2024 | 23 | CSAH 42 / Akron Avenue Traffic Signal / Water Main Extension                                                                                                                                                                                                                     | Pub Works  |                                 |               |                  |         |                  | 200,000                       |               |               |               |                  |                  |                  |           | 3 | 200,000       |
| 2024 | 24 | Stormwater Improvement Program                                                                                                                                                                                                                                                   | Pub Works  |                                 |               |                  |         |                  |                               |               |               |               |                  |                  | 200,000          |           |   | 200,000       |
| 2024 | 25 | Lease Program - Year 7                                                                                                                                                                                                                                                           | Pub Works  |                                 |               | 153,309          |         |                  |                               |               |               |               | 38,327           | 38,327           | 25,552           |           | 2 | 255,515       |
| 2024 | 26 | Groundsmaster Mower (Replace #8068) (Purchased 2018)                                                                                                                                                                                                                             | Pub Works  |                                 |               | 16,513           |         |                  |                               |               |               |               |                  |                  |                  | 10,000    | 4 | 26,513        |
| 2024 | 27 | Single-Axle Dump Truck (Replace #8432) (2012 Vehicle)                                                                                                                                                                                                                            | Pub Works  |                                 |               | 250,000          |         |                  |                               |               |               |               |                  |                  |                  | 40,000    | 4 | 290,000       |
| 2024 | 28 | Well #17 Construction                                                                                                                                                                                                                                                            | Pub Works  |                                 |               |                  |         |                  |                               | 2,500,000     |               |               |                  |                  |                  |           |   | 2,500,000     |
| 2024 | 29 | Sanitary Sewer Lining Program (Year 2 of 2)                                                                                                                                                                                                                                      | Pub Works  |                                 |               |                  |         |                  |                               |               |               |               |                  | 225,000          |                  |           |   | 225,000       |
| 2024 | 30 | Large Diameter Sanitary Sewer Cleaning                                                                                                                                                                                                                                           | Pub Works  |                                 |               |                  |         |                  |                               |               |               |               |                  | 80,000           |                  |           |   | 80,000        |
| 2024 | 31 | Bleachers Replacement Program (Takes Place of Picnic Table Program)                                                                                                                                                                                                              | Pub Works  | 25,000                          |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   | 25,000        |
| 2024 | 32 | Replace Central Park Shelter Windows                                                                                                                                                                                                                                             | Pub Works  | 40,000                          |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   | 40,000        |
| 2024 | 33 | Cold Planer Attachment for Skid Loader (Street Repairs)                                                                                                                                                                                                                          | Pub Works  |                                 |               | 30,000           |         |                  |                               |               |               |               |                  |                  |                  |           |   | 30,000        |
| 2024 | 34 | Aspen Avenue Extension                                                                                                                                                                                                                                                           | Pub Works  |                                 |               |                  |         |                  |                               |               |               |               | 150,000          | 200,000          | 250,000          |           |   | 600,000       |
| 2024 | 35 | Evermoor Parkway to Danube Trail Culvert                                                                                                                                                                                                                                         | Pub Works  |                                 |               |                  |         |                  |                               |               |               | 5,000         |                  |                  |                  |           |   | 5,000         |
| 2024 | 36 | CSAH 42 & Blaine Ave Trunk WM & PRV Relocation                                                                                                                                                                                                                                   | Pub Works  |                                 |               |                  |         |                  |                               | 1,625,000     |               |               |                  |                  |                  | 1,625,000 | 5 | 3,250,000     |
|      |    |                                                                                                                                                                                                                                                                                  |            |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |
|      |    |                                                                                                                                                                                                                                                                                  |            |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |
|      |    |                                                                                                                                                                                                                                                                                  |            |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |
|      |    |                                                                                                                                                                                                                                                                                  |            |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |
|      |    |                                                                                                                                                                                                                                                                                  |            |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |
|      |    |                                                                                                                                                                                                                                                                                  |            | 125,000                         | 950,000       | 920,054          | 450,000 | 1,300,000        | 200,000                       | 4,125,000     | 0             | 5,000         | 263,327          | 618,327          | 550,552          | 2,820,000 |   | 12,327,260    |
|      |    |                                                                                                                                                                                                                                                                                  |            | -                               |               | 873,200          |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |
|      |    | Total CIP Funding Requirements - Year 2024                                                                                                                                                                                                                                       |            |                                 | \$1,995,054   |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |
|      |    |                                                                                                                                                                                                                                                                                  |            |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |
| (#)  |    | These items will be funded with the issuance of Equipment Certificates.                                                                                                                                                                                                          |            |                                 | \$0           |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |
| 1    |    | Funding comes from Arena Fund operations/reserves.                                                                                                                                                                                                                               |            |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |
| 2    |    | Bold items are part of a lease program. This is a summary of the total for the year.                                                                                                                                                                                             |            |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |
| 3    |    | County advance funding requested. Rosemount will pay back in 2022 - 2024.                                                                                                                                                                                                        |            |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |
| 4    |    | Other funding for Public Works equipment comes from trade-in value of old vehicles.                                                                                                                                                                                              |            |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |
| 5    |    | Funding for CSAH 42 & Blaine WM & PRV Relocation from Water Core Funds and Developer Contributions (Other)                                                                                                                                                                       |            |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |
|      |    |                                                                                                                                                                                                                                                                                  |            |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |
|      |    | Total Building CIP levy for 2024 is \$0. If there is a difference, the difference between this number and the number from above is a result of a 10-year funding program and other funding alternatives (such as potential SKB revenues).                                        |            |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |
|      |    | Total Street CIP levy for 2024 is \$988,081. If there is a difference, the difference between this number and the number from above is a result of a 10-year funding program and other funding alternatives (such as potential SKB revenues).                                    |            |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |
|      |    | Total Equipment CIP levy for 2024 is \$873,200. \$153,200 is for year 4 of the Aerial Fire Truck lease-purchase. If there is a difference, the difference between this number and the number from above is a result of a 10-year funding program and other funding alternatives. |            |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |
|      |    |                                                                                                                                                                                                                                                                                  |            |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |

|      |    |                                                                     |              | Building<br>& Facilities<br>CIP | Street<br>CIP | Equipment<br>CIP | Assess  | Park Imp<br>Fund | MSA<br>Funds<br>From<br>State | Water<br>Core | Sewer<br>Core | Storm<br>Core | Water<br>Utility | Sewer<br>Utility | Storm<br>Utility | Other     |           | Total<br>Cost | 11/20/23   |
|------|----|---------------------------------------------------------------------|--------------|---------------------------------|---------------|------------------|---------|------------------|-------------------------------|---------------|---------------|---------------|------------------|------------------|------------------|-----------|-----------|---------------|------------|
| Year |    | Item - Description                                                  | Department   |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |           |               |            |
|      |    |                                                                     |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |           |               |            |
| 2025 | 1  | Rehab Lower Restrooms                                               | Arena        |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           | 21,000    | 1             | 21,000     |
| 2025 | 2  | Rehab Upper Restrooms                                               | Arena        |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           | 15,000    | 1             | 15,000     |
| 2025 | 3  | City-Wide Storage                                                   | Finance      |                                 |               | 10,000           |         |                  |                               |               |               |               |                  |                  |                  |           |           |               | 10,000     |
| 2025 | 4  | Phone Server Replacements (From 2020)                               | Finance      |                                 |               | 20,000           |         |                  |                               |               |               |               |                  |                  |                  |           |           |               | 20,000     |
| 2025 | 5  | City Hall / Parks / Police Network Upgrades                         | Finance      |                                 |               | 60,000           |         |                  |                               |               |               |               |                  |                  |                  |           |           |               | 60,000     |
| 2025 | 6  | Steeple Center Camera Replacement (17)                              | Finance      |                                 |               | 40,000           |         |                  |                               |               |               |               |                  |                  |                  |           |           |               | 40,000     |
| 2025 | 7  | Community Center Camera Additions (4)                               | Finance      |                                 |               | 6,000            |         |                  |                               |               |               |               |                  |                  |                  |           |           |               | 6,000      |
| 2025 | 8  | Replace Fire Department Mobile Computers (From 2020)                | Finance      |                                 |               | 40,000           |         |                  |                               |               |               |               |                  |                  |                  |           |           |               | 40,000     |
| 2025 | 9  | RCC Floor Scrubber                                                  | Park & Rec   |                                 |               | 15,000           |         |                  |                               |               |               |               |                  |                  |                  |           |           |               | 15,000     |
| 2025 | 10 | Central Park Improvements                                           | Park & Rec   | 600,000                         |               | 600,000          |         |                  |                               |               |               |               |                  |                  |                  |           |           |               | 1,200,000  |
| 2025 | 11 | RCC Remodel withe NG                                                | Park & Rec   |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           | 1,500,000 |               | 1,500,000  |
| 2025 | 12 | Umore Park Building                                                 | Park & Rec   |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           | 1,200,000 |               | 1,200,000  |
| 2025 | 13 | Neighborhood Park in Caramore Phase 1 - Construction                | Park & Rec   |                                 |               |                  |         | 800,000          |                               |               |               |               |                  |                  |                  |           |           |               | 800,000    |
| 2025 | 14 | Amber Fields Dog Part                                               | Park & Rec   |                                 |               |                  |         | 400,000          |                               |               |               |               |                  |                  |                  |           |           |               | 400,000    |
| 2025 | 15 | Aerial Platform Truck Replacement Payment (Year 5 of 7)             | Fire         |                                 |               | 153,200          |         |                  |                               |               |               |               |                  |                  |                  |           |           |               | 153,200    |
| 2025 | 16 | SCBA Airpack Decon Washers (2)                                      | Fire         |                                 |               | 70,000           |         |                  |                               |               |               |               |                  |                  |                  |           |           |               | 70,000     |
| 2025 | 17 | Rehabilitation Trailer                                              | Fire         |                                 |               | 13,500           |         |                  |                               |               |               |               |                  |                  |                  |           |           |               | 13,500     |
| 2025 | 18 | Replace Department AED's                                            | Fire         |                                 |               | 12,000           |         |                  |                               |               |               |               |                  |                  |                  |           |           |               | 12,000     |
| 2025 | 19 | City-Wide Software                                                  | Gen'l. Govt. |                                 |               | 25,000           |         |                  |                               |               |               |               |                  |                  |                  |           |           |               | 25,000     |
| 2025 | 20 | Replace Police Portable Radio Batteries                             | Police       |                                 |               | 5,500            |         |                  |                               |               |               |               |                  |                  |                  |           |           |               | 5,500      |
| 2025 | 21 | Squad Camera Video Storage (Year 5 of 6)                            | Police       |                                 |               | 54,250           |         |                  |                               |               |               |               |                  |                  |                  |           |           |               | 54,250     |
| 2025 | 22 | Body Worn Cameras and Storage                                       | Police       |                                 |               | 32,850           |         |                  |                               |               |               |               |                  |                  |                  |           |           |               | 32,850     |
| 2025 | 23 | Squad Set Up and Equipment Installation                             | Police       |                                 |               | 120,000          |         |                  |                               |               |               |               |                  |                  |                  |           |           |               | 120,000    |
| 2025 | 24 | Lease Program - Year 8                                              | Police       |                                 |               | 121,620          |         |                  |                               |               |               |               |                  |                  |                  |           | 2         |               | 121,620    |
| 2025 | 25 | Pedestrian Improvements Program                                     | Pub Works    |                                 | 125,000       |                  |         |                  |                               |               |               |               |                  |                  |                  |           |           |               | 125,000    |
| 2025 | 26 | PMP (Biscayne Point A, Shannon Pond E, and Geronime Pond)           | Pub Works    |                                 | 850,000       |                  | 250,000 |                  |                               |               |               |               | 60,000           | 175,000          | 175,000          |           |           |               | 1,510,000  |
| 2025 | 27 | Roundabout @ TH3 and RHS Entrance                                   | Pub Works    |                                 |               |                  |         |                  | 123,000                       |               |               |               |                  |                  |                  |           | 1,107,000 | 3             | 1,230,000  |
| 2025 | 28 | Stormwater Improvement Program                                      | Pub Works    |                                 |               |                  |         |                  |                               |               |               |               |                  |                  | 200,000          |           |           |               | 200,000    |
| 2025 | 29 | Lease Program - Year 8                                              | Pub Works    |                                 |               | 163,562          |         |                  |                               |               |               |               | 40,890           | 40,890           | 27,260           |           | 2         |               | 272,603    |
| 2025 | 30 | Water Truck (Replace #8431) (2013 Vehicle)                          | Pub Works    |                                 |               | 190,000          |         |                  |                               |               |               |               |                  |                  |                  |           | 20,000    | 4             | 210,000    |
| 2025 | 31 | Dump Tandem (Replace #8434) (2013 Vehicle)                          | Pub Works    |                                 |               | 255,000          |         |                  |                               |               |               |               |                  |                  |                  |           | 45,000    | 4             | 300,000    |
| 2025 | 32 | Public Works Central Garage Roof Replacement                        | Pub Works    | 90,000                          |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |           |               | 90,000     |
| 2025 | 33 | Blower Attachment for #8418 & #8420 (Replace #0123) (2008)          | Pub Works    |                                 |               | 6,000            |         |                  |                               |               |               |               |                  |                  |                  |           |           |               | 6,000      |
| 2025 | 34 | Blower Attachment for #8409 (Replace #0122) (2001)                  | Pub Works    |                                 |               | 24,000           |         |                  |                               |               |               |               |                  |                  |                  |           | 1,000     | 4             | 25,000     |
| 2025 | 35 | Pavement Roller (Replace #8129) (Purchased 2003)                    | Pub Works    |                                 |               | 58,000           |         |                  |                               |               |               |               |                  |                  |                  |           | 2,000     | 4             | 60,000     |
| 2025 | 36 | ABI Field Grader Attachment                                         | Pub Works    |                                 |               | 47,000           |         |                  |                               |               |               |               |                  |                  |                  |           |           |               | 47,000     |
| 2025 | 37 | Front End Loader (Yard Use - Loading Salt, Materials)               | Pub Works    |                                 |               | 250,000          |         |                  |                               |               |               |               |                  |                  |                  |           |           |               | 250,000    |
| 2025 | 38 | Bleachers Replacement Program (Takes Place of Picnic Table Program) | Pub Works    | 25,000                          |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |           |               | 25,000     |
| 2025 | 39 | Hydro-Seeder (Boulevard Repairs, ditch restoration)                 | Pub Works    |                                 |               | 65,000           |         |                  |                               |               |               |               |                  |                  |                  |           | 45,000    | 6             | 110,000    |
| 2025 | 40 | Gator or Workman Side-by-Side                                       | Pub Works    |                                 |               | 50,000           |         |                  |                               |               |               |               |                  |                  |                  |           |           |               | 50,000     |
| 2025 | 41 | Mini-Excavator                                                      | Pub Works    |                                 |               | 90,000           |         |                  |                               |               |               |               |                  |                  |                  |           |           |               | 90,000     |
| 2025 | 42 | Aerator (Replace #0157) (Purchased 2013)                            | Pub Works    |                                 |               | 18,000           |         |                  |                               |               |               |               |                  |                  |                  |           | 2,000     | 4             | 20,000     |
| 2025 | 43 | Holder Sidewalk Snow Clearing Machine w/Blower                      | Pub Works    |                                 |               | 175,000          |         |                  |                               |               |               |               |                  |                  |                  |           |           |               | 175,000    |
| 2025 | 44 | CSAH 42 & Blaine Water Tower 2MG Storage                            | Pub Works    |                                 |               |                  |         |                  |                               | 7,200,000     |               |               |                  |                  |                  |           |           | 5             | 7,200,000  |
| 2025 | 45 | PMP - Cameo Ave/143rd St W                                          | Pub Works    |                                 |               |                  |         |                  |                               |               |               |               | 500,000          | 500,000          | 70,000           |           |           |               | 1,070,000  |
| 2025 | 46 | Blaine Ave Upgrades                                                 | Pub Works    |                                 |               |                  |         |                  |                               |               | 1,250,000     |               |                  |                  | 500,000          |           |           |               | 1,750,000  |
|      |    |                                                                     |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |           |               |            |
|      |    |                                                                     |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |           |               |            |
|      |    |                                                                     |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |           |               |            |
|      |    |                                                                     |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |           |               |            |
|      |    |                                                                     |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |           |               |            |
|      |    |                                                                     |              | 715,000                         | 975,000       | 2,790,482        | 250,000 | 1,200,000        | 123,000                       | 7,200,000     | 1,250,000     | 0             | 600,890          | 715,890          | 972,260          | 3,958,000 |           |               | 20,750,523 |
|      |    | Total CIP Funding Requirements - Year 2025                          |              |                                 | \$4,480,482   |                  |         |                  |                               |               |               |               |                  |                  |                  |           |           |               |            |

| Year |  | Item - Description                                                                                                                                                                                                                                                               | Department | Building<br>& Facilities<br>CIP | Street<br>CIP | Equipment<br>CIP | Assess | Park Imp<br>Fund | MSA<br>Funds<br>From<br>State | Water<br>Core | Sewer<br>Core | Storm<br>Core | Water<br>Utility | Sewer<br>Utility | Storm<br>Utility | Other |  | 11/20/23<br><br>Total<br>Cost |
|------|--|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|---------------------------------|---------------|------------------|--------|------------------|-------------------------------|---------------|---------------|---------------|------------------|------------------|------------------|-------|--|-------------------------------|
| (#)  |  | These items will be funded with the issuance of Equipment Certificates.                                                                                                                                                                                                          |            |                                 | \$0           |                  |        |                  |                               |               |               |               |                  |                  |                  |       |  |                               |
| 1    |  | Funding comes from Arena Fund operations/reserves.                                                                                                                                                                                                                               |            |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |       |  |                               |
| 2    |  | Bold items are part of a lease program. This is a summary of the total for the year.                                                                                                                                                                                             |            |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |       |  |                               |
| 3    |  | Highway Safety Improvement Program (HSIP) funding via MnDot.                                                                                                                                                                                                                     |            |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |       |  |                               |
| 4    |  | Other funding for Public Works equipment comes from trade-in value of old vehicles.                                                                                                                                                                                              |            |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |       |  |                               |
| 5    |  | Funding for CSAH 42 & Blaine Water Tower will come from Water Revenue bond issue.                                                                                                                                                                                                |            |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |       |  |                               |
| 6    |  | Funding will come from assigned funds in CIP.                                                                                                                                                                                                                                    |            |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |       |  |                               |
|      |  |                                                                                                                                                                                                                                                                                  |            |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |       |  |                               |
|      |  | Total Building CIP levy for 2025 is \$0. If there is a difference, the difference between this number and the number from above is a result of a 10-year funding program and other funding alternatives (such as potential SKB revenues).                                        |            |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |       |  |                               |
|      |  | Total Street CIP levy for 2025 is \$1,017,723. If there is a difference, the difference between this number and the number from above is a result of a 10-year funding program and other funding alternatives (such as potential SKB revenues).                                  |            |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |       |  |                               |
|      |  | Total Equipment CIP levy for 2025 is \$893,200. \$153,200 is for year 5 of the Aerial Fire Truck lease-purchase. If there is a difference, the difference between this number and the number from above is a result of a 10-year funding program and other funding alternatives. |            |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |       |  |                               |
|      |  |                                                                                                                                                                                                                                                                                  |            |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |       |  |                               |

|      |    |                                                                                                                                                                                                                                                                                  |              | Building<br>& Facilities<br>CIP | Street<br>CIP | Equipment<br>CIP | Assess | Park Imp<br>Fund | MSA<br>Funds<br>From<br>State | Water<br>Core | Sewer<br>Core | Storm<br>Core | Water<br>Utility | Sewer<br>Utility | Storm<br>Utility | Other     |           | Total<br>Cost | 11/9/23    |
|------|----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|---------------------------------|---------------|------------------|--------|------------------|-------------------------------|---------------|---------------|---------------|------------------|------------------|------------------|-----------|-----------|---------------|------------|
| Year |    | Item - Description                                                                                                                                                                                                                                                               | Department   |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |           |           |               |            |
|      |    |                                                                                                                                                                                                                                                                                  |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |           |           |               |            |
| 2026 | 1  | Purchase Land for Recreation Facility                                                                                                                                                                                                                                            | Arena        |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |           | 600,000   | 1             | 600,000    |
| 2026 | 2  | City-Wide Storage                                                                                                                                                                                                                                                                | Finance      |                                 |               | 10,000           |        |                  |                               |               |               |               |                  |                  |                  |           |           |               | 10,000     |
| 2026 | 3  | PC Workstation Upgrades (From 2021) (Police, Fire, P.W.)                                                                                                                                                                                                                         | Finance      |                                 |               | 130,000          |        |                  |                               |               |               |               |                  |                  |                  |           |           |               | 130,000    |
| 2026 | 4  | Aerial Platform Truck Replacement Payment (Year 6 of 7)                                                                                                                                                                                                                          | Fire         |                                 |               | 153,200          |        |                  |                               |               |               |               |                  |                  |                  |           |           |               | 153,200    |
| 2026 | 5  | Replace Engine 21 (Purchased in 2001)                                                                                                                                                                                                                                            | Fire         |                                 |               | 975,000          |        |                  |                               |               |               |               |                  |                  |                  |           |           |               | 975,000    |
| 2026 | 6  | City-Wide Software                                                                                                                                                                                                                                                               | Gen'l. Govt. |                                 |               | 25,000           |        |                  |                               |               |               |               |                  |                  |                  |           |           |               | 25,000     |
| 2026 | 7  | Steeple Center Tuck Pointing                                                                                                                                                                                                                                                     | Park & Rec   | 30,000                          |               |                  |        |                  |                               |               |               |               |                  |                  |                  |           |           |               | 30,000     |
| 2026 | 8  | RCC Banquet Hall Tables and Chairs                                                                                                                                                                                                                                               | Park & Rec   |                                 |               | 70,000           |        |                  |                               |               |               |               |                  |                  |                  |           |           |               | 70,000     |
| 2026 | 9  | Central Park and Former PW Site Improvements                                                                                                                                                                                                                                     | Park & Rec   |                                 |               |                  |        | 500,000          |                               |               |               |               |                  |                  |                  |           | 1,500,000 |               | 2,000,000  |
| 2026 | 10 | Improvements at McMenomy Woods Park                                                                                                                                                                                                                                              | Park & Rec   |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |           | 600,000   |               | 600,000    |
| 2026 | 11 | Construct Greenway Trail - Schmitz Segment                                                                                                                                                                                                                                       | Park & Rec   |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |           | 500,000   |               | 500,000    |
| 2026 | 12 | Construct Baseball Field at Umore                                                                                                                                                                                                                                                | Park & Rec   |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |           | 1,500,000 |               | 1,500,000  |
| 2026 | 13 | Replace Half of AED's (6)                                                                                                                                                                                                                                                        | Police       |                                 |               | 9,500            |        |                  |                               |               |               |               |                  |                  |                  |           |           |               | 9,500      |
| 2026 | 14 | Squad Camera Video Storage (Year 6 of 6)                                                                                                                                                                                                                                         | Police       |                                 |               | 18,000           |        |                  |                               |               |               |               |                  |                  |                  |           |           |               | 18,000     |
| 2026 | 15 | Replace Duty Handguns (35)                                                                                                                                                                                                                                                       | Police       |                                 |               | 21,000           |        |                  |                               |               |               |               |                  |                  |                  |           |           |               | 21,000     |
| 2026 | 16 | Squad Camera Video Storage (Year 5 of 6)                                                                                                                                                                                                                                         | Police       |                                 |               | 54,250           |        |                  |                               |               |               |               |                  |                  |                  |           |           |               | 54,250     |
| 2026 | 17 | Body Worn Cameras and Storage                                                                                                                                                                                                                                                    | Police       |                                 |               | 32,850           |        |                  |                               |               |               |               |                  |                  |                  |           |           |               | 32,850     |
| 2026 | 18 | Squad Set Up and Equipment Installation                                                                                                                                                                                                                                          | Police       |                                 |               | 105,000          |        |                  |                               |               |               |               |                  |                  |                  |           |           |               | 105,000    |
| 2026 | 19 | Lease Program - Year 9                                                                                                                                                                                                                                                           | Police       |                                 |               | 117,422          |        |                  |                               |               |               |               |                  |                  |                  |           |           | 2             | 117,422    |
| 2026 | 20 | Pedestrian Improvements Program                                                                                                                                                                                                                                                  | Pub Works    |                                 | 125,000       |                  |        |                  |                               |               |               |               |                  |                  |                  |           |           |               | 125,000    |
| 2026 | 21 | PMP (Oak Ridge)                                                                                                                                                                                                                                                                  | Pub Works    |                                 | 200,000       |                  | 50,000 |                  |                               |               |               | 50,000        |                  |                  |                  |           |           |               | 300,000    |
| 2026 | 22 | Stormwater Improvement Program                                                                                                                                                                                                                                                   | Pub Works    |                                 |               |                  |        |                  |                               |               |               |               |                  |                  | 200,000          |           |           |               | 200,000    |
| 2026 | 23 | Lease Program - Year 9                                                                                                                                                                                                                                                           | Pub Works    |                                 |               | 165,579          |        |                  |                               |               |               |               | 41,395           | 41,393           | 27,597           |           | 2         |               | 275,964    |
| 2026 | 24 | John Deere Trailer (Replace #0525) (Purchased 2010)                                                                                                                                                                                                                              | Pub Works    |                                 |               | 12,000           |        |                  |                               |               |               |               |                  |                  |                  |           |           |               | 12,000     |
| 2026 | 25 | Wood Chipper (Replace #8161) (Purchased 2014)                                                                                                                                                                                                                                    | Pub Works    |                                 |               | 45,000           |        |                  |                               |               |               |               |                  |                  |                  |           | 5,000     | 3             | 50,000     |
| 2026 | 26 | Jetter (Replace #8445) (2006 Vehicle)                                                                                                                                                                                                                                            | Pub Works    |                                 |               |                  |        |                  |                               |               |               |               |                  | 132,500          | 132,500          |           | 25,000    | 3             | 290,000    |
| 2026 | 27 | Water Treatment Facility (Construction)                                                                                                                                                                                                                                          | Pub Works    |                                 |               |                  |        |                  |                               | 12,450,000    |               |               | 37,350,000       |                  |                  |           |           | 4             | 49,800,000 |
|      |    |                                                                                                                                                                                                                                                                                  |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |           |           |               |            |
|      |    |                                                                                                                                                                                                                                                                                  |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |           |           |               |            |
|      |    |                                                                                                                                                                                                                                                                                  |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |           |           |               |            |
|      |    |                                                                                                                                                                                                                                                                                  |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |           |           |               |            |
|      |    |                                                                                                                                                                                                                                                                                  |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |           |           |               |            |
|      |    |                                                                                                                                                                                                                                                                                  |              | 30,000                          | 325,000       | 1,943,801        | 50,000 | 500,000          | 0                             | 12,450,000    | 0             | 50,000        | 37,391,395       | 173,893          | 360,097          | 4,730,000 |           |               | 58,004,186 |
|      |    | Total CIP Funding Requirements - Year 2026                                                                                                                                                                                                                                       |              |                                 | \$2,298,801   |                  |        |                  |                               |               |               |               |                  |                  |                  |           |           |               |            |
|      |    |                                                                                                                                                                                                                                                                                  |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |           |           |               |            |
| (#)  |    | These items will be funded with the issuance of Equipment Certificates.                                                                                                                                                                                                          |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |           |           |               |            |
| 1    |    | Funding comes from Arena Fund operations/reserves.                                                                                                                                                                                                                               |              |                                 | \$0           |                  |        |                  |                               |               |               |               |                  |                  |                  |           |           |               |            |
| 2    |    | Bold items are part of a lease program. This is a summary of the total for the year.                                                                                                                                                                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |           |           |               |            |
| 3    |    | Other funding for Public Works equipment comes from trade-in value of old vehicles.                                                                                                                                                                                              |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |           |           |               |            |
| 4    |    | Water Treatment Facility will come from a Water Revenue bond issue.                                                                                                                                                                                                              |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |           |           |               |            |
|      |    |                                                                                                                                                                                                                                                                                  |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |           |           |               |            |
|      |    | Total Building CIP levy for 2026 is \$0. If there is a difference, the difference between this number and the number from above is a result of a 10-year funding program and other funding alternatives (such as potential SKB revenues).                                        |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |           |           |               |            |
|      |    | Total Street CIP levy for 2026 is \$1,048,255. If there is a difference, the difference between this number and the number from above is a result of a 10-year funding program and other funding alternatives (such as potential SKB revenues).                                  |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |           |           |               |            |
|      |    | Total Equipment CIP levy for 2026 is \$913,200. \$153,200 is for year 6 of the Aerial Fire Truck lease-purchase. If there is a difference, the difference between this number and the number from above is a result of a 10-year funding program and other funding alternatives. |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |           |           |               |            |
|      |    |                                                                                                                                                                                                                                                                                  |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |           |           |               |            |

|      |    |                                                                                                                                                                                                                                                                                  |              | Building<br>& Facilities<br>CIP | Street<br>CIP | Equipment<br>CIP | Assess  | Park Imp<br>Fund | MSA<br>Funds<br>From<br>State | Water<br>Core | Sewer<br>Core | Storm<br>Core | Water<br>Utility | Sewer<br>Utility | Storm<br>Utility | Other     |   | 11/17/23      |
|------|----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|---------------------------------|---------------|------------------|---------|------------------|-------------------------------|---------------|---------------|---------------|------------------|------------------|------------------|-----------|---|---------------|
| Year |    | Item - Description                                                                                                                                                                                                                                                               | Department   |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   | Total<br>Cost |
|      |    |                                                                                                                                                                                                                                                                                  |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |
| 2027 | 1  | Replace Ice Resurfacers                                                                                                                                                                                                                                                          | Arena        |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  | 160,000   | 1 | 160,000       |
| 2027 | 2  | City-Wide Storage                                                                                                                                                                                                                                                                | Finance      |                                 |               | 30,000           |         |                  |                               |               |               |               |                  |                  |                  |           |   | 30,000        |
| 2027 | 3  | Aerial Platform Truck Replacement Payment (Year 7 of 7)                                                                                                                                                                                                                          | Fire         |                                 |               | 153,200          |         |                  |                               |               |               |               |                  |                  |                  |           |   | 153,200       |
| 2027 | 4  | City-Wide Software                                                                                                                                                                                                                                                               | Gen'l. Govt. |                                 |               | 25,000           |         |                  |                               |               |               |               |                  |                  |                  |           |   | 25,000        |
| 2027 | 5  | Erickson Park Ballfield Renovation                                                                                                                                                                                                                                               | Park & Rec   |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  | 2,000,000 |   | 2,000,000     |
| 2027 | 6  | Purchase Land for Athletic Complex (80 acres)                                                                                                                                                                                                                                    | Park & Rec   |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  | 3,500,000 |   | 3,500,000     |
| 2027 | 7  | New Neighborhood Park N- 5 (Umore Property)                                                                                                                                                                                                                                      | Park & Rec   |                                 |               |                  |         | 600,000          |                               |               |               |               |                  |                  |                  |           |   | 600,000       |
| 2027 | 8  | McMenomy Woods Facility                                                                                                                                                                                                                                                          | Park & Rec   |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  | 800,000   |   | 800,000       |
| 2027 | 9  | Tennis Courts at Erickson Park                                                                                                                                                                                                                                                   | Park & Rec   |                                 |               |                  |         | 800,000          |                               |               |               |               |                  |                  |                  |           |   | 800,000       |
| 2027 | 10 | Squad Camera Video Storage                                                                                                                                                                                                                                                       | Police       |                                 |               | 52,450           |         |                  |                               |               |               |               |                  |                  |                  |           |   | 52,450        |
| 2027 | 11 | Body Worn Cameras and Storage                                                                                                                                                                                                                                                    | Police       |                                 |               | 32,450           |         |                  |                               |               |               |               |                  |                  |                  |           |   | 32,450        |
| 2027 | 12 | Squad Set Up and Equipment Installation                                                                                                                                                                                                                                          | Police       |                                 |               | 120,000          |         |                  |                               |               |               |               |                  |                  |                  |           |   | 120,000       |
| 2027 | 13 | Lease Program - Year 10                                                                                                                                                                                                                                                          | Police       |                                 |               | 112,832          |         |                  |                               |               |               |               |                  |                  |                  |           | 2 | 112,832       |
| 2027 | 14 | Pedestrian Improvements Program                                                                                                                                                                                                                                                  | Pub Works    |                                 | 125,000       |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   | 125,000       |
| 2027 | 15 | PMP (Bloomfield A/B)                                                                                                                                                                                                                                                             | Pub Works    |                                 | 400,000       |                  | 275,000 |                  | 550,000                       |               |               |               | 60,000           | 185,000          | 75,000           |           |   | 1,545,000     |
| 2027 | 16 | Stormwater Improvement Program                                                                                                                                                                                                                                                   | Pub Works    |                                 |               |                  |         |                  |                               |               |               |               |                  |                  | 200,000          |           |   | 200,000       |
| 2027 | 17 | Lease Program - Year 10                                                                                                                                                                                                                                                          | Pub Works    |                                 |               | 170,019          |         |                  |                               |               |               |               | 42,505           | 42,505           | 28,337           |           | 2 | 283,365       |
| 2027 | 18 | Dump Single (Replace #8437) (2014 Vehicle)                                                                                                                                                                                                                                       | Pub Works    |                                 |               | 170,000          |         |                  |                               |               |               |               |                  |                  |                  | 40,000    | 3 | 210,000       |
| 2027 | 19 | Sweeper (Replace #8444) (Purchased 2017)                                                                                                                                                                                                                                         | Pub Works    |                                 |               | 110,000          |         |                  |                               |               |               |               |                  |                  | 110,000          | 20,000    | 3 | 240,000       |
|      |    |                                                                                                                                                                                                                                                                                  |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |
|      |    |                                                                                                                                                                                                                                                                                  |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |
|      |    |                                                                                                                                                                                                                                                                                  |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |
|      |    |                                                                                                                                                                                                                                                                                  |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |
|      |    |                                                                                                                                                                                                                                                                                  |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |
|      |    |                                                                                                                                                                                                                                                                                  |              | 0                               | 525,000       | 975,951          | 275,000 | 1,400,000        | 550,000                       | 0             | 0             | 0             | 102,505          | 227,505          | 413,337          | 6,360,000 |   | 10,829,297    |
|      |    | Total CIP Funding Requirements - Year 2027                                                                                                                                                                                                                                       |              |                                 | \$1,500,951   |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |
| (#)  |    | These items will be funded with the issuance of Equipment Certificates.                                                                                                                                                                                                          |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |
| 1    |    | Funding comes from Arena Fund operations/reserves.                                                                                                                                                                                                                               |              |                                 | \$0           |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |
| 2    |    | Bold items are part of a lease program. This is a summary of the total for the year.                                                                                                                                                                                             |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |
| 3    |    | Other funding for Public Works equipment comes from trade-in value of old vehicles.                                                                                                                                                                                              |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |
|      |    |                                                                                                                                                                                                                                                                                  |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |
|      |    | Total Building CIP levy for 2027 is \$0. If there is a difference, the difference between this number and the number from above is a result of a 10-year funding program and other funding alternatives (such as potential SKB revenues).                                        |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |
|      |    | Total Street CIP levy for 2027 is \$1,079,702. If there is a difference, the difference between this number and the number from above is a result of a 10-year funding program and other funding alternatives (such as potential SKB revenues).                                  |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |
|      |    | Total Equipment CIP levy for 2027 is \$933,200. \$153,200 is for year 7 of the Aerial Fire Truck lease-purchase. If there is a difference, the difference between this number and the number from above is a result of a 10-year funding program and other funding alternatives. |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |
|      |    |                                                                                                                                                                                                                                                                                  |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |           |   |               |

|      |    |                                                                                                                                                                                                                                                 |              | Building<br>& Facilities<br>CIP | Street<br>CIP | Equipment<br>CIP |         | Park Imp<br>Fund | MSA<br>Funds<br>From<br>State | Water<br>Core | Sewer<br>Core | Storm<br>Core | Water<br>Utility | Sewer<br>Utility | Storm<br>Utility | Other   |         | 11/9/23       |         |
|------|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|---------------------------------|---------------|------------------|---------|------------------|-------------------------------|---------------|---------------|---------------|------------------|------------------|------------------|---------|---------|---------------|---------|
| Year |    | Item - Description                                                                                                                                                                                                                              | Department   |                                 |               |                  | Assess  |                  |                               |               |               |               |                  |                  |                  |         |         | Total<br>Cost |         |
|      |    |                                                                                                                                                                                                                                                 |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |         |         |               |         |
| 2028 | 1  | Replace Skate Tile                                                                                                                                                                                                                              | Arena        |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |         | 110,000 | 1             | 110,000 |
| 2028 | 2  | City-Wide Storage                                                                                                                                                                                                                               | Finance      |                                 |               | 10,000           |         |                  |                               |               |               |               |                  |                  |                  |         |         | 10,000        |         |
| 2028 | 3  | PC Workstation Upgrades (From 2023) (City Hall and Park & Rec)                                                                                                                                                                                  | Finance      |                                 |               | 100,000          |         |                  |                               |               |               |               |                  |                  |                  |         |         | 100,000       |         |
| 2028 | 4  | Replace Fire Tunrout Gear/5 year Rotation                                                                                                                                                                                                       | Fire         |                                 |               | 210,000          |         |                  |                               |               |               |               |                  |                  |                  |         |         | 210,000       |         |
| 2028 | 5  | City-Wide Software                                                                                                                                                                                                                              | Gen'l. Govt. |                                 |               | 25,000           |         |                  |                               |               |               |               |                  |                  |                  |         |         | 25,000        |         |
| 2028 | 6  | Design of new outdoor athletic complex                                                                                                                                                                                                          | Park & Rec   |                                 |               |                  |         | 80,000           |                               |               |               |               |                  |                  |                  |         |         | 80,000        |         |
| 2028 | 7  | Replace Police Portable Radio Batteries                                                                                                                                                                                                         | Police       |                                 |               | 6,000            |         |                  |                               |               |               |               |                  |                  |                  |         |         | 6,000         |         |
| 2028 | 8  | Squad Camera Video Storage                                                                                                                                                                                                                      | Police       |                                 |               | 52,450           |         |                  |                               |               |               |               |                  |                  |                  |         |         | 52,450        |         |
| 2028 | 9  | Body Worn Cameras and Storage                                                                                                                                                                                                                   | Police       |                                 |               | 32,450           |         |                  |                               |               |               |               |                  |                  |                  |         |         | 32,450        |         |
| 2028 | 10 | Squad Set Up and Equipment Installation                                                                                                                                                                                                         | Police       |                                 |               | 60,000           |         |                  |                               |               |               |               |                  |                  |                  |         |         | 60,000        |         |
| 2028 | 11 | Lease Program - Year 11                                                                                                                                                                                                                         | Police       |                                 |               | 123,437          |         |                  |                               |               |               |               |                  |                  |                  |         | 2       | 123,437       |         |
| 2028 | 12 | Pedestrian Improvements Program                                                                                                                                                                                                                 | Pub Works    |                                 | 125,000       |                  |         |                  |                               |               |               |               |                  |                  |                  |         |         | 125,000       |         |
| 2028 | 13 | PMP (Motz, Rosemount Hills A/B)                                                                                                                                                                                                                 | Pub Works    |                                 | 1,300,000     |                  | 400,000 |                  |                               |               |               |               | 65,000           | 190,000          | 75,000           |         |         | 2,030,000     |         |
| 2028 | 14 | Stormwater Improvement Program                                                                                                                                                                                                                  | Pub Works    |                                 |               |                  |         |                  |                               |               |               |               |                  |                  | 200,000          |         |         | 200,000       |         |
| 2028 | 15 | Lease Program - Year 11                                                                                                                                                                                                                         | Pub Works    |                                 |               | 175,085          |         |                  |                               |               |               |               | 43,771           | 43,771           | 29,181           |         | 2       | 291,808       |         |
| 2028 | 16 | Bobcat (Replace #8420) (2018 Vehicle)                                                                                                                                                                                                           | Pub Works    |                                 |               | 35,000           |         |                  |                               |               |               |               |                  |                  | 35,000           | 15,000  | 3       | 85,000        |         |
| 2028 | 17 | Groundmaster (Replace #8607) (2021 Vehicle)                                                                                                                                                                                                     | Pub Works    |                                 |               | 110,000          |         |                  |                               |               |               |               |                  |                  |                  | 10,000  | 3       | 120,000       |         |
| 2028 | 18 | Single-Axle Dump Truck (Replace #8433) (2016 Vehicle)                                                                                                                                                                                           | Pub Works    |                                 |               | 185,000          |         |                  |                               |               |               |               |                  |                  |                  | 35,000  | 3       | 220,000       |         |
| 2028 | 19 | Tandem-Axle Dump Truck (Replace #8435) (2016 Vehicle)                                                                                                                                                                                           | Pub Works    |                                 |               | 210,000          |         |                  |                               |               |               |               |                  |                  |                  | 40,000  | 3       | 250,000       |         |
|      |    |                                                                                                                                                                                                                                                 |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |         |         |               |         |
|      |    |                                                                                                                                                                                                                                                 |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |         |         |               |         |
|      |    |                                                                                                                                                                                                                                                 |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |         |         |               |         |
|      |    |                                                                                                                                                                                                                                                 |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |         |         |               |         |
|      |    |                                                                                                                                                                                                                                                 |              | 0                               | 1,425,000     | 1,334,422        | 400,000 | 80,000           | 0                             | 0             | 0             | 0             | 108,771          | 233,771          | 339,181          | 100,000 |         | 4,021,145     |         |
|      |    | Total CIP Funding Requirements - Year 2028                                                                                                                                                                                                      |              |                                 | \$2,759,422   |                  |         |                  |                               |               |               |               |                  |                  |                  |         |         |               |         |
|      |    |                                                                                                                                                                                                                                                 |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |         |         |               |         |
| (#)  |    | These items will be funded with the issuance of Equipment Certificates.                                                                                                                                                                         |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |         |         |               |         |
| 1    |    | Funding comes from Arena Fund operations/reserves.                                                                                                                                                                                              |              |                                 | \$0           |                  |         |                  |                               |               |               |               |                  |                  |                  |         |         |               |         |
| 2    |    | Bold items are part of a lease program. This is a summary of the total for the year.                                                                                                                                                            |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |         |         |               |         |
| 3    |    | Other funding for Public Works equipment comes from trade-in value of old vehicles.                                                                                                                                                             |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |         |         |               |         |
|      |    |                                                                                                                                                                                                                                                 |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |         |         |               |         |
|      |    | Total Building CIP levy for 2028 is \$0. If there is a difference, the difference between this number and the number from above is a result of a 10-year funding program and other funding alternatives (such as potential SKB revenues).       |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |         |         |               |         |
|      |    | Total Street CIP levy for 2028 is \$1,112,093. If there is a difference, the difference between this number and the number from above is a result of a 10-year funding program and other funding alternatives (such as potential SKB revenues). |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |         |         |               |         |
|      |    | Total Equipment CIP levy for 2028 is \$800,000. If there is a difference, the difference between this number and the number from above is a result of a 10-year funding program and other funding alternatives.                                 |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |         |         |               |         |
|      |    |                                                                                                                                                                                                                                                 |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |         |         |               |         |

|      |    |                                                                                                                                                                                                                                                 |              | Building<br>& Facilities<br>CIP | Street<br>CIP | Equipment<br>CIP | Assess  | Park Imp<br>Fund | MSA<br>Funds<br>From<br>State | Water<br>Core | Sewer<br>Core | Storm<br>Core | Water<br>Utility | Sewer<br>Utility | Storm<br>Utility | Other  |   | 11/9/23       |
|------|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|---------------------------------|---------------|------------------|---------|------------------|-------------------------------|---------------|---------------|---------------|------------------|------------------|------------------|--------|---|---------------|
| Year |    | Item - Description                                                                                                                                                                                                                              | Department   |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |        |   | Total<br>Cost |
|      |    |                                                                                                                                                                                                                                                 |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |        |   |               |
| 2029 | 1  | City-Wide Storage                                                                                                                                                                                                                               | Finance      |                                 |               | 10,000           |         |                  |                               |               |               |               |                  |                  |                  |        |   | 10,000        |
| 2029 | 2  | PC Workstation Upgrades (From 2025) (Police, Fire, P.W.)                                                                                                                                                                                        | Finance      |                                 |               | 100,000          |         |                  |                               |               |               |               |                  |                  |                  |        |   | 100,000       |
| 2029 | 3  | City-Wide Software                                                                                                                                                                                                                              | Gen'l. Govt. |                                 |               | 25,000           |         |                  |                               |               |               |               |                  |                  |                  |        |   | 25,000        |
| 2029 | 4  | Squad Camera Video Storage                                                                                                                                                                                                                      | Police       |                                 |               | 52,450           |         |                  |                               |               |               |               |                  |                  |                  |        |   | 52,450        |
| 2029 | 5  | Body Worn Cameras and Storage                                                                                                                                                                                                                   | Police       |                                 |               | 32,450           |         |                  |                               |               |               |               |                  |                  |                  |        |   | 32,450        |
| 2029 | 6  | Squad Set Up and Equipment Installation                                                                                                                                                                                                         | Police       |                                 |               | 95,000           |         |                  |                               |               |               |               |                  |                  |                  |        |   | 95,000        |
| 2029 | 7  | Lease Program - Year 12                                                                                                                                                                                                                         | Police       |                                 |               | 123,437          |         |                  |                               |               |               |               |                  |                  |                  | 2      |   | 123,437       |
| 2029 | 8  | Pedestrian Improvements Program                                                                                                                                                                                                                 | Pub Works    |                                 | 125,000       |                  |         |                  |                               |               |               |               |                  |                  |                  |        |   | 125,000       |
| 2029 | 9  | PMP (Carrollton A, Evermoor A/C, Connemara Crossings, Bloomfield C)                                                                                                                                                                             | Pub Works    |                                 | 776,282       |                  | 417,998 |                  |                               |               |               |               | 65,000           | 65,000           | 65,000           |        |   | 1,389,280     |
| 2029 | 10 | Stormwater Improvement Program                                                                                                                                                                                                                  | Pub Works    |                                 |               |                  |         |                  |                               |               |               |               |                  |                  | 200,000          |        |   | 200,000       |
| 2029 | 11 | Lease Program - Year 12                                                                                                                                                                                                                         | Pub Works    |                                 |               | 178,978          |         |                  |                               |               |               |               | 44,744           | 44,744           | 29,830           |        | 2 | 298,296       |
| 2029 | 12 | Gator TS (Replace 8402) (2017 Vehicle)                                                                                                                                                                                                          | Pub Works    |                                 |               | 13,500           |         |                  |                               |               |               |               |                  |                  |                  | 1,500  | 3 | 15,000        |
| 2029 | 13 | RTV Kubota (Replace 8401) (2017 Vehicle)                                                                                                                                                                                                        | Pub Works    |                                 |               | 26,000           |         |                  |                               |               |               |               |                  |                  |                  | 4,000  | 3 | 30,000        |
| 2029 | 14 | Skid-Steer (Replace 8418) (2019 Vehicle)                                                                                                                                                                                                        | Pub Works    |                                 |               | 55,000           |         |                  |                               |               |               |               |                  |                  |                  | 5,000  | 3 | 60,000        |
|      |    |                                                                                                                                                                                                                                                 |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |        |   |               |
|      |    |                                                                                                                                                                                                                                                 |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |        |   |               |
|      |    |                                                                                                                                                                                                                                                 |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |        |   |               |
|      |    |                                                                                                                                                                                                                                                 |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |        |   |               |
|      |    |                                                                                                                                                                                                                                                 |              | 0                               | 901,282       | 711,815          | 417,998 | 0                | 0                             | 0             | 0             | 0             | 109,744          | 109,744          | 294,830          | 10,500 |   | 2,555,913     |
|      |    |                                                                                                                                                                                                                                                 |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |        |   |               |
|      |    | Total CIP Funding Requirements - Year 2029                                                                                                                                                                                                      |              |                                 | \$1,613,097   |                  |         |                  |                               |               |               |               |                  |                  |                  |        |   |               |
|      |    |                                                                                                                                                                                                                                                 |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |        |   |               |
| (#)  |    | These items will be funded with the issuance of Equipment Certificates.                                                                                                                                                                         |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |        |   |               |
| 1    |    | Funding comes from Arena Fund operations/reserves.                                                                                                                                                                                              |              |                                 | \$0           |                  |         |                  |                               |               |               |               |                  |                  |                  |        |   |               |
| 2    |    | Bold items are part of a lease program. This is a summary of the total for the year.                                                                                                                                                            |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |        |   |               |
| 3    |    | Other funding for Public Works equipment comes from trade-in value of old vehicles.                                                                                                                                                             |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |        |   |               |
|      |    |                                                                                                                                                                                                                                                 |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |        |   |               |
|      |    | Total Building CIP levy for 2029 is \$0. If there is a difference, the difference between this number and the number from above is a result of a 10-year funding program and other funding alternatives (such as potential SKB revenues).       |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |        |   |               |
|      |    | Total Street CIP levy for 2029 is \$1,112,093. If there is a difference, the difference between this number and the number from above is a result of a 10-year funding program and other funding alternatives (such as potential SKB revenues). |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |        |   |               |
|      |    | Total Equipment CIP levy for 2029 is \$800,000. If there is a difference, the difference between this number and the number from above is a result of a 10-year funding program and other funding alternatives.                                 |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |        |   |               |
|      |    |                                                                                                                                                                                                                                                 |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |        |   |               |

|      |    |                                                                                                                                                                                                                                                 |              | Building<br>& Facilities<br>CIP | Street<br>CIP | Equipment<br>CIP | Assess  | Park Imp<br>Fund | MSA<br>Funds<br>From<br>State | Water<br>Core | Sewer<br>Core | Storm<br>Core | Water<br>Utility | Sewer<br>Utility | Storm<br>Utility | Other |   | 11/9/23       |
|------|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|---------------------------------|---------------|------------------|---------|------------------|-------------------------------|---------------|---------------|---------------|------------------|------------------|------------------|-------|---|---------------|
| Year |    | Item - Description                                                                                                                                                                                                                              | Department   |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |       |   | Total<br>Cost |
|      |    |                                                                                                                                                                                                                                                 |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |       |   |               |
| 2030 | 1  | City-Wide Storage                                                                                                                                                                                                                               | Finance      |                                 |               | 10,000           |         |                  |                               |               |               |               |                  |                  |                  |       |   | 10,000        |
| 2030 | 2  | City-Wide Software                                                                                                                                                                                                                              | Gen'l. Govt. |                                 |               | 25,000           |         |                  |                               |               |               |               |                  |                  |                  |       |   | 25,000        |
| 2030 | 3  | Squad Camera Video Storage                                                                                                                                                                                                                      | Police       |                                 |               | 52,450           |         |                  |                               |               |               |               |                  |                  |                  |       |   | 52,450        |
| 2030 | 4  | Body Worn Cameras and Storage                                                                                                                                                                                                                   | Police       |                                 |               | 32,450           |         |                  |                               |               |               |               |                  |                  |                  |       |   | 32,450        |
| 2030 | 5  | Squad Set Up and Equipment Installation                                                                                                                                                                                                         | Police       |                                 |               | 90,000           |         |                  |                               |               |               |               |                  |                  |                  |       |   | 90,000        |
| 2030 | 6  | Lease Program - Year 13                                                                                                                                                                                                                         | Police       |                                 |               | 130,062          |         |                  |                               |               |               |               |                  |                  |                  | 2     |   | 130,062       |
| 2030 | 7  | Pedestrian Improvements Program                                                                                                                                                                                                                 | Pub Works    |                                 | 125,000       |                  |         |                  |                               |               |               |               |                  |                  |                  |       |   | 125,000       |
| 2030 | 8  | PMP (Rsmt Business Park, Rahns A/B, Bloomfield D, Marian Terrace)                                                                                                                                                                               | Pub Works    |                                 | 907,699       |                  | 488,761 |                  |                               |               |               |               | 65,000           | 65,000           | 65,000           |       |   | 1,591,460     |
| 2030 | 9  | Stormwater Improvement Program                                                                                                                                                                                                                  | Pub Works    |                                 |               |                  |         |                  |                               |               |               |               |                  |                  | 200,000          |       |   | 200,000       |
| 2030 | 10 | Lease Program - Year 13                                                                                                                                                                                                                         | Pub Works    |                                 |               | 184,396          |         |                  |                               |               |               |               | 46,099           | 46,099           | 30,733           |       | 2 | 307,327       |
| 2030 | 11 | Shop Hoist (Replace #0002) (Purchased 2006)                                                                                                                                                                                                     | Pub Works    |                                 |               | 55,000           |         |                  |                               |               |               |               |                  |                  |                  | 5,000 | 3 | 60,000        |
| 2030 | 12 | Generators (replace #8057 & #8059)                                                                                                                                                                                                              | Pub Works    |                                 |               |                  |         |                  |                               |               |               |               | 100,000          | 100,000          | 100,000          |       |   | 300,000       |
|      |    |                                                                                                                                                                                                                                                 |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |       |   |               |
|      |    |                                                                                                                                                                                                                                                 |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |       |   |               |
|      |    |                                                                                                                                                                                                                                                 |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |       |   |               |
|      |    |                                                                                                                                                                                                                                                 |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |       |   |               |
|      |    |                                                                                                                                                                                                                                                 |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |       |   |               |
|      |    |                                                                                                                                                                                                                                                 |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |       |   |               |
|      |    |                                                                                                                                                                                                                                                 |              |                                 | 0             | 1,032,699        | 579,358 | 488,761          | 0                             | 0             | 0             | 0             | 211,099          | 211,099          | 395,733          | 5,000 |   | 2,923,749     |
|      |    |                                                                                                                                                                                                                                                 |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |       |   |               |
|      |    | Total CIP Funding Requirements - Year 2030                                                                                                                                                                                                      |              |                                 | \$1,612,057   |                  |         |                  |                               |               |               |               |                  |                  |                  |       |   |               |
|      |    |                                                                                                                                                                                                                                                 |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |       |   |               |
| (#)  |    | These items will be funded with the issuance of Equipment Certificates.                                                                                                                                                                         |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |       |   |               |
| 1    |    | Funding comes from Arena Fund operations/reserves.                                                                                                                                                                                              |              |                                 | \$0           |                  |         |                  |                               |               |               |               |                  |                  |                  |       |   |               |
| 2    |    | Bold items are part of a lease program. This is a summary of the total for the year.                                                                                                                                                            |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |       |   |               |
| 3    |    | Other funding for Public Works equipment comes from trade-in value of old vehicles.                                                                                                                                                             |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |       |   |               |
|      |    |                                                                                                                                                                                                                                                 |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |       |   |               |
|      |    | Total Building CIP levy for 2030 is \$0. If there is a difference, the difference between this number and the number from above is a result of a 10-year funding program and other funding alternatives (such as potential SKB revenues).       |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |       |   |               |
|      |    | Total Street CIP levy for 2030 is \$1,112,093. If there is a difference, the difference between this number and the number from above is a result of a 10-year funding program and other funding alternatives (such as potential SKB revenues). |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |       |   |               |
|      |    | Total Equipment CIP levy for 2030 is \$800,000. If there is a difference, the difference between this number and the number from above is a result of a 10-year funding program and other funding alternatives.                                 |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |       |   |               |
|      |    |                                                                                                                                                                                                                                                 |              |                                 |               |                  |         |                  |                               |               |               |               |                  |                  |                  |       |   |               |

|      |    |                                             |              | Building<br>& Facilities<br>CIP | Street<br>CIP | Equipment<br>CIP | Assess | Park Imp<br>Fund | MSA<br>Funds<br>From<br>State | Water<br>Core | Sewer<br>Core | Storm<br>Core | Water<br>Utility | Sewer<br>Utility | Storm<br>Utility | Other   |       | Total<br>Cost | 11/9/23 |        |
|------|----|---------------------------------------------|--------------|---------------------------------|---------------|------------------|--------|------------------|-------------------------------|---------------|---------------|---------------|------------------|------------------|------------------|---------|-------|---------------|---------|--------|
| Year |    | Item - Description                          | Department   |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
| 2031 | 1  | City-Wide Storage                           | Finance      |                                 |               | 10,000           |        |                  |                               |               |               |               |                  |                  |                  |         |       |               | 10,000  |        |
| 2031 | 2  | City-Wide Software                          | Gen'l. Govt. |                                 |               | 25,000           |        |                  |                               |               |               |               |                  |                  |                  |         |       |               | 25,000  |        |
| 2031 | 3  | Squad Camera Video Storage                  | Police       |                                 |               | 52,450           |        |                  |                               |               |               |               |                  |                  |                  |         |       |               | 52,450  |        |
| 2031 | 4  | Body Worn Cameras and Storage               | Police       |                                 |               | 32,450           |        |                  |                               |               |               |               |                  |                  |                  |         |       |               | 32,450  |        |
| 2031 | 5  | Squad Set Up and Equipment Installation     | Police       |                                 |               | 90,000           |        |                  |                               |               |               |               |                  |                  |                  |         |       |               | 90,000  |        |
| 2031 | 6  | Lease Program - Year 14                     | Police       |                                 |               | 130,062          |        |                  |                               |               |               |               |                  |                  |                  |         | 2     |               | 130,062 |        |
| 2031 | 7  | Pedestrian Improvements Program             | Pub Works    |                                 | 125,000       |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               | 125,000 |        |
| 2031 | 8  | PMP                                         | Pub Works    |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               | 0       |        |
| 2031 | 9  | Stormwater Improvement Program              | Pub Works    |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  | 200,000 |       |               | 200,000 |        |
| 2031 | 10 | Lease Program - Year 14                     | Pub Works    |                                 |               | 188,492          |        |                  |                               |               |               |               | 47,123           | 47,123           | 31,415           |         | 2     |               | 314,154 |        |
| 2031 | 11 | Shop Hoist (Replace #0002) (Purchased 2006) | Pub Works    |                                 |               | 55,000           |        |                  |                               |               |               |               |                  |                  |                  |         | 5,000 | 3             |         | 60,000 |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |
|      |    |                                             |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |       |               |         |        |

|      |    |                                                                                                                                                                                                    |              |                           |             |               |        |               |                      |            |            |            |               |               |               |           |   | 11/9/23    |
|------|----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|---------------------------|-------------|---------------|--------|---------------|----------------------|------------|------------|------------|---------------|---------------|---------------|-----------|---|------------|
| Year |    | Item - Description                                                                                                                                                                                 | Department   | Building & Facilities CIP | Street CIP  | Equipment CIP | Assess | Park Imp Fund | MSA Funds From State | Water Core | Sewer Core | Storm Core | Water Utility | Sewer Utility | Storm Utility | Other     |   | Total Cost |
|      |    |                                                                                                                                                                                                    |              |                           |             |               |        |               |                      |            |            |            |               |               |               |           |   |            |
| 2032 | 1  | Splash Pad Water Reuse Project                                                                                                                                                                     | Council      |                           |             |               |        |               |                      |            |            |            |               |               |               | 750,000   | 1 | 750,000    |
| 2032 | 2  | Tender Truck (Addition)                                                                                                                                                                            | Fire         |                           |             |               |        |               |                      |            |            |            |               |               |               | 180,000   | 3 | 180,000    |
| 2032 | 3  | Engine Truck (Addition)                                                                                                                                                                            | Fire         |                           |             | 700,000       |        |               |                      |            |            |            |               |               |               |           | 4 | 700,000    |
| 2032 | 4  | Add Fire Station #3 (Same time as additional Engine Truck)                                                                                                                                         | Fire         |                           |             |               |        |               |                      |            |            |            |               |               |               |           | 4 | 0          |
| 2032 | 5  | City-Wide Storage                                                                                                                                                                                  | Finance      |                           |             | 10,000        |        |               |                      |            |            |            |               |               |               |           |   | 10,000     |
| 2032 | 6  | City-Wide Software                                                                                                                                                                                 | Gen'l. Govt. |                           |             | 25,000        |        |               |                      |            |            |            |               |               |               |           |   | 25,000     |
| 2032 | 7  | Squad Camera Video Storage                                                                                                                                                                         | Police       |                           |             | 52,450        |        |               |                      |            |            |            |               |               |               |           |   | 52,450     |
| 2032 | 8  | Body Worn Cameras and Storage                                                                                                                                                                      | Police       |                           |             | 32,450        |        |               |                      |            |            |            |               |               |               |           |   | 32,450     |
| 2032 | 9  | Squad Set Up and Equipment Installation                                                                                                                                                            | Police       |                           |             | 125,000       |        |               |                      |            |            |            |               |               |               |           |   | 125,000    |
| 2032 | 10 | Lease Program - Year 15                                                                                                                                                                            | Police       |                           |             | 130,063       |        |               |                      |            |            |            |               |               |               |           | 2 | 130,063    |
| 2032 | 11 | ADA Compliant Upgrades Study                                                                                                                                                                       | Park & Rec   |                           |             | 20,000        |        |               |                      |            |            |            |               |               |               |           |   | 20,000     |
| 2032 | 12 | Community Center Covered Walk                                                                                                                                                                      | Park & Rec   | 175,000                   |             |               |        |               |                      |            |            |            |               |               |               |           |   | 175,000    |
| 2032 | 13 | Lease Program - Year 15                                                                                                                                                                            | Pub Works    |                           |             | 192,467       |        |               |                      |            |            |            | 48,117        | 48,117        | 32,078        |           | 2 | 320,778    |
| 2032 | 14 | Pedestrian Improvements Program                                                                                                                                                                    | Pub Works    |                           | 125,000     |               |        |               |                      |            |            |            |               |               |               |           |   | 125,000    |
| 2032 | 15 | TH 3 Aesthetic Improvements                                                                                                                                                                        | Pub Works    |                           |             |               |        |               |                      |            |            |            |               |               |               | 448,500   | 5 | 448,500    |
| 2032 | 16 | North Central Sanitary Sewer Extension                                                                                                                                                             | Pub Works    |                           |             |               |        |               |                      |            |            |            |               |               |               |           | 6 | 0          |
| 2032 | 17 | Street Construction - Boulder Avenue Extension                                                                                                                                                     | Pub Works    |                           |             |               |        |               |                      |            |            |            |               |               |               | 3,000,000 | 7 | 3,000,000  |
| 2032 | 18 | Shannon Pond Outlet                                                                                                                                                                                | Pub Works    |                           |             |               |        |               |                      |            |            |            |               |               |               |           | 8 | 0          |
| 2032 | 19 | Gravel Road Improvements                                                                                                                                                                           | Pub Works    |                           |             |               |        |               |                      |            |            |            |               |               |               |           | 8 | 0          |
| 2032 | 20 | Akron Avenue South of County Road 42                                                                                                                                                               | Pub Works    |                           |             |               |        |               | 1,250,000            |            |            |            |               |               |               |           |   | 1,250,000  |
| 2032 | 21 | CSAH 46 Improvements (2-Lane to 4-Lane Expansion)                                                                                                                                                  | Pub Works    |                           |             |               |        |               |                      |            |            |            |               |               |               |           | 9 | 0          |
| 2032 | 22 | Soccer Goal Trailer (Replace #0501) (Purchased 1980)                                                                                                                                               | Pub Works    |                           |             | 5,000         |        |               |                      |            |            |            |               |               |               |           |   | 5,000      |
| 2032 | 23 | Hose Trailer (Replace #0502) (Purchased 1990)                                                                                                                                                      | Pub Works    |                           |             | 5,000         |        |               |                      |            |            |            |               |               |               |           |   | 5,000      |
| 2032 | 24 | Barricade Trailer (Replace #0510) (Purchased 1986)                                                                                                                                                 | Pub Works    |                           |             | 5,000         |        |               |                      |            |            |            |               |               |               |           |   | 5,000      |
| 2032 | 25 | Hose Trailer (Replace #0517) (Purchased 1995)                                                                                                                                                      | Pub Works    |                           |             | 5,000         |        |               |                      |            |            |            |               |               |               |           |   | 5,000      |
| 2032 | 26 | Striper Trailer (Replace #0518) (Purchased 1994)                                                                                                                                                   | Pub Works    |                           |             | 5,000         |        |               |                      |            |            |            |               |               |               |           |   | 5,000      |
| 2032 | 27 | Easement Trailer (Replace #0521) (Purchased 2003)                                                                                                                                                  | Pub Works    |                           |             | 5,000         |        |               |                      |            |            |            |               |               |               |           |   | 5,000      |
| 2032 | 28 | Puppet Trailer (Replace #0515) (Purchased 1991)                                                                                                                                                    | Pub Works    |                           |             | 8,000         |        |               |                      |            |            |            |               |               |               |           |   | 8,000      |
| 2032 | 29 | Fire House Trailer (Replace #0519) (Purchased 1994)                                                                                                                                                | Pub Works    |                           |             | 50,000        |        |               |                      |            |            |            |               |               |               |           |   | 50,000     |
| 2032 | 30 | Surveillance Trailer (Replace #0523) (Purchased 2008)                                                                                                                                              | Pub Works    |                           |             | 50,000        |        |               |                      |            |            |            |               |               |               |           |   | 50,000     |
| 2032 | 31 | Blower Attach for #8071 & #8072 (Replace #0119) (2001)                                                                                                                                             | Pub Works    |                           |             | 7,500         |        |               |                      |            |            |            |               |               |               |           |   | 7,500      |
| 2032 | 32 | Crash Attenuator (Replace #0049) (Purchased 2007)                                                                                                                                                  | Pub Works    |                           |             | 20,000        |        |               |                      |            |            |            |               |               |               |           |   | 20,000     |
|      |    |                                                                                                                                                                                                    |              |                           |             |               |        |               |                      |            |            |            |               |               |               |           |   |            |
|      |    |                                                                                                                                                                                                    |              |                           |             |               |        |               |                      |            |            |            |               |               |               |           |   |            |
|      |    |                                                                                                                                                                                                    |              |                           |             |               |        |               |                      |            |            |            |               |               |               |           |   |            |
|      |    |                                                                                                                                                                                                    |              |                           |             |               |        |               |                      |            |            |            |               |               |               |           |   |            |
|      |    |                                                                                                                                                                                                    |              |                           |             |               |        |               |                      |            |            |            |               |               |               |           |   |            |
|      |    |                                                                                                                                                                                                    |              | 175,000                   | 125,000     | 1,317,430     | 0      | 0             | 1,250,000            | 0          | 0          | 0          | 48,117        | 48,117        | 32,078        | 4,378,500 |   | 7,374,241  |
|      |    |                                                                                                                                                                                                    |              |                           |             |               |        |               |                      |            |            |            |               |               |               |           |   |            |
|      |    | Total CIP Funding Requirements - Future Years                                                                                                                                                      |              |                           | \$1,617,430 |               |        |               |                      |            |            |            |               |               |               |           |   |            |
|      |    |                                                                                                                                                                                                    |              |                           |             |               |        |               |                      |            |            |            |               |               |               |           |   |            |
| (#)  |    | These items will be funded with the issuance of Equipment Certificates.                                                                                                                            |              |                           | \$0         |               |        |               |                      |            |            |            |               |               |               |           |   |            |
| 1    |    | Funding and timing for the splash pad water resuse project still to be determined.                                                                                                                 |              |                           |             |               |        |               |                      |            |            |            |               |               |               |           |   |            |
| 2    |    | Bold items are part of a lease program. This is a summary of the total for the year.                                                                                                               |              |                           |             |               |        |               |                      |            |            |            |               |               |               |           |   |            |
| 3    |    | Funding and timing of purchase of Tender Truck (Addition) still to be determined.                                                                                                                  |              |                           |             |               |        |               |                      |            |            |            |               |               |               |           |   |            |
| 4    |    | Timing for Fire Station #3 and Additional Engine Truck still to be determined.                                                                                                                     |              |                           |             |               |        |               |                      |            |            |            |               |               |               |           |   |            |
| 5    |    | Other funding for TH 3 projects will come from grants or other incentives.                                                                                                                         |              |                           |             |               |        |               |                      |            |            |            |               |               |               |           |   |            |
| 6    |    | Future costs associated with the sanitary sewer will include extensive street reconstruction on the following streets:                                                                             |              |                           |             |               |        |               |                      |            |            |            |               |               |               |           |   |            |
|      |    | 124th St, 125th St, Blanca Ave W, 128th St, Bolivia Ave, 130th St W, Biscayne Ave, Bengal Ave, 129th St W, CR 38, 132nd Court and Bonnaire Path. Costs and funding are not available at this time. |              |                           |             |               |        |               |                      |            |            |            |               |               |               |           |   |            |
| 7    |    | Other funding for Boulder Avenue extension will come from a Port Authority bond issue.                                                                                                             |              |                           |             |               |        |               |                      |            |            |            |               |               |               |           |   |            |
| 8    |    | Costs and funding are not available at this time.                                                                                                                                                  |              |                           |             |               |        |               |                      |            |            |            |               |               |               |           |   |            |
| 9    |    | Further Council discussion and approval required prior to any project work being undertaken.                                                                                                       |              |                           |             |               |        |               |                      |            |            |            |               |               |               |           |   |            |
|      |    |                                                                                                                                                                                                    |              |                           |             |               |        |               |                      |            |            |            |               |               |               |           |   |            |
|      |    |                                                                                                                                                                                                    |              |                           |             |               |        |               |                      |            |            |            |               |               |               |           |   |            |

|      |   |                                                                                      |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |       |   | 11/9/23       |
|------|---|--------------------------------------------------------------------------------------|--------------|---------------------------------|---------------|------------------|--------|------------------|-------------------------------|---------------|---------------|---------------|------------------|------------------|------------------|-------|---|---------------|
| Year |   | Item - Description                                                                   | Department   | Building<br>& Facilities<br>CIP | Street<br>CIP | Equipment<br>CIP | Assess | Park Imp<br>Fund | MSA<br>Funds<br>From<br>State | Water<br>Core | Sewer<br>Core | Storm<br>Core | Water<br>Utility | Sewer<br>Utility | Storm<br>Utility | Other |   | Total<br>Cost |
|      |   |                                                                                      |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |       |   |               |
| 2033 | 1 | Utility Truck                                                                        | Fire         |                                 |               | 80,000           |        |                  |                               |               |               |               |                  |                  |                  |       |   | 80,000        |
| 2033 | 2 | City-Wide Storage                                                                    | Finance      |                                 |               | 10,000           |        |                  |                               |               |               |               |                  |                  |                  |       |   | 10,000        |
| 2033 | 3 | City-Wide Software                                                                   | Gen'l. Govt. |                                 |               | 25,000           |        |                  |                               |               |               |               |                  |                  |                  |       |   | 25,000        |
| 2033 | 4 | Squad Camera Video Storage                                                           | Police       |                                 |               | 53,450           |        |                  |                               |               |               |               |                  |                  |                  |       |   | 53,450        |
| 2033 | 5 | Body Worn Cameras and Storage                                                        | Police       |                                 |               | 33,450           |        |                  |                               |               |               |               |                  |                  |                  |       |   | 33,450        |
| 2033 | 6 | Squad Set Up and Equipment Installation                                              | Police       |                                 |               | 125,000          |        |                  |                               |               |               |               |                  |                  |                  |       |   | 125,000       |
| 2033 | 7 | Lease Program - Year 16                                                              | Police       |                                 |               | 140,000          |        |                  |                               |               |               |               |                  |                  |                  |       | 2 | 140,000       |
| 2033 | 8 | Pedestrian Improvements Program                                                      | Pub Works    |                                 | 125,000       |                  |        |                  |                               |               |               |               |                  |                  |                  |       |   | 125,000       |
| 2033 | 9 | Lease Program - Year 16                                                              | Pub Works    |                                 |               | 196,472          |        |                  |                               |               |               |               | 49,118           | 49,118           | 32,745           |       | 2 | 327,453       |
|      |   |                                                                                      |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |       |   |               |
|      |   |                                                                                      |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |       |   |               |
|      |   |                                                                                      |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |       |   |               |
|      |   |                                                                                      |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |       |   |               |
|      |   |                                                                                      |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |       |   |               |
|      |   |                                                                                      |              | 0                               | 125,000       | 663,372          | 0      | 0                | 0                             | 0             | 0             | 0             | 49,118           | 49,118           | 32,745           | 0     |   | 919,353       |
|      |   |                                                                                      |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |       |   |               |
|      |   | Total CIP Funding Requirements - Future Years                                        |              |                                 | \$788,372     |                  |        |                  |                               |               |               |               |                  |                  |                  |       |   |               |
|      |   |                                                                                      |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |       |   |               |
| (#)  |   | These items will be funded with the issuance of Equipment Certificates.              |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |       |   |               |
| 1    |   | Funding comes from Arena Fund operations/reserves.                                   |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |       |   |               |
| 2    |   | Bold items are part of a lease program. This is a summary of the total for the year. |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |       |   |               |
|      |   |                                                                                      |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |       |   |               |
|      |   |                                                                                      |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |       |   |               |

|        |   |                                                                                      |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |   | 11/9/23       |
|--------|---|--------------------------------------------------------------------------------------|--------------|---------------------------------|---------------|------------------|--------|------------------|-------------------------------|---------------|---------------|---------------|------------------|------------------|------------------|---------|---|---------------|
| Year   |   | Item - Description                                                                   | Department   | Building<br>& Facilities<br>CIP | Street<br>CIP | Equipment<br>CIP | Assess | Park Imp<br>Fund | MSA<br>Funds<br>From<br>State | Water<br>Core | Sewer<br>Core | Storm<br>Core | Water<br>Utility | Sewer<br>Utility | Storm<br>Utility | Other   |   | Total<br>Cost |
|        |   |                                                                                      |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |   |               |
| Future | 1 | Utility Truck                                                                        | Fire         |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  | 180,000 |   | 180,000       |
| Future | 2 | City-Wide Storage                                                                    | Finance      |                                 |               | 10,000           |        |                  |                               |               |               |               |                  |                  |                  |         |   | 10,000        |
| Future | 3 | City-Wide Software                                                                   | Gen'l. Govt. |                                 |               | 25,000           |        |                  |                               |               |               |               |                  |                  |                  |         |   | 25,000        |
| Future | 4 | Squad Camera Video Storage                                                           | Police       |                                 |               | 55,000           |        |                  |                               |               |               |               |                  |                  |                  |         |   | 55,000        |
| Future | 5 | Body Worn Cameras and Storage                                                        | Police       |                                 |               | 35,000           |        |                  |                               |               |               |               |                  |                  |                  |         |   | 35,000        |
| Future | 6 | Squad Set Up and Equipment Installation                                              | Police       |                                 |               | 125,000          |        |                  |                               |               |               |               |                  |                  |                  |         |   | 125,000       |
| Future | 7 | Lease Program - Year 17+                                                             | Police       |                                 |               | 150,000          |        |                  |                               |               |               |               |                  |                  |                  |         | 2 | 150,000       |
| Future | 8 | Pedestrian Improvements Program                                                      | Pub Works    |                                 | 125,000       |                  |        |                  |                               |               |               |               |                  |                  |                  |         |   | 125,000       |
| Future | 9 | Lease Program - Year 17+                                                             | Pub Works    |                                 |               | 197,506          |        |                  |                               |               |               |               | 49,377           | 49,377           | 32,918           |         | 2 | 329,177       |
|        |   |                                                                                      |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |   |               |
|        |   |                                                                                      |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |   |               |
|        |   |                                                                                      |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |   |               |
|        |   |                                                                                      |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |   |               |
|        |   |                                                                                      |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |   |               |
|        |   |                                                                                      |              | 0                               | 125,000       | 597,506          | 0      | 0                | 0                             | 0             | 0             | 0             | 49,377           | 49,377           | 32,918           | 180,000 |   | 1,034,177     |
|        |   | Total CIP Funding Requirements - Future Years                                        |              |                                 | \$722,506     |                  |        |                  |                               |               |               |               |                  |                  |                  |         |   |               |
| (#)    |   | These items will be funded with the issuance of Equipment Certificates.              |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |   |               |
| 1      |   | Funding comes from Arena Fund operations/reserves.                                   |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |   |               |
| 2      |   | Bold items are part of a lease program. This is a summary of the total for the year. |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |   |               |
|        |   |                                                                                      |              |                                 |               |                  |        |                  |                               |               |               |               |                  |                  |                  |         |   |               |

City Council Work Session: December 5, 2023

|                                                                                                                         |                                   |
|-------------------------------------------------------------------------------------------------------------------------|-----------------------------------|
| <b>AGENDA ITEM:</b> Earned Safe and Sick Time Policies                                                                  | <b>AGENDA SECTION:</b> DISCUSSION |
| <b>PREPARED BY:</b> Teah Malecha, Administrative Services Director                                                      | <b>AGENDA NO.</b> 2.c.            |
| <b>ATTACHMENTS:</b> Updated Sick Leave Policy DRAFT, Original Sick Leave Policy, Earned Safe and Sick Time Policy DRAFT | <b>APPROVED BY:</b> LJM           |
| <b>RECOMMENDED ACTION:</b> Discuss and provide feedback on the proposed policies.                                       |                                   |

### BACKGROUND

Effective January 1, 2024, Minnesota's Earned Sick and Safe Time (ESST) law requires all employers to provide paid leave to employees. Time can be used for reasons such as:

- the employee's mental or physical illness, treatment or preventative care
- a family member's mental or physical illness, treatment or preventative care
- absence due to domestic abuse, sexual assault, or stalking of the employee or a family member
- closure of the employee's workplace due to weather or public emergency or closure of a family member's school or care facility due to weather or public emergency
- when determined by a health authority or health care professional that the employee or a family member is at risk of infecting others with a communicable disease.

The time can be used for themselves or for their family members such as their spouse, children, siblings, and grandparents. The law also includes allowing employees to designate one individual annually that does not already qualify.

Employers are required to provide each employee with at least one hour of ESST for every 30 hours they work, with a maximum of at least 48 hours per year for a full-time employee. An employee is eligible once they work at least 80 hours. Temporary and part-time employees are eligible, which includes seasonal workers and paid on-call firefighters at this time.

The City provides sick leave to benefit eligible staff. The current Sick Leave Policy has been updated to meet the requirements of the new ESST law. Benefit eligible staff will receive their sick leave at the beginning of the year rather than a monthly accrual to allow us to comply with some of the complexities the new law creates for sick leave. An Earned Sick and Safe Time Policy has been created for non-benefit eligible staff. Those staff will accrue hours at one hour for every 30 hours that they work.

By providing sick leave, it helps employees manage the stress of caring for loved ones during hard

times without the fear of missing payments or not being able to pay for groceries, which results in more relaxed and productive employees.

**RECOMMENDATION**

Staff requests City Council feedback on the proposed policies.

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**Sick Leave  
Policy Number 8.10**

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Sick leave shall be provided to all regular benefit eligible full-time and part-time employees. Full-time benefit eligible employees will receive 96 hours of sick leave on January 1<sup>st</sup> of each calendar year. Part-time benefit eligible employees will receive 80 hours of sick leave on January 1<sup>st</sup> of each calendar year. Employees hired mid-year will receive a prorated amount of sick leave according to the following schedule:

|                                     |          |
|-------------------------------------|----------|
| January Full-time Hires:            | 96 hours |
| February Full-time Hires:           | 88 hours |
| March – December Full-time Hires:   | 80 hours |
| January – December Part-time Hires: | 80 hours |

There will be no maximum accumulation of sick leave for employees hired prior to January 1, 2016. Employees hired after this date will have a maximum sick leave cap of 800 hours. The Sick Leave policy will meet all the requirements of Minnesota's Earned Sick and Safe Time Law.

**Use of Sick Leave**

Sick leave may be used as it is accrued for the following circumstances:

- An employee's own:
  - Mental or physical illness, injury or other health condition;
  - Need for medical diagnosis, care or treatment, of a mental or physical illness, injury or health condition;
  - Need for preventative care;
  - Closure of the employee's place of business due to weather or other public emergency;
  - The employee's inability to work or telework because the employee is prohibited from working by the city due to health concerns related to the potential transmission of a communicable illness related to a public emergency, or seeking or awaiting the results of a diagnostic test for, or a medical diagnosis of, a communicable disease related to a public emergency and the employee has been exposed to a communicable disease or the city has request a test or diagnosis; and
  - Absence due to domestic abuse, sexual assault, or stalking of the employee provided the absence is to:
    - Seek medical attention related to physical or psychological injury or disability caused by domestic abuse, sexual assault, or stalking;
    - Obtain services from a victim services organization;
    - Obtain psychological or other counseling;
    - Seek relocation or take steps to secure an existing home due to domestic abuse, sexual assault or stalking; and
    - Seek legal advice or take legal action, including preparing for or participating in any civil or criminal legal proceeding related to or resulting from domestic abuse, sexual assault, or stalking.

- Care of a family member:
  - With a mental or physical illness, injury, or other health condition
  - Who needs medical diagnosis, care or treatment of a mental or physical illness, injury or other health condition
  - Who needs preventative medical or health care
  - Whose school or place of care has been closed due to weather or other public emergency
  - When it has been determined by health authority or a health care professional that the presence of the family member of the employee in the community would jeopardize the health of others because of the exposure of the family member of the employee to a communicable disease
  - Absence due to domestic abuse, sexual assault or stalking of the employee's family member provided the absence is to:
    - Seek medical attention related to physical or psychological injury or disability caused by domestic abuse, sexual assault, or stalking;
    - Obtain services from a victim services organization;
    - Obtain psychological or other counseling;
    - Seek relocation to take steps to secure an existing home due domestic abuse, sexual assault or stalking; and
    - Seek legal advice or take legal action, including preparing for or participating any civil or criminal legal proceeding related to or resulting from domestic abuse, sexual assault, or stalking.

## **Family Members**

For sick leave purposes, family member includes an employee's:

- Spouse or registered domestic partner;
- Child, foster child, adult child, legal ward, child for whom the employee is legal guardian, or child to whom the employee stands or stood in loco parentis;
- Sibling, step sibling or foster sibling
- Biological, adoptive or foster parent, stepparent or a person who stood in loco parentis when the employee was a minor child;
- Grandchild, foster grandchild or step grandchild;
- Grandparent or step grandparent;
- A child of a sibling of the employee;
- A child-in-law or sibling-in-law;
- Any of the above family members of a spouse or registered domestic partner;
- Any other individual related by blood or whose close association with the employee is the equivalent of a family relationship; and
- Up to one individual annually designated by the employee.

## **Notification**

If the need for Sick Leave is foreseeable, the city requires seven days' advance notice. Employees unable to report for their workday because of illness, injury or other unforeseeable need shall notify their supervisor or designee prior to their scheduled starting time, or as soon as practicable, except in the event of an emergency which prevents an employee from notifying their supervisor. Employees failing to give such notice or using sick leave for purposes not listed in this policy may be subject to disciplinary action.

## **Documentation**

When an employee uses Sick Leave for more than three consecutive days, the city may require appropriate supporting documentation (such as medical documentation supporting medical leave, court records or related documentation to support safety leave). However, if the employee or employee's family member did not receive services from a health care professional, or if documentation cannot be obtained from a health care professional in a reasonable time or without added expense, then reasonable documentation may include a written statement from the employee indicating that the employee is using, or used, Sick Leave for a qualifying purpose. The city will not require an employee to disclose details related to domestic abuse, sexual assault, or stalking or the details of the employee's or the employee's family member's medical condition. In accordance with state law, they city will not require an employee using Sick Leave to find a replacement worker to cover the hours the employee will be absent.

## **Retaliation Prohibited**

The city shall not discharge, discipline, penalize, interfere with, or otherwise retaliate or discriminate against an employee for asserting Sick Leave rights, requesting a Sick Leave absence, or pursuing remedies. Further, use of Sick Leave will not be factored into any attendance point system the city may use. Additionally, it is unlawful to report or threaten to report a person or a family member's immigration status for exercising a right under Sick Leave.

## **Benefits and return to work protections**

During an employee's use of Sick Leave, an employee will continue to receive the city's employer insurance contribution as if they were working, and the employee will be responsible for any share of their insurance premiums.

An employee returning from time off using accrued Sick Leave is entitled to return to their city employment at the same rate of pay received when their leave began, plus any automatic pay adjustments that may have occurred during the employee's time off. Seniority during Sick Leave absences will continue to accrue as if the employee has been continually employed.

## **Separation of employment and rehire**

Employees voluntarily terminating their employment in good standing with two weeks advanced notice will receive payment at the employee's rate of pay at the time of the employee's termination based on the following:

|                                                                                       |                               |
|---------------------------------------------------------------------------------------|-------------------------------|
| Start of 2 <sup>nd</sup> year through completion of 5 <sup>th</sup> year of service:  | 15% of accumulated sick leave |
| Start of 6 <sup>th</sup> year through completion of 10 <sup>th</sup> year of service: | 30% of accumulated sick leave |
| Start of 11 <sup>th</sup> year through completion of 15 <sup>th</sup> year of service | 45% of accumulated sick leave |
| Start of 16 <sup>th</sup> year of service and above:                                  | 60% of accumulated sick leave |

If there is a separation from employment with the city and the employee is rehired again within 180 days of separation, previously earned Sick Leave that had not been used and was not paid out will be reinstated. The employee is entitled to use and earn Sick Leave at the commencement of reemployment. Rehires during same calendar year within 180 days of termination will not receive new pro-rated sick leave hours if the reinstated hours is at least 80 hours.

**Coordination with  
Workers Comp**

Any employee who by reason of sickness or injury receives worker's compensation benefits may keep the worker's compensation benefits and receive from the City additional differential benefits from their accumulated sick leave, but in any case the total biweekly compensation including leave and worker's compensation benefits shall not exceed the biweekly net base pay rate of an employee.

**Sick Leave Sell  
Back**

On January 1st and July 1st, of each year, employees may elect to sell accumulated sick leave to the EMPLOYER if the employee's accumulated sick leave is in excess of sixty (60) days or 480 hours. The only other time that this is allowed is upon notice of retirement (one time only). This buyout provision will be computed by multiplying the number of hours being sold times a conversion rate based upon the employee's number of years of service. This conversion rate (or percentage) will be determined as follows:

|                                                                             |                    |
|-----------------------------------------------------------------------------|--------------------|
| Start of 2 <sup>nd</sup> year through completion of 5 <sup>th</sup> year:   | 15% x rate x hours |
| Start of 6 <sup>th</sup> year through completion of 10 <sup>th</sup> year:  | 30% x rate x hours |
| Start of 11 <sup>th</sup> year through completion of 15 <sup>th</sup> year: | 45% x rate x hours |
| Start of 16 <sup>th</sup> year and above:                                   | 60% x rate x hours |

## **Policy: SICK LEAVE**

### **Section: 27**

**Approved by:** City Administrator on December 3, 2009; updated 1/15/16

**Page:** 1 of 2

### **Policy**

- Use of Sick Leave**
- (1) Sick leave shall be a benefit provided to all regular full-time and probationary employees and shall be accrued at the rate of eight (8) hours for each full month of employment and pro-rated to the nearest hour for partial month's service. There will be no maximum accumulation of sick leave for employees hired prior to January 1, 2016. Employees hired after this date will have a maximum sick leave cap of 800 hours.
  - (2) Sick leave may be granted by the employee's supervisor only for absence from duty because of personal illness, legal quarantine, maternity, injury, dental or medical treatment necessitating the employee's absence or for serious illness in the employee's immediate family. Immediate family for the purpose of this section shall be defined as spouse, minor children, ward, parent and siblings when living in the household of the employee. In instances of critical illness to a member of the family, who is either not a member of the immediate family or not living in the household, an appeal may be made to the City Administrator to waive these requirements. Sick leave usage shall be subject to approval and verification by a supervisor who may require the employee to furnish a report from a recognized medical authority attesting to the need of the leave, and other information the supervisor deems necessary.
  - (3) Exception to the definition of immediate family: The City reserves the right, as a matter of policy, to permit employees to take leave for the illness of an adult child or parent. Further, the City reserves the right to establish this policy under such circumstances and conditions that it deems appropriate, all on a case-by-case basis. An exercise of this policy shall not establish a precedent or practice. An employee's request under this policy shall be in writing and sent to the employee's immediate supervisor. The supervisor shall forward this request, along with the supervisor's recommendation to the City Administrator for review and approval.
  - (4) To be eligible for sick leave payment, an employee must notify his/her designated supervisor prior to the starting time of the scheduled shift. This notice may be waived if the supervisor determines that the employee could not reasonably be expected to

comply with this requirement because of circumstances beyond the control of the employee.

- (5) An employee who is absent from duty may be required to undergo a medical evaluation and furnish a report from an appropriate medical authority, at the City's expense, that will enable a Department Head to determine the employee's fitness for performance of assigned duties. When it is determined that the employee's absence from work is unnecessary, the Department Head may require the employee to either return to work or resign.
- (6) Disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth and recovery are considered temporary disabilities and shall be treated as any other illness in connection with employment.
- (7) An employee who improperly claims sick leave shall be subject to disciplinary action, including loss of compensation and/or dismissal.
- (8) Sick leave charges to accruals may not be made in less than half-hour amounts.

### **Coordination with Workers Comp**

Any employee who by reason of sickness or injury receives worker's compensation benefits may keep the worker's compensation benefits and receive from the City additional differential benefits from their accumulated sick leave, but in any case the total biweekly compensation including leave and worker's compensation benefits shall not exceed the biweekly net base pay rate of an employee.

### **Sick Leave Sell Back**

On January 1st and July 1st, of each year, employees may elect to sell accumulated sick leave to the EMPLOYER if the employee's accumulated sick leave is in excess of sixty (60) days or 480 hours. The only other time that this is allowed is upon notice of retirement (one time only). This buyout provision will be computed by multiplying the number of hours being sold times a conversion rate based upon the employee's number of years of service. This conversion rate (or percentage) will be determined as follows:

- 1 thru 5 years of service: 15% x rate x hours
- 6 thru 10 years of service: 30% x rate x hours
- 11 thru 15 years of service: 45% x rate x hours
- 16 years of service & above: 60% x rate x hours

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**Earned Sick and Safe Time**  
**Policy Number x.xx**

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The City provides Earned Sick and Safe Time with pay for all non-benefit eligible employees performing work for at least 80 hours in a calendar year for the city. Employees will earn 1 hour of Earned Sick and Safe Time for every 30 hours worked to a maximum of 48 hours earned per calendar year. The hourly rate of Earned Sick and Safe Time is the same hourly rate an employee earns from employment with the city.

**Earned Sick and Safe Time Use**

The leave may be used as it is earned for the following circumstances:

- An employee's own:
  - Mental or physical illness, injury or other health condition;
  - Need for medical diagnosis, care or treatment, of a mental or physical illness, injury or health condition;
  - Need for preventative care;
  - Closure of the employee's place of business due to weather or other public emergency;
  - The employee's inability to work or telework because the employee is prohibited from working by the city due to health concerns related to the potential transmission of a communicable illness related to a public emergency, or seeking or awaiting the results of a diagnostic test for, or medical diagnosis of, a communicable disease related to a public emergency and the employee has been exposed to a communicable disease or the city has requested a test or diagnosis; and
  - Absence due to domestic abuse, sexual assault, or stalking of the employee provided the absence is to:
    - Seek medical attention related to physical or psychological injury or disability caused by domestic abuse, sexual assault, or stalking;
    - Obtain services from a victim services organization;
    - Obtain psychological or other counseling;
    - Seek relocation or take steps to secure an existing home due to domestic abuse, sexual assault or stalking; and
    - Seek legal advice or take legal action, including preparing for or participating in any civil or criminal legal proceeding related to or resulting from domestic abuse, sexual assault, or stalking.
- Care of a family member:
  - With a mental or physical illness, injury, or other health condition;
  - Who needs medical diagnosis, care or treatment of a mental or physical illness, injury or other health condition;
  - Who needs preventative medical or health care;
  - Whose school or place of care has been closed due to weather or other public emergency;

- When it has been determined by health authority or a health care professional that the presence of the family member of the employee in the community would jeopardize the health of others because of the exposure of the family member of the employee to a communicable disease;
- Absence due to domestic abuse, sexual assault or stalking of the employee's family member provided the absence is to:
  - Seek medical attention related to physical or psychological injury or disability caused by domestic abuse, sexual assault, or stalking;
  - Obtain services from a victim services organization;
  - Obtain psychological or other counseling;
  - Seek relocation or take steps to secure an existing home due to domestic abuse, sexual assault or stalking; and
  - Seek legal advice or take legal action, including preparing for or participating in any civil or criminal legal proceeding related to or resulting from domestic abuse, sexual assault, or stalking.

### **Family Members**

For Earned Sick and Safe Time purposes, family member includes an employee's:

- Spouse or registered domestic partner;
- Child, foster child, adult child, legal ward, child for whom the employee is legal guardian, or child to whom the employee stands or stood in loco parentis;
- Sibling, step sibling or foster sibling;
- Biological, adoptive or foster parent, stepparent or a person who stood in loco parentis when the employee was a minor child;
- Grandchild, foster grandchild or step grandchild;
- Grandparent or step grandparent;
- A child of a sibling of the employee;
- A child-in-law or sibling-in-law;
- Any of the above family members of a spouse or registered domestic partner;
- Any other individual related by blood or whose close association with the employee is the equivalent of a family relationship; and
- Up to one individual annually designated by the employee.

### **Advance notice for use of Earned Sick and Safe Time**

If the need for Earned Sick and Safe Time is foreseeable, the city requires seven days' advance notice. However, if the need is unforeseeable, the employee must provide notice of the need for Earned Sick and Safe Time as soon as practicable. When an employee uses Earned Sick and Safe Time for more than three consecutive days, the city may require appropriate supporting documentation (such as medical documentation supporting medical leave, court records or related documentation to support safety leave). However, if the employee or employee's family member did not receive services from a health care professional, or if documentation cannot be obtained from a health care professional in a reasonable time or without added expense, then reasonable documentation may include a written statement from the employee indicating that the employee is using, or used, Earned Sick and Safe Time for a qualifying purpose. The city will not require an employee to disclose details related to domestic abuse, sexual assault, or stalking or the details of the employee's or the employee's family member's

medical condition. In accordance with state law, they city will not require an employee using Earned Sick and Safe Time to find a replacement worker to cover the hours the employee will be absent.

#### **Carry over of Earned Sick and Safe Time**

Employees are eligible to carry over accrued but unused Earned Sick and Safe Time into the following year, but the total of Earned Sick and Safe Time hours shall not exceed 80 hours. Accrued time is capped at 80 hours at any given time.

#### **Retaliation prohibited**

The city shall not discharge, discipline, penalize, interfere with, or otherwise retaliate or discriminate against an employee for asserting Earned Sick and Safe Time rights, requesting an Earned Sick and Safe Time absence, or pursuing remedies. Further, use of Earned Sick and Safe Time will not be factored into any attendance point system the city may use. Additionally, it is unlawful to report or threaten to report a person or a family member's immigration status for exercising a right under Earned Sick and Safe Time.

#### **Benefits and return to work protections**

During an employee's use of Earned Sick and Safe Time, an employee will continue to receive the city's employer insurance contribution as if they were working, and the employee will be responsible for any share of their insurance premiums.

An employee returning from time off using accrued Earned Sick and Safe Time is entitled to return to their city employment at the same rate of pay received when their leave began, plus any automatic pay adjustments that may have occurred during the employee's time off. Seniority during Earned Sick and Safe Time absences will continue to accrue as if the employee has been continually employed.

#### **Separation of employment and rehire**

Earned Sick and Safe Time is not paid out upon termination. If there is a separation from employment with the city and the employee is rehired again within 180 days of separation, previously accrued Earned Sick and Safe Time that had not been used will be reinstated. The employee is entitled to use and accrue Earned Sick and Safe Time at the commencement of reemployment.

City Council Work Session: December 5, 2023

|                                                                    |                                   |
|--------------------------------------------------------------------|-----------------------------------|
| <b>AGENDA ITEM:</b> Staff Reports                                  | <b>AGENDA SECTION:</b><br>UPDATES |
| <b>PREPARED BY:</b> Logan Martin, City Administrator               | <b>AGENDA NO.</b> 3.b.            |
| <b>ATTACHMENTS:</b> Upcoming Council Events                        | <b>APPROVED BY:</b> LJM           |
| <b>RECOMMENDED ACTION:</b> Review and provide direction for staff. |                                   |

**BACKGROUND**

Staff will provide updates on the following items and will request Council discussion:

**Administrative Services Department**

- City Administrator Annual Evaluation
- Upcoming City Council conferences and trainings
- City Council goal setting agenda / dates

**Public Works/Engineering**

- Environmental and Sustainability Commission Update

**RECOMMENDATION**

City Council to provide direction for staff.

### January – 24’

**City Admin Annual Review**

TBD

### February – 24’

**DCRC Legislative Reception**

TBD

**CC Goal Setting Session**

TBD

**LMC Leaders Institute**

Feb. 9-10 Plymouth, MN

### March – 24’

**Commissioner Interviews**

TBD

**State of City**

TBD

**Home & Business Expo**

March 2 9:30-1:30

**NLC Congressional City Conference**

March 11-13, 2024 -Washington D.C

*\*Early Bird 2/19*

*\*City Summit Attend. Discount 1/1*

### April – 24’

**Volunteer & Commissioner  
Recognition Event**

TBD

### May – 24’

**Public Service Recognition Event**

TBD

### June– 24’

**Public Safety in the Park –**

TBD

**LMC Annual Conference -**

June 26-28, 2024 - Rochester

### July – 24’

**Lep Days Booth – Council Out &  
About**

July 26<sup>th</sup> – 28<sup>th</sup>

### August - 24’

**Nat’l Night Out – Council Out &  
About**

August 6<sup>th</sup> starting at 6pm

### September - 24’

**2024 Dig In – Open House**

TBD

**Food Truck Festival**

September 21<sup>st</sup>

### October – 24’

**Fire Department Open House**

TBD

**Haunted Woods Trail – Central  
Park**

TBD

### November– 24’

**Night on the Town-**

TBD

**NLC City Summit –**

Nov. 13-16 Tampa, FL

**Steeple Center Tree Lighting –**

Nov. 30<sup>th</sup>

### December– 23’

**DCR Holiday Luncheon**

RCC Dec. 5 10:30-1

**“Santa Tour of Rosemount” –**

December 9<sup>th</sup> 10-2

**Staff Holiday Luncheon**

December 13<sup>th</sup> @ 11:30 a.m.