



COTTAGE GROVE CITY COUNCIL
12800 RAVINE PARKWAY SOUTH
COTTAGE GROVE, MINNESOTA 55016
COUNCIL CHAMBER - 7:00 PM

December 17, 2025

- 1 Call to Order
- 2 Pledge of Allegiance
- 3 Roll Call
- 4 Open Forum
- 5 Adoption of Agenda
- 6 Presentations
- 7 Consent Agenda
 - A City Council Regular Meeting Minutes (2025-11-05)
Staff Recommendation: Approve the November 5, 2025, Regular Meeting Minutes.
 - B City Council Special Meeting Minutes (2025-11-05)
Staff Recommendation: Approve the November 5, 2025, City Council Special Meeting Minutes.
 - C City Council Regular Meeting Minutes (2025-11-19)
Staff Recommendation: Approve the November 19, 2025, Regular Meeting Minutes.
 - D City Council Closed Meeting Minutes (2025-11-19)
Staff Recommendation: Approve the November 19, 2025, City Council Closed Meeting Minutes.
 - E City Council Regular Meeting Minutes (2025-12-03)
Staff Recommendation: Approve the December 3, 2025, City Council Regular Meeting Minutes.
 - F Planning Commission Minutes (2025-10-27)
Staff Recommendation: Accept and place on file the minutes from the October 27, 2025, Planning Commission meeting.
 - G Economic Development Authority Meeting Minutes (2025-11-19)
Staff Recommendation: Approve the November 19, 2025, Economic Development Authority Special Meeting minutes.
 - H Rental License Approvals
Staff Recommendation: Approve the issuance of rental licenses to the properties listed in the attached table.
 - I Therapeutic Massage License — National Criminal History Background Check
Staff Recommendation: Approve Ordinance 1105, requiring a federal background check for all massage therapist licenses as outlined by Minnesota Statute 299C.77 (Federal Background Checks by Political Subdivisions).
 - J 2026 Council Meeting Schedule
Staff Recommendation: Approve the 2026 Council Meeting Schedule.

- K 2026 Fee Table**
Staff Recommendation: Adopt Ordinance 1106, authorizing the implementation of fee changes, increases, and additions for the year 2026, effective January 1, 2026.
- L Amend 2025 Budget**
Staff Recommendation: Adopt Resolution 2025-190, 2025 Budget Revisions.
- M 2026 CVB Final Budget Approval**
Staff Recommendation: Approve the 2026 CVB Final Budget.
- N 2026 Part-Time Firefighter - Pay Plan**
Staff Recommendation: Approve Resolution 2025-184 adopting a 2026 Part-time Firefighters Pay Plan.
- O 2026 Part-Time Pay Plan**
Staff Recommendation: Adopt resolution 2025-183 approving the 2026 Part-time Pay Plan.
- P 2026 Non-Rep Pay Plan**
Staff Recommendation: Approve Resolution 2025-185 adopting a 2026 Pay Plan and Benefits for employees not covered by a labor contract for the City of Cottage Grove. All wage and benefit costs have been budgeted.
- Q 2026 Personnel Policy**
Staff Recommendation: Adopt Resolution number 2025-192 updating the City Personnel Policy.
- R 2026 Health and Dental Insurance**
Staff Recommendation: Approve the MetLife Dental Policy and the Medica Master Group Contract for 2026. The MetLife dental benefits summary and the Medica Summary of Benefits and Coverages (SBCs) are attached. The formal MetLife and Medica contracts will be issued later this month or early next month.
- S 2026 State Lobbying Services**
Staff Recommendation: Authorize the letter of engagement with Larkin Hoffman for state lobbying services in 2026.
- T Cottage Grove Police Foundation Fitness Equipment Donation**
Staff Recommendation: Accept the donation of equipment in the amount of \$993.11 for the fitness center at City Hall from the Cottage Grove Police Foundation.
- U East Metro Training Facility Joint Power Agreement**
Staff Recommendation: Approve and sign the Joint Power Agreement between the City of Cottage Grove and the East Metro Training Facility.
- V City of Cottage Grove Fair Housing Policy**
Staff Recommendation: Adopt Resolution 2025-193 approving the City of Cottage Grove Fair Housing Policy.
- W Metropolitan Council System Statement Appeal**
Staff Recommendation: Adopt Resolution 2025-194 appealing the Metropolitan Council's System Statement.
- X MN DNR Outdoor Recreation Grant Application – Hamlet Park Skate Park Rehabilitation and Peterson Park Development Projects**
Staff Recommendation: 1) Authorize resolution 2025-186 for application to the MN Department of Natural Resources Outdoor Recreation Grant Program for an amount up to \$350,000 to be used for the Hamlet Park Skate Park rehabilitation. 2) Authorize resolution 2025-187 for application to the MN Department of Natural Resources Outdoor Recreation Grant Program for an amount up to \$350,000 to be used for the Peterson Park development project.
- Y MN DNR Local Trail Connections Grant Application – Peterson Park & Military Trail Head**
Staff Recommendation: 1) Authorize resolution 2025-188 to apply for the MN Department of Natural Resources Local Trail Connections Grant Program for up to \$250,000 to be used for Peterson Park trail construction. 2) Authorize resolution 2025-189 to apply for the MN Department of Natural Resources Local Trail Connections Grant Program for up to \$250,000 to be used for Military Trail Head trail construction.

- Z Livable Communities Act Grant Agreement – Real Estate Equities Apartment Project (Hadley Ridge Apartments)
Staff Recommendation: Authorize the Metropolitan Livable Communities Act Grant Agreement for \$785,000 to be used for the Hadley Ridge Apartments project.
- AA East Point Douglas Road and Jamaica Avenue Reconstruction - Final Payment
Staff Recommendation: Adopt Resolution 2025-191 approving the final payment in the amount of \$176,486.98 to Meyer Contracting, Inc. for the East Point Douglas Road and Jamaica Avenue Reconstruction Project.
- BB Ice Arena LiveBarn Agreement
Staff Recommendation: Authorize agreement with LiveBarn to provide live-streaming services at the Cottage Grove Ice Arena.
- CC ESRI Enterprise Agreement
Staff Recommendation: Approve the renewal of the ESRI Enterprise 3-year Agreement for \$42,200 annually for a total of \$126,600.
- DD GPS Policy
Staff Recommendation: Approve the GPS Vehicle Tracking Policy as outlined.
- EE Public Works GPS Purchase
Staff Recommendation: Approve the purchase of GPS monitored devices from Precise for a total of \$8,000 for install and a \$22,032 subscription cost per year.
- FF Shop Remodel Change Order #2
Staff Recommendation: Approve Change Order #2 in the amount of \$1,660.04 for the Public Works Facility Mechanics Shop Remodel project, increasing the contract amount from \$299,797.82 to \$301,457.86.
- GG Reel Grinder Replacement
Staff Recommendation: Authorize purchase of a Foley 633 Reel Grinder from MTI Distributing for the amount of \$57,500.89
- HH Sale of Surplus Property
Staff Recommendation: Authorize Public Works to advertise and sell surplus property on MNBid or a similar auction site.
- 8 Approve Disbursements
 - A Approve Disbursements
Staff Recommendation: Approve disbursements from 11-28-2025 through 12-11-2025 in the amount of \$1,171,675.82.
- 9 Public Hearings
- 10 Bid Awards
- 11 Regular Agenda
 - A Commission and Committee Appointments
Staff Recommendation: Approve the 2026 Commission and Committee Appointments as presented.
- 12 Council Comments and Requests
- 13 Workshops - Open to Public
- 14 Workshops - Closed to Public
- 15 Adjournment