

CITY OF RUSHFORD VILLAGE MINUTES OF NOVEMBER 18, 2025
REGULAR COUNCIL MEETING
43038 State Hwy 30, Rushford Village, Minnesota 55971-5167

Pledge of Allegiance to the Flag

The November 18, 2025 Council Meeting was called to order by Acting Mayor Mike Ebner at 7:00 p.m. in the Rushford Village Office. Council Members present: Travis Link, Robert Hart and Rick Ruberg; Public Works/Maintenance Supervisor Darrin Dessner, Planning/Zoning Administrator Jon Pettit, City Attorney Joseph O’Koren, Treasurer Judy Graham and Clerk Mary Miner
Absent: Mayor Dennis Overland

AGENDA was approved as presented Motion by Link, 2nd by Hart, Carried.

MINUTES from the November 4, 2025 Regular Council Meeting approved as presented Motion by Link, 2nd by Hart, Carried.

CITIZENS/OTHERS PRESENT: Kirsten Zoellner-Fillmore County Journal, Jayme Longmire-CEDA

- **Jayme Longmire-CEDA:**
 - Monthly October/November report was available for review. Longmire encouraged the Council to contact her with any questions
 - Longmire shared Planning and Zoning had discussed a couple of suggestions she presented to them. One suggestion was a fix-up fund that would use revolving flood loan funds that could be used for businesses in a commercial district which CRV does not really have so this was just an idea for a different type of loan program through the revolving loan fund. The draft is set up at a grant which Planning and Zoning will discuss more at a later date. The other suggestion was to implement an Auxiliary Dwelling Unit (ADU) program. This will be something Planning and Zoning will potentially review on a case-by-case basis, nothing will be put in writing as far as guidelines.
 - Shared Fillmore County EDA was accepted into the Rural Child Care Innovation Program (RCCIP). First Children’s Finance is an organization based out of Minneapolis that choose communities every year to participate in a two-year program. Fillmore County was one of three communities chosen for the next round of programming. First Children’s Finance will be working closely with the Fillmore County EDA on a program to help initiate and bring more child care services and programs to Fillmore County. Fillmore County will receive approximately \$46,000.00 in support and services from First Children’s Finance during the two-year program. There is a core team of about 20 people from around the County that has been selected by the Fillmore County EDA that will meet monthly to talk about the program and how to bring forth the initiatives. Starting in January the County will send out updates about the program.
 - The Fillmore County Commission report has a link to a county wide community survey. Fillmore County EDA Allison asked Longmire to share it with the Council so she will be sending that out to everyone, Allison will be providing the survey results to the Commissioners in January.
 - Fillmore County will be launching a new tourism initiative in the spring of 2026 called Explore More in Fillmore County. This is an offset of the Explore Minnesota initiative, they are trying to bring more visitors to Fillmore County as a whole

FINANCIALS: Receipts as of November 15, 2025 \$1,491.65, Expenses as of November 15, 2025 \$18,613.95
Estimated November Receipts \$8,000.00/Estimated November Expenses \$47,000.00
CD’s renewing at current advertised rates

Motion to approve the financials are presented Motion by Hart, 2nd by Ruberg. Carried.

PLANNING / ZONING–Pettit: New Permits /Inquiries/Updates;

New Permits:

- #1748-Amanda Schmoker-New Roof-Plummer St
- #1749-Sue Lance/Steven Rahn-24’x18’ Three-Sided Shed-County Road 25 S

Permit Status/Projects in Process/Inquiries/Updates:

- Pettit reported Jayme Longmire presented a couple ideas to Planning and Zoning.
 - Auxiliary Dwelling Unit (ADU) ordinance-Planning and Zoning were not comfortable with the way things are right now with this draft. Pettit stated there is not much agreement right now with the initial ADU project on the part of the Planning and Zoning Board so that discussion has been put off for the next couple of meetings. Planning and Zoning will need to determine if this is something that is needed or is it something that can be

accomplished without an ordinance or will the ADU ordinance lock CRV up as to how it would be enforced as it stated if the ADU is not being used by a blood relative then all the appliances need to be removed from the unit. Pettit, as the administrator, is not interested in dealing with or enforcing this

- Fix-Up Fund/Revolving Load Fund-Pettit stated Planning and Zoning discussed this and determined CRV does not have a lot of businesses that would need the money to put up signage or things like that. This would be a way to use the revolving loan funds but its also written up as a grant so the money would not come back to CRV. There are provisions regarding the business bringing in receipts after the project is completed so they could be reimbursed and they would have to be in business for two years. Planning and Zoning has reservations about this and was not sure it was something CRV needs to do. It all comes back to the revolving loan, and Pettit stated the Planning and Zoning feels they are becoming an EDA board which is difficult for them to get a handle of because they all have their ideas as to what the revolving flood loan is to be used for. They are having trouble deciding if the money has to be used for the sake of getting it in circulation or should it be for a business coming to CRV and then deciding if there is something CRV can help that business with through the Revolving Loan Fund. Pettit stated Longmire will be looking at more development areas and things like that and is pretty adamant about getting the Revolving Loan Fund money out somehow and using it
- Pettit reported a new concrete business will be going into the old Farmer's Winn Coop property which is located next to the Consolidated Energy gas plant on Highway 16. A permit application for a building is expected soon so Pettit can get a look at his building and what he wants to do with that. They have been in contact with Fillmore County regarding the septic system and it does not appear there will be any issues with that but it could take a while to get as Fillmore County has a lot of permit applications right now. They will also need to drill a well, this permit comes from the State of MN. They would like to start this year

ROADS/WATER/SEWER:

- **Roads/Utilities Update:** Dessner reported:
 - Lee met with MN Department of Health for the PFAS water sample
 - Salt has been hauled and mixed with the sand and is ready for winter
 - Winter rock might be delivered this week, if not he will call Bruening Rock again
 - MN DOT has fixed the approaches to Vogan, Airport Rd and Ridgeview as well as filled the potholes by Cooperative Way and Highways 16 and 30
 - Was able to grade today after the rain hopes to do more tomorrow
 - STS Plumbing started installing the tube heating in the north end of the maintenance shed
 - The backhoe batteries would not hold a charge. Brought to Hammels to check the batteries, they had to be replaced
- **Wastewater CD to Wastewater Fund \$20,000.00:**
 - Graham reported there is approximately \$51,000.00 in wastewater savings but Wastewater Fund has a negative checking account balance of approximately \$27,000.00.
 - Graham originally thought \$20,000.00 would be enough but now thinks \$30,000.00 should be transferred from the wastewater cd to checking to get that balance to a positive amount. Part of this is from the cost of the multiple lift stations pumps that had to be purchased or fixed for the lift stations by Brown's Tire
 - This does not affect Fund 100, it will be put into the Wastewater account by the end of the year so that account will have a positive fund balance
 - Hart questioned if the rates were increased in the budget. Ebner stated this is a completely separate fund and will deal with it after the first of the year. Graham stated it is a completely different fund

Motion made to transfer \$30,000.00 from the Wastewater CD into the wastewater checking fund

Motion by Hart, 2nd by Ruberg. Carried.

OTHER:

- **Minnesota Paid Leave Law (MPLL)Spreadsheet:** Spreadsheet was put together by Miner and Paul Ness to provide an easier way for the Council to see what has to be done in regards to MPLL. The spreadsheet lists items relating to the implementation of the Minnesota Paid Leave Law, Council action was required for the following
 - Assigning a Paid Leave Administrator-Action Item 1

Motion made to assign Mary Miner, Clerk as Paid Leave Administrator

Motion by Hart, 2nd by Ruberg. Carried.

- Supplemental Benefits-Create a new paid time off benefit in addition to what MPLL requires for eligible employees-Action Item 2a
 - Cities can develop another supplemental fund which would be an additional benefit above and beyond the Paid Leave benefits employees would receive
 - Recommendation from Ness is to not to create an additional benefit fund, CRV already offers a beneficial compensation package and this could be difficult to track

Motion made not to create an additional benefit through which CRV would provide payments above and beyond the Paid Leave benefits employees would receive Motion by Hart, 2nd by Link. Carried.

- Supplemental Benefits-Action Item 2b-designate as a ‘supplemental benefit payment’ the employees accrued/unused PTO/ESST so it can be used to “top off” the Paid Leave benefits paid from the State
 - This would allow employees to use PTO/ESST to “top off” what they are getting paid from Paid Leave
 - Recommendation from Ness is not to designate or allow “topping off” as this could make payroll administration as it relates to taxes, FICA and PERA more difficult. If an employee wants to receive a full pay check they have the option to use their PTO/ESST to receive full pay but CRV cannot force them to use their PTO/ESST

Motion made not to designate or allow PTO/ESST to “top off” as a supplemental benefit payment Motion by Hart, 2nd by Link. Carried.

- Allow employee to use PTO/ESST if they want to get a full paycheck based on the employee’s choice-Action Item 3
 - This would allow an employee the choice to use their PTO/ESST to receive a full paycheck

Motion made to allow employee to use PTO/ESST if they want to receive a full paycheck Motion by Hart, 2nd by Link. Carried.

- Premium split between CRV and employee-Action Item 5
 - Three Options 1) CRV 25% and employee 75%, Option 2) 50%-50% even split, Option 3) CRV pays more than 50% up to 100%
 - CRV should be considered a small employer because we have fewer than 30 employees. Large cities are required to pay .88%, CRV would be required to pay .66% as a small city.
 - That being said, an employee regardless if they work for a large or small city is to pay the same .44% of the premium. If a large city is splitting the premium 50%-50% the city and employee would both pay .44% to get to the total .88%. For CRV, a small city, if the employee is to pay .44% the city would pay the remaining .22% to get to the total .66%.
 - For a large city they are required to pay at least 50% of the premium, they can decide to pay more than the 50% but anything above 50% will be considered wages and will be listed on the employees W2 as additional wages. For a small city the city is required to pay .22% and the employee .44% so anything the small city pays about the .22% will be considered wages and will be listed on the employees W2 as additional wages
 - Because it is not known how this will all play out, how it will be tracked or what CTAS will look Ness is recommending CRV pay 25%/.22% and employee pay 75%/.44
 - The premium amount could change from year to year.
 - Link questioned how much this will affect the employees. It will depend on the employees wage
 - Ness is recommending to go with the city 25%/.22%- employee 75%/.44% for this year to see how everything falls and maybe change it next year if needed

Motion made to follow Paul’s recommendation option 1 CRV pays 25%/22% and employee pays 75%/.44% Motion by Hart, 2nd by Ruberg. Carried.

- Intermittent Leave Allowed-Action Item 8a:
 - This would be the minimum/smallest block of time an employee can use for this type of paid leave that the MPLL allows up to 480 hours or 12 weeks
 - Ness and Miner recommend setting 4 hour block as the minimum amount of time that can be taken
 - Link questioned how often this could be used. Once an employee has met the criteria and have been off work for seven days and are granted Paid Leave it is recommended CRV set 4 hours as the minimum block of time an employee can take off. This would make tracking easier and would allow an employee to return to work for part of the day if they want to

Motion made to set 4 hours as the minimum/smallest block of time an employee can use for this type of intermittent leave Motion by Hart, 2nd by Ruberg. Carried.

- Intermittent Leave permitted-Action Item 8b:
 - MPLL allows for medical paid leave and family paid leave. Medical paid leave is for things relating to the employees own medical situations. Family paid leave is time an employee may need to tend to a family members medical situation

- A city can decide if they will allow an employee and additional 8 weeks of family paid leave above the medical paid leave of 12 weeks bringing their leave up to the Law's maximum of 20 weeks. If an employee has used their 12 weeks of medical leave and then a situation comes up where they need to have time off to care for a family member they would be able to take an additional 8 weeks of intermittent leave bringing them to the 20 week maximum allowed by Law if this additional leave is approved by the city
- It is recommended this leave would also have a 4 hour minimum block of time the employee an employee could use
- Link questioned if all intermittent leave would be paid by the State under the MPLL law? Yes, this is paid through the State

Motion made to allow the additional 8 weeks of intermittent leave up to the 20 week maximum allowed by law with 4 hours as the minimum/smallest block of time an employee can use for this type of leave

Motion by Hart, 2nd by Ruberg. Carried.

- Interaction with leave laws-Pregnancy & Parenting Leave and Family and Medical Leave Act-Action Item 9:
 - MN Paid Leave to run concurrently with leave taken for the same purposes under State's Pregnancy and Parenting Leave statute and Federal Family and Medical Leave Act (CRV not eligible because too small)

Motion made MN Paid Leave run concurrently with State's Pregnancy and Parenting Leave statute and Federal Family and Medical Leave Act

Motion by Ruberg, 2nd by Link. Carried.

- O'Koren suggested a policy should be written and an application form be available for employees and all employees need to be given notice by December 1st. O'Koren stated there will be a sharp learning curve on this.
- Miner stated Ness is working on a policy and the employee notice
- **Budget Review:**
 - Miner has updated the 2026 proposed budget. She removed \$30,000.00 for the generator and \$20,000.00 from the equipment and bridge CDs. This brings the 2026 proposed levy from \$655,455.00/14.5% to \$605,455.00/5.77% levy increase over the 2025 budget. This brings the receipts total to \$719,978.00 for 2026, the disbursement total is \$714,099.00
 - The final tax levy has to be set at the December 16th meeting.
 - Miner reported she had received a call from a resident regarding the tax statement they just received. Miner explained to them the CRV Council has been looking at ways to reduce the CRV levy and at this time has it down to between 5% and 6%. It was suggested they call the Fillmore County Assessor to get answers to why their property values increased.
 - Miner asked for any other ideas to reduce the proposed budget. Link suggested not having a CEDA contract but leave \$5,000.00-\$10,000.00 budgeted for that in case we need hire them on an as needed basis
 - Hart stated it is a good idea for everyone to call the Assessor and ask why CRV taxes are going up so much. It seems a lot of it has to do with recreational land sales and feels rural residencies are being taxed based on inflated land values for recreational property. He stated this is not right especially when the State is allowed to come in and buy land that takes our tax base away and to make up the difference they raise our taxes.
 - Pettit stated after he got his tax statement this summer he did go and talk with the Assessor because his taxes went up. The most recent tax statement shows taxes on his land, not including the house, went up 77%. He was told this is because it is classified recreational. Pettit stated since he has owned the land it has been farmed, it's always been agricultural. What he was told is he might not own it forever and if it's sold the next owner might put up a tree stand and it will be recreational.
 - Hart stated over the past five years the average tax increase around his neighborhood has been over 50% but the market has probably not gone up 50% and in many cases the tax increase was 70% for several of the properties. He did have someone tell him their taxes did go down but that does not seem to be the case for most residents. Hart stated they base the values on property sales so he will be asking what those sales are. He does not feel it is right to increase a residential property value if it's the recreational land that is increasing in value.

OTHER UPDATES / MEETINGS:

- November 27, 2025-Thursday-Thanksgiving-Office Closed
- December 2, 2025-Tuesday-Truth in Taxation (TNT) Meeting, 6:45 pm @ CRV Office

Next Meetings: Council: December 2, 2025 TNT Meeting 6:45 pm, Regular Council Meeting @ 7:00 pm at CRV Hall Office and December 16 @ 7:00 pm at CRV Hall Office

Zoning: December 16, 2025 @ 5:30 pm at CRV Hall Office

Motion made to Adjourn Regular Council Meeting at 7:51 pm by Ruberg, 2nd by Hart.