



AGENDA
CHASKA CITY COUNCIL
CHASKA CITY HALL - COUNCIL CHAMBERS & ZOOM
Monday, February 2, 2026
7:00 PM

1. Open Session
2. Closed Session 5:30 - 7:00 PM
 - 2.A. City Administrator's Annual Review

Under Minnesota Statute Section 13D.05 Subdivision 3(a) the City Council has the authority to conduct a closed session for the review of any employee under its direct supervision. The only topic of the discussion in this closed session will be the performance review of City Administrator Matt Podhradsky. The meeting will be taped, and the recording kept for three years, as required by the Minnesota Open Meeting Law. As is required by State Statute, a summary of conclusions regarding the evaluation will be given at the next open session of the Chaska City Council.

3. Open Session
4. Call to Order
5. Pledge of Allegiance
6. Roll Call
7. Adopt Agenda
8. Visitor Presentation
 - 8.A. Legislative updates by Representative Rehm and Senator Coleman
9. Consent Items
 - 9.A. Adopt Resolution 2026-08, Authorizing submission of an application to the 2026 League of Minnesota Cities (LMC) Grant Navigator program for grant writing assistance for SW Chaska Park.
 - 9.B. LELS Local #210 Police Officer 2026-2027 Contract and MOA for Wage Re-opener
10. Action Items
 - 10.A. Commission Appointments

11. Bills
 - 11.A. Accounts Payable Claims Roster 02-02-2026
12. Other Business
 - 12.A. City Administrator's Report
 - 12.A.i. Biweekly 02/02/2026
13. Adjourn

REQUEST FOR ACTION CHASKA CITY COUNCIL 2/2/2026

Subject: Authorizing the submission of an application to the League of Minnesota Cities (LMC) Grant Navigator program for Southwest Chaska Park grant assistance

Prepared by: Ashley Cauley

Staff Recommendation: Motion to adopt Resolution 2026-08

Background

The City has been working with [Confluence](#), a landscape architecture and urban design consultant, to develop plans for the 50+ acre [SW Chaska Park](#). The current concept plan includes a barrier-free (Miracle League) field, a universally designed playground, a park shelter, athletic fields and sports courts, and disc golf amenities. The estimated project cost is approximately \$15 million. As park plans are refined, staff continue to identify funding opportunities to supplement ongoing fundraising efforts.

The League of Minnesota Cities (LMC) offers Grant Navigator funding of up to \$5,000 to assist cities with grant research and application preparation using consultant services. The City has recently partnered with Bolton & Menk to support the city's efforts.

Staff is requesting City Council authorization to pursue Grant Navigator funding to help offset Bolton & Menk's consultant fees related to evaluating eligibility and preparing grant applications, if appropriate, for the Minnesota Department of Natural Resources (DNR) Outdoor Recreation Grant and the Legislative-Citizen Commission on Minnesota Resources (LCCMR) Outdoor Recreation Grant. Both programs offer grants of up to \$500,000 and require a 50-percent local match.

If eligibility is determined and the City is recommended to proceed, resolutions authorizing the submission of grant applications will be brought forward for City Council consideration.

City Council Action Requested



Figure 1: Current SW Chaska Park concept

Motion to adopt Resolution No. 2026-08 authorizing the submission of an application to the League of MN Cities' 2026 Grant Navigator program for SW Community Park grant assistance.

**CITY OF CHASKA
CARVER COUNTY, MINNESOTA**

RESOLUTION

DATE February 2, 2026 **RESOLUTION NO.** 2026-08

MOTION BY COUNCILMEMBER _____ **SECOND BY COUNCILMEMBER** _____

Resolution authorizing the submission of an application to the League of Minnesota Cities (LMC) Grant Navigator program for SW Chaska Park grant assistance

WHEREAS, the League of Minnesota Cities ("LMC") has created the Grant Navigator program ("Program") in which the LMC will provide grants up to \$5,000 per city to use with industry partners to ease the process of identifying potential grant funds for city projects and aid in the grant application process; and

WHEREAS, the Program is limited to providing support in obtaining grant funding for one project per city, pursuant to Program guidelines; and

WHEREAS, the Program is limited to providing support in obtaining grant funding, and LMC does not provide funds to implement projects; and

WHEREAS, the City of Chaska ("City") wishes to apply to the Program for support in finding grant funding for Southwest Chaska Park ("Park"); and

WHEREAS, the City recognizes that if approved, any funds received through the Program must be used in a manner consistent with the conditions above as well as all other conditions or limitations of the program; and

WHEREAS, the Southwest Chaska Park is a 50+ acre park located in Southwest Chaska; and

WHEREAS, the City of Chaska's 2040 Comprehensive Plan guides this area for Open Space; and

WHEREAS, the Park's concept plan currently includes a barrier-free ball field, a universally-designed playground, a park shelter, athletic fields and sports courts, and disc golf amenities; and

WHEREAS, the Park's estimated project cost is approximately \$15 million; and

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Chaska, Minnesota supports the above-mentioned project and authorizes the submittal of a proposal by City Staff for Grant Navigator funding on behalf of the City of Chaska to the League of Minnesota Cities; and

BE IT FURTHER RESOLVED, that the City Council authorizes its City Administrator, or their designee, to communicate and execute such agreements as are necessary for the Project; and

CITY OF CHASKA

CARVER COUNTY, MINNESOTA

BE IT FURTHER RESOLVED, if the City is awarded a grant under the Program, it agrees to use the funds to engage with industry partners who will aid in the grant matching and application process consistent with the terms and conditions of the Program; and

BE IT FURTHER RESOLVED, if a state, federal, foundation, or nonprofit grant match is not found, or is applied to but is not awarded, the City will seek feedback on why the project was not eligible and report back to the LMC with these findings, consistent with the terms and conditions of the program; and

BE IT FURTHER RESOLVED, if a state, federal, foundation, or nonprofit grant is awarded, a project assessment will be submitted to the LMC within six months of the applicant's approval and then periodically until after the project competition, consistent with the terms and conditions of the program.

Passed and adopted by the City Council of the City of Chaska, Minnesota, this 2nd day of February, 2026.

Taylor Hubbard, Mayor

Attest: _____
Chaska Deputy Clerk

REQUEST FOR ACTION CHASKA CITY COUNCIL 2/2/2026

Subject: 2026-2027 Police Officer Union Contract, MOA for Wage Re-opener

Prepared By: Matt Podhradsky, City Administrator

The City of Chaska's Patrol and Investigative Officers (Law Enforcement Labor Services Local #210) bargaining unit represents approximately 19 of our 180 employees.

With our last two-year contract having expired at the end of 2025, we have been meeting over the last several months with representatives of each of these bargaining units to negotiate the next contract, with the following objectives being utilized to help drive this process:

- A. Maintain a competitive wage scale for members of the bargaining units in comparison to other metro communities between 25,000- 35,000 residents
- B. Recognize that a significant concern of employees is the potential for continued escalation of insurance costs, and that the City's contribution towards the employee benefits package should be comparable to other similar Metro Communities.
- C. Recognize that employees in the City of Chaska are dedicated to the City and very productive public servants.
- D. Recognize that one of our Organizational Values is a "Commitment to our Employees".
- E. Recognize that the City's financial resources are limited.

The city is seeking a 2 year contract (2026 – 2027), as this creates stability for the City and our Union employees, and because it creates predictability in budgeting on an annual basis.

Proposed Contract Changes for 2026-2027

As you will see below, I have listed out any of the changes that are being proposed as part of the 2026-2027 contract, as well as addressing some smaller compensation items within each of the contracts themselves.

The main items of discussion were the percentage increase change in wages and also in benefits.

Patrol and Investigative Officers will have a 3% general wage increase (aka COLA) on 1/1/2026 and 3% general wage increase (aka COLA) on 1/1/2027. The Patrol and Investigative unit will also have 4% market adjustment on 1/1/2026.

As for Contributions to our Employees' benefit costs, the contract proposes a 6% increase to address the increase in benefit costs as budgeted.

Besides the main items of wages and benefits, below are other specific changes being recommended in the Police Officer and Sergeant union contracts:

- **Uniform Allowances:** Increased by 3%
- **Bereavement Leave:** Updated the contract to mirror the Employee Handbook bereavement policy of 5 days for immediate family, 3 days for extended family.
- **Duty Firearm:** City will provide a duty firearm for all police officers.
- **Foreign Language Skills:** Employees with a demonstrated ability to speak a foreign language will be eligible for a \$100/month incentive. Employees are eligible upon hire.

Memorandum of Agreement

Along with the 2026-2027 contract is a memorandum of agreement that will allow wages to be re-opened for negotiation if the compensation study results recommend wage adjustment for bargaining unit employees.

Attached to this staff report is a draft of each of the Union Contracts. Staff is recommending adoption of each of these contracts, retroactive as of January 1, 2026.

CITY COUNCIL ACTION REQUESTED

Motion to approved employment contracts for the 2026-2027 period between the City of Chaska and LELS Local 210 with the agreement retroactive effective January 1, 2026.

LABOR AGREEMENT

BETWEEN

THE CITY OF CHASKA

AND

LAW ENFORCEMENT LABOR SERVICES, INC.

LOCAL #210

January 1, 2026 through December 31, 2027



Law Enforcement Labor Services, Inc. Local #210

Table of Contents

ARTICLE 1 - PURPOSE OF AGREEMENT.....3

ARTICLE 2 - RECOGNITION3

ARTICLE 3 - DEFINITIONS.....3

ARTICLE 4 - EMPLOYER SECURITY4

ARTICLE 5 - EMPLOYER AUTHORITY4

ARTICLE 6 - UNION SECURITY4

ARTICLE 7 – PEACE OFFICER RIGHTS - GRIEVANCE PROCEDURE.....5

ARTICLE 8 - SAVINGS CLAUSE.....7

ARTICLE 9 - SENIORITY.....8

ARTICLE 10 - DISCIPLINE.....9

ARTICLE 11 - CONSTITUTIONAL PROTECTION 10

ARTICLE 12 - HOURS OF WORK..... 10

ARTICLE 13 - OVERTIME 10

ARTICLE 14 - COURT TIME..... 11

ARTICLE 15 - CALL BACK TIME 12

ARTICLE 16 – VACATION/PAID PERSONAL LEAVE (PPL) 12

ARTICLE 17 - SICK LEAVE 14

ARTICLE 18 - HOLIDAYS 14

ARTICLE 19 – BEREAVEMENT LEAVE 16

ARTICLE 20 - SEVERANCE PAY..... 16

ARTICLE 21 - JURY DUTY 16

ARTICLE 22 – TRAINING..... 16

ARTICLE 23 - INJURED ON DUTY..... 19

ARTICLE 24 - FAMILY AND MEDICAL LEAVE ACT (FMLA)..... 20

ARTICLE 25 - NEGOTIATION MEETINGS..... 20

ARTICLE 26 - HEALTH AND WELFARE..... 20

ARTICLE 27 – UNIFORMS..... 24

ARTICLE 28 - FALSE ARREST..... 25

ARTICLE 29 - PEACE OFFICER LICENSE..... 25

ARTICLE 30 - PROBATIONARY PERIOD 25

ARTICLE 31 – COMPENSATION..... 25

ARTICLE 32 – WORK OUT ON DUTY..... 29

ARTICLE 33 – ON-CALL 29

ARTICLE 34 - DURATION 30

ARTICLE 1 - PURPOSE OF AGREEMENT

This AGREEMENT is entered into between the City of Chaska hereinafter called the EMPLOYER, and LAW ENFORCEMENT LABOR SERVICES, INC., hereinafter called the UNION.

It is the intent and purpose of this AGREEMENT to:

- 1.1 Assure sound and mutually beneficial working and economical relationships between the parties hereto;
- 1.2 Establish procedures for the resolution of disputes concerning this AGREEMENT'S interpretation and/or application; and
- 1.3 Place in written form the parties' agreement upon terms and conditions of employment for the duration of this AGREEMENT.

The EMPLOYER and the UNION, through this AGREEMENT, shall continue their dedication to the highest quality police service and protection to the residents of the City of Chaska. Both parties recognize this AGREEMENT as a pledge of this dedication.

ARTICLE 2 - RECOGNITION

- 2.1 The EMPLOYER recognizes the UNION as the exclusive representative, under Minn. State. 179A.03, Subd. 8, for all personnel in the following job classifications:

Peace Officer
- 2.2 In the event the EMPLOYER and the UNION are unable to agree as to the inclusion or exclusion of a new or modified job class, the issue shall be submitted to the Bureau of Mediation Services for determination.

ARTICLE 3 - DEFINITIONS

- 3.1 UNION: LAW ENFORCEMENT LABOR SERVICES, INC., (Local #210)
- 3.2 UNION MEMBER: a member of LAW ENFORCEMENT LABOR SERVICES, INC., (Union Local #210).
- 3.3 EMPLOYEE: A member of the exclusively recognized bargaining unit.
- 3.4 DEPARTMENT: The Chaska Police Department.
- 3.5 EMPLOYER: The City of Chaska.
- 3.6 UNION OFFICER/STEWARDS: Officer elected or appointed by LAW ENFORCEMENT LABOR SERVICES, INC., (Local #210).

- 3.7 CHIEF: The Chief of the City of Chaska Police Department.
- 3.8 WORK WEEK: The work week shall average forty (40) hours, making a normal work year of 2,080 hours.
- 3.9 OVERTIME: Work performed at the express authorization of the EMPLOYER in excess of the peace officers scheduled work shift.
- 3.10 SENIORITY: Length of continuous service with the employer.
- 3.11 SCHEDULED SHIFT: A consecutive work period including rest breaks and a lunch break.

LUNCH BREAK: A paid thirty (30) minute period For employee working six (6) or more consecutive hours
- 3.12 REST BREAK: A paid fifteen (15) minute period during the scheduled hours/normal shift for each four consecutive hours of work
- 3.13 PEACE OFFICER: Is any Peace Officer who is subject to MN Post licensure employed by the City of Chaska.
- 3.14 BASE PAY RATE: The Peace Officer’s monthly base wage exclusive of longevity pay, differential pay, or any other special allowance.

ARTICLE 4 - EMPLOYER SECURITY

The UNION agrees that during the life of this AGREEMENT it will not cause, encourage, participate in or support any strike, slow-down or other interruption of or interference with the normal functions of the EMPLOYER.

ARTICLE 5 - EMPLOYER AUTHORITY

- 5.1 The EMPLOYER retains the sole right to operate and manage all manpower, facilities and equipment in accordance with applicable laws and regulations of appropriate authorities.
- 5.2 Any term and condition of employment not specifically established or modified by this AGREEMENT shall remain solely within the discretion of the EMPLOYER to modify, establish, or eliminate.

ARTICLE 6 - UNION SECURITY

- 6.1 The EMPLOYER shall deduct from the wages of peace officers who authorize such a deduction in writing, an amount necessary to cover monthly UNION DUES. Such monies shall be remitted as directed by the UNION.
- 6.2 The UNION may designate peace officers (employees) from the bargaining unit to act as

a steward and an alternate or co-steward and shall inform the EMPLOYER in writing of such choice and changes in the position of steward and/or alternate. The steward/or co-steward shall receive overtime, at time and a half, when attending contract negotiation meetings when off-duty, and when they will meet their overall scheduled hours for that week.

- 6.3 The EMPLOYER shall make space available on the employee bulletin board, use of internal Email and telephone, for posting union notices and announcements which are non-partisan, and anti-inflammatory communications.
- 6.4 The UNION agrees to indemnify and hold the EMPLOYER harmless against any and all claims, suits, orders, or judgments brought or issued against the EMPLOYER as a result of any action taken or not taken by the EMPLOYER under the provisions of this Article.

ARTICLE 7 – PEACE OFFICER RIGHTS - GRIEVANCE PROCEDURE

7.1 DEFINITION OF A GRIEVANCE

A grievance is defined as a dispute or disagreement as to the interpretation or application of the specific terms and conditions of this AGREEMENT.

7.2 UNION REPRESENTATIVES

The EMPLOYER will recognize representatives designated by the UNION as the grievance representatives of the bargaining unit having the duties and responsibilities established by this Article. The UNION shall notify the EMPLOYER in writing of the names of such UNION REPRESENTATIVES and of their successors when so designated as provided by 6.2 of this AGREEMENT.

7.3 PROCESSING OF A GRIEVANCE

It is recognized and accepted by the UNION and the EMPLOYER that the processing of grievances as hereinafter provided is limited by the job duties and responsibilities of the PEACE OFFICER and shall therefore, be accomplished during normal working hours only when consistent with such PEACE OFFICER duties and responsibilities. The aggrieved PEACE OFFICER and the UNION REPRESENTATIVE shall be allowed a reasonable amount of time without loss in pay when a grievance is investigated and presented to the EMPLOYER during normal working hours provided that the PEACE OFFICER and the UNION REPRESENTATIVE have notified and received the approval of the designated supervisor who has determined that such absence is reasonable and would not be detrimental to the work of the EMPLOYER.

7.4 PROCEDURE

Grievances, as defined by Article 7.1, shall be resolved in conformance with the following procedure:

Step 1. A PEACE OFFICER claiming a violation concerning the interpretation or application of this AGREEMENT shall, within twenty-one (21) calendar days after such alleged violation has occurred, present such grievance to the PEACE OFFICER'S

supervisor as designated by the EMPLOYER. The EMPLOYER designated representative will discuss and give an answer to such Step 1 grievance within ten (10) calendar days after receipt. A grievance not resolved in Step 1 and appealed to Step 2 shall be placed in writing setting forth the nature of the grievance, the facts on which it is based, the provision or provisions of the AGREEMENT allegedly violated, and the remedy requested, and shall be appealed to Step 2 within ten (10) calendar days after the EMPLOYER designated representative's final answer in Step 1. Any grievance not appealed in writing to Step 2 by the UNION within ten (10) calendar days will be considered waived.

Step 2. If appealed, the written grievance shall be presented by the UNION and discussed with the EMPLOYER designated Step 2 representative. The EMPLOYER designated representative shall give the UNION the EMPLOYERS Step 2 answer in writing within ten (10) calendar days after receipt of such step 2 grievance. A grievance not resolved in Step 2 may be appealed to Step 3 within ten (10) calendar days following the EMPLOYER designated representative's final Step 2 answer. Any grievance not appealed in writing to Step 3 by the UNION within ten (10) calendar days shall be considered waived.

Step 3. If appealed, the written grievance shall be presented by the UNION and discussed with the EMPLOYER designated Step 3 representative. The EMPLOYER designated representative shall give the UNION the EMPLOYERS answer in writing within ten (10) calendar days after receipt of such Step 3 grievance. A grievance not resolved in Step 3 may be appealed to Step 4 within ten (10) calendar days following the EMPLOYER designated representative's final answer in Step 3. Any grievance not appealed in writing to Step 4 by the UNION within ten (10) calendar days shall be considered waived.

Step 3a. If a grievance is not resolved at Step 3 of the grievance procedure, the parties, by mutual agreement, may submit the matter to mediation with the Bureau of Mediation Services. Submitting the grievance to mediation preserves timelines for Step 4 of the grievance procedure. Any grievance not appealed in writing to Step 4 by the UNION within ten (10) calendar days of mediation shall be considered waived.

Step 4. A grievance unresolved in Step 3 or Step 3a and appealed to Step 4 by the UNION shall be submitted to arbitration subject to the provisions of the Public Employment Labor Relations Act of 1971, as amended. The selection of an arbitrator shall be made in accordance with the "Rules Governing the Arbitration of Grievances," as established by the Bureau of Mediation Services.

7.5 ARBITRATORS AUTHORITY

- A. The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the terms and conditions of this AGREEMENT. The arbitrator shall consider and decide only the specific issue(s) submitted in writing by the EMPLOYER and The UNION, and shall have no authority to make a decision on any issue not so submitted.

- B. The arbitrator will be without power to make decisions contrary to, or inconsistent with, or modifying, or varying in any way the application of laws, rules, or regulations having the force and effect of law. The arbitrator's decision shall be submitted in writing within thirty (30) days following close of the hearing or the submission of briefs by the parties, whichever be later, unless the parties agree to an extension. The decision shall be binding on both the EMPLOYER and the UNION and will be based solely on the arbitrator's interpretation or application of the express terms of this AGREEMENT and to the facts of the grievance presented.
- C. The fees and expenses for the arbitrator's services and proceedings shall be borne equally by the EMPLOYER and the UNION, provided that each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made providing it pays for the record. If both parties desire a verbatim record of the proceedings, the cost will be shared equally.

7.6 WAIVER

If a grievance is not presented within the time limits set forth it shall be considered "waived." If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the EMPLOYERS last answer. If the EMPLOYER does not answer a grievance or an appeal thereof within the specified time limits, the UNION may elect to treat the grievance as denied at that step and immediately appeal the grievance to the next step. The time limit in each step may be extended by mutual agreement of the EMPLOYER and the UNION in each step.

7.7 CHOICE OF REMEDY

If, as a result of the written EMPLOYER response in Step 3, the grievance remains unresolved, and if the grievance involves the suspension, demotion, or discharge of a peace officer who has completed the required probationary period, the grievance may be appealed to Step 4 of Article VII or a procedure such as Civil Service, Veteran's Preference, or Fair Employment. If appealed to any procedure other than Step 4 of Article VII, the grievance is not subject to the arbitration procedure as provided in Step 4 of Article VII. The aggrieved employee shall indicate in writing which procedure is to be utilized - Step 4 of Article VII, or another appeal procedure, and shall sign a statement to the effect that the choice of any other hearing precludes the aggrieved employee from making a subsequent appeal through Step 4 of Article VII. Except that with respect to statutes under the jurisdiction of the United States Equal Employment Opportunity Commission, an employee pursuing a statutory remedy is not precluded from also pursuing an appeal under this grievance procedure.

ARTICLE 8 - SAVINGS CLAUSE

This AGREEMENT is subject to the laws of the United States, the State of Minnesota, and the City of Chaska. In the event any provision of this AGREEMENT shall be held to be contrary to

law by a court of competent jurisdiction from whose final judgment or decree no appeal has been taken within the time provided, such provisions shall be voided. All other provisions of this AGREEMENT shall continue in full force and effect. The voided provision may be renegotiated at the written request of either party.

ARTICLE 9 - SENIORITY

- 9.1 Seniority will be determined by the peace officer's length of continuous employment with the Police Department and posted in an appropriate location. Seniority rosters may be determined by the Chief on the basis of time in grade and time within specific classifications.
- 9.2 A reduction of work force will be accomplished on the basis of seniority. Peace officers shall be recalled from layoff on the basis of seniority. A peace officer (employee) on layoff shall have an opportunity to return to work within two years of the time of his/her layoff before any new employee is hired.
- 9.3 Vacation periods shall be selected on the basis of seniority until March 15 of each calendar year. Requests of more senior employees must only be sought in the same assignment. Example of assignment is patrol division, investigations, administration, etc. that could affect the specific scheduling of that assignment. Senior peace officers (employees) have a ten (10) daytime limit from the date of vacation request to respond back to the requesting peace officer. No response back after the ten (10) daytime line automatically grants permission to a less senior peace officer.
- 9.4 Seniority shall prevail. Senior qualified peace officers shall have first preference on the job.
- 9.5 Peace officers based on seniority shall be given shift assignment preference after 18 months of continuous full-time employment with the City of Chaska.

Shift bidding notice will be posted annually.

Shift preference will be submitted to the Employer no later than October 1 of the current year for the next calendar year. The Employer will not assign/reassign a peace officer to work a patrol shift other than the shift assigned through the bid process for the duration of the bid period unless agreed to by the peace officer and/or exigencies apply relating to department need.

If a new schedule or modified permanent shift time(s) occur or is established by the Employer peace officers shall be permitted to bid/re-bid all shifts based upon seniority at the time of that particular event. If a bid/re-bid process occurs the duration shall be chosen by the Employer. This duration shall be no less than fourteen calendar days.

Any personnel changes occurring after a finalized shift bid, to include, but not limited to; peace officer resignation, re-assignment, injury, or illness, and/or new positions, shall

not automatically prompt a re-bid. Each individual circumstance will be evaluated by the Employer to seek a remedy that balances the police department and peace officer needs in order to fill that particular personnel change. If a shift re-bid shall occur in these instances, it shall only involve peace officers that have less seniority than the peace officer in question.

"Finalized" is defined as once the current seniority shift bid has been submitted to the Employer.

Peace officers may through their own mutual agreement and with the approval of the Employer exchange shift preference(s). Employer's approval shall not be unreasonably withheld or delayed.

ARTICLE 10 - DISCIPLINE

- 10.1 The EMPLOYER will discipline PEACE OFFICERS for just cause only. Discipline will be in the form of:
- a. oral reprimand;
 - b. written reprimand;
 - c. suspension;
 - d. demotion; or
 - e. discharge.
- 10.2 Suspensions, demotions, and discharges will be in written form.
- 10.3 Written reprimands, notices of suspension, and notices of discharge which are to become part of a peace officers personnel file shall be read and acknowledged by signature of the peace officer prior to placement in personnel file. Peace officers and the UNION will receive a copy of such reprimands and/or notices at the time of discipline. Peace Officers shall also be notified of any other document(s) which are added to or part of the peace officer's personnel file. In the event that a peace officer discovers that any such notice was placed in his/her personnel file without their knowledge, the formal grievance process may be applied based upon the time of discovery. Peace officers shall also be notified of any document removed from their personnel file.
- 10.4 Peace officers may examine their own individual personnel files at reasonable times under the direct supervision of the EMPLOYER.
- 10.5 Discharges will be preceded by a five (5) day suspension without pay.
- 10.6 A peace officer will not be questioned concerning an investigation of disciplinary action unless the peace officer has been given an opportunity to have a UNION representative present at such questioning, as defined in the Peace Officer Discipline Procedures Act-Minnesota State Statute 626.89. The EMPLOYER and UNION will coordinate to ensure the process moves in a timely manner.
- 10.7 Grievances relating to this Article shall be initiated by the UNION in Step 3 of the grievance procedure under Article VII.

ARTICLE 11 - CONSTITUTIONAL PROTECTION

A peace officer shall have the right granted to all citizens by the United States and Minnesota State Constitutions.

ARTICLE 12 - HOURS OF WORK

- 12.1 The normal work year is two thousand eighty (2,080) hours to be accounted for by each peace officer through:
- a) hours worked on assigned shifts;
 - b) holidays;
 - c) assigned training, and
 - d) authorized leave time.
- 12.2 Holiday pay is to be calculated based on the peace officer's actual length of assigned shift. Authorized leave time is to be calculated based on the peace officer's actual length of assigned shift. A peace officer that works on a holiday shall receive the actual length of their assigned shift for the holiday hours worked.
- 12.3 Nothing contained in this Article shall be interpreted to be a guarantee of a minimum or maximum number of hours the EMPLOYER may assign peace officers.
- 12.4 A peace officer shall be granted 30-minute paid lunch during his/her normal shift. The peace officer remains on continual duty. Break time allowance is part of the normal annual average workweek of forty hours. The Employer may require that the lunch be taken at the work site.
- 12.5 A peace officer assigned to work a 12-hour work shift will have an average of four (4) hours per payroll cycle over their 2080 schedule resulting in a total overage of 104 hours annually.
- 12.6 The Employer and Union will meet and confer regarding the start and end times for the 12-hour work schedule and days on and off in the event that any changes are proposed.

ARTICLE 13 - OVERTIME

- 13.1 Peace officers will be compensated at one and one-half (1-1/2) times the peace officer's current hourly rate for hours worked in excess of the peace officer's regularly scheduled shift. Changes of shifts do not qualify a peace officer for overtime under this Article.
- 13.2 All continuously assigned work by a peace officer after fourteen (14) hours is double time. If a peace officer voluntarily signs up for a posted overtime work shift or overtime detail, which extends the peace officers assigned work shift, this benefit does not apply. A peace officer who is asked, mandated, or required to stay or extend their work shift or an overtime detail will be paid double time after fourteen (14) hours of work. A peace officer that has Court assigned before or after their work shift is not eligible for this

benefit.

- 13.3 Overtime hours worked shall be paid either in the form of salary during the pay period in which they are earned or as compensatory time off. Final determination of form of payment shall be the City's responsibility. Determination of salary or comp will be determined on a case-by-case basis. A maximum of eighty (80) hours of compensatory time may be carried over from year to year. Approval must be granted by the Chief of Police in advance of compensatory time off. A peace officer may cash out their compensatory time throughout the year. Any compensatory overage will automatically be paid out on the last pay date in December of each year.
- 13.4 Overtime will be distributed as equally as practicable.
- 13.5 Overtime refused by peace officers will for record purposes under Article 13.3 be considered as unpaid overtime worked.
- 13.6 For the purpose of computing overtime compensation, overtime hours worked will not be pyramided, compounded, or paid twice for the same hours worked.
- 13.7 Overtime will be calculated to the nearest fifteen (15) minutes.

ARTICLE 14 - COURT TIME

- 14.1 A peace officer who is required to appear in Court during his/her scheduled off duty time and/or day off, shall receive a minimum of three (3) hours pay at one and one-half (1-1/2) times the peace officer's current hourly rate or three (3) hours minimum compensatory time at one and one-half (1-1/2) times the peace officer's current hourly rate at the peace officer's discretion. An extension or early report to a regularly scheduled shift for Court appearance does not qualify the peace officer for the three (3) hour minimum.
- 14.2 A peace officer who is scheduled for Court during his/her off duty time shall check the Carver County Attorney's website after 4:30 PM the day prior to confirm if their Court case is still listed. If the peace officer is not cancelled by email, phone, or on the website prior to 4:30 PM the business day prior, he/she shall receive two (2) hours of pay at the peace officer's current hourly pay. An extension or early report to a regularly scheduled shift for Court appearance does not qualify the peace officer for the two (2) hour minimum.
- 14.3 In the event a peace officer is subpoenaed to testify in a private party litigation in a capacity other than that of an expert witness regarding an incident that has occurred within the scope of employment for the City of Chaska involving facts which the peace officer came to know while on duty as a peace officer, then the peace officer shall receive Court time pay from the Employer in accordance with the requirements as set forth in Article XIV. The peace officer shall not be required to take vacation, PPL or compensatory time if the appearance occurs during their work shift.
- 14.4 A peace officer formerly employed by the Chaska Police Department shall be paid their

last earned hourly wage for any Court time performed.

ARTICLE 15 - CALL BACK TIME

A peace officer, who is called to duty during his/her scheduled off-duty time, shall receive a minimum of three (3) hours pay at one and one-half (1-1/2) times the peace officer’s current hourly rate.

A peace officer required by the EMPLOYER who is called to duty during his/her scheduled off-duty time with less than twelve (12) hours between the peace officer’s work shifts, will receive double time at the peace officer’s current hourly rate for all hours worked. This would include the peace officer’s last scheduled work shift for the week.

A shift extension does not qualify a peace officer for double-time pay unless as stated in Article 13.2. The on-call investigator/detective is not eligible for double time compensation unless stated in Article 13.2. A peace officer voluntarily accepting additional work shifts or contract overtime is not eligible for double-time compensation unless stated in Article 18. In these described circumstances, overtime compensation is at one and one-half (1-1/2) times the peace officer’s current hourly pay.

An extension or early report to a regularly scheduled work shift does not qualify the peace officer for the three (3) hours minimum.

ARTICLE 16 – VACATION/PAID PERSONAL LEAVE (PPL)

16.1 Vacation is earned and granted according to the following schedule:

Years of Service:	Hours earned per month:
Start 0 through 5 years	6.67 hours (80 hours annual)
6 through 10 years	10 hours (120 hours annual)
11 years	12 hours (144 hours annual)
12 years	12.67 hours (152 hours annual)
13 years	13.33 hours (160 hours annual)
14 years	14 hours (168 hours annual)
15 years	14.67 hours (176 hours annual)
20 years	16.67 hours (200 hours annual)

16.2 A peace officer may not accumulate vacation leave in an amount greater than one and one-half (1-1/2) times the amount which the peace officer earns in one year, without the employer’s written approval.

16.3 All existing peace officers are eligible to choose to be on the Paid Personal Leave (PPL) plan on an annual basis. Once this decision has been made, the peace officer may not choose to go back on the vacation/sick time program. A peace officer will not be forced to go to PPL plan unless the peace officer has been hired after January 1, 2010.

16.4 PPL is earned and granted according to the following schedule:

Years of Service	Annual Accrued Personal Leave/ Hours Per Month
Start through completion of year 5	18 days (144 hours) 12 hours
Year 6 through completion of year 10	22 days (176 hours) 14.66 hours
Year 11	23 days (184 hours) 15.33 hours
Year 12	24 days (192 hours) 16 hours
Year 13	25 days (200 hours) 16.66 hours
Year 14	26 days (208 hours) 17.33 hours
Year 15	27 days (216 hours) 18 hours
Year 16	28 days (224 hours) 18.66 hours
Year 17	29 days (232 hours) 19.33 hours
Year 18	30 days (240 hours) 20 hours
Year 19 or more	31 days (248 hours) 20.66 hours

- 16.4 Peace officers choosing to convert over to the Personal Leave Plan shall have their existing banked vacation leave converted to personal leave on a 1:1 basis and will be able to keep their sick leave bank available for future use, as defined by the Personal Leave Plan and Salary Continuation Plan. Peace officers at no time may accumulate personal leave to exceed two times the annual rate at which the Peace Officer earns personal leave.
- 16.5 Personal Leave Plan and vacation periods shall be selected on the basis of seniority until March 15, of each calendar year as stated in Article 9.3.
- 16.6 PPL time may be used in 15-minute increments.
- 16.7 For the purpose of PPL the definition of good standing means that the peace officer must give a minimum two-week (10 working days) notice unless a mutual agreement has been made between the peace officer and Employer to end employment earlier or the peace officer ends employment due to an injury/disability.
- 16.8 A peace officer under the PPL plan requesting leave under FMLA may use up to fifteen (15) days of accrued sick leave in accordance with Article 24. This is supplemental to the benefits in the Personal Leave Plan and Salary Continuation Plan.
- 16.9 All peace officers under the PPL plan will be governed by the *City of Chaska Personal Leave Plan and Salary Continuation Plan* (See Addendum A – Personal Leave Plan and Salary Continuation Plan) unless stated in this Labor Agreement. All peace officers continuing under the vacation/sick time program will continue to be governed by the language of this Labor Agreement in Article 16, Article 17, Article 19, and Article 24 unless stated.

16.10 Annually, peace officers may designate up to 50 PPL hours to fund their 457 Deferred Compensation Plan, Health Savings Account, or their paycheck consistent with IRS guidelines. This will be paid out at the peace officer’s current hourly rate as taxable income.

16.11 The Employer shall follow Minnesota State Statute 181.9445, 181.9446, 181.9447, and 181.9448.

ARTICLE 17 - SICK LEAVE

17.1 A peace officer shall accumulate one day sick leave per month.

17.2 The Employer shall follow Minnesota State Statute 181.9445, 181.9446, 181.9447, and 181.9448.

17.3 Sick leave usage shall not be subject to approval and verification by the Employer.

ARTICLE 18 - HOLIDAYS

18.1 The EMPLOYER shall recognize eleven (11) paid holidays plus two (2) floating holidays as specified below:

New Year’s Day	January 1
Martin Luther King Day	Third Monday of January
President’s Day	Third Monday of February (Lincoln’s and Washington’s Birthday)
Memorial Day	Last Monday in May
Juneteenth	June 19th
Independence Day	July 4
Labor Day	First Monday in September
Veteran’s Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving	Friday after Thanksgiving Day
Christmas Day	December 25

In the event that the State of Minnesota adopts any new holidays, the city agrees to recognize and adopt said holiday as an observed holiday.

18.2 Holiday leave shall be advanced to the Peace Officer on January 1st of each calendar year. The holiday leave shall be placed in a holiday leave bank and calculated based on the Peace Officer’s assigned work shift and/or assignment (In accordance with article 12.2).

Peace officers will receive a holiday bank of hours on January 1 of each calendar year based on the peace officers assigned work shift and/or assignment:

- A peace officer on an eight (8) hour work shift shall receive 104 hours of holiday leave with the ability to carry over 32 hours.
- A peace officer on a ten (10) hour work shift shall receive 130 hours of

holiday leave with the ability to carry over 36 hours.

- A peace officer on a twelve (12) hour work shift shall receive 156 hours of holiday leave with the ability to carry over 40 hours.

Peace officers beginning employment after January 1st of a calendar year shall receive holiday leave beginning on the first full pay period in which they are employed. Such peace officers shall receive an advance of holiday leave based on their assigned work shift length multiplied by the number of holidays left through December 31 of the calendar year in which they were first employed.

- 18.3 In the event that a peace officer's work assignment and/or shift length changes during the calendar year, the peace officer's holiday leave bank shall be adjusted (increased or decreased) based on the remaining holidays left in the calendar year their new assigned work shift length. The adjustment shall be applied beginning on the first full pay period of the new assignment and/or assigned work shift.
- 18.4 A peace officer who works on any of the abovementioned holidays (as listed in 18.1) shall be compensated at the rate of double time for all hours worked on the actual holiday. This time may be taken as pay or compensatory time at the peace officer's discretion at their hourly rate.
- 18.5 Any Holiday overage will be automatically paid out on the last pay date in December of each calendar year at the peace officers' hourly rate at straight time. Probationary employees upon separation of employment shall only be paid out the hours of holiday leave based on their assigned work shift length multiplied by the number of holidays that occurred during the calendar year of their probationary period.
- 18.6 A peace officer on a fixed Monday to Friday schedule, if any of the aforementioned holidays falls on a Sunday, then Monday is the official holiday, and if any falls on a Saturday, then Friday will be the official holiday.
- 18.7 A peace officer that works anytime on Christmas Eve or New Year's Eve shall receive four (4) hours of vacation/PPL time toward their vacation/PPL bank. A peace officer on a fixed Monday to Friday schedule that leaves at early close time shall not receive this additional benefit, but will not be charged vacation, PPL, or compensatory time for the time period that City Hall is closed. A peace officer on a fixed Monday to Friday schedule that works their entire normal assigned work shift on the Christmas Eve or New Year's Eve observed day shall receive four (4) hours of vacation/PPL time toward their vacation/PPL bank. A peace officer who is on a regular or scheduled day off is not eligible for this benefit.
- 18.8 A peace officer shall be compensated at the peace officer's current hourly rate one (1) hour of additional pay per work shift at straight time or compensatory time at the peace officer's discretion when he/she works their entire assigned work shift on the Friday and/or Saturday of Bonspiel Community Event, Friday and/or Saturday of River City Days, the Saturday and/or Sunday of Labor Day and Memorial Day weekends. A peace officer on overtime does not qualify for the one (1) hour of additional pay.

ARTICLE 19 – BEREAVEMENT LEAVE

A peace officer shall be eligible for the following amounts of paid bereavement leave:

Up to five (5) workdays of paid leave for the death of someone in your immediate family. Immediate family is defined as:

- Spouse
- Child, stepchild, child-in-law
- Parent, stepparent, parent-in-law (e.g. mother-in-law, father-in-law)
- Sibling, stepsibling, sibling-in-law
- Grandparent, step-grandparent, grandparent-in-law

Up to three (3) days shall be granted for the death of someone in your extended family, or if asked to perform services at a funeral such as a pallbearer.

- Great-grandparent, great-grandparent in-law
- Parent's, stepparent's, or parent-in-law's sibling (e.g., aunt or uncle)
- Sibling's, stepsibling's, or sibling-in-law's child (e.g., niece or nephew)
- Cousin

Any additional time must be taken from Vacation, Sick, PPL, compensatory time, Floating Holiday, or Unpaid Leave.

ARTICLE 20 – SEVERANCE PAY

- 20.1 For all peace officers the City will pay 100% of the accumulated unused vacation or PPL time. However, a peace officer who voluntarily terminates his employment must notify the City at least two week ahead of termination date or the peace officer will forfeit the above severance pay. No severance pay will be given any peace officer who is discharged from his or her position because of disciplinary reasons by the EMPLOYER.
- 20.2 Prior to last day of service, a peace officer in good standing will receive a letter from the Department stating that he/she left employment in good standing and stated length of service to the City with such letter signed by the Chief.

ARTICLE 21 - JURY DUTY

In the event a peace officer is called for jury duty, he/she will receive full salary while on jury duty if his/her jury duty fee less expenses is turned over to the City Treasurer.

ARTICLE 22 – TRAINING

- 22.1 TRAINING: Is defined as continuing education for peace officers, which is necessary to promote and ensure professional competence.
- 22.2 For all off duty police explorer functions, extra duty assignments, mandatory or non-mandatory department meetings in person and/or virtual as well as any training for

peace officers who are off duty will be paid at one and one half (1-½) times, for a minimum of one (1) hour at the peace officer's current hourly rate of pay. This may be taken as pay or as compensatory time at the peace officer's discretion. Billable (contract work) hours paid through the Employer must be taken as pay.

If the peace officer attends a training opportunity that enhances or benefits job performance when the peace officer is not on duty and the professional training opportunity exceeds 16 hours, the Employer may seek a flexible schedule with the peace officer. In these cases, the peace officer's duty schedule may be adjusted to enable the attendance at the training opportunity at the peace officer's normal hourly compensation rate. The Employer will make efforts to adjust hours in a mutually agreed upon manner when necessary.

- 22.3 A peace officer shall be compensated one (1) hour of additional pay at the peace officer's current hourly rate at straight time or compensatory time at the peace officer's discretion when he/she is assigned to work Junior Police Academy, Police Explorers, Citizen Academy or assigned to a Civilian Ride-Along during the peace officer's assigned work shift.
- 22.4 Peace officers on the 12-hour schedule assigned as a Field Training Officer (FTO) shall be compensated three (3) hours of additional pay at the peace officer's current hourly rate at straight time or compensatory time at the peace officer's discretion for each shift assigned to work as a field training officer with a trainee.
- 22.5 A peace officer not on a 12-hour work shift shall be compensated two (2) hours of additional pay at the peace officer's current hourly rate at straight time or compensatory time at the peace officer's discretion for each shift or partial shift the peace officer is assigned to work as a Field Training Officer with a trainee, Community Service Officer or a CERT member, which includes initial training such as Firearms, Taser, and Use of Force with a trainee.
- 22.6 Peace officers that are on a regular scheduled day off who attend mandatory training shall be paid for group breaks during the training and are eligible to submit per diem requests for meals not provided during the training. The meal reimbursement only applies to training outside of the City of Chaska and does not apply to any meals provided by the training. To be eligible for meal reimbursement requests, the training must be five (5) hours or longer.
- 22.7 Mandatory training is annual mandated specific training by the Minnesota Post Board or training determined to be mandatory that is assigned by the Chief of Police, a Chaska Police Supervisor, or a Department Training Instructor.
- 22.8 **SCHEDULED SHIFT REPLACEMENT:** A peace officer who attends a training that replaces their regular scheduled normal shift, shall be compensated as stated in Article 12 (HOURS OF WORK-normal shift) and shall receive a paid mealtime and shall receive a paid meal at the standard CONUS per diem rate. The meal reimbursement only applies to training outside of the City of Chaska and does not apply if the training provides any

meals.

- 22.9 If a peace officer attends a training during their assigned 12-hour work shift and the training is at least eight (8) hours or longer it shall be credited with working their entire assigned work shift.

22.10 MEALS

When a peace officer must stay overnight while traveling on official city business and/or to attend professional training or conferences they are authorized compensation for meals and incidental expenses at the standard CONUS per diem rate. The current rate can be found at www.gsa.gov/travel/plan-book/per-diem-rates. This rate may change from year to year. If a peace officer travels to an out-of-state destination where the standard CONUS per diem rate for M&IE is higher than the standard rate, a peace officer may submit documentation with the expense claim requesting reimbursement at the higher rate. Otherwise, expenses exceeding the authorized standard per diem rate are the personal responsibility of the peace officer.

On the first and last day of travel peace officers will be reimbursed using the GSA partial day rate for first/last day of travel. If a full day of training occurs on a travel day, the total meals and incidentals per diem rate is reimbursed.

When meals are included as part of a conference, seminar or registration fee, or provided by or paid for by third parties, peace officers must deduct those meals from the per diem reimbursement.

Lodging is not included in per diems. Peace officers should make arrangements at the preferred conference hotels when possible. Peace officer may use a p-card for lodging or can request reimbursement with an original receipt.

When a peace officer is traveling on official city business and/or to attend professional training or conferences and an overnight stay is not required, peace officers are still authorized compensation for meals but at the standard CONUS per diem rate per meal. The current rate can be found at www.gsa.gov/travel/plan-book/per-diem-rates. This rate may change from year to year.

Peace officers on official city business attending professional training or conferences that do not require an overnight stay shall receive a per diem allowance for the following meals (if not provided during the training or conference):

- Breakfast (if travel to the conference/training and/or the conference/training occurs prior to 7:00 a.m.)
- Lunch (if travel or the conference/training occurs during lunch)

- Dinner (if travel from the conference and/or the conference/training occurs after 6:00 p.m.)
 - The City of Chaska will pay the per diem rate per meal based on the Federal Per Diem authorized for the travel location. The meal rate breakdown can be found at <http://www.gsa.gov/portal/content/101518>. The per diem will be included in the employee's gross income and the appropriate taxes will be withheld if overnight travel is not required.

Peace officers are responsible for submitting Expense Claims to finance within fifteen (15) business days of return. Although it is no longer necessary to submit receipts for meals and incidental expenses, all other claims must have appropriate documentation.

Per diem benefits are paid consistent with IRS guidelines through regular payroll.

22.9 TRAVEL

DEFINITION: Travel time will be the actual time taken to travel by vehicle from the Chaska Police Department to the training location and back to the Chaska Police Department.

Peace officers attending any training will receive straight time for travel time as defined by 22.7. Peace officers will not receive travel time for any training occurring in the City of Chaska and/or training within 15 minutes of the Chaska Police Department. Peace officers attending scheduled shift replacement training will not be paid for travel time unless it exceeds the time of their normal work shift.

AIR TRAVEL: Any air travel time shall include: travel time to and from the airport from the Chaska Police Department; terminal and airtime; and travel time to the end destination. A peace officer shall receive straight time for air travel time. Air travel scheduled on a peace officer's normal work shift shall be considered a normal work shift.

Peace officers are responsible for submitting Expense Claims for travel to finance within fifteen (15) business days of return. All claims must have appropriate documentation (lodging/airfare receipts, mileage reimbursement log or map, etc.). When air travel is necessary, the City will reimburse at the rate charged for coach/economy class along with the cost for one piece of luggage if the airline charges to check luggage. Travel expenses are paid as a check from the City consistent with IRS guidelines through Accounts Payable.

ARTICLE 23 - INJURED ON DUTY

23.1 Peace officers on an eight (8) hour work shift injured on duty will receive full pay for a maximum of 720 hours while unable to work due to such injury. Supplementary payments for the first 720 hours shall be paid by the employer. Supplementary payments from the City will be deducted from a peace officer's accumulated sick leave, PPL, or vacation only after the 720 hours have expired per injury. Peace officers on a

ten (10) hour work shift injured on duty will receive full pay for a maximum of 900 hours while unable to work due to such injury. Supplementary payments for the first 900 hours shall be paid by the employer. Supplementary payments from the City will be deducted from a peace officer's accumulated sick leave, PPL, or vacation only after the 900 hours have expired per injury. Peace officers on a twelve (12) hour work shift injured on duty will receive full pay for a maximum of 1080 hours while unable to work due to such injury. Supplementary payments for the first 1080 hours shall be paid by the employer. Supplementary payments from the City will be deducted from a peace officer's accumulated sick leave, PPL, or vacation only after the 1080 hours have expired per injury.

- 23.2 Any compensation payable to the peace officer under Worker's Compensation insurance will be reported to the EMPLOYER. The EMPLOYER shall make supplementary payments to the peace officer to make up the difference between Worker's Compensation and the peace officer's normal rate of pay.
- 23.3 A peace officer who claims an absence from work due to an injury sustained on the job, shall provide if requested by the EMPLOYER, a statement from the peace officer's attending physician as to the nature of the injury.
- 23.4 The Employer may require a peace officer who is absent due to an injury while on duty, to undergo a medical evaluation, requested and paid for by the EMPLOYER.
- 23.5 As provided for through the City of Chaska's Worker's Compensation policy coverage, treatment for exposure and/or acquiring a communicable disease directly related to work-related activities, shall be considered a work-place injury, subject to all the benefits and peace officer requirements listed above in this section of the agreement.

ARTICLE 24 - FAMILY AND MEDICAL LEAVE ACT (FMLA)

A peace officer requesting leave under the (FMLA), shall at the peace officer's discretion, be able to take leave from any of the accrued leave time banks provided for by this contract. Accrued leave time shall include Vacation, Sick Leave, PPL, Compensatory Time, and Floating Holiday Time. The peace officer may request a leave of absence without pay, pursuant to the (FMLA), as well.

ARTICLE 25 - NEGOTIATION MEETINGS

The Steward, co-steward, or an authorized alternate, upon approval of the Department Head, may be absent from duty to attend negotiation meetings. For de minimis union activities, or when a union meeting is called, members shall be allowed to attend such meetings, subject to calls, where police services are required and shall not count against the peace officers' break time.

ARTICLE 26 - HEALTH AND WELFARE

26.1 Establishment of VEBA: Employer shall make available a VEBA Plan and Trust described in summary and attached hereto as VEBA Attachment # 1, to all qualified bargaining unit members

who exercise their option to enroll in the high deductible health insurance program offered in Section 4, Subdivision 2 of this Article. Employer and employees assent to and ratify the appointment of the trustee and plan administrator for the VEBA plan and Trust Identified in VEBA Attachment #1. It is intended that this arrangement constitute a voluntary employees' beneficiary association under Section 501 (c) (9) of the Internal Revenue Code. This plan year will begin on January 1, and end on December 31 of each year.

26.2. Benefits Provided through the VEBA

Employer shall provide the following welfare benefit arrangement through the VEBA Plan:

A health reimbursement arrangement for active employees

26.3 Payment of Administrative Fee

Administrative fees allocable to individual accounts of active employees who are active participants in the VEBA, and HSA Plans shall be paid by the employer. Administrative fees allocable to the individual accounts of former employees shall be paid from the VEBA account, and deducted from the total accrued amount of dollars that are allocated to that former employee in the VEBA account. If the VEBA Plan is terminated, or if Employee Contributions cease by agreement between the parties, administrative fees shall be paid from the VEBA account.

26.4 Employer Contributions to the Health Reimbursement Arrangement for Active Employees:

Subd. 1. Contributions to the Active Employees' Plan:

Employer will make an annual contribution to individual accounts under the health reimbursement arrangement for qualifying bargaining unit members in accordance with the following schedule:

\$1,248 for each qualified employee who elects single coverage under the group health plan described in Subdivision 2; and

\$2,496 for each qualified employee who elects family coverage under the group health plan described in Subdivision 2.

The contribution will be made in thirds, with the first contribution on January 1st, the second contribution on May 1st, and the third contribution on September 1st. The employer will contribute \$416.00 to the individual account each period for those employees who elect single coverage, and \$832.00 to the individual account each period for those employees who elect family coverage under the group health plan described in Subdivision 2. Dollars in individual accounts shall not be eligible to use until they have been accrued.

If a qualified bargaining unit member enters the VEBA Plan as a participant on a date after the first day of the VEBA Plan year, the Employer shall prorate the amount of the Employer Contribution to reflect the late entry. This prorated share of employer contribution shall be based on the number of months remaining in the plan year. Any employee entering the VEBA plan on a

date other than the first day of that month, shall receive the entire employee contribution amount for the month in which they enter (i.e. an employee entering the VEBA plan anytime during the month of April would receive 9/12 of the total year employee contribution toward the individual's VEBA account).

All employer contributions on behalf of a VEBA Plan participant shall cease on the date the participant is no longer covered under the high deductible health plan in Subdivision 2 below, or on a date that the individual no longer in employed by the City of Chaska.

Subdivision 2. High Deductible Health Plan (VEBA):

Employer shall make available a high deductible health plan described in summary and attached hereto as Insurance Attachment #1, to all qualified bargaining unit members who elect to participate in said plan. With respect to qualifying bargaining unit members, in the 2026 benefit year, the Employer shall contribute an amount not to exceed \$1,206 toward the monthly premium cost for single group health coverage, and \$1,706 toward the monthly premium cost for family group health coverage.

Current employees choosing the High Deductible Medical plan will be able to utilize dollars in the individual VEBA account to pay for those medical services that are currently covered under the high deductible health plan described in summary and attached hereto as Insurance Attachment #1. After an individual leaves employment with the City of Chaska, that individual will be eligible to utilize the dollars accumulated in the individual's VEBA account to pay for any medical services covered under IRS Code 213 (d).

26.5 Alternative Group Health Plan (HSA)

Employer shall also make available the group health plan described in summary and attached hereto as Insurance Attachment #2, to employees who do not elect coverage provided for under the provision of the high deductible health plan described in Section 4, Subdivision 2. With respect to all qualified bargaining unit members, the Employer for 2026 shall contribute an amount not to exceed \$1,310 toward the monthly premium cost for single group health coverage, and \$1,914 toward the monthly premium cost for family group health coverage.

Qualified bargaining unit members who elect coverage under this Section 5 shall not be entitled to receive Employer Contributions to the VEBA Plan. If a participant changes coverage from a high deductible plan in Section 4, Subdivision 2, to the alternative group health plan in Section 5 above, all contributions on behalf of a VEBA Plan participant shall cease.

As one of the health insurance plans being offered, the employer is making available a Health Savings Account (HSA). Those choosing an HSA will receive the employer contribution laid out in section 26.5, with the employer covering the administrative costs of the HSA accounts.

All employees employed in a position in the appropriate unit shall, at a minimum, be enrolled in single coverage in one of the group health plans provided for under the provisions of this Article. In the event an eligible employee does not make a choice of plan coverage the Employer shall enroll the employee in the CORE medical benefit of the plan, which is the single-coverage VEBA high deductible medical plan.

- 26.6 EMPLOYER will permit permanently disabled or retired employees over 50 and under 67 years of age to participate in the City’s group health, VEBA, and welfare insurance plan, provided the employee pays 100% of the monthly premium for plan chosen.
- 26.7 In addition to the City’s contribution toward life insurance, employees shall be permitted to utilize a portion of cafeteria plan to purchase additional life insurance and other benefits.
- 26.8 The 2026 and 2027 employer contribution toward the employee’s premium shall be negotiated on an annual basis.
- 26.9 Survivors Health Insurance Coverage: Shall be defined under Minnesota State Statute 299A.465 in the event of the death or injury of an active peace officer. Should a peace officer be killed in the line of duty while employed by the City, all vacation, PPL, and compensatory time on record shall be added to the last pay due to the peace officer.
- 26.10 The Minnesota Health Care Savings Plan (HCSP) is an employer-sponsored program that allows Chaska Peace Officers to save money, tax-free, to use upon separation of employment to pay for eligible health care expenses. HCSP is a tax-free account, which means contributions, and eligible reimbursements are not reportable on state or federal income tax returns.

This program will enrich the City of Chaska’s benefit plan. The City of Chaska appreciates peace officers, who through long term service and dedication, contribute to making the city a successful and positive service provider. In recognition, the City acknowledges the following plan.

All eligible Chaska Peace Officers under this contract shall participate in the Minnesota Post Employment Health Care Savings Plan established under Minnesota State Statute, section 352.98 (Minn. Supp. 2001) and as outlined in the Minnesota State Retirement System’s Trust and Plan Documents. All funds collected by the employer on the behalf of the peace officer will be deposited into the peace officer’s post-employment health care savings plan account.

The Peace Officer and the Employer contribution shall be per pay period based off the peace officer’s monthly base wage (section 31.1) and shall be placed into the peace officers HCSP account.

1-3 Years of Completed Service:

Employer Contribution 1% Peace Officer Contribution 1%

4-10 Years of Completed Service:

Employer Contribution 1% Peace Officer Contribution 2%

11 years or more of Completed Service:

Employer contribution 1% Peace Officer contribution 3%

Peace officers with Paid Personal Leave (PPL) and/or Vacation shall contribute 50% of their accrued leave upon separation of employment/service into their health care savings plan account but no more than 200 hours.

ARTICLE 27 – UNIFORMS

The City of Chaska will provide required approved initial issue uniforms and equipment items to all new peace officers.

The City of Chaska will provide for all peace officers badges (including maintenance and repair), patches (police, badge, shoulder) and name, name plates, insignia and/or stitching on uniforms. These items will be paid directly by the City of Chaska or by reimbursement to the peace officer. All departmental purchased items will remain the property of the City of Chaska. Upon retirement, separation, or termination from employment, all initially issued uniforms and equipment items, and departmental patches, badges, insignia, and nameplates shall be returned to the City of Chaska upon request.

The City of Chaska will provide peace officers with mandated chemical defense irritant, reflective vests, reflective rain jackets, and two (2) Body Worn Camera holders/mounts, which will remain the property of the City of Chaska.

Uniform items, clothing, and equipment worn while performing police duties (including: footwear, watches, jewelry, and eye wear) which is damaged or contaminated rendering it unwearable in the line of duty by an individual that is being arrested, mental health, detained, chased, combative or items that are seized as evidence shall be replaced in whole by the City of Chaska. Any restitution will be paid to the City of Chaska. Any uniform item that is damaged as the result of wear and tear or while performing normal duties (other than described above) will be replaced at the cost to the peace officer from his/her uniform compensation.

The City of Chaska will annually provide each peace officer with an annual uniform and equipment allowance of \$1,805 for 2026 (3% increase) and \$1,859 for 2027 (3% increase), which will be paid in a regular payroll check as a lump sum consistent with IRS guidelines. Uniform allowance shall increase at the same percentage as the standard wage increase each contract year thereafter.

Uniform and equipment allowance shall be paid out on the last pay date in January of each year. All uniform and equipment allowance once paid out is considered reimbursement for uniforms and equipment. The compensation allowance is not a bonus and shall not be returned to the City of Chaska for any reason.

The City of Chaska shall provide the amount as defined in Minnesota State Statute 299A.38 for the purchase of body armor for peace officers, every five years, or from when the body armor is initially purchased. The body armor shall be of a certain quality

and description as the (Level 3A) body armor. An internal vest carrier shall be included with the purchase of body armor. Should the state funds for the purchase of law enforcement body armor be cancelled at any time, this agreement shall be re-opened. If agreement is not reached within 30 days of re-opening, either party may refer the issue to binding arbitration.

All Peace Officers will be provided with a duty firearm and necessary accessories which includes a weapon light, optic, (1) level III holster, and (1) level I holster. Peace Officers will also be provided with batteries and other supplies used to maintain the firearms cleanliness and functionality. All issued firearms and accessories will remain the property of the City of Chaska. Peace Officers hired prior to January 1st, 2024 have the option to carry their current non-department issued firearm, subject to approval by the Chief of Police. All peace officers are required to purchase their own back up, or off duty weapon(s).

After 12 months of service and completion of probation a City Personnel Action Form will be completed, and a peace officer shall receive in a regular payroll check as a lump sum for a monthly prorated amount of the uniform and equipment compensation allowance based on the end of the probation and the end of the calendar year.

ARTICLE 28 - FALSE ARREST

The EMPLOYER shall provide False Arrest Insurance.

ARTICLE 29 - PEACE OFFICER LICENSE

The EMPLOYER will assume the cost of the Peace Officer license required by the State of Minnesota. Each peace officer is responsible for maintaining and renewing the license.

ARTICLE 30 - PROBATIONARY PERIOD

The probationary period for full time Peace Officers shall be one year.

ARTICLE 31 – COMPENSATION

On January 1, 2026, Peace Officers shall receive a 3% general wage increase plus a 4% market adjustment. On January 1, 2027, Peace Officers shall receive a 3% general wage increase.

The Employer and Union have agreed upon the following list of comparable cities for wages: (Brooklyn Center, Champlin, Cottage Grove, Elk River, Golden Valley, Hastings, Hopkins, Inver Grove Heights, Minnetonka, Maplewood, New Brighton, Oakdale, Prior Lake, Savage, Shakopee, South St. Paul, Stillwater, and West St. Paul). The Employer and Union agree to obtain negotiated contract general wage adjustments (a/k/a COLA adjustments) percentages on July 1st, 2026 and July 1, 2027, from the aforementioned cities. An analysis will be completed to find the percent average general wage adjustment (a/k/a COLA adjustment) for those contract increases wages that are settled as of that date. This analysis will not include market adjustments; adjustments to implement classification compensation studies or the addition/subtraction of steps. If it is found that a 3% general wage adjustment (a/k/a COLA

adjustment) was lower than average in 2026 and 2027, the difference will be applied to the base wages in (section 31.1) effective December 31, 2026 at 11:59 p.m. and December 31, 2027 at 11:59 p.m.. The Employer and Union will negotiate wage increases for the subsequent contract.

31.1 WAGES: Monthly base wages for peace officers shall be:

01/01/2026			01/01/2027		
	Monthly	Hourly		Monthly	Hourly
Start	\$7,483	\$43.17	Start	\$7,708	\$44.46
24 Months	\$8,072	\$46.58	24 Months	\$8,315	\$47.98
36 Months	\$9,204	\$53.10	36 Months	\$9,480	\$54.70

31.2 SPECIALTY PAY FOR PERMANENT ASSIGNMENTS:

Peace officers assigned to a specialty position shall be paid an additional 5% of the patrol rate for which the peace officer is eligible to be paid as set forth in section 31.1 above. Examples of specialty positions include but are not limited to: Investigator/Detective, School Resource Officer, Youth Service Officer, and Community Partnership Specialist.

31.3 LONGEVITY PAY:

A peace officer will receive the following additional longevity pay as a percent of the base pay as set forth in section 31.1:

Longevity Pay

After 4 years of service	3%
After 8 years of service	5%
After 12 years of service	7.5%
After 16 years of service	11%

31.4 Lateral Hires: For the purpose of this agreement the term "lateral hire(s)" shall mean an employee who began employment with the City of Chaska with previous years of full-time experience as a licensed peace officer.

1. PPL: All new lateral hires with three (3) or more years of previous full-time experience as a licensed peace officer shall receive a bank of forty (40) hours of PPL upon hire and shall begin accruing PPL at the accrual rate that is commensurate with their total years of previous full-time experience as a licensed peace officer.
2. Initial wage placement: A lateral hire with three (3) or more years of previous full-time experience as a licensed peace officer may begin employment with the City of Chaska at the 36-month wage step as determined by the Chief of Police.

3. Longevity pay: Effective January 1, 2025, lateral hires who began employment with the City of Chaska on or after December 1, 2019, shall be eligible for longevity as follows:

Employees with the equivalent of four (4) or more years of full-time experience as a licensed peace officer as determined by the Chief of Police, and who have completed one (1) year of service as a police officer with the City of Chaska, shall be placed at the four (4) year step on the longevity pay scale. After initial placement, longevity progression shall be as follows based on the employee's years of service with the City of Chaska:

- After 4 years of service from their initial date of hire as a police officer with the City of Chaska, they shall advance to the eight (8) year longevity step.
- After 8 years of service from their initial date of hire as a police officer with the City of Chaska, they shall advance to the twelve (12) year longevity step.
- After 12 years of service from their initial date of hire as a police officer with the City of Chaska, they shall advance to the sixteen (16) year longevity step.

An employee's seniority shall continue to be based on their date of hire as a police officer with the City of Chaska for all other benefits.

31.5 TRAINING/INSTRUCTOR OFFICER PAY:

On January 1, 2026, a peace officer assigned to instruct annual mandated state and/or department training shall receive \$105.00 per month for a total of \$1,260 a year as additional pay. On January 1, 2027, a peace officer assigned to instruct annual mandated state and/or department training shall receive \$110.00 per month for a total of \$1,320.00 per year as additional pay. Instructor pay shall increase \$5.00 per month (\$60 per year) each contract year thereafter.

31.6 CELLULAR PHONE/MOBILE DEVICE:

A peace officer will be provided with a cell phone, cell phone case, charger, and usage plan by the City of Chaska. These items are maintained by the city and peace officers will need to comply with the City of Chaska mobile device policy. The mobile device shall be replaced at the Employers expense if it is damaged in the course of his/her duties.

31.7 PEACE OFFICER DIFFERENTIAL PAY:

31.8 A peace officer that works between 6 PM and 6 AM shall receive differential pay per hour for each hour worked under the following conditions:

31.9 A peace officer on a day shift schedule shall earn their normal rate of pay as defined in the contract and is not eligible for differential pay.

31.10 The peace officer Differential Pay Rate shall be \$1.00 per hour.

- 31.11 A peace officer on the night shift shall earn an additional \$1.00 per hour for all hours worked based on the peace officer's normal rate of pay. A peace officer on the night shift shall receive differential pay until 6 AM.
- 31.12 A peace officer on the afternoon power shift shall earn an additional \$.66 cents per hour for all hours worked based on the peace officer's normal rate. The \$1.00 per hour shall be spread out over the entire length of the shift based on the formula below.
- 31.13 A peace officer working an alternating/rotating schedule/shift or modified shifts between 6 PM to 6 AM not mentioned above shall receive differential pay. The \$1.00 per hour shall be spread out over the entire length of the shift based on the formula below.
- 31.14 A peace officer working the afternoon shift, alternating/rotating schedule/shift or any modified shifts between 6 PM to 6 AM shall use the following differential formula for differential pay: Differential hours worked (between 6 PM to 6 AM) in a pay period times (x) \$1.00 divided by 80 hours equals the peace officer's differential pay rate. Example: A peace officer has worked 32 differential hours times (x) \$1.00 divided by 80 hours equals \$.40 cents. The peace officer's differential pay rate is \$.40 cents for all hours worked including overtime. This formula is not required for the night shift since the entire shift earns the additional differential pay of \$1.00 per hour.
- 31.15 A peace officer that voluntarily trades a shift(s) will be eligible for differential pay based on their regularly scheduled shift they are currently working at the time.
- 31.16 All overtime hours worked during a pay period including court time, training time, and holidays shall be paid at the differential pay rate for what shift/schedule the peace officer is on at the time.
- 31.17 A peace officer scheduled to work a shift that is eligible for differential pay shall receive the differential rate/payment for an absence due to usage of vacation, compensatory, sick, PPL, or funeral leave time.
- 31.18 Compensatory time shall be paid at the differential pay rate that the peace officer is working based on the shift/schedule the peace officer is working at the time.
- 31.19 A peace officer shall be compensated in accordance with Article 31 (Compensation).
- 31.20 FOREIGN LANGUAGE SKILLS:
- 31.21 Peace Officers who have demonstrated the ability to speak a foreign language fluently are eligible to receive an incentive of \$100/month. Eligibility will be determined by the Chief of Police.

American Sign Language shall be an eligible language for the purposes of this component.

Eligibility immediately upon hire.

ARTICLE 32 – WORK OUT ON DUTY

32.1 The Chaska Police Department will implement a work schedule that provides time for a peace officer to exercise during their scheduled shifts, subject to the needs of the police department. The scheduled exercise time may be suspended for one or more peace officers, with just cause. A peace officer may utilize work out on duty as long as the peace officer works 50% of their assigned scheduled shift.

ARTICLE 33 – ON-CALL

- 33.1 Peace officers assigned to investigator/detective “on-call” rotation (working under the current “on-call” memo dated July 7, 2010) shall receive 18 hours of straight time pay or compensatory time per week (7 days) or 2.5 hours per day for each day (except Saturday) on “on-call” at the peace officer’s current hourly rate at the peace officer’s discretion. Each day of “on-call” shall consist of a 24-hour period of “on-call” service.
- 33.2 Peace officers working “on-call” may have another peace officer substitute and fulfill their “on-call” obligations. The substituting peace officer shall be the only one that shall receive “on-call” compensation. A supervisor must approve a peace officer substitution for an investigator/detective. Any peace officer that substitutes to be “on-call” for an investigator/detective shall receive 2.5 hours of straight time pay or compensatory time per day for each day (or portion thereof) “on-call” at the peace officer’s discretion.
- 33.3 A peace officer working “on-call” on a Saturday shall receive 3 hours of straight time pay or compensatory time at the peace officer’s current hourly rate at the peace officer’s discretion.
- 33.4 A peace officer working “on-call” on a designated holiday as stated in 18.1 shall receive eight (8) hours of straight time pay or compensatory time at the peace officer’s discretion.
- 33.5 If an “on-call” peace officer is requested to return to duty, that peace officer shall be compensated in accordance with Article XV.

ARTICLE 34 - DURATION

This AGREEMENT shall be effective as of the 1st day of January 2026 and shall remain in full force and effect until the 31st day of December 2027 and shall automatically renew from year to year unless either party gives notice of their desire to modify or amend this agreement.

IN WITNESS WHEREOF, the parties hereto have executed this AGREEMENT on

1/30/2026

Date

FOR (THE CITY OF CHASKA)

Matt Podhrasky

City Administrator Matt Podhrasky

1/30/2026

Date

FOR (LAW ENFORCEMENT LABOR SERVICES, INC.)

Eric Wolf

Union Steward Eric Wolf

1/29/2026

Date

Joe Kavlie

Union Steward Joe Kavlie

1/29/2026

Date

Hunter Panning

Union Steward Hunter Panning

1/29/2026

Date

Chad Worden

LELS Union Representative Chad Worden

1/30/2026

Date

ARTICLE 16.12 - Addendum A – City of Chaska Personal Leave Plan and Salary Continuation Plan

City of Chaska
 Personal Leave Plan and
 Salary Continuation Plan

1. Overview of the Personal Leave Plan

The Personal Leave Plan combines what would be considered employees’ sick and vacation time into one general pool from which employees can use the accrued time subject to approval from the employees’ Department Head or Supervisor. Like vacation or sick time, personal leave is accrued by the employee based on their number of years of service.

2. Specifics of the Personal Leave Plan

A. Accrual of Personal Leave:

Employees begin to accrue personal leave as of their first day of employment with the City and are eligible to use personal leave subject to the approval of their Department Head or Supervisor. The amount of personal leave employees accrue is dependent upon their years of service with the City.

All regular, full-time employees are eligible to accrue personal leave based on the schedule below:

Years of Service	Annual Accrued Personal Leave
Start through completion of year 5	18 days (144 hours)
Year 6 through completion of year 10	22 days (176 hours)
Year 11	23 days (184 hours)
Year 12	24 days (192 hours)
Year 13	25 days (200 hours)
Year 14	26 days (208 hours)
Year 15	27 days (216 hours)
Year 16	28 days (224 hours)
Year 17	29 days (232 hours)
Year 18	30 days (240 hours)
Year 19 or more	31 days (248 hours)

Note: In addition to personal leave, employees will continue to receive two (2) paid floating holidays per year and eleven (11) paid set holidays per year.

B. Use of Personal Leave:

Employees may only use personal leave once it is accrued. This means that employees may not use personal leave in anticipation of accruing leave time in the future.

For a planned leave of absence from work, employees must receive prior approval from their Department Head or Supervisor. This will ensure that there are enough employees to perform all necessary job duties. However, a Department Head or Supervisor shall not unreasonably deny employees' requests for use of accrued personal leave.

For an unplanned leave of absence from work due to a personal illness or an emergency or to care for an immediate family member, employees shall give their Department Head or Supervisor a minimum of 30 minutes notice before the beginning of their scheduled work time. Upon returning to work, the Department Head or Supervisor may request that employees provide a physician's statement certifying the personal illness or injury or that of the immediate family member. Any confirmed abuse of an unplanned leave may result in disciplinary action.

It should be noted that if the employee is out longer than a five (5) day period for a personal illness or injury as well as the care of an immediate family member, the employee may be eligible for the City of Chaska Salary Continuation Program and/or the Family Medical Leave Act (FMLA).

If a regularly scheduled holiday falls during employees' use of personal leave, the holiday will not be considered part of the employees' personal leave. To be paid for a holiday, an employee must work or use personal leave the day before and after the holiday.

PPL may be used for any reason for which you may need time off, which includes all of the reasons covered by Minnesota's ESST law.

3. Vacation and Sick Leave Conversion to Personal Leave**A. Vacation Time:**

The City will convert employees' accrued vacation time to personal leave on a 1:1 ratio. This means that for every day of vacation accrued, employees will receive one day of personal leave.

B. Sick Time:

The City will *not* convert a portion of employees' accrued sick time to personal leave. However, employees will not lose any of their sick time as it will be "banked" for use only after an employee has been absent from work due to an illness or injury for three (3) or more consecutive days and provides a physician certification. In addition to the above, employees who becomes eligible for the salary continuation program or long-term disability insurance may continue to exhaust a portion of their sick leave to provide themselves with 100% of their regular pay during their disability period. Under no circumstances may employees add time to their banked sick leave. However, when using sick leave employees will accrue personal leave.

4. Options for Remaining Accrued Sick Time

A. Employees Hired Prior to January 1, 1986:

Employees hired prior to January 1, 1986 are eligible to receive a payout of one third (1/3) of their accumulated unused sick leave up to a maximum of 90 accumulated days or 30 payout days upon severance of employment from the City of Chaska. Under the Personal Leave Plan, employees hired prior to January 1, 1986, have the option of receiving this severance at their current hourly rate when personal leave is implemented or at the time of their last day of employment with the City at their hourly rate at the time of termination. This severance can be paid to employees as taxable income for investment or can be invested by employees on a pre-tax basis into a 457 deferred compensation plan as allowed by IRS regulations. Employees must make an irrevocable election at the time that the personal leave plan is implemented.

After severance has been paid to employees or set aside for pay-out at the time that they leave City employment, all remaining sick leave will be banked for use consistent with the same policies and procedures for all employees as outlined in Section 4 B.

Employees will not lose their sick leave since it will be banked for use only after an employee has been absent from work due to an illness or injury for three (3) or more consecutive days and provides a physician's certification. In addition to the above, employees who becomes eligible for the salary continuation program or long-term disability insurance may continue to exhaust a portion of their sick leave to provide themselves with 100% of their regular pay during their disability period. Under no circumstances may employees add time to their banked sick leave. However, when using sick leave employees will accrue personal leave.

C. New Employees:

New employees, those hired after personal leave is implemented, will begin accruing personal leave in accordance with their number of years of service.

5. Personal Leave Accrual, Carry-Over and Cash-Out

For employees converting from vacation and sick time to paid personal leave, a maximum amount of personal leave will be allowed to be carried at any time during the year. Initially, the maximum amount will be the amount of personal leave accrued by the employee at the time that the plan is implemented. As employees use personal leave, the maximum amount will be lowered by the amount of leave they use, until it is at or below two (2) times the employees' annual personal leave accrual. Once the rate is lowered to or below two (2) times the employees' annual accrual rate and for new employees that are on the Paid Personal Leave Plan, at no time may accumulated personal leave exceed two (2) times the annual rate at which employees earn personal leave.

In addition to carrying a maximum amount of personal leave, employees will be able to cash-out a maximum of four (4) days or thirty-two (32) hours of their personal leave anytime during the calendar year. Under no circumstances, may an employee cash-out more than four (4) days or thirty-two (32) hours in a calendar year. The cash-out will be at the employee's current hourly rate and will be paid to the employee as taxable income or at the employee's election, may be placed into a 457 deferred compensation account consistent with IRS guidelines.

6. Funeral Leave

If you are a full-time employee, you may be eligible for the following amounts of paid bereavement leave:

Up to five (5) workdays of paid leave for the death of someone in your immediate family.

Immediate family is defined as:

- Spouse
- Child, stepchild, child-in-law
- Parent, stepparent, parent-in-law (e.g. mother-in-law, father-in-law)
- Sibling, stepsibling, sibling-in-law
- Grandparent, step-grandparent, grandparent-in-law

Up to three (3) days shall be granted for the death of someone in your extended family, or if asked to perform services at a funeral such as a pallbearer.

- Great-grandparent, great-grandparent in-law
- Parent's, stepparent's, or parent-in-law's sibling (e.g., aunt or uncle)
- Sibling's, stepsibling's, or sibling-in-law's child (e.g., niece or nephew)
- Cousin

Any additional time must be taken from Vacation, Sick, PPL, compensatory time, Floating Holiday, or Unpaid Leave

7. Termination of Employment

Accrued personal leave time shall be paid to employees as taxable income at the time of termination of employment if the employee leaves in good standing and provides a minimum of a two-week (10 working days) notice. Employees' Department Heads or supervisors are responsible for determining if an employee is leaving in good standing and is providing sufficient notice.

Employees may not receive any severance for banked sick leave unless they were hired prior to January 1, 1986 and have made an election to have their time paid-out. This payout is subject to the rules established in 4. A. above.

In the event of an employees death while in service to the City of Chaska, accrued personal leave time shall be paid to the employee's estate according to IRS rules.

8. Regular Part-Time Employees

Regular part-time employees are defined as those who are regularly scheduled to work one (1) or more hours per week. A regular part-time employee who works one (1) or more hours per week for twelve (12) consecutive months will be eligible for personal leave beginning on their thirteenth (13th) month of employment. The amount of personal leave time accrued will be determined and prorated by the actual number of hours worked.

Regular part-time employees will accrue personal leave at the rate of .08462 hours for each regular time hour worked. For more information on how this rate is calculated, please contact the Assistant City Administrator.

9. Personal Leave Accrual While Receiving Salary Continuation and Long-Term Disability

Employees receiving benefits for salary continuation or long-term disability are not eligible to accrue personal leave. However, employees receiving salary continuation or long-term

disability benefits may exhaust accrued personal leave and banked sick leave to provide themselves with 100% of their regular pay during their period of disability. Employees supplementing their salary continuation or long-term disability insurance with personal leave or banked sick leave will accrue additional leave based on the prorated amount that they are using.

10. Flexible Benefit Plan Insurance While Under the Salary Continuation Program

In conjunction with providing employees with salary continuation coverage, the City will continue to make its monthly contribution to employees' Flexible Benefit Plans depending upon their election (i.e. single or family coverage) for the plan year. The contribution will begin at the time that employees begin receiving the salary continuation benefit and terminate at the time that their salary continuation coverage terminates.

City of Chaska Salary Continuation Program

Salary Continuation Program

Summary of Benefit

Our Salary Continuation Program is meant to provide income protection for you if you are forced to be out of work for an extended time due to your own injury, illness, or pregnancy. Salary Continuation coverage cannot be used to care for any ill or injured family member; it may only apply to an Employee. The policy is designed to pay a weekly benefit to partially replace lost income due to a disability resulting from injury, illness, or pregnancy.

Salary Continuation will be used to supplement your wages only if you receive less than 60% of your normal weekly wage from PFML benefits. If you receive less than 60% of your wage, Salary Continuation will provide you with additional wage replacement, up to 60% of your average standard wages, should your disability not allow you to earn your full weekly wage.

The maximum benefit period will be twelve (12) weeks (one (1) week of qualifying period and eleven (11) weeks of 60% coverage). This will start on the first day you are absent from work due to the disabling condition and will continue for the next twelve (12) weeks that you are not able to attend work because of the same condition. At the end of the twelve (12) weeks, if you are still out of work due to the same disabling condition, you may qualify for Long-Term Disability, if you enrolled for this benefit.

The benefits provided under this program do not create an independent right to a leave of absence. Instead, Salary Continuation may be available in connection with other forms of leave that we may provide, such as Family Medical Leave, Parental Leave, PFML, etc. Similarly, where possible, benefits under this policy will be coordinated with any other available wage replacement or compensation programs such as PFML, Social Security, PERA, workers'

compensation, etc. See the Schedule of Salary Continuation Payments section below for more information.

All injuries or illnesses directly related to or occurring in the workplace should be reported to your supervisor immediately and may be covered under our workers' compensation insurance.

If at any time during the period of disability you discover you will not be able to return to work, even with reasonable accommodations, you must immediately report this to both your supervisor and HR.

Eligible Employees

If you are a full-time employee and you accrue benefits under the PPL plan, you are eligible for this benefit. If you are a full-time employee and you continue to accrue Vacation & Sick Time, you are not eligible for this benefit. Seasonal, intern, temporary and part-time employees are not eligible for this benefit. This benefit will become available for the employee to use after their first complete day of employment with the City. This benefit will run concurrently with PFML will only apply if your earnings from PFML are less than 60% of your normal weekly wage

Salary Continuation Program Claim

The following is the procedure for how you make a claim for Salary Continuation coverage if you are eligible for this benefit.

1. Notify HR and provide proper documentation from your physician or medical provider, describing your condition and the need for an extended absence. This documentation must indicate the estimated time of absence from your work activities. HR will review the documentation and leave request to determine if the condition qualifies for coverage. The employee & payroll will receive notice of the approval coverage status. To be covered, you must also have a current, valid FMLA certification. If you are approved for FMLA, PFML and Salary Continuation, your period of absence will run concurrently with these programs. Note: The City reserves the right to require a second opinion from a doctor of the City's choosing, if there is reason to question the diagnosis by your physician or medical provider. The cost of this opinion would be covered by the City.
2. Once approved, there is a five (5) day qualifying period to be completed before Salary Continuation benefits are paid. During the first three (3) days of this qualifying period, PPL, floating holiday, or comp time must be used. During the last 2 days of this qualifying period, you may use any combination of PPL, comp time, floating holiday or banked Sick Time. You may not take unpaid time if you have banked time available. If you are eligible for Paid Parental Leave and/or PFML, this may be used to cover the 5-day of qualifying period.
3. Payroll will commence Salary Continuation payments in your regular bi-weekly checks. A Salary Continuation claim will be reported as taxable income.

4. Coverage will continue as long as your attending physician deems time away from work is necessary for up to a total of twelve (12) weeks, after which Long-Term Disability will become available (if you have opted to enroll for this benefit). Note: The City may, from time to time, require your physician or medical provider to provide an update, what the estimated time away from your work activities will be, and if there are any measures the City could take to make your return to work more expedient. (These measures could include assisting with rehabilitation services or making your work schedule or environment conducive to your disability).
5. A Report of Workability must be provided to HR from your physician before you return to all normal duties at work.

Qualifying for Salary Continuation

To qualify for the use of the Salary Continuation benefit, you must first be classified as disabled for purposes of this policy. To meet the definition of disabled, you must be able to satisfy either the Occupation Test or the Earnings Test.

Occupation Test: An injury, sickness, or pregnancy requires that you be under the regular care and attendance of a physician, and the injury, sickness, or pregnancy prevents you from performing at least one of the material duties of your regular occupation.

Earnings Test: You may be considered disabled in any week even if you are working, provided an injury, sickness, or pregnancy prevents you from earning more than 80% of your weekly pay in that week in any occupation for which your education, training or experience qualifies you.

You may satisfy these tests with any injury, illness or pregnancy in which a physician specifically gives written notification to us that this condition will affect your workplace activities and abilities. Satisfying these qualifications under the Occupation and/or Earnings tests will not automatically qualify you for Salary Continuation.

Exclusions from Salary Continuation Coverage

The City will not pay benefits for any disability or sickness caused by:

- An injury or illness that arises out of or occurs in the course of any occupation for pay or profit that entitles you to benefits under any Worker's Compensation Act or similar law
- Taking part in, attempting, or the result of taking part in committing a crime
- A disability caused or contributed to by being engaged in an illegal occupation The City will not pay benefits if you are no longer employed by the City. In addition, benefits will cease if any of the following occur:
 - We have offered you the opportunity to return to limited work while you are disabled
 - You are functionally capable of performing the limited work which is offered, and/or
 - You do not return to work when and as scheduled

Any employee receiving a denial of Salary Continuation coverage may request in writing, within 60 days of denial, a written explanation of the denial of coverage. If you disagree with the denial of benefits and want to appeal this decision, you must submit an official letter of appeal to HR. This letter must be received by HR and must include the specific reasons why the denial is being appealed. HR will have 10 working days from the receipt of this appeal to make a written decision on the appeal. If you are still in disagreement with the decision made by HR in regard to the appeal, you may appeal in writing to the Assistant City Administrator and/or City Administrator. The Assistant City Administrator and/or City Administrator will then have 10 working days to make a determination in the appeal. The City Administrator's decision is final.

Schedule of Salary Continuation Payments

The Salary Continuation policy will pay up to 60% of your weekly earnings, but only when your PFML payments are less than 60% of your normal weekly wage. At no time will you receive more than 60% of your weekly earnings from a combination of your Salary Continuation payments and disability program payments. However, you may supplement your benefit payment with banked PPL, Sick, and parental leave (if applicable). At no time may the combination between the Salary Continuation benefit, PFML, paid time off benefits, or any other leave benefit equal more than 100% of your weekly pay, defined as 40 hours at your hourly rate. This pay is determined by the rate you are being paid the day before the period of disability starts. Possible bonuses, overtime, and other compensation, including temporary increases, will not be included in the calculation of your hourly rate.

As defined in our Paid Personal Leave, FMLA, PFML, and Minnesota Parental Leave policies, while you receive Salary Continuation payments from the City, you will continue to receive your monthly Council Contribution toward your Flexible Benefit Plan (e.g., insurance benefits).

Miscellaneous Inclusions of Policy

You will not accrue PPL while receiving Salary Continuation payments unless you supplement your Salary Continuation with PPL, accrued Sick Time, or Paid Parental Leave, if applicable. If you supplement your pay, paid time off benefits will accrue and be pro-rated based on the amount of paid time off used. Holidays will be paid and will not be counted towards the total number of Salary Continuation hours. Salary Continuation is not eligible for PERA credits or wages.

Salary Continuation coverage cannot be used to care for any ill or injured family member.

If at any time during the period of disability you discover that you will not be able to return to work, even with reasonable accommodations, you must immediately report this in writing to both your supervisor and HR.

MEMORANDUM OF ARGREEMENT
Between
The City of Chaska
And
LAW ENFORCEMENT LABOR SERVICES, INC LOCAL #210

This Memorandum of Agreement is entered into between the City of Chaska (hereafter "City") and the Law Enforcement Labor Services, Inc Local #210 (hereafter "Union") representing the Police Officers bargaining unit.

WHEREAS, the City and the Union are parties to a collective bargaining agreement dated 1/1/2026 – 12/31/2027 negotiated pursuant to the Public Employment Labor Relations Act; and

WHEREAS, the City is in the process of completing a compensation study that is scheduled to be finished in the second quarter of 2026.

NOW, THEREFORE, the parties agree to the below:

1. When the compensation study is complete, the City and the Union will meet and review the results of the compensation study.
2. If the completed compensation study recommends wage adjustments for bargaining unit employees, the City and the Union agree to reopen the wage article for negotiation, with any agreed-upon changes effective on or about July 1, 2026 or thereafter.
3. Any wage changes that result from the compensation study will be implemented in a manner similar to the implementation method for all other city employees.
4. This Memorandum of Agreement represents the complete agreement between the parties on this matter.

IN WITNESS WHEREOF, the parties have caused the Memorandum of Agreement to be executed on the dates set forth by their respective signatures.

FOR (THE CITY OF CHASKA)

 Matt Podhrasky
City Administrator Matt Podhrasky

 1/30/2026
Date

FOR (MN TEAMSTERS)

 Eric Wolf
Union Steward Eric Wolf

 1/29/2026
Date

 Joe Kavlie
Union Steward Joe Kavlie

 1/29/2026
Date

 Hunter Panning
Union Steward Hunter Panning

 1/29/2026
Date

 Chad Worden
LELS Union Representative Chad Worden

 1/30/2026
Date

**COMMISSION INTERVIEWS
CHASKA CITY COUNCIL
2/2/2026**

Subject: Commission Appointments

Prepared By: Denise Beebe, Senior Clerk

The following applicants have applied for the vacant positions on the City Planning Commission, Human Rights Commission, Parks & Recreation Commission, and Heritage Preservation Commission. All applicants were previously interviewed by the Council.

All regular appointments are 3-year terms. Human Rights Commission and Park Board Commission student members are always appointed for a 1-year term.

Based on discussions that came out of the Council interview sessions on 1/5/2026 and 1/26/2026 staff was advised of the following appointments:

PLANNING COMMISSION – (5 Openings)

3 yr Term: February 2, 2026 to December 31, 2028

Garrick Campbell - Voting Member
Jon Purdy - Voting Member
Sri Raghavendra - Voting Member
Tess Michaletz - 1st Alternate
Matthew Rydberg - 2nd Alternate

PARKS & RECREATION COMMISSION – (3 Openings)

3 yr Term: February 2, 2026 to December 31, 2028

Zach Saueressig - Voting Member
Georgiann Keyport - Voting Member

1 yr Term: February 2, 2026 to December 31, 2026 (Student)

Neel Ghatti - Student

HUMAN RIGHTS COMMISSION – (4 Openings)

3 yr Term: February 2, 2026 to December 31, 2028

Katie McCloskey – Voting Member
Vacant - 1st Alternate
Vacant - 2nd Alternate

1 yr Term: February 2, 2026 to December 31, 2026 (Student)

Sean Haga - Student

HERITAGE PRESERVATION COMMISSION – (3 Openings)

3 yr Term: February 2, 2026 to December 31, 2028

James Pleis - Voting Member
Vacant - Voting Member
Vacant - Voting Member

CITY COUNCIL ACTION REQUESTED

Motion to appoint commission members with associated term of office as presented.

CLAIMS ROSTER REPORT

FOR COUNCIL MEETING: February 2, 2026

Paid and Unpaid Invoices:
Check #'s 359512-359618 **\$627,964.02**

Paid Electronic Invoices:
Wire #'s 5093-5111 **\$9,266,921.13**

**Amount for Approval-Council Meeting:
February 2, 2026 \$9,894,885.15**

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	CHECK RUN	CHECK #	INVOICE NET	DUE DATE	TYPE	STS	INVOICE DESCRIPTION
100897	4IMPRINT INC								
14689229	CHECK DATE: 02/03/2026	01/16/2026	020326	359518	515.35	02/16/2026	INV	PD	Power Chip Clips
112886	UNISOURCE ACQUISITIONS CORP								
239007-001	DI CHECK DATE: 02/03/2026	01/20/2026	020326	359519	517.99	02/20/2026	INV	PD	WTP HOSE
100072	ALTERNATIVE TECHNOLOGIES INC								
58721	CHECK DATE: 02/03/2026	12/31/2025	020326	359520	350.00	01/30/2026	INV	PD	SUB OIL TESTING
100073	AMARIL UNIFORM CO								
IV291066	CHECK DATE: 02/03/2026	01/19/2026	020326	359521	395.19	02/19/2026	INV	PD	R. OSWEILER INITIAL FR CL
IV291067	CHECK DATE: 02/03/2026	01/19/2026	020326	359521	470.00	02/19/2026	INV	PD	M. ENGELEN FR CLOTHING
					865.19				
100119	SHAKOPEE VALLEY FORD								
419285	FOW CHECK DATE: 02/03/2026	01/19/2026	020326	359522	54.96	02/19/2026	INV	PD	#1221 SPARK PLUGS
419286	FOW CHECK DATE: 02/03/2026	01/19/2026	020326	359522	27.48	02/19/2026	INV	PD	#1232 SPARK PLUGS
419407	FOW CHECK DATE: 02/03/2026	01/20/2026	020326	359522	138.61	02/20/2026	INV	PD	#1232 EVAP SOLINOID
419528	FOW CHECK DATE: 02/03/2026	01/24/2026	020326	359522	107.10	02/24/2026	INV	PD	#1228 FUEL PRESSURE SENSO
419841	FOW CHECK DATE: 02/03/2026	01/27/2026	020326	359522	376.32	02/27/2026	INV	PD	#1226 RADIATOR ASSEMBLY
					704.47				
100146	ASPEN MILLS INC								
369132	CHECK DATE: 02/03/2026	01/21/2026	020326	359523	122.84	02/20/2026	INV	PD	DUTY UNIFORM-MCCOY
369133	CHECK DATE: 02/03/2026	01/21/2026	020326	359523	444.92	02/20/2026	INV	PD	DUTY UNIFORM-LOVEJOY

Report generated: 01/29/2026 09:16
 User: 8482mrob
 Program ID: apinvlst

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	CHECK RUN	CHECK #	INVOICE NET	DUE DATE	TYPE	STS	INVOICE DESCRIPTION
369134 CHECK DATE: 02/03/2026		01/21/2026	020326	359523	139.40	02/20/2026	INV	PD	DUTY UNIFORM-TREBIATOWSKI
369135 CHECK DATE: 02/03/2026		01/21/2026	020326	359523	227.80	02/20/2026	INV	PD	DUTY UNIFORM-KRAUS
369136 CHECK DATE: 02/03/2026		01/21/2026	020326	359523	17.84	02/20/2026	INV	PD	DUTY UNIFORM-SCHMIDT
369137 CHECK DATE: 02/03/2026		01/21/2026	020326	359523	97.50	02/20/2026	INV	PD	DUTY UNIFORM-COMPTON
369138 CHECK DATE: 02/03/2026		01/21/2026	020326	359523	17.84	02/20/2026	INV	PD	DUTY UNIFORM-TARMAN
369139 CHECK DATE: 02/03/2026		01/21/2026	020326	359523	291.43	02/20/2026	INV	PD	DUTY UNIFORM-KOCH
369140 CHECK DATE: 02/03/2026		01/21/2026	020326	359523	200.15	02/20/2026	INV	PD	DUTY UNIFORM-KATZNER
369141 CHECK DATE: 02/03/2026		01/21/2026	020326	359523	56.55	02/20/2026	INV	PD	DUTY UNIFORM-BONNEMA
369142 CHECK DATE: 02/03/2026		01/21/2026	020326	359523	184.67	02/20/2026	INV	PD	DUTY UNIFORM-ANDERSON
					1,800.94				
112511 AWARDS DIRECT INC									
37618 CHECK DATE: 02/03/2026		01/22/2026	020326	359524	166.74	02/01/2026	INV	PD	HRC Plaques and Plates
100172 WC ENTERPRISES INC									
P88855362 CHECK DATE: 02/03/2026		01/14/2026	020326	359525	318.44	02/14/2026	INV	PD	BATTERY BACKUPS FOR DOOR
100196 BIFFS INC									
INV286658 CHECK DATE: 02/03/2026		01/27/2026	020326	359526	400.00	02/24/2026	INV	PD	EMPTY FD BATHROOM TRAILER
102279 BOLTON & MENK INC									
0385315 CHECK DATE: 02/03/2026		01/26/2026	020326	359527	2,140.00	02/25/2026	INV	PD	CITY SQUARE PARK REHABILI
100214 BORDER STATES INDUSTRIES INC									

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	CHECK RUN	CHECK #	INVOICE NET	DUE DATE	TYPE	STS	INVOICE DESCRIPTION
931844344	260019	01/26/2026	020326	359528	3,051.00	02/25/2026	INV	PD	30 ELBOW 600AMP PLUG
CHECK DATE: 02/03/2026									
931845462	260018	01/26/2026	020326	359528	3,041.00	02/25/2026	INV	PD	100 ELBOW STAND OFF PLUG
CHECK DATE: 02/03/2026									
100254 BRYAN ROCK PRODUCTS INC					6,092.00				
73202		01/15/2026	020326	359529	542.09	02/15/2026	INV	PD	CHIP ROCK-ROAD/ALLEYS
CHECK DATE: 02/03/2026									
100285 CARVER COUNTY									
2025023		01/02/2026	020326	359530	19,668.83	02/26/2026	INV	PD	Q4 Fines & Surcharge, cor
CHECK DATE: 02/03/2026									
100323 CDW GOVERNMENT INC									
AH5EW9P		01/05/2026	020326	359531	590.92	02/04/2026	INV	PD	MONITOR-BLDG INSP
CHECK DATE: 02/03/2026									
AH5PW9F		01/07/2026	020326	359531	374.30	02/06/2026	INV	PD	SMART LED UPS
CHECK DATE: 02/03/2026									
AH6ZM7E		01/16/2026	020326	359531	1,478.70	02/15/2026	INV	PD	PSF/PD DOCKS, ADAPTORS
CHECK DATE: 02/03/2026									
100332 CENTERPOINT ENERGY RESOURCES CORP					2,443.92				
80000167843/DEC25		01/14/2026	012926	359514	7,892.58	02/10/2026	INV	PD	DEC GAS SVC
CHECK DATE: 01/29/2026									
100337 QWEST CORPORATION									
768035915		01/01/2026	012926	359515	3.02	01/31/2026	INV	PD	INTERNET ON DEMAND 12/29/
CHECK DATE: 01/29/2026									
107927 CHASKA AREA COMPETITIVE JR CURLING CLUB									
150274		01/20/2026	020326	359532	200.00	02/20/2026	INV	PD	TCCA Grant-Subzero HS Sta
CHECK DATE: 02/03/2026									
111217 CHASKA CAR WASH LLC									
28		01/16/2026	020326	359533	45.00	02/15/2026	INV	PD	DEC CAR WASHES-BLDG INSP

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	CHECK RUN	CHECK #	INVOICE NET	DUE DATE	TYPE	STS	INVOICE DESCRIPTION	
CHECK DATE: 02/03/2026										
110240 CINTAS CORPORATION NO 2										
5313941307		01/21/2026	020326	359534	9.45	02/21/2026	INV	PD	Medical Supplies City Hall	
CHECK DATE: 02/03/2026										
5313941308		01/21/2026	020326	359535	254.24	02/21/2026	INV	PD	MEDICAL SUPPLIES-MSB	
CHECK DATE: 02/03/2026										
					263.69					
100436 COMCAST CORPORATION										
0426162/JAN26		01/17/2026	012926	359516	254.85	02/11/2026	INV	PD	TEMP FD INTERNET SVC	
CHECK DATE: 01/29/2026										
261378937		01/15/2026	012926	359517	775.00	02/15/2026	INV	PD	JAN CITY HALL FIBER	
CHECK DATE: 01/29/2026										
					1,029.85					
105466 COMPUTER INTEGRATION TECHNOLOGIES INC										
508294		01/15/2026	020326	359536	8,389.70	02/14/2026	INV	PD	JAN OFFICE 365 AGREEMENT	
CHECK DATE: 02/03/2026										
508724		01/15/2026	020326	359536	277.20	02/14/2026	INV	PD	FEB CYBER SECURITY TRAINI	
CHECK DATE: 02/03/2026										
					8,666.90					
106301 CORE & MAIN LP										
Y402957		01/21/2026	020326	359537	513.10	02/21/2026	INV	PD	WTP-REPAIR TO KMN04 LINE	
CHECK DATE: 02/03/2026										
113226 COTTON, KELSIE										
91250148-37167-2		01/22/2026	020326	359538	30.16	02/22/2026	INV	PD	CREDIT BALANCE REFUND-133	
CHECK DATE: 02/03/2026										
113317 CROSSTOWN COMMONS										
70139904-10014416		01/20/2026	020326	359539	11.29	02/20/2026	INV	PD	CREDIT BALANCE REFUND-121	
CHECK DATE: 02/03/2026										
110391 CUMMINS INC										
E4-260156304		01/08/2026	020326	359540	1,650.57	02/09/2026	INV	PD	#112 COOLER/HARDWARE KIT	
CHECK DATE: 02/03/2026										

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	CHECK RUN	CHECK #	INVOICE NET	DUE DATE	TYPE	STS	INVOICE DESCRIPTION
110412	IMPERIAL BAG & PAPER CO LLC								
4475449		01/23/2026	020326	359541	544.52	02/22/2026	INV	PD	Cleaning Supplies-CCC
	CHECK DATE: 02/03/2026								
109781	DDK CONSTRUCTION								
242103050-33153		01/22/2026	020326	359542	82.33	02/22/2026	INV	PD	CREDIT BALANCE REFUND-430
	CHECK DATE: 02/03/2026								
113292	DE PAZ ELIAS, ALICIA								
550300640-41559-2		01/22/2026	020326	359543	59.44	02/22/2026	INV	PD	CREDIT BALANCE REFUND-900
	CHECK DATE: 02/03/2026								
111282	CANNON TECHNOLOGIES INC								
956776631	240117	01/27/2026	020326	359544	18,058.45	01/28/2026	INV	PD	WAREHOUSING OF METERS
	CHECK DATE: 02/03/2026								
100592	ELECTRIC PUMP INC								
036381		01/16/2026	020326	359545	1,450.00	02/16/2026	INV	PD	ANNUAL LIFT STATION INSPE
	CHECK DATE: 02/03/2026								
100591	ELECTRICAL PRODUCTION SERVICES INC								
24466	260017	01/21/2026	020326	359546	8,303.00	02/21/2026	INV	PD	6 IT HANDHOLES
	CHECK DATE: 02/03/2026								
100619	ESS BROTHERS AND SONS INC								
GG1076		01/22/2026	020326	359547	234.00	02/22/2026	INV	PD	JONATHAN BLVD CATCH BASIN
	CHECK DATE: 02/03/2026								
111170	ELLIOTT AUTO SUPPLY CO INC								
1-11413703		01/21/2026	020326	359548	154.81	02/21/2026	INV	PD	WINDSHEILD WASHER FLUID
	CHECK DATE: 02/03/2026								
110169	FELHABER LARSON FENLON & VOGT PA								
880004		01/13/2026	020326	359549	19,500.00	02/12/2026	INV	PD	GM DAVIS PROPERTIES CONDE
	CHECK DATE: 02/03/2026								

Report generated: 01/29/2026 09:16
 User: 8482mrob
 Program ID: apinvlst

City of Chaska

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	CHECK RUN	CHECK #	INVOICE NET	DUE DATE	TYPE	STS	INVOICE DESCRIPTION	
113172	FS COM INC									
IN102601050215		01/05/2026	020326	359550	229.00	02/04/2026	INV	PD	NETWORK CABLES	
CHECK DATE:	02/03/2026									
IN102601100360		01/10/2026	020326	359550	17.20	02/09/2026	INV	PD	NETWORK CABLES	
CHECK DATE:	02/03/2026									
					246.20					
113319	GEARGRID LLC									
0026997-IN		01/21/2026	020326	359551	20,084.00	02/21/2026	INV	PD	FF&E - Swat Lockers and O	
CHECK DATE:	02/03/2026									
0026998-IN		01/21/2026	020326	359551	59,663.00	02/25/2026	INV	PD	PSF GEAR LOCKERS, HOSE TR	
CHECK DATE:	02/03/2026									
					79,747.00					
110575	GLOVER, SUSAN R									
2015690.002		01/21/2026	020326	359552	101.00	02/20/2026	INV	PD	RFD-WILLIE NELSON TRIBUTE	
CHECK DATE:	02/03/2026								PAYEE: GLOVER, SUSAN R	
100763	GRACZYK, NOEL									
150406		01/22/2026	020326	359553	13.92	02/21/2026	INV	PD	MILEAGE-UPS STORE FOR MAI	
CHECK DATE:	02/03/2026									
100759	WW GRAINGER INC									
9759013163		01/05/2026	020326	359554	1,394.96	02/04/2026	INV	PD	CH BOILER AND FILTERS	
CHECK DATE:	02/03/2026									
9762284280		01/07/2026	020326	359554	129.29	02/06/2026	INV	PD	HOT WATER REC LINE PARTS	
CHECK DATE:	02/03/2026									
9764365327		01/08/2026	020326	359554	114.49	02/07/2026	INV	PD	PRY BARS	
CHECK DATE:	02/03/2026									
9765960712		01/09/2026	020326	359554	91.01	02/08/2026	INV	PD	PRY BAR	
CHECK DATE:	02/03/2026									
9768049943		01/13/2026	020326	359554	28.40	02/12/2026	INV	PD	O-RINGS	
CHECK DATE:	02/03/2026									
9768660020		01/13/2026	020326	359554	29.50	02/12/2026	INV	PD	O-RINGS	
CHECK DATE:	02/03/2026									
9768660038		01/13/2026	020326	359554	688.97	02/12/2026	INV	PD	PLUMBING SUPPLIES-FILTER	
CHECK DATE:	02/03/2026									

Report generated: 01/29/2026 09:16
 User: 8482mrob
 Program ID: apinvlst

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	CHECK RUN	CHECK #	INVOICE NET	DUE DATE	TYPE	STS	INVOICE DESCRIPTION
9769125494 CHECK DATE: 02/03/2026		01/13/2026	020326	359554	347.10	02/12/2026	INV	PD	#116 HYD PLOW COUPLER FIT
9770203504 CHECK DATE: 02/03/2026		01/14/2026	020326	359554	207.06	02/13/2026	INV	PD	BELTS
					3,030.78				
100764 GRAMITH, TIM									
150289 CHECK DATE: 02/03/2026		01/01/2026	020326	359555	35.98	02/21/2026	INV	PD	REIMB-RAIN COAT
104805 HELLO! BOOKING INC									
150259 CHECK DATE: 02/03/2026		01/13/2026	020326	359556	4,750.00	02/02/2026	INV	PD	Fire & Ice 2026 Deposit f
150262 CHECK DATE: 02/03/2026		01/13/2026	020326	359556	3,500.00	02/02/2026	INV	PD	Chaska Rocks Deposit for
					8,250.00				
100848 HIGH TECH CLEANING INC									
22025 CHECK DATE: 02/03/2026		01/01/2026	020326	359557	388.56	01/30/2026	INV	PD	IT DEPARTMENT-CLEANING
22101 CHECK DATE: 02/03/2026		01/16/2026	020326	359557	717.38	02/16/2026	INV	PD	CLEANING SUPPLIES-MSB
					1,105.94				
113316 HPA US1 LLC									
101320402-35902 CHECK DATE: 02/03/2026		01/20/2026	020326	359558	218.32	02/20/2026	INV	PD	CREDIT BALANCE REFUND-131
107682 HUBBARD, TAYLOR									
150407 CHECK DATE: 02/03/2026		01/21/2026	020326	359559	65.90	02/20/2026	INV	PD	MILEAGE-MAYORS MTGS, TAB PAYEE: HUBBARD, TAYLOR
100879 PRAIRIE TECHNOLOGIES INC OF MN									
260016 CHECK DATE: 02/03/2026		01/22/2026	020326	359560	9,544.47	02/22/2026	INV	PD	CH-BAS ANNUAL MAINT AGREE
112068 I:SPACE FURNITURE INC									

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	CHECK RUN	CHECK #	INVOICE NET	DUE DATE	TYPE	STS	INVOICE DESCRIPTION	
36520		01/23/2026	020326	359561	76,645.20	02/22/2026	INV	PD	DEPOSIT FOR PSF SEATING	
CHECK DATE: 02/03/2026										
113315 JOHNSON, CYNTHIA										
350041666-10003529		01/20/2026	020326	359562	275.00	02/20/2026	INV	PD	CREDIT BALANCE REFUND-291	
CHECK DATE: 02/03/2026										
108948 AUDRANN INC										
1567951		01/22/2026	020326	359563	101.45	03/08/2026	INV	PD	TRANSFORMERS FOR VAN STOC	
CHECK DATE: 02/03/2026										
113318 KNOTSON CONSTRUCTION SERVICES INC										
444445160-41616		01/20/2026	020326	359564	1,924.81	02/20/2026	INV	PD	CREDIT BALANCE REFUND-316	
CHECK DATE: 02/03/2026										
101043 LANO EQUIPMENT INC										
01-1213160		01/21/2026	020326	359565	348.63	02/21/2026	INV	PD	#186 END SHAFT BEARINGS	
CHECK DATE: 02/03/2026										
01-1213569		01/23/2026	020326	359565	125.97	02/23/2026	INV	PD	CHAINSAW CHAIN	
CHECK DATE: 02/03/2026										
101056 LEAGUE OF MINNESOTA CITIES										
					474.60					
150359		01/26/2026	020326	359566	47.53	02/25/2026	INV	PD	Subrogation payment made	
CHECK DATE: 02/03/2026										
101093 LITTLE FALLS MACHINE INC										
375653		01/21/2026	020326	359567	3,522.06	02/20/2026	INV	PD	SNOW PLOW/SANDER PARTS	
CHECK DATE: 02/03/2026										
113284 LITTLE TREE PROPERTIES LLC										
101530900-41698-2		01/22/2026	020326	359568	89.28	02/22/2026	INV	PD	CREDIT BALANCE REFUND-112	
CHECK DATE: 02/03/2026										
112249 LOCALITY MEDIA INC										
7768		01/31/2026	020326	359569	290.00	03/02/2026	INV	PD	First Arriving integratio	
CHECK DATE: 02/03/2026										

City of Chaska

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	CHECK RUN	CHECK #	INVOICE NET	DUE DATE	TYPE	STS	INVOICE DESCRIPTION	
105139 LUBE TECH & PARTNERS LLC										
4043456		01/15/2026	020326	359570	116.75	02/14/2026	INV	PD	GREASE	
CHECK DATE: 02/03/2026										
4045904		01/19/2026	020326	359570	925.64	02/18/2026	INV	PD	TRANSMISSION FLUID	
CHECK DATE: 02/03/2026										
					1,042.39					
105710 MACQUEEN EMERGENCY GROUP										
P60956		01/16/2026	020326	359571	586.00	02/15/2026	INV	PD	#313 CRIBBING FOR NEW ENG	
CHECK DATE: 02/03/2026										
113320 MCGURREN, MICHAEL										
350040663-10003722		01/22/2026	020326	359572	75.00	02/22/2026	INV	PD	CREDIT BALANCE REFUND-312	
CHECK DATE: 02/03/2026										
101187 METRO SALES INC										
INV2986971		01/14/2026	020326	359573	1,475.00	02/13/2026	INV	PD	new ccc printer	
CHECK DATE: 02/03/2026										
101191 MGCSA										
09894		01/06/2026	020326	359574	180.00	02/05/2026	INV	PD	Reif Membership Renewal	
CHECK DATE: 02/03/2026										
09895		01/06/2026	020326	359574	180.00	02/05/2026	INV	PD	Moers Membership Renewal	
CHECK DATE: 02/03/2026										
10038		01/26/2026	020326	359574	180.00	02/25/2026	INV	PD	Verdegan Membership Renew	
CHECK DATE: 02/03/2026										
10039		01/26/2026	020326	359574	180.00	02/25/2026	INV	PD	vanderlinde Membership Re	
CHECK DATE: 02/03/2026										
10053		01/27/2026	020326	359574	180.00	02/26/2026	INV	PD	Gramith Membership Renewa	
CHECK DATE: 02/03/2026										
					900.00					
101217 MINNESOTA CHILD SUPPORT PMT CTR										
PR0123260015739009		01/23/2026	012726	359512	249.65	01/23/2026	INV	PD	012326 Payroll - Child Su	
CHECK DATE: 01/27/2026										
PR0123260015806598		01/23/2026	012726	359512	461.46	01/23/2026	INV	PD	012326 Payroll - Child Su	
CHECK DATE: 01/27/2026										

Report generated: 01/29/2026 09:16
 User: 8482mrob
 Program ID: apinvlst

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	CHECK RUN	CHECK #	INVOICE NET	DUE DATE	TYPE	STS	INVOICE DESCRIPTION
101229 MN DEPARTMENT OF EMPLOYMENT & ECONOMIC DEVELOPMENT					711.11				
72	FINAL CHECK DATE: 02/03/2026	02/01/2026	020326	359575	2,281.44	02/15/2026	INV	PD	FORMACOAT LLC LOAN REPAYM
101226 MINNESOTA DEPARTMENT OF NATURAL RESOURCES									
1975-6124-2026	CHECK DATE: 02/03/2026	01/21/2025	020326	359576	23,593.66	02/15/2026	INV	PD	2026 WATER PERMIT
101247 MINNESOTA MUNICIPAL UTILITIES ASSN									
68344	CHECK DATE: 02/03/2026	01/09/2026	020326	359577	795.00	02/08/2026	INV	PD	R. OSWEILER MODULE THREE
101276 MINNESOTA VALLEY ELECTRIC COOPERATIVE									
107051510/JAN26	CHECK DATE: 02/03/2026	01/21/2026	020326	359578	41.73	02/16/2026	INV	PD	JAN 82ND ST & HWY 41 SIGN
778320601/JAN26	CHECK DATE: 02/03/2026	01/21/2026	020326	359578	269.26	02/16/2026	INV	PD	JAN CHEVALLE LIFT STATION
780272000/JAN26	CHECK DATE: 02/03/2026	01/21/2026	020326	359578	15.70	02/16/2026	INV	PD	JAN CHEVALLE IRRIGATION B
781796600/JAN26	CHECK DATE: 02/03/2026	01/21/2026	020326	359578	358.99	02/16/2026	INV	PD	JAN 1599 OAK CREEK PASS
106884 CHRISTOPHER J COLLINS					685.68				
1106	CHECK DATE: 02/03/2026	08/26/2025	020326	359579	80.00	01/23/2026	INV	PD	Adult Sports - Kickball -
101327 MP NEXLEVEL LLC									
1460267	CHECK DATE: 02/03/2026	01/12/2026	020326	359580	5,825.00	02/11/2026	INV	PD	Q4 FIBER LOCATING
1460269	CHECK DATE: 02/03/2026	01/12/2026	020326	359580	488.70	02/11/2026	INV	PD	Q4 GOPHER STATE LOCATE RE
103088 SID TOOL CO INC					6,313.70				

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	CHECK RUN	CHECK #	INVOICE NET	DUE DATE	TYPE	STS	INVOICE DESCRIPTION
88311570		01/14/2026	020326	359581	73.50	02/14/2026	INV	PD	BOLTS TO HANG TRAINING PA
CHECK DATE: 02/03/2026									
90671180		01/22/2026	020326	359581	48.00	02/22/2026	INV	PD	NUTS FOR PLOWS
CHECK DATE: 02/03/2026									
101354 MTI DISTRIBUTING INC #700767					121.50				
1505356-00		01/15/2026	020326	359582	189.51	02/14/2026	INV	PD	EQUIP PARTS
CHECK DATE: 02/03/2026									
1505356-01		01/16/2026	020326	359582	238.26	02/15/2026	INV	PD	EQUIP PARTS
CHECK DATE: 02/03/2026									
1505406-00		01/16/2026	020326	359582	241.99	02/15/2026	INV	PD	EQUIP PARTS
CHECK DATE: 02/03/2026									
106657 MUNICIPAL ASSET MANAGEMENT INC					669.76				
01132022M50		01/13/2026	020326	359583	4,983.31	02/13/2026	INV	PD	CCC FITNESS EQUIP LEASE P
CHECK DATE: 02/03/2026									
101253 BUSINESS PLANNING CONCEPTS INC									
383600012026-ADDTL		12/01/2025	020326	359584	400.00	01/31/2026	INV	PD	JAN ADDTL PERA LIFE PREM
CHECK DATE: 02/03/2026									
383600022026		01/01/2026	020326	359584	688.00	02/10/2026	INV	PD	FEB PERA LIFE PREMIUMS
CHECK DATE: 02/03/2026									
102654 NORTH AMERICAN SAFETY INC					1,088.00				
INV105879		01/22/2026	020326	359585	265.55	03/21/2026	INV	PD	RESPIRATOR
CHECK DATE: 02/03/2026									
INV106005		01/26/2026	020326	359585	195.45	03/25/2026	INV	PD	FULL FACE RESPIRATOR
CHECK DATE: 02/03/2026									
110995 TRES INC					461.00				
CHASKA26-101		01/22/2026	020326	359586	54,461.00	02/26/2026	INV	PD	#730 2026 GMC SIERRA
CHECK DATE: 02/03/2026									
113288 NOWAK, VERONICA									

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	CHECK RUN	CHECK #	INVOICE NET	DUE DATE	TYPE	STS	INVOICE DESCRIPTION	
173200640-40840-2		01/22/2026	020326	359587	31.47	02/22/2026	INV	PD	CREDIT BALANCE REFUND-300	
CHECK DATE: 02/03/2026										
101510 PERFORMANCE PLUS LLC										
12122098		01/22/2026	020326	359588	165.00	02/21/2026	INV	PD	FF MEDICAL EXAM	
CHECK DATE: 02/03/2026										
112770 PULTE HOMES OF MN 1009										
670105950-35718		01/22/2026	020326	359589	68.73	02/22/2026	INV	PD	CREDIT BALANCE REFUND-207	
CHECK DATE: 02/03/2026										
113322 PYNE, JOSEPH										
2015725_002		01/23/2026	020326	359590	11.75	02/22/2026	INV	PD	RFD-YOUTH VOLLEYBALL	
CHECK DATE: 02/03/2026										
107855 STAPLES INC										
47285564		01/08/2026	020326	359592	203.37	02/07/2026	INV	PD	BREAKROOM SUPPLIES	
CHECK DATE: 02/03/2026										
47285618		01/08/2026	020326	359592	20.11	02/07/2026	INV	PD	TAPE AND CLIPS	
CHECK DATE: 02/03/2026										
47330556		01/12/2026	020326	359592	26.39	02/11/2026	INV	PD	STAMP	
CHECK DATE: 02/03/2026										
47399425		01/15/2026	020326	359591	21.02	02/14/2026	INV	PD	Sharpie Highlighters for	
CHECK DATE: 02/03/2026										
					270.89					
101616 RDO EQUIPMENT COMPANY										
P4256570		01/20/2025	020326	359593	617.08	02/20/2025	INV	PD	#710 DOOR HINGES & LATCHES	
CHECK DATE: 02/03/2026										
P4269070		01/26/2026	020326	359593	149.89	02/26/2026	INV	PD	#710 DOOR HINGES	
CHECK DATE: 02/03/2026										
					766.97					
111983 REC-TECH SALES & SERVICE COMPANY										
1383		12/18/2025	020326	359594	956.96	02/18/2026	INV	PD	#122 HYD PUMP FOR PLOW	
CHECK DATE: 02/03/2026										
1541		01/20/2026	020326	359594	138.16	02/20/2026	INV	PD	#88 SNOW PLOW HARNESS	
CHECK DATE: 02/03/2026										

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	CHECK RUN	CHECK #	INVOICE NET	DUE DATE	TYPE	STS	INVOICE DESCRIPTION
					1,095.12				
101669 ROBERT HALF TECHNOLOGY									
65829772		01/21/2026	020326	359595	1,624.00	02/20/2026	INV	PD	UB TEMP-SHERIDAN-W/E 1/16
CHECK DATE: 02/03/2026									
110677 HAJOCA CORPORATION									
S022843630_001		01/13/2026	020326	359596	169.30	02/13/2026	INV	PD	COPPER PIPE-BOILER INSTAL
CHECK DATE: 02/03/2026									
101738 SCHILLING SUPPLY COMPANY									
1037948-00		01/26/2026	020326	359597	4,053.20	02/26/2026	INV	PD	Cleaning Supplies-CCC
CHECK DATE: 02/03/2026									
113297 SENIOR COMMUNITY SERVICES									
29774		01/13/2026	020326	359598	150.00	02/20/2026	INV	PD	presentation "Scams & Fra
CHECK DATE: 02/03/2026									
101760 SENTRY SYSTEMS INC									
807960		02/01/2026	020326	359599	234.31	02/11/2026	INV	PD	TC BUILDING MONITORING
CHECK DATE: 02/03/2026									
101916 SOUTHWEST POWER EQUIPMENT									
1-545282		01/23/2026	020326	359600	163.93	02/22/2026	INV	PD	GRINDER RENTAL FOR CONCRE
CHECK DATE: 02/03/2026									
101850 STANTEC CONSULTING SERVICES INC									
2510965		01/20/2026	020326	359601	1,380.00	02/19/2026	INV	PD	2025 ROUTINE BRIDGE INSPE
CHECK DATE: 02/03/2026									
2510966		01/20/2026	020326	359601	382.50	02/19/2026	INV	PD	RECORD PLAN/BASE MAP UPDA
CHECK DATE: 02/03/2026									
2510967		01/20/2026	020326	359601	266.19	02/19/2026	INV	PD	CREEK RD TRUNK SEWER PH 4
CHECK DATE: 02/03/2026									
2510968		01/20/2026	020326	359601	657.50	02/19/2026	INV	PD	WELL 8 REHAB
CHECK DATE: 02/03/2026									
2510969		01/20/2026	020326	359601	1,188.00	02/19/2026	INV	PD	STORMWATER REVIEW-HIGHPOI
CHECK DATE: 02/03/2026									

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	CHECK RUN	CHECK #	INVOICE NET	DUE DATE	TYPE	STS	INVOICE DESCRIPTION
2510970 CHECK DATE: 02/03/2026		01/20/2026	020326	359601	1,260.00	02/19/2026	INV	PD	STORMWATER REVIEW-FULTONW
2510971-1 CHECK DATE: 02/03/2026		01/20/2026	020326	359601	1,356.00	02/19/2026	INV	PD	WELLS 11 & 12
2510971-2 CHECK DATE: 02/03/2026		01/20/2026	020326	359601	10,997.50	02/19/2026	INV	PD	PUMPING FACILITY
2510971-3 CHECK DATE: 02/03/2026		01/20/2026	020326	359601	2,862.92	02/19/2026	INV	PD	VICTORIA DR UTILITY IMPRO
2510972 CHECK DATE: 02/03/2026		01/20/2026	020326	359601	16,506.35	02/19/2026	INV	PD	C2 RAVINE RESTORATION
2510973 CHECK DATE: 02/03/2026		01/20/2026	020326	359601	1,188.00	02/19/2026	INV	PD	STORMWATER REVIEW-PEAVEY
2510974 CHECK DATE: 02/03/2026		01/20/2026	020326	359601	5,021.75	02/19/2026	INV	PD	COUNTY RD 61 UTILITY IMPR
2510975 CHECK DATE: 02/03/2026		01/16/2026	020326	359601	20,131.75	02/19/2026	INV	PD	WELL 7 WTP FINAL DESIGN
2510976 CHECK DATE: 02/03/2026		01/20/2026	020326	359601	628.00	02/19/2026	INV	PD	WELL 10 CONSTRUCTION SERV
2510977 CHECK DATE: 02/03/2026		01/20/2026	020326	359601	3,261.80	02/19/2026	INV	PD	WTP SANITARY SEWER EXTENS
2510978 CHECK DATE: 02/03/2026		01/20/2026	020326	359601	561.50	02/19/2026	INV	PD	MCKNIGHT WETLAND BANK SER
2510980 CHECK DATE: 02/03/2026		01/20/2026	020326	359601	3,307.50	02/19/2026	INV	PD	SAVANNA WAY S UTILITY IMP
2510981 CHECK DATE: 02/03/2026		01/20/2026	020326	359601	1,995.00	02/19/2026	INV	PD	OUTLET D IMPROVEMENTS
2510982 CHECK DATE: 02/03/2026		01/20/2026	020326	359601	19,636.00	02/19/2026	INV	PD	GENERAL ENGINEERING
2510983 CHECK DATE: 02/03/2026		01/20/2026	020326	359601	1,543.25	02/19/2026	INV	PD	CITY HALL PLAZA PROJECT
2510984 CHECK DATE: 02/03/2026		01/20/2026	020326	359601	19,904.00	02/19/2026	INV	PD	HYDROCAD MODEL UPDATE, FL
2510985 CHECK DATE: 02/03/2026		01/20/2026	020326	359601	40,072.40	02/19/2026	INV	PD	CREEK RD INDUSTRIAL ST &
2510986 CHECK DATE: 02/03/2026		01/20/2026	020326	359601	8,209.50	02/19/2026	INV	PD	2026 DT RECONSTRUCTION PR

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VENDOR INVOICE LIST

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101861 STATE SUPPLY COMPANY					162,317.41				
729275		01/15/2026	020326	359602	4,883.14	02/14/2026	INV	PD	BOILER MAIN PUMP ASSEMBLY
CHECK DATE: 02/03/2026									
101887 ARMOR INC									
69678		01/23/2026	020326	359603	255.14	02/23/2026	INV	PD	METAL FOR WM KEYS
CHECK DATE: 02/03/2026									
101932 TAYLOR MADE GOLF CO INC									
38815122		01/20/2026	020326	359604	488.81	03/06/2026	INV	PD	RESALE
CHECK DATE: 02/03/2026									
101940 TEE JAY NORTH INC									
55074		01/15/2026	020326	359605	367.00	02/15/2026	INV	PD	LIBRARY ADA DOOR
CHECK DATE: 02/03/2026									
101983 TOTAL CONTROL SYSTEMS INC									
12013		01/19/2026	020326	359606	792.70	02/19/2026	INV	PD	CHEVALLE LS PANEL
CHECK DATE: 02/03/2026									
111758 TOUCHPOINT LOGIC LLC									
5494		01/27/2026	020326	359607	41,134.00	02/26/2026	INV	PD	Upgrade audio in Council
CHECK DATE: 02/03/2026									
102028 TWIN CITY WATER CLINIC INC									
24226		01/13/2026	020326	359608	13.00	02/12/2026	INV	PD	FILTER #2 TESTING
CHECK DATE: 02/03/2026									
24286		01/27/2026	020326	359608	13.00	02/26/2026	INV	PD	WTP-FILTER #3 TESTING
CHECK DATE: 02/03/2026									
110053 TX CHILD SUPPORT SDU					26.00				
PR012326-0012725283		01/23/2026	012726	359513	115.38	01/23/2026	INV	PD	012326 Payroll - Child Su
CHECK DATE: 01/27/2026									
102052 UNIQUE PAVING MATERIALS CORP									

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	CHECK RUN	CHECK #	INVOICE NET	DUE DATE	TYPE	STS	INVOICE DESCRIPTION	
91792 CHECK DATE: 02/03/2026		01/13/2026	020326	359609	243.75	02/13/2026	INV	PD	COLD MIX PATCHING	
111158 HD SUPPLY INC										
INV00941373 CHECK DATE: 02/03/2026		01/21/2026	020326	359610	223.05	02/21/2026	INV	PD	WTP-REPAIR TO CONV LINE	
102104 VESSCO INC										
100015 CHECK DATE: 02/03/2026		01/23/2026	020326	359611	345.00	02/23/2026	INV	PD	WTP PRE-CHLORINE HEAD	
105146 ECM PUBLISHERS INC										
1083589 CHECK DATE: 02/03/2026		01/22/2026	020326	359612	69.70	02/21/2026	INV	PD	4200 PEAVEY RD-FINAL PLAT	
1083590 CHECK DATE: 02/03/2026		01/22/2026	020326	359612	73.80	02/21/2026	INV	PD	0 CREEK RD-PRELIM PLAT, R	
1083591 CHECK DATE: 02/03/2026		01/22/2026	020326	359612	82.00	02/21/2026	INV	PD	BIG WOODS BUSINESS PARK C	
1083592 CHECK DATE: 02/03/2026		01/22/2026	020326	359612	73.80	02/21/2026	INV	PD	THE INN-CONCEPT PLAN	
					299.30					
102133 WAGNER PRESS & GRAPHICS										
39090 CHECK DATE: 02/03/2026		01/19/2026	020326	359613	4,347.24	02/18/2026	INV	PD	FEB CHASKA TODAY PRINTING	
102148 WAYNE DAUWALTER PLUMBING										
10348 CHECK DATE: 02/03/2026		01/19/2026	020326	359614	429.00	02/18/2026	INV	PD	SNAKE LARGE DRAIN FOR GOL	
111112 WILLIAMS SCOTSMAN INC										
9025384712 CHECK DATE: 02/03/2026		01/12/2026	020326	359615	645.00	02/11/2026	INV	PD	CLOVER RIDGE WARMING HOUS	
113321 WOOLWORTH, WESTON										
111641102-35475 CHECK DATE: 02/03/2026		01/22/2026	020326	359616	39.07	02/22/2026	INV	PD	CREDIT BALANCE REFUND-110	

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	CHECK RUN	CHECK #	INVOICE NET	DUE DATE	TYPE	STS	INVOICE DESCRIPTION
110454	WRIGHT, KEVIN								
150291		01/19/2026	020326	359617	45.00	02/21/2026	INV	PD	REIMB-MLK DAY BAKERY ITEM
CHECK DATE: 02/03/2026									
108598	ZOOM COMMUNICATIONS INC								
INV337703611		01/14/2026	020326	359618	10,891.70	02/13/2026	INV	PD	ANNUAL LICENSE
CHECK DATE: 02/03/2026									
184 INVOICES					627,964.02				

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VENDOR INVOICE LIST

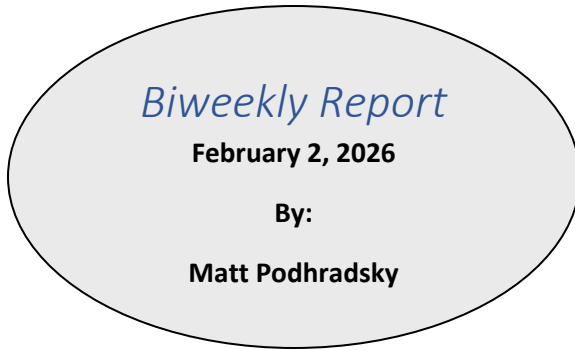
INVOICE	P.O.	INV DATE	CHECK RUN	CHECK #	INVOICE NET	DUE DATE	TYPE	STS	INVOICE DESCRIPTION
110239	COMPUTERSHARE TRUST COMPANY NA								
2026/02/01 DS		01/29/2026	012926-2	5111	176,087.50	01/29/2026	DIR	PD	2/1 DS Pmt-2012A-WF
CHECK DATE:	01/29/2026								
100522	DEPOSITORY TRUST COMPANY								
2026/02/01 DS-Int		01/29/2026	012926-2	5110	72,669.38	01/29/2026	DIR	PD	2/1 DS Pmt-2012B, 2014A,
CHECK DATE:	01/29/2026								
2026/02/01 DS-Prin		01/29/2026	012926-2	5109	960,000.00	01/29/2026	DIR	PD	2/1 DS Pmt-2012B, 2014A,
CHECK DATE:	01/29/2026								
					1,032,669.38				
100927	INTERNAL REVENUE SERVICE								
150237		01/23/2026	012326	5093	203,101.88	01/23/2026	DIR	PD	012326 Payroll - SS, Med
CHECK DATE:	01/23/2026								
101343	MINNESOTA DEPT OF REVENUE-PAYROLL WIRES								
150238		01/23/2026	012326	5094	41,251.93	01/23/2026	DIR	PD	012326 Payroll - MN State
CHECK DATE:	01/23/2026								
100889	INTERNATIONAL CITY MANAGEMENT ASSN RETIREMENT CORP								
150236		01/23/2026	012326	5095	7,268.05	01/23/2026	DIR	PD	012326 Payroll - 457b & R
CHECK DATE:	01/23/2026								
101376	NATIONWIDE RETIREMENT SOLUTIONS(USCM)								
150239		01/23/2026	012326	5096	15,980.39	01/23/2026	DIR	PD	012326 Payroll - 457 Cont
CHECK DATE:	01/23/2026								
106955	NATIONWIDE RETIREMENT SOLUTIONS(USCM)								
150242		01/23/2026	012326	5097	9,890.31	01/23/2026	DIR	PD	012326 Payroll - Roth Con
CHECK DATE:	01/23/2026								
104668	OPTUM BANK INC								
150241		01/23/2026	012326	5098	28,963.82	01/23/2026	DIR	PD	012326 PERA Contributions
CHECK DATE:	01/23/2026								
101506	PUBLIC EMPLOYEES RETIREMENT ASSOCIATION								

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 Program ID: apinvlst

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	CHECK RUN	CHECK #	INVOICE NET	DUE DATE	TYPE	STS	INVOICE DESCRIPTION
150240-2 CHECK DATE: 01/23/2026		01/23/2026	012326-2	5102	134,630.43	01/23/2026	DIR	PD	01/23/26 Payroll PERA Con
102066 US BANK									
2026/02/01 DS CHECK DATE: 01/26/2026		01/26/2026	012626-2	5103	2,634,196.16	01/26/2026	DIR	PD	2/1 DS Pmt-2024A/2025B-US
2026/02/01 DS-1 CHECK DATE: 01/29/2026		01/29/2026	012926-2	5107	2,115,266.01	01/29/2026	DIR	PD	2/1 DS Pmt-2015C, 2017B/C
2026/02/01 DS-2 CHECK DATE: 01/29/2026		01/29/2026	012926-2	5108	1,927,121.27	01/29/2026	DIR	PD	2/1 DS Pmt-2019B/C/E/D, 2
2026/02/01 DS-2015 CHECK DATE: 01/26/2026		01/26/2026	012626-2	5104	924,878.21	01/26/2026	DIR	PD	2/1 DS Pmt-2015A/C/D-USBa
					7,601,461.65				
112849 VOYA INSTITUTIONAL TRUST COMPANY									
150243 CHECK DATE: 01/26/2026		01/23/2026	012626	5101	8,441.12	01/23/2026	DIR	PD	012326 Payroll - HCSP Con
112884 VOYA INSTITUTIONAL TRUST COMPANY									
150244 CHECK DATE: 01/23/2026		01/23/2026	012326	5100	6,654.13	01/23/2026	DIR	PD	012326 Payroll - MNDCP 45
110788 WEX HEALTH INC									
20260123-FSA-2025 CHECK DATE: 01/26/2026		01/23/2026	012626-3	5106	416.52	01/26/2026	DIR	PD	2025-1/26/26 FSA Reimb-De
20260123-FSA-2026 CHECK DATE: 01/26/2026		01/23/2026	012626-2	5105	104.02	01/26/2026	DIR	PD	1/26/26 FSA Reimb-Depende
					520.54				
18 INVOICES					9,266,921.13				

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COUNCIL MEETING/WORK SESSION SCHEDULE

Below is a list of the upcoming Council Meetings and Work Sessions to plan for:

February 2nd:

Prior to the meeting on Monday night, we will be having time for my annual performance review. Earlier this week, Elise did email out to you a packet of information that included not only information on where my position currently falls within our Pay Classification Plan (and how to use the plan to evaluate and pay changes), but she also got out to you a memo summarizing the confidential reviews Department Heads were asked to provide to evaluate my performance, as well as a memo from me indicating where we are at in achieving the goals set from last year, and listing out suggestions of goals you may want to consider assigning me for 2026.

The review itself will be a Closed Meeting, as is allowed by State Statute for performance evaluations on employees the Council supervises. It will start at 5:30 with the hope of having the review completed by 7:00 pm to be ready for the regular Council meeting. Any decisions that you make for wage adjustment at this Closed Session will be brought back to our next Council meeting on February 23rd, as State Statute does require the Council to provide a summary of the review that is open to the public and to understand what, if any, salary adjustments are made. That will be part of the normal Council meeting on the 23rd.

At the meeting itself, we will be making appointments for each of the open and reappointment positions in each of our Commissions, as well as hear from State Representative Rehm and State Senator Coleman on what they will be working on going into this year's session. We will have a sheet prepared to give to them on Monday that outlines some of our legislative priorities that we need to get done to work towards completing the goals in our Strategic Plan.

2nd Meeting of February (Feb. 23rd):

Just a reminder that with President's Day on the 3rd Monday of the month, our second meeting in February will be moved to February 23rd. We are not planning to have a Work Session on this date but may decide to have a tour of the Public Safety Center if all the furniture installation is far enough along. At that meeting we will have our planning items to consider including the Concept Plan for the new Big Woods Industrial Park.

As always, if you are unable to attend meetings, please just let me know.

Building Updates

We continue to move forward in progress with completing the Public Safety Center. This past week, a couple of major items occurred. First, we did have all our furniture for the building delivered. With the Fire side of the building being complete, we did have our contractors setting up all the office furniture as well as starting to furnish the upstairs living quarters of the building. On the Police side of the building, they are still working to complete the punch list items that need to be finished before the office furniture can be assembled. Our hope is that we will get the office areas of the Police Station cleared next week, which will then allow us to move forward with having the office furniture assembled in this area. The final area that they are working to complete in the building is the basement of the Police Station, where they are now working on installing all the lockers in the locker room facilities and getting all the striping and curb down in the parking garage portion of the building. It would be our hope that with all of this being nearly complete within the next couple of weeks that we can shoot for the end of February or beginning of March to move in.

From the MSB side, you are aware from our last Council meeting that we did release the construction documents last Tuesday to seek contractors to bid on the project. The date that these bids will be due is Thursday, February 19th. To go along with the release of these documents this week, next Wednesday afternoon (February 4th), we will be having a pre-bid meeting that will allow contractors to get clarification on questions they have from the plan documents to make sure they understand what they are bidding on.

If you have any questions about the status of either facility, please feel free to let me know.

CHRISTMAS IN MAY DATE SET FOR THIS YEAR

So that you can plan for the date, I did want to let you know that the Christmas in May event for this year will be held on Saturday, May 2nd, with it running from 7:30 am until mid-afternoon. This is Christmas in May's 30th year of existence, with the group having rehabilitated over 150 homes during this time. For the first year since 2008, we will have a new President for the organization, with Kevin Wright being voted in as the President at the group's last meeting. We have been planning for this transition for the past 2 years, with Kevin helping me out when I served in the role of President to know what tasks need to be completed during the year and when.

We would love to have you involved in the event again this year. Specifically, we would love to have you serve as a "runner" for the event which Council members have done in the past. If you are interested in being considered for this, please just let me know and we'll get you on the list. Otherwise, if there are people in the community that you think would be good recipients of the services provided by Christmas in May, please don't hesitate to try to connect them with members of our board as often people are nervous to ask themselves. It is a good way to get help to who needs it most.

If you have any questions about this year's event, please just let me know.

COUNCIL/DEPARTMENT HEAD RETREAT

As we discussed previously, we do have the date set for our 2026 Council/Department Head retreat. The dates for this will be Thursday April 9th and Friday April 10th. We are planning on having this retreat in the EOC Center at our new Public Safety Building, with each day running

from 8:30 am-4 pm. As in the past, we will have Richard and Irina Fursman acting as our facilitators for the event and will have food and snacks provided throughout the day. As we have done the past 2 years, we will be expanding our participants the first day of the retreat to include an additional Staff member (other than Department Heads) from each department so that we can get their insight into things they see within the organization, but to also give them an opportunity to be part of helping set our Vision and Goals for the future. I think having these employees attend has added a lot to our conversations while at the same time providing a good opportunity for these employees to be in on the "ground floor" of setting our strategic direction.

If you have any questions about the retreat, do not hesitate to let me know. I look forward to another successful retreat!

PGA TEMPORARY HEADQUARTERS ESTABLISHED

As sure sign that both the Women's PGA Championship and Ryder Cup are not that far away, we were notified this last week that the PGA will be setting up their temporary offices that they will use to plan and run both events over the next 3 years. Like the Ryder Cup in 2016, it was about 3 years before the event that the PGA started moving in Staff who will be stationed in Chaska until the Ryder Cup event occurs and all cleanup is complete. They will have their temporary trailer offices located next to the Hazeltine Maintenance Buildings, which are located on the south side of the course, just north of Pioneer Trail and Chaska High School. To prepare for these events, our Staff has already been meeting with both Hazeltine and PGA staff to talk about roles and responsibilities for the event to make sure that it not only is a successful event for Hazeltine/PGA, but that it is something that can benefit the community as well. While our main responsibility is in providing all security and public safety for the site, we are also involved in inspections of temporary facilities both from a structural and fire safety perspective, but also in helping to plan events that can help the rest of our community enjoy the event when it is in town.

If you have any questions about this event or what the City's role is in implementing this event, please feel free to let me know.

ELECTRIC/MECHANIC CREWS DEPLOYED TO NORTH CAROLINA FOR STORM

Being a member of the American Public Power Association, one thing that we are occasionally asked to help in is the recovery from major weather events in other parts of the Country. In the past, we have responded to events in Florida, New York, Wisconsin as well as others as the need has arisen.

As you likely have seen over the last week, there was a major storm that made its way across the eastern part of the country, leaving large amounts of snow and ice in places that do not always deal with these issues (and therefore do not have the Staff or equipment to handle). APPA made the request late last week for utilities to consider sending people and equipment into specific areas where the storm was thought to hit hard. For Minnesota, they were asking for crews to deploy into North Carolina.

With the ability to deploy two of our line workers and one mechanic to the storm, 3 of our employees made their way down to North Carolina this past Sunday to provide assistance. It was thought that their deployment would be 2 weeks in length. While it was fully expected that

North Carolina would receive a thick coating of ice on their utility lines, they did get lucky with the temperatures getting just cold enough to keep it mostly as snow. Because of this, there ended up not being the work that was expected and our employees were able to return home. They arrived back in the middle of this past week.

It should be noted that when we deploy to these events, our costs are fully covered by the utility we are helping, who in turn are able to get reimbursed through FEMA. With no direct cost to us, these events not only give us the opportunity to help others so that we can expect they will help us when we experience major issues, but they also allow our line workers to keep their skills sharp dealing with issues that they do not see on a daily basis but could be critical in an emergency. Also, with us caravanning with other Minnesota utilities to an event, we build relationships that really help us when we need help from their neighbors. So, while we did not get to perform the work we expected, I feel it still provided some great opportunities for our employees to learn and for us to keep a strong network with other utilities we can then turn to if we ever run into issues.

If you have any questions about this, please let me know.

LIBRARY DESIGN PROCESS

Now that we have the plans out the door for our MSB building, next week Elise and I are going to be sitting down to put together a draft of how we will proceed forward with design of the new library facility. Not only will we be looking at what architects we may want to consider for the process, but we will also be identifying the key stakeholders that we need to be part of the design process. Finally, because this is a building that will be heavily used by the public, we want to make sure that we create a good public input process to make sure that what we build is something that our public wants and reflects the voices in our community who will utilize this facility. As soon as we have a plan in draft, we will make sure to get it over to you for any feedback you may have.

If you have any questions, please let me know.

CHASKA POLICE ANNUAL AWARDS

Within the past couple of days, you should have received an email inviting you to the Chaska Police Department's Annual Award Ceremony. This is something that has started over the past couple of years that helps recognize officers and residents for their service to the community.

The award ceremony this year is on Thursday, February 12th at 4:30 pm in the Council Chambers. There will be an awards program as well as light refreshments being provided. If you can attend, please either email me, or you can RSVP directly to Sergeant Chris Pesheck at cpesheck@chaskamn.gov

UPCOMING EVENTS:

Below is an upcoming community event to make you aware of:

- February 14th: From 1-3 pm the Fire Department Relief Association will be having their annual Ice Fishing contest at Fireman's Lake. We do expect the ice to be good for the fishing portion of the event and there will also be "off lake" activities as well in the Event Center. Please remember to also buy a raffle ticket from a fire fighter for the event.

