



**MINUTES OF THE PROCEEDINGS OF THE CITY COUNCIL  
OF THE CITY OF STACY IN THE COUNTY OF CHISAGO  
AND THE STATE OF MINNESOTA PURSUANT TO DUE  
CALL AND NOTICE THEREOF  
SPECIAL MEETING  
SEPTEMBER 27, 2022, 7:30p.m.  
30955 Forest Boulevard, Stacy MN 55079**

**Call to Order**

The meeting was called to order by Mayor Utecht at 7:30p.m.

**Present**

**Present:** Mark Utecht, Mark Ness, Jennie Carlson, Tim Sawatzky, and Marie Lawrence for Stacy. Jess Eischens, Brian Seekon, Rick Keller, and Carolyn Cagle for Lent.

**Absent:** Troy Nelson for Lent

**Others Present:** Jim Ness, Craig with Lent Maintenance

**Purpose of the Special Meeting**

The purpose of the meeting is to discuss:

1. Employee pay and benefits in relation to the annexation

**Employee Pay/Benefit discussion**

The council and Lent town board met and discussed the proposed annexation and how that relates to the employees for pay, benefits, etc. Specifics discussed include:

- Where the Lent employees will fall into our current matrix.
- A proposal from Abdo for a pay study, matrix, position analysis. The board and council would like to try to get another proposal for this and will review at the normal Stacy City Council meeting on 10/11/22.
- It was determined from discussions with the city's current insurance provider that Lent will no longer be able to continue with their current health benefit plan once the annexation goes through. This is because the township of Lent will no longer exist and there will be no entity to hold it. Lent employees will have to come over to the city's health benefit policy. The Stacy city office is continuing to work on this to see if there is a way to offer another comparable health plan in conjunction with the ones they already provide. This will be reviewed at the 10/11/22 city council meeting.
- Leah with Abdo gave information to the board and council regarding bringing over their employees at their current wage even if they fall outside of the current city pay matrix. This can be done but a freeze will happen with their current pay. Once the pay study is completed, if these employees would still fall outside of the matrix for their position, the freeze on their pay would continue until the council votes to bring the pay matrix up during their cost of living reviews. Once their



pay catches up, the freeze will lift and the employee will again be eligible for increases.

- The city finance director was asked to prepare a summary of all current city and Lent employees and where we feel they would fall within our current matrix. Information requested includes current pay, proposed position and grade, proposed pay according to the current proposed 2023 budget and if they comply with the current matrix. This information will be given at the 10/11/22 city council meeting.
- A meeting was set for 10/11/22 at 5pm for the Stacy city council to meet with current Stacy employees before their normal monthly council meeting at 7pm to hear thoughts and concerns from current staff.

**Adjourned at 9:01p.m.**

Motion by Utecht to adjourn. Second by Ness Members Ness, Utecht, Sawatzky, Lawrence, and Carlson voted yes. Mayor Utecht declared the motion carried. 9:01p.m.

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Michelle Hayes

