

The special meeting was called to order by Mayor Coulter at 7:00 PM. Councilmen present were Anderson, Andolshek, Arends and Delmonico. There were about 18 members of the community present.

The mayor made the following announcements:

Crow Wing County Highway Department will hold a public informational meeting concerning the proposed improvements to CSAH #6 from the Jct. CSAH #16 to Jct. #1 on Friday, October 23rd at 7:30 PM at Manhattan Beach City Hall and at Crosslake City Hall on Saturday, October 24, 1981 at 10:00 AM.

A farewell reception will be held at Crosslake Community Center on Sunday, October 25, 1981 from 10:30 AM to 12:30 PM for former Mayor Whisler who is moving from the area.

BID OPENING FOR REMODELLING OF CITY HALL: Delmonico read the legal notice which appeared in the paper on October 8, 1981. The bids were then opened and read aloud by Delmonico.

MOTION: By Arends and seconded by Andolshek that the city accept the low bid of Frank Peterson Construction in the amount of \$5,400. for the Crosslake City Hall remodeling/labor only as specified by architect but does not include any electrical work. All members voting, "AYE", the motion carried and the vote was unanimous.

In discussing the bid of Thelen Heating and Roofing, it was pointed out by Architect Carl Nordquist, that he had instructed them to figure the removal of the existing roof on the sloping roof and as his bid does state that the existing roof to be removed by the general contractor, this point will have to be clarified.

MOTION: By Anderson and seconded by Delmonico that we accept the bid of Thelen Heating and Roofing for the City Hall roof as per the architect's specifications and Addendums No. 1 & No. 2. All members voting, "AYE", the motion carried and the vote was unanimous.

The clerk questioned as to who is to carry the insurance?

MOTION: By Delmonico and seconded by Anderson that the city add this project to their present policy. The motion carried and the vote was unanimous.

PERMIT REFUSAL BY DNR FOR DWIGHT LEE: Mayor stated that all council members have received copies of the denial of the DNR in regard to the application of Dwight Lee. She stated that she had spoken with Ron Anderson of DNR, and that as he was gone on Friday when the due date was to expire, but she did reach him on the following Monday and his main concern was not that we had a problem but was whether we had a bathroom available at City Hall for handicapped people. She stated that she had talked with Randy Hanson, City Attorney, and he felt that even though she did receive a letter from Mr. Lee stating that he would pay all costs over and above posting a bond for the hearings, he felt that the council should request that Mr. Lee demand the hearing, as he would be able to request one anyway, in case the city's appeal was denied or not denied, or the appeal was reversed or not reversed, and he then would be responsible for costs not to exceed \$750. Mr. Hanson advised that we do ask Mr. Lee to submit the request for the hearing and that we do support him, written or orally, and that city provide a place for the meeting. The mayor then asked for a motion to this effect.

MOTION: By Anderson and seconded by Delmonico that we do inform Mr. Lee

and the DNR that a request for a hearing on the denial by the DNR should be made by Mr. Lee and that the city will support Mr. Lee's endeavor, written and orally, and that the city will provide a place for the hearing should they require one at no cost to the city. The motion carried and the vote was unanimous.

COMMERCIAL BUILDING OF DAVE LINGWALL: MOTION: By Arends and seconded by Anderson that the council accept the plans as presented for Mr. Lingwall's commercial building. The motion carried and the vote was unanimous. Anderson questioned as to whether the building would be opened to the public and whether the bathrooms met the handicap requirements. Arends stated they meet requirements.

RECOMMENDATION OF CROSSLAKE CHAMBER OF COMMERCE REGARDING OFF-SITE SIGNS: The mayor read the letter from the Crosslake Chamber of Commerce President Jack Lindenberg. The letter stated that the Chamber approves the recommendation of Charles Miller, Zoning Coordinator, that the zoning law be revised to charge an initial fee of \$25.00 and the annual renewal fee be \$5.00 for commercial off-site signs with one question, "Why should there be a distinction between commercial and residential signs?" The chamber also recommended that the city install road signs to aid visitors in locating resorts or residences. Miller stated that he felt road signs would help eliminate some of the signs necessary for directing people to certain businesses. In reply to the chamber's question about the distinction between commercial and residential signs, Mr. Miller explained that it is a surcharge for advertising. Andolshek stated that perhaps city road signs would cut down on the number of resident's signs. She also stated that when the city was talking about road signs previously that they would not have to be as large as the ones she received quotes on. Anderson stated that perhaps a road sign if it was not too large could be incorporated with the fire number signs, thus saving the cost of a separate post at least. Helen Fraser, Vice-Chairman of the Telephone Commission, suggested that if the city does obtain road signs then an address could be included in the telephone book, as they have had many requests that some kind of an address be listed to aid people in locating places. The mayor asked that the council keep an open mind in regard to city road signs and keep this in mind when planning the 1983 budget. She asked that Mr. Miller see that the off-site sign change is taken care of when re-writing the Ordinance of Planning & Zoning.

CITY EMPLOYEE POLICY: It was the consensus of the council that the present policy be kept and that the necessary changes be made. Under wage reviews on page 3, it was decided that the wage reviews should be held in July instead of November to fit into the city budgeting time. As wage schedules are now on an annual basis this paragraph will be changed to read an annual review by the council. The mayor will add a paragraph on salary reviews and job evaluations. The employee would make his evaluation and then the liason or personnel director, usually the mayor, could discuss it with him. In several places the word "company" will be changed to "city". Vacations can be taken at the discretion of the department as long as it is not detrimental to the city. In regard to sick leave it was decided that the 45 day ^{limit} accumulation be dropped or at least increased. Anderson stated that he felt that this would help to improve the employees' attendance record as they are perhaps taking days now as they can only accumulate so much. He asked that the council be given time to come up with a better solution. He suggested the following be considered: that an accumulation of a maximum of 800 hours be allowed

after the 800 hours they would get 4 hours deferred sick leave and 4 additional hours of vacation each month and if they used any sick leave after the accumulation of 800 hours it would be taken off the 800 hours and not off the deferred sick leave. Anderson stated that he would still like more time to consider this. Leo Fraser, a local businessman stated that his company does not pay for any sick time, and he did not think there were many businesses in Crosslake that did. Delmonico stated that the company he works for has a disability policy that both employer and employee contributes to and that they have a maximum of 90 days sick leave and when the 90 days sick leave is used the policy takes over. He would then get 3/4ths of his salary paid by the insurance. The mayor stated that the employees felt that a doctor's certificate after 3 days of sickness is too short a time. It was decided that this could be taken up at the December meeting. Mileage figure will be changed to 20¢ a mile.

GOLF COURSE: Charles Miller, Zoning Coordinator presented the plans for the proposed nine-hole golf course. The council felt that they could not approve this commercial business without advertising it first. After some discussion as to who the adjoining property owners were and whether they would have any right to object to this commercial business in a commercial area the following motion was made:

MOTION: By Andolshek and seconded by Arends that the council approve the nine-hole golf course as recommended by the Planning & Zoning Commission to be constructed by Jack Stone on property is planning on purchasing from the Swann family. The motion carried and the vote was unanimous. Anderson stated that he did feel that no business should be conducted not on the agenda, but brought in at the last minute. The clerk suggested that perhaps the Planning & Zoning Commission meeting should be moved ahead so that the clerk could get the matters to be brought up on the agenda.

MOTION: By Anderson and seconded by Arends that the meeting be adjourned. The motion carried and the vote was unanimous. The meeting was adjourned at 8:15.PM.

Respectfully submitted,

Jan Laughlin
Jan Laughlin, Clerk-Treasurer