

**AGENDA**  
**HARMONY CITY COUNCIL**  
**HARMONY ECONOMIC DEVELOPMENT AUTHORITY**  
Some members may participate by telephone or other electronic means  
**Regular Meeting**

December 9, 2025  
7:00 P.M.

Council Room  
Community Center

1. Call to Order
2. Roll Call
3. Approval of the Agenda
4. Public Forum
5. Consent Agenda
  - a) Minutes Regular
  - b) Claims and November Checks
  - c) Investment Report
  - d) Cash Balances
  - e) Budget YTD – Rev/Exp
  - f) Local 49
    - i. Memorandum of Agreement for PFML
    - ii. Memorandum of Understanding – Article 18.2 Wages
  - g) Personnel Committee Recommendations
    - i. Annual Step Increase
    - ii. Annual COLA Increase
  - h) Southern Minnesota Initiative Foundation – Donation Request
  - i) 2026 CEDA Contract
6. New Business
  - a) Stantec – WWTP UV Pay Request #2
  - b) Truth-in-Taxation Hearing
    - i. Public Input
    - ii. Resolution 25-15, approving 2026 Levy
  - c) Resolution 25-16 - Designated Polling Place 2026
  - d) Resolution 25-17 – Utility Rate Modification
  - e) Resolution 25-18 – Table of Fees and Charges Modification
  - f) MN Paid Leave - Draft Policy Paid Family and Medical Leave
7. Reports
  - a) Building & Maintenance Report
    - i. WWTP Report
  - b) EDA Board
    - i. EDA Board Appointments
    - ii. Subordination Agreement

- iii. Revolving Loan Fund Interest Rate
  - c) Harmony Chamber
  - d) Park Board
  - e) Library Board
    - i. Library Board Appointments
    - ii. Library Board Recommendation
  - f) Arts Board
  - g) Fire Department
  - h) Sheriff Report
- 8. Adjourn**



A Regular Meeting of the Harmony City Council was called to order by Mayor Steve Donney at 7:00pm. Present were Mayor Donney, Councilmembers Jesse Grabau, Keith McIntosh, and Tara Morem. Also present were Administrator Alissa Stelpflug, Deputy Clerk Lisa Morken, City Attorney Greg Schieber, Library Director Cara McCoy, Ambulance Director Samantha Grabau, Erica Thilges, Dustin Hanson, Hannah Wingert (Fillmore County Journal), and Ann Lyons. Councilmember Kyle Scheevel was absent.

**AGENDA APPROVAL:** Councilmember Grabau motioned to approve the agenda. Councilmember Morem seconded the motion. A vote was held. All in favor. Motion carried.

**PUBLIC FORUM:** Ann Lyons asked how can residents stay aware of data center development? Administrator Stelpflug said that meetings are posted. The Planning and Zoning board is meeting on December 3, 2025.

**CONSENT AGENDA:** The consent agenda consisted of minutes, claims and October checks, Investment Report, Cash Balances, and Budget YTD, Environmental Water Service Agreement and the 2025 Water Tower Inspection Report. Councilmember Grabau motioned to approve the Consent Agenda. Councilmember McIntosh seconded the motion. Samantha Grabau asked Administrator Stelpflug to investigate \$2 charges on Sinclair (Wex) cards. Mayor Donney noted that the water is in good condition for its age. A vote was held. All in favor. Motion carried.

**STANTEC WWTP UV PROJECT (Pay Request #1):** Councilmember Grabau motioned to approve pay request #1. Councilmember Morem seconded the motion. A vote was held. All in favor. Motion carried.

**MN PAID LEAVE EMPLOYER CONTRIBUTION:** The State of Minnesota has implemented the Paid Leave Act, which goes into effect January 1, 2026. This program provides employees with paid time off for medical, family, bonding, safety, and caregiving reasons. The program is administered by the state and funded through a payroll-based premium, similar to unemployment insurance. The Personnel Committee recommends the City contribute 50% of the Small Employer Premium rate, with the remaining 50% is withheld from employees through payroll deductions. Mayor Donney motioned to approve the MN Paid Leave contribution. Councilmember Morem seconded the motion. Councilmember Grabau noted that this will be an MOU in the Union contract. A vote was held. All in favor. Motion carried.

**SALE OF OLD PUMPER TRUCK:** Councilmember Grabau said that the new fire truck will be ready in January of 2026. The old truck was recently tested and may be worth \$120,000. Clarey's, Danko and McQueen's may be able to give us a more accurate estimate. Attorney Schieber suggested that the Fire Department circle back for Council approval of the sale when the price has been determined.

## **REPORTS**

BUILDING & MAINTENANCE: The leaf vac and chipper box have been sold for a total of \$4,163.63.

WWTP: The UV Project structure is up.

EDA BOARD: The board approved two applications for downtown revitalization funding. Farm Charm requested \$9,587 to install historically appropriate windows, replace the front door, and construct a permanent ADA-compliant ramp. Mason Weedman requested \$25,618.52 to complete tuck-point brick facade work and replace the shared door and window. For a combined total of \$35,205.52. Councilmember Grabau motioned to approve the downtown revitalization funding. Councilmember Morem seconded the motion. A vote was held. All in favor. Motion carried.

CHAMBER: Erica Thilges reported that the new Director is doing great. "Shout-out" to the Visitor Center volunteers. December events include Breakfast with Santa, Holidays in Harmony, and an annual meeting. Next Friday we have a Minnesota Paid Leave presentation.

PARK BOARD: The Park Board is working on several grants for new playground equipment.

LIBRARY BOARD: Library Director McCoy is hosting a Scholastic Bok Fair the first week of December.

ARTS BOARD: The Arts Board will also be sponsoring the Holiday Lights contest again. Around sixty people attended the Driftless move. Easels to be donated to Fillmore Central Elementary are in.

FIRE DEPARTMENT: No additional updates.

AMBULANCE: Ambulance Director Grabau reported that call volume is 25% above last year. \$73,000 in State aid has been received and will be used to purchase a \$28,000 auto pulse. The ambulance laptop also needs to be replaced. The remaining funds will be put toward a new ambulance.

SHERIFF'S REPORT: Report is included in the packet.

DAIRYLAND MARIBELL PROJECT: Dairyland may need an easement signed to conduct survey work in parcel number 150543000. Councilmember McIntosh motioned to approve the survey/study. Councilmember Grabau seconded the motion. A vote was held. All in favor. Motion carried.

Upon no further business, Mayor Donney adjourned the meeting.

Lisa Morken, Deputy Clerk

Steve Donney, Mayor

# City of Harmony

## City Council Claims for Review

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Fund Descr	Object of Expense	Vendor	Comments	Amount
101 General Fund				
General Fund	Union Central Pension Fund	CENTRAL PENSION FUND	Union pension	\$390.00
General Fund	Health Insurance	I.U.O.E. LOCAL 49 FRINGE BENEF	Union health insurance for JAN 2026- emp	\$4,551.00
General Fund	Health Insurance	I.U.O.E. LOCAL 49 FRINGE BENEF	Union health insurance for JAN 2026 - em	\$144.00
General Fund	Union Dues	IUOE LOCAL #49	Union dues	\$105.00
General Fund	NCPERS Insurance	NCPERS GROUP LIFE INS	NCPERS Life Insurance	\$16.00
General Fund	Life Insurance	USABLE LIFE	USABLE Life Insurance Premium	\$63.40
General Fund	General Operating Supplies	ELAN FINANCIAL SERVICES	AS - docuSign e-signature standard (1/2 a	\$22.49
General Fund	General Operating Supplies	METRO SALES	Dec base rate; Nov useage	\$329.10
General Fund	Telephone	HARMONY TELEPHONE CO (MI BROA	Civil defense (Fire Hall L-2)	\$41.79
General Fund	Cleaning Supplies	BOUND TREE MEDICAL	Sharps containers	\$18.98
General Fund	Cleaning Supplies	DALCO (IMPERIALDADE)	CC toilet cleaner	\$17.76
General Fund	Cleaning Supplies	ELAN FINANCIAL SERVICES	AS - Zep cleaner (1/2 comm center) - Ama	\$48.02
General Fund	Contractual Services	ELAN FINANCIAL SERVICES	AS - Google Wyze - refund requested for t	\$139.58
General Fund	Electric Utilities	HARMONY PUBLIC UTILITIES	Comm Center electric utilities	\$857.62
General Fund	Gas Utilities	MINNESOTA ENERGY	CC (Community Center) gas (00007) 225	\$520.96
General Fund	General Operating Supplies	DALCO (IMPERIALDADE)	CC can liners, toilet paper	\$153.96
General Fund	General Operating Supplies	DALCO (IMPERIALDADE)	CC hand soap	\$64.35
General Fund	General Operating Supplies	HARMONY FOODS	CC AAA batteries	\$11.58
General Fund	General Operating Supplies	HARMONY FOODS	CC Coffee	\$8.99
General Fund	General Operating Supplies	HARMONY FOODS	CC Battery for Council Room camera	\$4.49
General Fund	Motor Fuels/Lubricants	KWIK TRIP,INC	CC - fuel	\$62.89
General Fund	Motor Fuels/Lubricants	WEX BANK (SINCLAIR)	Terry's truck fuel - CC	\$1.00
General Fund	Other Equipment	KINGSLEY MERCANTILE INC	Replaced washing machine timer	\$519.00
General Fund	Repair/Maint Bldg/Structures	DECORAH MOBILE GLASS, INC	CC - Glass fortrophy case	\$193.28
General Fund	Repair/Maint Other Equipment	CUSTOM ALARM	CC replaced East hall smoke detector	\$588.80
General Fund	Sewer Utilities	HARMONY PUBLIC UTILITIES	Comm Center sewer	\$60.23
General Fund	Small Tools and Minor Equip	CUSTOM ALARM	CC fire inspection, sensor battery	\$73.40
General Fund	Small Tools and Minor Equip	HARMONY MERCANTILE	Light bulb, trash can, batteries, rope,	\$196.38
General Fund	Telephone	HARMONY TELEPHONE CO (MI BROA	Administration	\$317.63
General Fund	Water Utilities	HARMONY PUBLIC UTILITIES	Comm Center water	\$35.26
General Fund	Office Accessories	ELAN FINANCIAL SERVICES	AS - Council - name plates - Amazon	\$127.28
General Fund	Software Service Fees	BANYON DATA SYSTEMS	Banyon software support	\$214.80
General Fund	Software Service Fees	ELAN FINANCIAL SERVICES	AS - Microsoft - Office 365 Teams	\$10.50
General Fund	Software Service Fees	ELAN FINANCIAL SERVICES	AS - Microsoft - Office Subscription	\$14.10
General Fund	Contractual Services	BRUENING ROCK PRODUCTS, INC	Snow removal 11/30/25	\$5,170.00
General Fund	Equipment Parts	HAMMELL EQUIPMENT	Air filter	\$67.20

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Fund Descr	Object of Expense	Vendor	Comments	Amount
General Fund	Motor Fuels/Lubricants	KWIK TRIP,INC	Snow Plow/Skidloader	\$166.53
General Fund	Taxes, Licenses & Permits	DVS RENEWAL	2023 CHEVROLET SILVERADO (974222)	\$21.25
General Fund	Taxes, Licenses & Permits	DVS RENEWAL	2017 CHEVROLET SILVERADO (957200)	\$21.25
General Fund	Taxes, Licenses & Permits	DVS RENEWAL	2021 RAM 5500 (965988)	\$21.25
General Fund	Taxes, Licenses & Permits	DVS RENEWAL	2009 INTERNATIONAL 999 (976630)	\$21.25
General Fund	Taxes, Licenses & Permits	DVS RENEWAL	2019 INTERNATIONAL 7400 (961817)	\$21.25
General Fund	Taxes, Licenses & Permits	DVS RENEWAL	2002 ZIER TRAILER (185827)	\$21.25
General Fund	Legal Fees	FILLMORE COUNTY ATTORNEY	Criminal legal fees ICR 24006208	\$813.00
General Fund	Legal Fees	NETHERCUT SCHIEBER ATTORNEYS	Admin, Council meeting, etc.	\$280.00
General Fund	Legal Fees	NETHERCUT SCHIEBER ATTORNEYS	Admin legal services	\$297.50
General Fund	General Operating Supplies	CULLIGAN	Drinking water & dispensers rent	\$84.40
General Fund	Uniforms	BIGALK, TERRY	Dungaree jean - Norby's Farm & Fleet	\$35.99
General Fund	Uniforms	BIGALK, TERRY	Dungaree - Norby's Farm & Fleet	\$49.99
General Fund	Uniforms	BIGALK, TERRY	Redwing boots - Fisk Farm and Home	\$213.99
General Fund	Uniforms	BIGALK, TERRY	Brunt work wear - shoes	\$100.03
General Fund	Uniforms	MICHEL, BRIAN	Carhartt - work pants	\$42.50
General Fund	Uniforms	MICHEL, BRIAN	work pants and boots	\$180.48
General Fund	Uniforms	MICHEL, BRIAN	Scheels - shoes	\$142.96
General Fund	Uniforms	WHALEN, COREY	Sierra - cargo pant	\$49.98
General Fund	Uniforms	WHALEN, COREY	Menards- fastfit leather xl	\$21.99
General Fund	Uniforms	WHALEN, COREY	Ariat - boots	\$149.76
General Fund	Legal Fees	NETHERCUT SCHIEBER ATTORNEYS	P & Z meeting, talking points, agenda revi	\$192.50
General Fund	Legal Fees	NETHERCUT SCHIEBER ATTORNEYS	P & Z Legal fees	\$332.50
General Fund	Wages & Salaries	GRABAU, JESSE	Planning and Zoning JAN 2025 - DEC 2025	\$150.00
General Fund	Wages & Salaries	JOHNSON, RODNEY J	Planning and Zoning JAN 2025 - DEC 2025	\$200.00
General Fund	Wages & Salaries	OLSON, ERIK	Planning and Zoning JAN 2025 - DEC 2025	\$175.00
General Fund	Wages & Salaries	PETREE, MILES	Planning and Zoning JAN 2025 - DEC 2025	\$175.00
General Fund	Wages & Salaries	STROZYK, JIMMY	Planning and Zoning JAN 2025 - DEC 2025	\$125.00
General Fund	Wages & Salaries	STROZYK, JIMMY	P & Z Inspection JAN 2025 - DEC 2025	\$75.00
General Fund	Telephone	HARMONY TELEPHONE CO (MI BROA	Police	\$39.68
General Fund	Building Repair Materials	DAKOTA SUPPLY GROUP	Shop - ten 3/4 couplling	\$383.34
General Fund	Electric Utilities	HARMONY PUBLIC UTILITIES	Maintenance Shop electric utilities	\$158.82
General Fund	Gas Utilities	MINNESOTA ENERGY	Shop gas (00005) 237 1/2 2ND AVE NW	\$235.28
General Fund	General Operating Supplies	ELAN FINANCIAL SERVICES	AS - shop maintenance building - Amazon	\$34.97
General Fund	General Operating Supplies	HARMONY FOODS	Distilled water, toilet paper	\$11.37
General Fund	Repair/Maint Bldg/Structures	PLUNKETTS PEST CONTROL, INC	Rodent control program	\$88.53
General Fund	Small Tools and Minor Equip	HARMONY MERCANTILE	Grinding wheel, hitch pin, ext cord	\$68.79
General Fund	Taxes, Licenses & Permits	DVS RENEWAL	2001 HMDE TRAILER (188782)	\$21.25

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Fund Descr	Object of Expense	Vendor	Comments	Amount
General Fund	Telephone	HARMONY TELEPHONE CO (MI BROA	Maitenance Shop	\$110.74
General Fund	Water Utilities	HARMONY PUBLIC UTILITIES	Maintenance Shop water utilities	\$18.40
General Fund	Repair/Maint Other Improve	NORBY TREE SERVICE LLC	Removed storm damage limbs J. Barrett	\$800.00
General Fund	Small Tools and Minor Equip	HARMONY MERCANTILE	Cable ties	\$32.99
General Fund	Lodging Tax	HARMONY CHAMBER OF COMMERCE	Evolve Oct '25	\$76.61
General Fund	Building Repair Materials	DECORAH MOBILE GLASS, INC	VC - Installed new door opener	\$2,400.00
General Fund	Cleaning Supplies	DALCO (IMPERIALDADE)	VC toilet cleaner	\$17.76
General Fund	Cleaning Supplies	ELAN FINANCIAL SERVICES	AS - Zep cleaner (1/2 visitor center) - Ama	\$48.02
General Fund	Electric Utilities	HARMONY PUBLIC UTILITIES	Visitor Center electric utilities	\$108.37
General Fund	Gas Utilities	MINNESOTA ENERGY	VC (Visitor's Center) gas (00003) MUNIC B	\$353.55
General Fund	General Operating Supplies	DALCO (IMPERIALDADE)	VC hand soap	\$64.35
General Fund	General Operating Supplies	ELAN FINANCIAL SERVICES	AS - 5 seat cushions - Amazon	\$96.94
General Fund	Motor Fuels/Lubricants	KWIK TRIP,INC	VC - fuel	\$62.89
General Fund	Motor Fuels/Lubricants	WEX BANK (SINCLAIR)	Terry's truck fuel - VC	\$1.00
General Fund	Sewer Utilities	HARMONY PUBLIC UTILITIES	Visitor Center sewer	\$45.27
General Fund	Small Tools and Minor Equip	HARMONY MERCANTILE	VC - 9 volt battery, allen wrench, 3 timers	\$89.65
General Fund	Water Utilities	HARMONY PUBLIC UTILITIES	Visitor Center water	\$26.16
101 General Fund				\$24,737.15
211 Library Fund				
Library Fund	Media-Books	BAKER & TAYLOR	Books - missed invoices	\$163.11
Library Fund	Media-Books	INGRAM LIBRARY SERVICES, INC	Media - Books	\$43.72
Library Fund	Media-Books	INGRAM LIBRARY SERVICES, INC	Books	\$190.47
Library Fund	Media-Books	INGRAM LIBRARY SERVICES, INC	Books	\$74.24
Library Fund	Media-Books	MID AMERICA BOOKS	Books	\$177.65
Library Fund	Media-Video	INGRAM LIBRARY SERVICES, INC	Video	\$32.48
Library Fund	Media-Video	INGRAM LIBRARY SERVICES, INC	Video	\$41.89
Library Fund	Office Accessories	ELAN FINANCIAL SERVICES	Amazon - copy/printer paper	\$46.99
Library Fund	Program Services	SELCO	Library programs over allowed amount	\$200.00
Library Fund	Program Supplies	ELAN FINANCIAL SERVICES	CM-Library - program supplies - Amazon	\$18.88
Library Fund	Program Supplies	ELAN FINANCIAL SERVICES	Demco - bulletin board paper	\$64.49
Library Fund	Program Supplies	ELAN FINANCIAL SERVICES	Amazon - cardstock, cordless hot glue gun	\$136.81
Library Fund	Program Supplies	ELAN FINANCIAL SERVICES	Amazon - pens	\$38.97
Library Fund	Program Supplies	ELAN FINANCIAL SERVICES	Amazon - snow globes	\$29.96
Library Fund	Program Supplies	HOLETS, ALAYNA	December craft supplies	\$16.11
Library Fund	Program Supplies	McCOY, CARA	Library Director meet/greet snacks	\$48.13
Library Fund	Repair/Maint Office Equipment	CANON FINANCIAL SERVICES, INC	Copier lease	\$86.78
Library Fund	Repair/Maint Office Equipment	LOFFLER COMPANIES, INC	Copier	\$67.92

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Fund Descr	Object of Expense	Vendor	Comments	Amount
Library Fund	Software Service Fees	SELCO	Basic servies and Tech Support	\$353.83
Library Fund	Telephone	HARMONY TELEPHONE CO (MI BROA	Library	\$81.46
211 Library Fund				\$1,913.89
222 Fire Fund				
Fire Fund	Chemicals and Chem Products	CLAREY S SAFETY EQUIPMENT, INC	SILV-EX Plus Foam 5 gallon	\$474.00
Fire Fund	General Operating Supplies	HARMONY FOODS	Burger seasoning, pickles	\$15.27
Fire Fund	Motor Fuels/Lubricants	KWIK TRIP,INC	FIRE - fuel	\$0.00
Fire Fund	Motor Fuels/Lubricants	WEX BANK (SINCLAIR)	Fire Dept fuel	\$200.38
Fire Fund	Repair/Maint Machinery/Equip	KIRVIDA FIRE	2025 Pump test 2011 Freightliner, change	\$582.03
Fire Fund	Repair/Maint Machinery/Equip	KIRVIDA FIRE	2025 Pump test 2005 Freightliner	\$608.43
Fire Fund	Repair/Maint Machinery/Equip	KIRVIDA FIRE	2025 Pump test 1997 Freightliner	\$608.43
Fire Fund	Repair/Maint Other Equipment	CLAREY S SAFETY EQUIPMENT, INC	Battery PCV assy 2007 sensor	\$156.25
Fire Fund	Training and Instruction	RIVERLAND COMMUNITY COLLEGE	8/25 Rope rescue	\$700.00
Fire Fund	Training and Instruction	RIVERLAND COMMUNITY COLLEGE	Firefighter1, 2 Hazmat for Patch	\$1,635.00
Fire Fund	Training and Instruction	RIVERLAND COMMUNITY COLLEGE	9/22 Survival Trailer	\$1,250.00
Fire Fund	Electric Utilities	HARMONY PUBLIC UTILITIES	Fire Dept electric utilities	\$235.41
Fire Fund	Gas Utilities	MINNESOTA ENERGY	Fire Dept gas (00004) 930 MAIN AVE S	\$161.32
Fire Fund	Sewer Utilities	HARMONY PUBLIC UTILITIES	Fire Dept sewer	\$29.76
Fire Fund	Telephone	HARMONY TELEPHONE CO (MI BROA	Fire	\$96.09
Fire Fund	Water Utilities	HARMONY PUBLIC UTILITIES	Fire Dept water	\$16.74
222 Fire Fund				\$6,769.11
223 Ambulance Fund				
Ambulance Fund	Contractual Services	EMS MANAGEMENT & CONSULTANT	26 trips coded	\$728.00
Ambulance Fund	General Operating Supplies	TRI STATE AMBULANCE SERVICE	intercept fee run number 25-18788	\$250.00
Ambulance Fund	Medical Supplies	BOUND TREE MEDICAL	Nebulizer, emesis bag, electrodes	\$265.22
Ambulance Fund	Medical Supplies	MISSISSIPPI WELDERS SUPPLY CO	Medical oxygen	\$95.40
Ambulance Fund	Miscellaneous	ELAN FINANCIAL SERVICES	AMB - SQ flowers & more Stewartville, MN	\$93.83
Ambulance Fund	Motor Fuels/Lubricants	KWIK TRIP,INC	Ambulance - fuel	\$597.90
Ambulance Fund	Motor Fuels/Lubricants	WEX BANK (SINCLAIR)	Ambulance fuel	\$75.01
Ambulance Fund	Software Service Fees	ELAN FINANCIAL SERVICES	AMB - docusign e-signature standard (1/2	\$22.50
Ambulance Fund	Training Fees	ELAN FINANCIAL SERVICES	AMB - HSI Emergency FC CPR	\$47.91
Ambulance Fund	Training Fees	ELAN FINANCIAL SERVICES	AMB - HSI Emergency FC CPR	\$41.67
223 Ambulance Fund				\$2,217.44
251 Park Fund				
Park Fund	Electric Utilities	HARMONY PUBLIC UTILITIES	Parks electric utilities	\$255.08



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Fund Descr	Object of Expense	Vendor	Comments	Amount
Park Fund	Motor Fuels/Lubricants	WEX BANK (SINCLAIR)	Summer Mower & SidexSide Fuel	\$2.00
Park Fund	Other Improvements	NORBY TREE SERVICE LLC	Removed trees, ground stumps	\$3,800.00
Park Fund	Other Rentals	NESS PUMPING SERVICE	Cardinal Park port-a-potties	\$1,410.00
Park Fund	Repair/Maint Other Improve	Nolan Lumber Company	2 lbs concrete mix	\$15.20
Park Fund	Sewer Utilities	HARMONY PUBLIC UTILITIES	Parks sewer utilities	\$41.25
Park Fund	Wages & Salaries	GRABAU, JESSE	Park Board Meetings DEC 2024- NOV 202	\$175.00
Park Fund	Wages & Salaries	KRENZKE, KELLI JO	Park Board Meetings DEC 2024- NOV 202	\$150.00
Park Fund	Wages & Salaries	MENSINK, STEPHANIE	Park Board Meetings DEC 2024- NOV 202	\$100.00
Park Fund	Wages & Salaries	PETREE, MILES	Park Board Meetings DEC 2024- NOV 202	\$125.00
Park Fund	Wages & Salaries	SCHEEVEL, KYLE	Park Board Meetings DEC 2024- NOV 202	\$175.00
Park Fund	Water Utilities	HARMONY PUBLIC UTILITIES	Parks water utilities	\$86.26
251 Park Fund				<u>\$6,334.79</u>
261 Arts Fund				
Arts Fund	Program Services	FCHS Choir	For FCHS Choral Program trip	\$303.00
Arts Fund	Program Services	FILLMORE CENTRAL DIST. OFFICE	FC preschool easels	\$184.00
Arts Fund	Program Services	FIRST SOUTHEAST BANK	Harmony Dollars, Holiday Lights Contest	\$450.00
Arts Fund	Wages & Salaries	HIMLIE, MICHAEL	Arts Board Meetings DEC 2024- NOV 2025	\$125.00
Arts Fund	Wages & Salaries	HJELMELAND, BRIELLE	Arts Board Meetings DEC 2024- NOV 2025	\$150.00
Arts Fund	Wages & Salaries	HUTCHINSON, SARAH	Arts Board Meetings DEC 2024- NOV 2025	\$125.00
Arts Fund	Wages & Salaries	MCINTOSH, KEITH	Arts Board Meetings DEC 2024- NOV 2025	\$50.00
Arts Fund	Wages & Salaries	OMMEN, LU	Arts Board Meetings DEC 2024- NOV 2025	\$225.00
Arts Fund	Wages & Salaries	SLINDEE, LORI	Arts Board Meetings DEC 2024- NOV 2025	\$200.00
Arts Fund	Wages & Salaries	THILGES, ERICA	Arts Board Meetings DEC 2024- NOV 2025	\$275.00
Arts Fund	Wages & Salaries	WHALEN, GRACIE	Arts Board Meetings DEC 2024- NOV 2025	\$150.00
261 Arts Fund				<u>\$2,237.00</u>
321 21A & 21B MiEnergy loan				
21A & 21B MiEnergy loa	Debt Service Principal	MI ENERGY LOAN	2021C loan paymnet	\$8,408.25
321 21A & 21B MiEnergy loan				<u>\$8,408.25</u>
428 WWTP UV PROJECT				
WWTP UV PROJECT	Repair/Maint Other Improve	NORBY TREE SERVICE LLC	Mowed, cut trees for water line	\$600.00
WWTP UV PROJECT	Repair/Maint Other Improve	OLYMPIC BUILDERS	UV PROJECT PAYMENT REQ #2	\$127,938.40
428 WWTP UV PROJECT				<u>\$128,538.40</u>
601 Water Fund				
Water Fund	MN Water Testing Fee Due	MN DEPT OF HEALTH	Quarterly water connection fee	\$1,462.00
Water Fund	General Operating Supplies	MISSISSIPPI WELDERS SUPPLY CO	#20 carbon dioxide	\$30.40

# City of Harmony

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Fund Descr	Object of Expense	Vendor	Comments	Amount
Water Fund	Software Service Fees	BANYON DATA SYSTEMS	Banyon software support	\$214.80
Water Fund	Software Service Fees	ITRON, INC	Software support for Itron program	\$521.03
Water Fund	Software Service Fees	ITRON, INC	IMA Walkby Endpoints subscription	\$113.13
Water Fund	Chemicals and Chem Products	HAWKINS WATER TREATMENT GROU	Chlorine cylinders	\$20.00
Water Fund	Electric Utilities	HARMONY PUBLIC UTILITIES	Pumphouse 1, 2 & 3 electric utilities	\$392.18
Water Fund	Gas Utilities	MINNESOTA ENERGY	Pump house 1 gas (00002) 1PMP HS 25 E	\$46.19
Water Fund	Gas Utilities	MINNESOTA ENERGY	Pump House 2 gas (00006) PUMP HS 35 1	\$41.59
Water Fund	Laboratory & Testing Fees	UTILITY CONSULTANTS, INC	Total coliform 10.2025 & 11.2025	\$98.96
601 Water Fund				\$2,940.28
602 Sewer Fund				
Sewer Fund	Software Service Fees	BANYON DATA SYSTEMS	Banyon software support	\$214.80
Sewer Fund	Software Service Fees	ITRON, INC	Software support for Itron program	\$521.02
Sewer Fund	Software Service Fees	ITRON, INC	IMA Walkby Endpoints subscription	\$113.13
Sewer Fund	Contractual Services	ENVIRONMENTAL WATER SERVICES L	Wastewater operations & mgmt Novembe	\$750.00
Sewer Fund	Electric Utilities	HARMONY PUBLIC UTILITIES	WWTP, Lift Station 1 & 2 electric utilties	\$1,058.22
Sewer Fund	Gas Utilities	MINNESOTA ENERGY	WWTP gas (00001) 32326 GARDEN RD	\$353.71
Sewer Fund	Repair/Maint Vehicles	ELAN FINANCIAL SERVICES	Corey's 5500 Ram truck - CAR Auto Decor	\$902.00
Sewer Fund	Sewer Utilities	HARMONY PUBLIC UTILITIES	WWTP, Lift Station 1 & 2 sewer	\$2,324.27
Sewer Fund	Sign Materials	HARMONY MERCANTILE	Mixing cup	\$4.49
Sewer Fund	Telephone	HARMONY TELEPHONE CO (MI BROA	Sewer dialers/Lifts; Water Tower monitor	\$283.07
Sewer Fund	Water Utilities	HARMONY PUBLIC UTILITIES	WWTP, Lift Station 1 & 2 water	\$1,411.22
602 Sewer Fund				\$7,935.93
603 Solid Waste Fund				
Solid Waste Fund	Software Service Fees	BANYON DATA SYSTEMS	Banyon software support	\$214.80
Solid Waste Fund	Motor Fuels/Lubricants	WEX BANK (SINCLAIR)	Corey's truck fuel	\$427.76
Solid Waste Fund	Refuse/Garbage Disposal	RICHARDS SANITATION, LLC	November garbage & recycling service	\$8,017.66
603 Solid Waste Fund				\$8,660.22
604 Electric Fund				
Electric Fund	Utility Deposits	JANSEN, BRYAN & AMANDA	335 2nd Ave SE	\$156.60
Electric Fund	Electric Power for Resale	MI ENERGY COOPERATIVE	Power for Resale	\$63,243.19
Electric Fund	Electric Utilities	HARMONY PUBLIC UTILITIES	Streetlights electric utilities	\$1,203.28
Electric Fund	Electric Utilities	HARMONY PUBLIC UTILITIES	Town clock electric utilities	\$13.69
Electric Fund	Electric Utilities	HARMONY PUBLIC UTILITIES	Electric car chargers electric utilities	\$37.62
Electric Fund	Motor Fuels/Lubricants	WEX BANK (SINCLAIR)	Brian's truck fuel	\$60.85
Electric Fund	Repair/Maint Other Improve	GOPHER STATE ONE CALL, INC	9 tickets @ \$1.35	\$12.15

**City of Harmony**  
**City Council Claims for Review**

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**December 9, 2025**

Fund Descr	Object of Expense	Vendor	Comments	Amount
Electric Fund	Repair/Maint Other Improve	NORBY TREE SERVICE LLC	Trimmed maple for power line Monster Ba	\$800.00
Electric Fund	Utility Maint Materials	VISION METERING, LLC	VM - endsight monthly fee	\$500.00
Electric Fund	Program Services	FIRST SOUTHEAST BANK	Harmony Bucks - Energy Star Rebate K. M	\$75.00
Electric Fund	Software Service Fees	BANYON DATA SYSTEMS	Banyon software support	\$214.80
Electric Fund	Software Service Fees	ITRON, INC	Software support for Itron program	\$521.02
Electric Fund	Software Service Fees	ITRON, INC	IMA Walkby Endpoints subscription	\$113.13
Electric Fund	Taxes, Licenses & Permits	MN DEPT OF COMMERCE	3rd QTR Fiscal Year 2026 Indirect Assess	\$46.62
604 Electric Fund				<u>\$66,997.95</u>
605 Storm Water Fund				
Storm Water Fund	Repair/Maint Other Improve	SOLBERG WELDING	load leaf box on trailer	<u>\$30.00</u>
605 Storm Water Fund				<u>\$30.00</u>
620 Economic Development Authority				
Economic Development	Legal Fees	NETHERCUT SCHIEBER ATTORNEYS	Teams meeting	\$140.00
Economic Development	Legal Fees	NETHERCUT SCHIEBER ATTORNEYS	EDA Legal fees	\$52.50
Economic Development	Telephone	HARMONY TELEPHONE CO (MI BROA	EDA	<u>\$52.68</u>
620 Economic Development Authority				<u>\$245.18</u>
				<u>\$267,965.59</u>

# City of Harmony

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## \*Check Summary Register©

November 2025

Name	Check Date	Check Amt	
<b>10101 1st Southeast Bank-G</b>			
1224e WEX BANK	11/13/2025	\$740.64	Terry's truck fuel - CC
1234e FIRST SOUTHEAST BANK	11/3/2025	\$250.00	AUTO PYMT FSA - Contribution - TRANSFER
1235e SOUTHEAST SERVICE CO-OP	11/3/2025	\$3,695.14	AUTOMATIC PAYMENT - HEALTH INSURAN
1236e PSN	11/4/2025	\$637.37	PSN payment service
1237e WEX HEALTH, INC.	11/3/2025	\$927.50	H S A CONTRIBUTIONS
1238e FIRST SOUTHEAST BANK	11/14/2025	\$100,000.00	CD purchased #30000496
1239e MN DEPT OF REVENUE	11/18/2025	\$7,159.00	MN Sales Tax -General - round up
70802 Community & Economic	11/12/2025	\$2,896.00	Admin SCDP Grant - Disbursement #28
70803 GULBRANSON BUILDING RESTO	11/12/2025	\$19,304.00	SCDP Pay Request #28
70804 SEMCAC HELP PROGRAM	11/12/2025	\$1,900.00	2-Lead Based Paint Hazard Risk and 1-Cleara
70805 SEMCAC	11/12/2025	\$285.00	Admin SCDP Grant - Disbursement #28
70806 1st SOURCE	11/13/2025	\$160.97	Copy paper, binder clips, tape, sharpeis
70807 AT&T MOBILITY	11/13/2025	\$83.15	Ambulance cell phone and hot spot
70808 BADGER METER	11/13/2025	\$163.93	Cellular service comm meters for October 202
70809 BOUND TREE MEDICAL	11/13/2025	\$710.85	suction kit, gloves, sharps container
70810 CANON FINANCIAL SERVICES, I	11/13/2025	\$86.78	Copier lease
70811 CENTRAL PENSION FUND	11/13/2025	\$378.00	Union pension
70812 CLAREY'S SAFETY EQUIPMENT,	11/13/2025	\$445.00	Fire hero xtreme boots
70813 COMPASS MINERALS AMERICA	11/13/2025	\$2,712.66	Hwy deicing rock salt
70814 CULLIGAN	11/13/2025	\$74.90	Drinking water & dispensers rent
70815 Custom Alarm	11/13/2025	\$1,280.80	Fire alarm inspection 12/1/25-11/30/26
70816 DAKOTA SUPPLY GROUP	11/13/2025	\$161.05	Toilet handle, vandal compliant
70817 DALCO	11/13/2025	\$203.56	CC handsoap
70818 DECORAH AUTO CENTER	11/13/2025	\$316.20	Oil/filter change, new wipers, air filters
70819 DECORAH MOBILE GLASS, INC	11/13/2025	\$65.00	Door repair
70820 CARDMEMBER SERVICES	11/13/2025	\$4,367.16	Ridgid quick-acting tube cutter
70821 ENVIRONMENTAL WATER SERVI	11/13/2025	\$1,500.00	waste water operations and mgmt
70822 FILLMORE CENTRAL DIST. OFFI	11/13/2025	\$4,726.45	2025 Summer REC Program
70823 FILLMORE COUNTY ATTORNEY	11/13/2025	\$522.00	Criminal legal fees ICR 25003939,23-CR-25-36
70824 FILLMORE COUNTY JOURNAL	11/13/2025	\$214.55	Spirit of the Driftless ad
70825 FIRE SAFETY USA, INC	11/13/2025	\$225.00	Brake, tail, turn light
70826 GOPHER STATE ONE CALL, INC	11/13/2025	\$9.45	7 tickets @ \$1.35
70827 HARMONY CHAMBER OF COMM	11/13/2025	\$1,813.92	Evolve Sept 2025
70828 HARMONY FOODS	11/13/2025	\$72.76	Cookies for MiEnergy presentation
70829 HARMONY MERCANTILE	11/13/2025	\$632.28	Charging port, adaptor, batteries
70830 HARMONY PUBLIC UTILITIES	11/13/2025	\$8,757.61	Visitor Center sewer
70831 MiBroadband	11/13/2025	\$1,134.17	Administration
70832 HAWKINS, Inc.	11/13/2025	\$397.69	Chlorine cylinders - water
70833 I.U.O.E. LOCAL 49 FRINGE BENE	11/13/2025	\$4,695.00	Union health insurance for DEC- employer
70834 IRONSIDE TRAILER SALES	11/13/2025	\$115.50	Tire patch repair, oil, oil filter, shop supplies
70835 ITRON, INC	11/13/2025	\$2,016.60	FCS software maintenance
70836 IUOE LOCAL #49	11/13/2025	\$105.00	Union dues
70837 JEM THEATRE	11/13/2025	\$200.00	Arts Board Showing of Spirit of the Driftless
70838 KWIK TRIP, INC	11/13/2025	\$541.04	Ambulance fuel
70839 LETTERWERKS SIGN CITY, LLC	11/13/2025	\$37.50	Spirit of the Driftless digital poster
70840 LEUTHOLDS	11/13/2025	\$245.99	Fireman Attire
70841 LOFFLER Companies, Inc	11/13/2025	\$72.06	Copier maintenance contract
70842 MAGUIRE IRON, INC.	11/13/2025	\$1,600.00	water tower inspection
70843 MAYO CLINIC AMBULANCE	11/13/2025	\$680.00	Run number 25-119425
70844 METERING & TECHNOLOGY SOL	11/13/2025	\$4,500.14	12 CELLUALR METER HEADS
70845 METRO SALES	11/13/2025	\$836.94	Nov. base rate; Oct. useage
70846 MIENERGY COOPERATIVE	11/13/2025	\$55,120.74	Power for Resale
70847 MINNESOTA ENERGY	11/13/2025	\$488.27	CC (Community Center) gas (00007) 225 SW
70848 MINUTEMAN PRESS	11/13/2025	\$37.78	Golf cart/ATV permit stickers

# City of Harmony

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## \*Check Summary Register©

November 2025

	Name	Check Date	Check Amt	
70849	MINN MUNICIPAL UTILITIES ASS	11/13/2025	\$3,863.25	Q4 2025 Safety Compliance
70850	MN DEPT OF LABOR & INDUSTR	11/13/2025	\$50.00	UM pressure vessel, 26377 press. Vessel
70851	MN STATE FIRE DEPT. ASSOC	11/13/2025	\$175.00	2026 MSFDA Dues
70852	MOREM ELECTRIC, INC	11/13/2025	\$699.64	Replaced light on 4th Ave 11/11
70853	NCPERS Group Life Ins.	11/13/2025	\$16.00	NCPERS Life insurance Cov
70854	Nolan Lumber Company	11/13/2025	\$14.00	CC concrete mix
70855	OLYMPIC BUILDERS	11/13/2025	\$117,019.10	UV PROJECT PAYMENT REQ #1
70856	ON THE CRUNCHY SIDE	11/13/2025	\$226.00	Monster Bash pizza donation
70857	PAPPYS CONCRETE, LLC	11/13/2025	\$3,366.00	Repaired spillway off culvert, Wicket Dr
70858	PLUNKETTS PEST CONTROL, IN	11/13/2025	\$88.53	Rodent control program
70859	PRESTON AUTO PARTS	11/13/2025	\$169.97	Street sweeper battery
70860	Quadient, Inc	11/13/2025	\$72.65	postage meter equipment rent (11/26/2025-2/2
70861	QUALITY FLOW SYSTEMS, INC	11/13/2025	\$900.00	Service check - 2 lift stations
70862	RICHARDS SANITATION, LLC	11/13/2025	\$8,017.66	Oct. garbage and recycling service
70863	KYLE SCHEEVEL	11/13/2025	\$35.01	Reimb for fuel - site visit data center Manchest
70864	SOUTHEASTERN LIBRARIES CO	11/13/2025	\$353.83	Basic services, fees, and Tech Support
70865	Stantec Consulting Services IN	11/13/2025	\$5,843.25	UV project WWTP
70866	TEAM LABORATORY CHEM. CO	11/13/2025	\$625.00	WWTP Mega Bugs
70867	THILGES, ERICA	11/13/2025	\$250.00	Monter Bash pizza - The Bite
70868	USABLE LIFE	11/13/2025	\$0.00	USAbLe Life Insurance Premium (\$0.00 due)
70869	UTILITY CONSULTANTS, INC	11/13/2025	\$938.43	2 - total coliform 9.2025
70870	VISION METERING, LLC	11/13/2025	\$500.00	Vision metering
70871	Community & Economic	11/25/2025	\$700.00	Admin SCDP Grant - Disbursement #29
70872	AL LARSON & SONS PLUMBING	11/25/2025	\$4,667.15	SCDP Pay Request #29
501197e	Monthly ACH	11/28/2025	\$32,985.58	
<b>Total Checks</b>			<b>\$421,879.15</b>	

### 10101 1st Southeast Bank-G

101 General Fund	\$123,362.77
202 CDBG Rehab Loan Program	\$29,752.15
211 Library Fund	\$1,480.70
222 Fire Fund	\$1,773.72
223 Ambulance Fund	\$2,443.27
251 Park Fund	\$5,567.05
261 Arts Fund	\$928.05
428 WWTP UV PROJECT	\$122,862.35
601 Water Fund	\$9,968.50
602 Sewer Fund	\$11,253.13
603 Solid Waste Fund	\$9,056.32
604 Electric Fund	\$66,987.37
605 Storm Water Fund	\$3,366.00
620 Economic Development Authority	\$92.19
	<b>\$388,893.57</b>

<b>BANK ACCOUNTS</b>	<b>ACCOUNT TYPE</b>	<b>ACCOUNT NUMBER</b>	<b>PURPOSE</b>	<b>BALANCE AS OF 11/28/2025</b>	<b>INTEREST RATE</b>	<b>ANNUAL PERCENTAGE YIELD</b>	<b>AVERAGE BALANCE FOR NOVEMBER</b>	<b>INTEREST EARNED NOVEMBER 2025</b>
First Southeast Bank	Super Now Checking	40053	General Account	\$732,193.39	0.20%	0.20%	\$791,002.01	\$121.36
First Southeast Bank	Checking	236478	Library Donation Account	\$1,878.09				
<b>BALANCE AS OF 12/3/2025</b>								
First Southeast Bank	Checking	61516	Ambulance Donation Account	\$17,586.78				

<b>INVESTMENT ACCOUNTS</b>				<b>BALANCE AS OF 11/30/2025</b>	<b>CURRENT DAILY YIELD</b>		<b>INTEREST EARNED NOVEMBER 2025</b>
GENERAL FUND - 4M FUND - PMA Network	Minnesota Municipal Money Market Fund	MN01-35323-0101		\$1,772,631.60	3.931%		\$5,708.43
2024A G.O. IMPROVEMENT BONDS - 4M FUND - PMA Network	Municipal Advisory Account	MN01-35323-0201		\$309,857.23	3.931%		\$997.85
2025 BOND PROCEEDS - 4M FUND - PMA Network	Municipal Advisory Account	MN01-35323-0202		\$1,639,170.67	3.931%		\$5,505.06

<b>CERTIFICATES OF DEPOSIT</b>	<b>ACCOUNT NUMBER</b>	<b>TERM</b>	<b>ACCOUNT OPEN DATE</b>	<b>AMOUNT</b>	<b>INTEREST RATE</b>	<b>ANNUAL PERCENTAGE YIELD</b>	<b>MATURITY DATE</b>	<b>INTEREST EARNED NOVEMBER 2025</b>
First Southeast Bank	33245	12 month	1/7/2005	\$100,000.00	2.00%	2.01%	automatically renews	\$169.86
First Southeast Bank	41371	12 month	6/30/2008	\$100,000.00	2.000%	2.01%	automatically renews	504.11
First Southeast Bank	30000300	314 DAYS	1/30/2025	\$100,000.00	4.350%	4.36%	12/10/2025	
First Southeast Bank	30000301	345 DAYS	1/30/2025	\$100,000.00	4.350%	4.36%	1/10/2026	
First Southeast Bank	30000382	280 DAYS	5/6/2025	\$100,000.00	4.350%	4.37%	2/10/2026	
First Southeast Bank	30000383	308 DAYS	5/6/2025	\$100,000.00	4.350%	4.37%	3/10/2026	
First Southeast Bank	30000410	277 DAYS	7/7/2025	\$100,000.00	4.350%	4.37%	4/17/2026	
First Southeast Bank	30000411	307 DAYS	7/7/2025	\$100,000.00	4.350%	4.36%	5/10/2026	
First Southeast Bank	30000412	338 DAYS	7/7/2025	\$100,000.00	4.350%	4.36%	6/10/2026	
First Southeast Bank	30000413	368 DAYS	7/7/2025	\$100,000.00	4.350%	4.35%	7/10/2026	
First Southeast Bank	30000431	360 DAYS	8/15/2025	\$100,000.00	4.350%	4.35%	8/10/2026	
<b>CERTIFICATES OF DEPOSIT PURCHASED THIS MONTH</b>							<b>MATURITY DATE</b>	
First Southeast Bank	30000496	362 DAYS	11/13/2025	\$100,000.00	4.000%	4.00%	11/10/2026	

<b>CERTIFICATES OF DEPOSIT REDEEMED THIS MONTH</b>							<b>MATURITY DATE</b>	<b>INTEREST EARNED NOVEMBER 2025</b>
First Southeast Bank	30000299	284 DAYS	1/30/2025	\$100,000.00	4.350%	4.37%	11/10/2025	3384.66

## City of Harmony

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**\*Cash Balances**

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Cash Account: 10101

December 2025

Fund	2025 Begin Balance	Receipts	Disbursements	Transfers	Journal Entries	Payroll JEs	Balance	
<b>10101 - 1st Southeast Bank-G</b>								
101 - General Fund	(\$1,448,173.70)	\$1,474,390.85	(\$2,190,101.16)	\$0.00	(\$97,323.72)	\$130,463.34	(\$2,130,744.39)	In Balance
201 - DTED Revolving Loan Program	\$117,926.56	\$78,936.33	(\$88,914.94)		\$4,075.10		\$112,023.05	In Balance
202 - CDBG Rehab Loan Program	\$6,980.19	\$374,817.35	(\$380,283.83)		\$42.01		\$1,555.72	In Balance
211 - Library Fund	\$43,013.81	\$94,601.19	(\$33,379.20)		\$514.24	(\$100,269.81)	\$4,480.23	In Balance
222 - Fire Fund	\$71,988.00	\$119,589.70	(\$86,135.76)		\$3,829.94	(\$23,534.07)	\$85,737.81	In Balance
223 - Ambulance Fund	\$284,479.01	\$214,974.08	(\$77,771.97)		\$10,021.09	(\$128,529.38)	\$303,172.83	In Balance
251 - Park Fund	\$125,131.00	\$112,495.48	(\$133,528.31)		\$3,674.89	(\$28,161.52)	\$79,611.54	In Balance
261 - Arts Fund	\$16,934.18	\$4,555.40	(\$8,916.31)		\$519.42		\$13,092.69	In Balance
312 - GO Bonds, Series 2002B	\$0.00				\$0.00		\$0.00	In Balance
314 - G.O. Impr Bonds, 2010A-3rdStSW	\$0.27						\$0.27	In Balance
315 - G.O. Tax Abate Refund 2013A-CC	\$39,783.00	\$31.29			\$1,358.13		\$41,172.42	In Balance
316 - GO Tax Abatement Bonds 13B-H	(\$0.15)						(\$0.15)	In Balance
317 - GO Impr Bond-2014A-1st Ave SW	(\$0.21)				\$1.70		\$1.49	In Balance
318 - G.O. Bond 2021C	\$118,824.74	\$49,979.75	(\$112,940.00)		\$916.65		\$56,781.14	In Balance
319 - 2020 Street GO BOND	\$353,919.33	\$57,656.91	(\$230,485.25)		\$5,617.29		\$186,708.28	In Balance
320 - Dairyland/Wickett Const.	\$0.00				\$0.00		\$0.00	In Balance
321 - 21A & 21B MiEnergy loan	\$0.25		(\$38,170.25)		\$0.00		(\$38,170.00)	In Balance
322 - Special Assessment	\$64,467.00				\$213.66		\$64,680.66	In Balance
401 - Capital Projects Fund	\$514,960.69	\$95,000.00	(\$51,563.20)		\$17,068.68		\$575,466.17	In Balance
405 - TIF District #1	\$0.07						\$0.07	In Balance
410 - Trailhead Project	\$145.71				\$4.95		\$150.66	In Balance
418 - TIF District #5 (Antique Mall)	\$0.00				\$0.00		\$0.00	In Balance
419 - Third St SW Project	\$0.00				\$0.00		\$0.00	In Balance
420 - TIF District #6 (HECO)	\$0.11						\$0.11	In Balance
421 - First Ave SW Project	(\$0.10)						(\$0.10)	In Balance
422 - Well No 3 Project	\$0.00				\$0.00		\$0.00	In Balance
423 - 2017 Street & Utility Project	\$0.46				\$0.00		\$0.46	In Balance
424 - 2020 Street Project	(\$0.40)						(\$0.40)	In Balance
425 - Dairyland TIF 1-7	\$32,877.24	\$25,680.25			\$1,748.99		\$60,306.48	In Balance
426 - TIF 1-8 Oconnor	(\$0.36)				\$0.00		(\$0.36)	In Balance
427 - 2024 Street Project	(\$194,474.46)	\$545,182.71	(\$364,084.03)				(\$13,375.78)	In Balance
428 - WWTP UV PROJECT	\$0.17	\$117,019.10	(\$414,376.44)				(\$297,357.17)	In Balance
429 - Trail Extension 2024	(\$25,296.05)		(\$3,200.00)				(\$28,496.05)	In Balance
601 - Water Fund	\$156,887.09	\$278,165.22	(\$143,649.18)		\$5,955.73	(\$87,777.27)	\$209,581.59	In Balance
602 - Sewer Fund	(\$0.37)	\$400,249.13	(\$232,260.59)		\$889.44	(\$87,869.86)	\$81,007.75	In Balance
603 - Solid Waste Fund	\$22,500.74	\$118,214.22	(\$122,117.25)		\$295.57	(\$27,937.02)	(\$9,043.74)	In Balance
604 - Electric Fund	\$778,548.66	\$1,056,686.49	(\$993,427.72)		\$29,269.48	(\$39,860.69)	\$831,216.22	In Balance
605 - Storm Water Fund	\$111,481.47	\$49,551.49	(\$5,522.03)		\$4,514.81	(\$3,004.36)	\$157,021.38	In Balance

# City of Harmony

## \*Cash Balances

Cash Account: 10101

December 2025

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Fund	2025 Begin Balance	Receipts	Disbursements	Transfers	Journal Entries	Payroll JEs	Balance	
620 - Economic Development Authority	\$197,397.61	\$74,114.00	(\$107,934.15)		\$5,565.23	(\$11,554.18)	\$157,588.51	In Balance
621 - Heritage Grove	\$0.00						\$0.00	In Balance
851 - Sanderson Memorial Trust Fund	\$0.00				\$0.01		\$0.01	In Balance
902 - Long Term Debt Account Group	\$0.37						\$0.37	In Balance
	\$1,390,301.93	\$5,341,890.94	(\$5,818,761.57)	\$0.00	(\$1,226.71)	(\$408,034.82)	\$504,169.77	



**City of Harmony**  
**\*Budget YTD Rev-Exp©**

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Current Period: December 2025

		2025 YTD Budget	2025 YTD Amt	December MTD Amt	2025 YTD Balance	% of Budget
<b>Fund 101 General Fund</b>						
	<b>Revenues</b>	\$752,930.28	\$1,416,531.17	\$0.00	-\$663,600.89	188.14%
	<b>Expenditures</b>	\$741,929.28	\$621,818.38	\$29,479.20	\$120,110.90	83.81%
	<b>Gain/(Loss)</b>	<b>\$11,001.00</b>	<b>\$794,712.79</b>	<b>(\$29,479.20)</b>	<b>(\$783,711.79)</b>	<b>7224.00%</b>
<b>Revenue</b>						
		\$0.00	\$0.00	\$0.00	\$0.00	0.00%
	<b>Assessments</b>	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
	<b>Charges for Service</b>	\$7,770.00	\$11,312.03	\$0.00	(\$3,542.03)	145.59%
	<b>Fines</b>	\$875.00	\$541.63	\$0.00	\$333.37	61.90%
	<b>Grants</b>	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
	<b>Intergovernmental</b>	\$23,899.28	\$28,628.66	\$0.00	(\$4,729.38)	119.79%
	<b>LGA</b>	\$380,200.00	\$197,547.26	\$0.00	\$182,652.74	51.96%
	<b>License &amp; Permits</b>	\$7,000.00	\$6,844.00	\$0.00	\$156.00	97.77%
	<b>Miscellaneous</b>	\$25,170.00	\$25,017.63	\$0.00	\$152.37	99.39%
	<b>Taxes</b>	\$308,016.00	\$246,639.96	\$0.00	\$61,376.04	80.07%
	<b>Transfers</b>	\$0.00	\$900,000.00	\$0.00	(\$900,000.00)	0.00%
	<b>Total Revenue</b>	<b>\$752,930.28</b>	<b>\$1,416,531.17</b>	<b>\$0.00</b>	<b>(\$663,600.89)</b>	<b>188.14%</b>
<b>Expenditure</b>						
	<b>Administration</b>	\$152,781.00	\$136,186.96	\$351.59	\$16,594.04	89.14%
	<b>Animal Control</b>	\$1,290.00	\$1,165.83	\$0.00	\$124.17	90.37%
	<b>Civil Defense</b>	\$1,450.00	\$1,016.45	\$41.79	\$433.55	70.10%
	<b>Community Center</b>	\$137,135.00	\$101,333.96	\$3,894.16	\$35,801.04	73.89%
	<b>Community Development</b>	\$13,000.00	\$1,770.70	\$0.00	\$11,229.30	13.62%
	<b>Community Events</b>	\$20,650.00	\$17,839.90	\$0.00	\$2,810.10	86.39%
	<b>Council</b>	\$13,775.00	\$15,095.50	\$10,138.73	(\$1,320.50)	109.59%
	<b>Elections</b>	\$0.00	\$333.07	\$0.00	(\$333.07)	0.00%
	<b>Financial Administration</b>	\$29,200.00	\$18,866.42	\$239.40	\$10,333.58	64.61%
	<b>Fire Department</b>	\$33,399.28	\$9,500.00	\$0.00	\$23,899.28	28.44%
	<b>Ice &amp; Snow Removal</b>	\$40,825.00	\$18,699.29	\$5,531.23	\$22,125.71	45.80%
	<b>Legal Services</b>	\$8,500.00	\$8,961.75	\$1,390.50	(\$461.75)	105.43%
	<b>Other Financing Uses</b>	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
	<b>Personnel Administration</b>	\$3,330.00	\$2,302.53	\$1,072.07	\$1,027.47	69.15%
	<b>Planning and Zoning</b>	\$1,600.00	\$1,907.33	\$1,425.00	(\$307.33)	119.21%

**City of Harmony**  
**\*Budget YTD Rev-Exp©**

12/09/25 2:13 PM

Page 2

Current Period: December 2025

	2025 YTD Budget	2025 YTD Amt	December MTD Amt	2025 YTD Balance	% of Budget
<b>Police Department</b>	\$128,700.00	\$130,481.40	\$39.68	(\$1,781.40)	101.38%
<b>Public Works Buildings</b>	\$34,895.00	\$18,947.10	\$1,131.49	\$15,947.90	54.30%
<b>Streets</b>	\$70,740.00	\$93,991.62	\$832.99	(\$23,251.62)	132.87%
<b>Tourism Programs</b>	\$5,000.00	\$5,042.77	\$76.61	(\$42.77)	100.86%
<b>Unallocated Expenditures</b>	\$7,670.00	\$6,820.00	\$0.00	\$850.00	88.92%
<b>Visitor Center</b>	\$37,989.00	\$31,555.80	\$3,313.96	\$6,433.20	83.07%
<b>Total Expenditure</b>	<u>(\$741,929.28)</u>	<u>(\$621,818.38)</u>	<u>(\$29,479.20)</u>	<u>(\$120,110.90)</u>	<u>83.81%</u>
<b>Total Fund 101 General Fund</b>	<u>\$11,001.00</u>	<u>\$794,712.79</u>	<u>(\$29,479.20)</u>	<u>(\$783,711.79)</u>	<u>7224.00%</u>

# INTERNATIONAL UNION OF OPERATING ENGINEERS

LOCAL NO. 49, 49A, 49B, 49C, 49D, 49E, 49L  
MINNESOTA • NORTH DAKOTA • SOUTH DAKOTA

EUGENE J. GROVER, President  
MARK J. POTHE, Vice President  
STEVE R. PIPER, Recording-Corresponding Secretary  
MARVIN J. HOSE, Treasurer



RYAN P. DAVIES  
Business Manager/Financial Secretary

2829 Anthony Lane South, Minneapolis, MN 55418-3285  
Phone (612) 788-9441 • Toll Free (866) 788-9441 • Fax (612) 788-1936

## Memorandum of Agreement

This Memorandum of Agreement is entered into between City of Harmony (hereafter “Employer”) and the International Union of Operating Engineers Local No. 49 (hereafter “Union”).

WHEREAS, the Employer and the Union are parties to a Collective Bargaining Agreement in effect January 1, 2024, through December 31, 2026, (the “Collective Bargaining Agreement”); and

WHEREAS, the parties have agreed to negotiate the Employer and Employee Minnesota Paid Family and Medical Leave (“PFML”) premium contribution rate, which are effective January 1, 2026 or such other date as required by Minnesota law;

NOW THEREFORE, the Employer and the Union agree to the following:

1. Pursuant to Minn. Stat. § 268B.14, the Employer agrees to pay 50% of the PFML premiums for all regular employees represented by the Union for the duration of the Collective Bargaining Agreement. The employees agree to pay 50% of the state-run plan.
2. Qualifying employees are not required to exhaust their accrued PTO and/or compensatory time prior to applying for or receiving PFML benefits offered or granted by the plan administrator, whether the State of Minnesota or the private administrator, responsible for providing such PFML benefits.
3. Qualifying employees may use certain paid benefits such as accrued PTO and/or accrued compensatory time as “supplemental benefits” during PFML to allow employees the option to receive up to, but not to exceed, a full salary continuation during their leave.
4. While an employee is on PFML, they shall be entitled to accrue all PTO and/or any other benefit time as provided in the Collective Bargaining Agreement.
5. While an employee is on PFML, he/she is entitled to holiday pay for all observed holidays as if such employee was not on leave.

All other provisions of the Collective Bargaining Agreement between the Employer and the Union will remain unchanged.

This Memorandum of Agreement represents the complete and total agreement of both parties.

IN WITNESS WHEREOF, the parties have executed this Memorandum of Agreement this \_\_\_\_ day of \_\_\_\_\_, 2025.

FOR THE CITY OF HARMONY

I.U.O.E LOCAL NO. 49

\_\_\_\_\_  
Steve Donney, Mayor, City of Harmony

\_\_\_\_\_  
Bryce Bushman, Business Representative

\_\_\_\_\_  
Alissa Stelpflug, City Clerk

\_\_\_\_\_  
Brian Michel, Union Steward

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
CITY OF HARMONY  
AND  
INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 49**

**WHEREAS**, the City of Harmony ("City") and International Union of Operating Engineers, Local No. 49 ("Union") are parties to a collective bargaining agreement ("CBA") in effect January 1, 2024 through December 31, 2026;

**WHEREAS**, Article 18.2 Wages, makes reference to a wage grid in the 2015-2017 CBA. That wage grid had a step system where employees advanced a step every other year.

**WHEREAS**, the current CBA has a 9 step wage grid where employees advance yearly until they have reached step 9.

**NOW, THEREFORE BE IT RESOLVED AND STIPULATED** that Article 18.2 shall be amended to read as follows:

18.2 It is mutually agreed to by the City of Harmony and Local 49 that all current members represented by this contract will advance through the wage grid yearly until they reach the top step based on their representative years of service. All new members shall follow the wage grid as designed based on the appropriate years of service.

**IN WITNESS HEREOF**, the parties hereto have made this MOU on the latest date affixed to the signatures below.

**CITY OF HARMONY**

**INTERNATIONAL UNION OF  
OPERATING ENGINEERS, LOCAL 49**

\_\_\_\_\_  
Steve Donney, Mayor, City of Harmony

\_\_\_\_\_  
Bryce Bushman, Area Business Representative

\_\_\_\_\_  
Alissa Stelpflug, City Clerk

\_\_\_\_\_  
Brian Michel, Union Steward

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

**CITY OF HARMONY  
CITY COUNCIL**

**AGENDA ITEM  
COVER SHEET**

Originating Staff: <b>Alissa Stelpflug</b>	Meeting Date: <b>December 13, 2025</b>	Agenda Item No. <b>6ci</b>
Agenda Section: <b>New Business</b>	Item: <b>Personnel Committee – Annual Step Increase</b>	
<b>BACKGROUND:</b> Step Increase per Union Contract: Brian Michel – Grade 7, Step 3 – Grade 7, Step 4		
<b>ATTACHMENTS:</b>		
<b>COUNCIL ACTION REQUESTED:</b> Approve step increase recommendation for Brian Michel to move from Grade 7, Step 3, to Grade 7, Step 4.		

# CITY OF HARMONY CITY COUNCIL

# AGENDA ITEM COVER SHEET

Originating Staff: <b>Alissa Stelpflug</b>	Meeting Date: <b>December 9th, 2025</b>	Agenda Item No. <b>6a</b>
Agenda Section: <b>New Business</b>	Item: <b>Personnel Committee – Annual COLA Increase</b>	
<b>BACKGROUND:</b>		
<b>ATTACHMENTS:</b> 2026 Wage Grid		
<b>COUNCIL ACTION REQUESTED:</b> Authorize 3% Cola increase for Union & Non-Union Employees		

# CITY OF HARMONY CITY COUNCIL

# AGENDA ITEM COVER SHEET

Originating Staff: <b>Alissa Stelpflug</b>	Meeting Date: <b>December 9, 2025</b>	Agenda Item No. <b>6c</b>
Agenda Section: <b>New Business</b>	Item: <b>Southern Minnesota Initiative Foundation Request</b>	
<b>BACKGROUND:</b> In reviewing the June 2025 Council minutes, the Council approved an annual contribution of \$1,000 to SMIF beginning in 2026. After consulting with Aaron Johnson at SMIF, it was confirmed that the \$2,000 contribution made in September 2024 covered the 2023 and 2024 donation years. At this time, no contribution has been made for 2025.		
<b>ATTACHMENTS:</b> An attachment outlining Harmony's giving history with SMIF has been included for reference and has been verified against our records.		
<b>COUNCIL ACTION REQUESTED:</b> Approve donation of \$1,000 to SMIF for 2025.		





SOUTHERN MINNESOTA  
INITIATIVE FOUNDATION

525 Florence Avenue • PO Box 695 • Owatonna, MN 55060-0695  
PH 507.455.3215 • FAX 507.455.2098 • [smifoundation.org](http://smifoundation.org)

November 18, 2025

Alissa Stelpflug  
City of Harmony  
225 3rd Ave SW  
PO Box 488  
Harmony, MN 55939-0488

Dear Ms. Stelpflug & City Council,

Thank you for your recent pledge! Your support enables southern Minnesota to be a prosperous and growing region with vibrant communities, innovative and successful economies, and engaged and valued citizens.

### 2025 Pledge Payment Reminder

Gift Description	Due Date	Amount Due	Paid to Date	Total Pledge
Endowment	12/19/2025	\$1,000.00	\$0.00	\$1,000.00

Invoice #0024158

*Please remit to:*

***Southern Minnesota Initiative Foundation  
P.O. Box 695  
525 Florence Ave  
Owatonna, MN 55060***



Collaborating for Regional Vitality



Fw: Southern Minnesota Initiative Foundation Funding 2025

From City of Harmony <cityoffice@harmonymn.gov>  
Date Tue 11/18/2025 11:05 AM  
To Alissa Stelpflug <alissa@harmonymn.gov>

2 attachments (752 KB)  
2025 City of Harmony Invoice.pdf; 2025 City of Harmony Invoice.docx;

From: Aaron Johnson <AaronJ@smifoundation.org>  
Sent: Tuesday, November 18, 2025 11:04 AM  
To: City of Harmony <cityoffice@harmonymn.gov>  
Subject: Southern Minnesota Initiative Foundation Funding 2025

Hey Alissa,  
Here is the giving history of Harmony to SMIF. Let me know if you need anything else! Thanks!

Gift Date	Commitment	Gift Class	Gift Type	Donor	Paid	Solicitation Method	Date Acknowledged	Campaign	Campaign Activity	Payor
9/16/2024	2000.00	Endowment	Gift	City of Harmony	2000.00					City of Harmony
9/20/2021	2000.00	Endowment	Gift	City of Harmony	2000.00					City of Harmony
12/16/2019	1000.00	Endowment	Gift	City of Harmony	1000.00					City of Harmony
9/17/2018	1000.00	Endowment	Gift	City of Harmony	1000.00					City of Harmony
12/15/2017	500.00	Endowment	Gift	City of Harmony	500.00					City of Harmony
1/17/2006	400.00	Endowment	Gift	City of Harmony	400.00					City of Harmony
1/16/2002	100.00	Endowment	Gift	City of Harmony	100.00					City of Harmony
1/22/2001	100.00	Endowment	Gift	City of Harmony	100.00					City of Harmony
5/20/1997	250.00		Gift	City of Harmony	250.00					City of Harmony

Aaron Johnson Director of Philanthropy  
Southern Minnesota Initiative Foundation  
T 507.455.3215 x7029  
E [aaronj@smifoundation.org](mailto:aaronj@smifoundation.org) [www.smifoundation.org](http://www.smifoundation.org)



Accepting applications for the [Early Care and Education Grant](#) through November 5 by 2:00 p.m.



1500 South Hwy 52  
PO Box 483  
Chatfield, MN 55923  
Phone - 507.867.3164  
www.cedausa.com

## **Contract for Professional Services**

This contract is made and entered into by Community and Economic Development Associates, a Minnesota nonprofit corporation exempt from income tax as an organization operated for charitable purposes within the meaning of Internal Revenue Code section 501(c)(3), hereafter “CEDA”, and the Economic Development Authority of the City of Harmony, an agency or affiliate of a political subdivision of the State of Minnesota, hereafter “the Authority”, to define the terms by which CEDA shall provide technical and management expertise services to the Authority.

**I. Agreement scope and purpose.** The Authority hereby retains CEDA to perform to its benefit the services described in paragraph II, to the end of the Authority more effectively accomplishing:

- \* Prevention and/or combat of community and neighborhood deterioration and revitalization of deteriorated neighborhoods;
- \* Attraction and/or retention of businesses that would not, but for the assistance provided, choose to locate/remain in the area;
- \* The securing of businesses who will be required to provide jobs for unemployed and underemployed residents of the community; and
- \* The expansion of business opportunities for minority entrepreneurs and other entrepreneurs that are viable business opportunities to enhance the well-being of the community and/or for businesses who are unable to obtain financing from conventional sources

**II. Services to be provided by CEDA.** CEDA agrees to provide technical and management expertise in the form of staff and materials to the Authority. Staff’s services, and associated materials, will be provided in order to facilitate and support the accomplishment of the Authority’s undertakings to the ends described in the preceding paragraph. CEDA’s staff and materials shall be made available toward efforts in the following specific arenas of the Authority’s needs and operations:

- \* Accessing of grantor funding for the Authority’s economic development programming
- \* Providing loan packaging services for the Authority’s business assistance programs
- \* Administering local, regional and state revolving loan funds, if appropriate
- \* Drafting the Authority’s Economic Development Annual Work Plan(s)
- \* Planning, facilitating, and/or directly conducting the Authority’s community and business development projects, including as necessary, staffing those projects as directed by the Authority in consultation with CEDA. These efforts shall include (but are not limited to), the following:
  - \* seeking city and county involvement
  - \* developing relationships and partnerships to enhance the Authority’s goals
  - \* preparing economic development guidelines
  - \* promoting the use of local assets to support and promote value-added processes and unique based businesses
- \* Assisting with local surveys related to business and industry, community, and land and buildings



1500 South Hwy 52  
PO Box 483  
Chatfield, MN 55923  
Phone - 507.867.3164  
www.cedausa.com

- \* Assisting with the Authority's economic development marketing efforts and coordination through website development and maintenance
- \* Coordinating and hosting forums in which the Authority's economic development programming are open for the public's review

### **III. Obligations of the Authority.**

- A. The Authority shall reimburse CEDA for staff time provided at the rate of \$39,371 not to exceed annually. This is based on an average of one day per week plus one additional day per month.
- B. Materials, conferences, meetings and the like shall be paid for on a unit basis agreed to by the Authority in writing prior to the provision of the materials.
- C. The Authority shall be responsible to provide payment to CEDA within 30 days of the submission of each invoice provided by CEDA.

### **IV. Obligations of CEDA.**

- A. CEDA is performing services as an independent contractor. Accordingly, the provision of staff by CEDA to provide technical and management expertise to the Authority under this Agreement neither creates a release of CEDA staff to employment at the Authority nor makes such staff subject to supervision by the Authority.
- B. CEDA has no authority or right, express or implied, to assume or create any obligation or responsibility on behalf of the Authority or to bind the Authority in any manner. CEDA will not represent the contrary, either expressly or implicitly, to anyone.
- C. CEDA is solely responsible for payroll tax responsibilities related to each of its staff persons whose time is provided under this Agreement and shall acquire and maintain necessary insurance related to their efforts under this Agreement, including carrying workers' compensation insurance coverage at all times. CEDA shall supply the Authority with certification of such coverage.
- D. CEDA shall be responsible to invoice the Authority for staff time and materials provided under this Agreement on a periodic basis, no less frequently than quarterly.
- E. CEDA shall perform all services under this Agreement in compliance with applicable state and federal requirements.

**V. Period/Termination.** The term of this Agreement is one year, commencing January 1, 2026. The Agreement may be terminated earlier in its term upon 30 days' written notice by CEDA to the Authority or by the Authority to CEDA. Upon termination, the Authority shall be liable to pay CEDA for services performed at \$39,360 per year and materials provided under this Agreement prior to and through the effective date of termination, unless otherwise specifically agreed by the parties in writing.

**VI. Construction of Agreement.** This Agreement is to be performed and construed under Minnesota law, and supersedes any and all prior agreements and contains the entire agreement of the parties.



**CITY OF HARMONY**

1500 South Hwy 52  
PO Box 483  
Chatfield, MN 55923  
Phone - 507.867.3164  
[www.cedausa.com](http://www.cedausa.com)

By \_\_\_\_\_

Its \_\_\_\_\_

Date \_\_\_\_\_

**COMMUNITY AND ECONOMIC DEVELOPMENT ASSOCIATES**

By 

Its CEO/President

Date October 24, 2025



December 2, 2025

Alissa Stelpflug  
City Administrator  
City of Harmony, MN  
225 3rd Ave. SW  
Harmony, MN 55939

Dear Administrator Stelpflug:

As we approach the end of the 2025 calendar year and finalize planning for 2026, I wanted to start by saying “thank you” for choosing CEDA to assist Harmony, MN with its economic, community and project development needs. Our team is committed to delivering value to your community, and strives to ensure your team has access resources to help your community thrive.

Over the past several months as you have developed the 2026 budget and tax levy for the City of Harmony, we had communicated that CEDA’s contract rates for 2026 will increase by 2.75%. With that in mind, please find attached the 2026 contract for services with CEDA.

Please don’t hesitate to contact me with any questions, concerns, or edits that may need to be addressed, and I will be happy to discuss them right away.

Again, thank you for choosing CEDA for your community and economic development needs.

Regards,

Chris Hahn  
Region 1 Manager – Southeast MN  
CEDA  
1500 Hwy 52 South  
Chatfield, MN 55923

C: Katrina Hurley – CEDA

# CITY OF HARMONY CITY COUNCIL

# AGENDA ITEM COVER SHEET

Originating Staff: <b>Alissa Stelpflug</b>	Meeting Date: <b>December 9, 2025</b>	Agenda Item No. <b>6a</b>
Agenda Section: <b>New Business</b>	Item: <b>Stantec WWTP UV Pay Request #2</b>	
<b>BACKGROUND:</b> This pay application represents Olympic installing the precast concrete wall panels, roof planks and some related work, membrane water proofing, insulation, TPO roofing materials, ongoing general requirements, testing and supervision.		
<b>ATTACHMENTS:</b> Stantec WWTP UV Pay Request #2		
<b>COUNCIL ACTION REQUESTED:</b> Approval of requested Pay Request #2		



## Memo

To: City of Harmony, MN

From: John Friel, PE  
Minneapolis

Project/File: 173420163

Date: December 1, 2025

---

### Reference: Pay Application No. 2 - UV Disinfection Improvements

Attached to this memo is Pay Application No. 2 for the Wastewater Treatment Facility UV Disinfection Improvements project. We recommend payment in the amount of \$127,938.40 for the work completed and materials stored to date by Olympic Builders General Contractors, Inc.

Including previous pay requests, this brings the total payment amounts to:

	Base Bid
Previous Payments:	\$117,019.10
Total completed and stored to date:	\$257,850.00
Total retainage to date:	\$12,892.50
Amount Requested this pay request:	\$127,938.40
Original contract amount:	\$1,229,894.00
Approved change orders to date:	\$0.00
Contract amount with approved change orders:	\$1,229,894.00
Percent complete:	21.0%

Upon approval, please sign and date the cover sheet of the Pay Application (page following this cover memo and above the (Owner) line) and return to Stantec via email.

Please contact me at 612-712-2147 if there are any questions.

Sincerely,

**Stantec Consulting Services Inc.**

---

**John Friel** PE (MN)  
Senior Associate / Senior Project Manager Wastewater  
Phone: (612) 712-2147  
john.friel@stantec.com

Attachment: Pay Application No. 2



☐ Owner

☐ Engineer

☒ Contractor

☐ Funding Agency

## Contractor's Application for Payment No. 2

Application Period: _____ to 11/25/2025		Application Date: 11/25/2025	
To (Owner): City of Harmony 225 3rd Ave SW, P.O. Box 488 MN 55939 Harmony, MN		Via (Engineer): Stantec 733 Marquette Ave, Suite 1000 MN 55402-2314 Minneapolis, MN	
Project: Wastewater Treatment Facility Disinfection Improvements UV		Contract: General Construction	
Owner's Contract No. _____		Contractor's Project No: 858	
		Engineer's Project No: 173420163	

### Application For Payment Change Order Summary

Approved Change Orders		
Number	Additions	Deductions
TOTALS		
NET CHANGE BY		
CHANGE ORDERS		

1. ORIGINAL CONTRACT PRICE.....	\$ 1,229,894.00
2. Net change by Change Orders.....	\$
3. Current Contract Price (Line 1 ± 2).....	\$ 1,229,894.00
4. TOTAL COMPLETED AND STORED TO DATE (Column 1 total on Progress Estimates).....	\$ 257,850.00
5. RETAINAGE:	
a. 5% X \$257,850.00 Work Completed.....	\$ 12,892.50
b. 5% X                      Stored Material.....	\$
c. Total Retainage (Line 5.a + Line 5.b).....	\$ 12,892.50
6. AMOUNT ELIGIBLE TO DATE (Line 4 - Line 5.c).....	\$ 244,957.50
7. LESS PREVIOUS PAYMENTS (Line 6 from prior Application).....	\$ 117,019.10
8. AMOUNT DUE THIS APPLICATION.....	\$ 127,938.40

### Contractor's Certification

The undersigned Contractor certifies, to the best of its knowledge, the following:

- (1) All previous progress payments received from Owner on account of Work done under the Contract have been applied on account to discharge Contractor's legitimate obligations incurred in connection with the Work covered by prior Applications for Payment;
- (2) Title to all Work, materials and equipment incorporated in said Work, or otherwise listed in or covered by this Application for Payment, will pass to Owner at time of payment free and clear of all Liens, security interests, and encumbrances (except such as are covered by a bond acceptable to Owner indemnifying Owner against any such Liens, security interest, or encumbrances); and
- (3) All the Work covered by this Application for Payment is in accordance with the Contract Documents and is not defective

Olympic Builders General Contractors, Inc.

Contractor Signature: *Julie Yahnke*

By: Julie Yahnke

Date: 11/25/2025

Payment of: \$ 127,938.40  
(Line 8 or other - attach explanation of the other amount)

is recommended by: *John M. Smith* 12/1/25  
(Engineer) (Date)

Payment of: \$ 127,938.40  
(Line 8 or other - attach explanation of the other amount)

is approved by: \_\_\_\_\_  
(Owner) (Date)

Approved by: \_\_\_\_\_  
Funding or Financing Entity (if applicable) (Date)

## Progress Estimate - Lump Sum Work

## Contractor's Application

Project: Wastewater Treatment Facility UV Disinfection Improvements			Application Number: 2					
Application Period: to 11/25/2025			Application Date 11/25/2025					
			Work Completed		E	F		G
A		B	C	D	Materials Presently Stored (not in C or D)	Total Completed and Stored to Date (C + D + E)	% (F / B)	Balance to Finish (B - F)
Specification Section No	Description	Scheduled Value (\$)	From Previous Application (C+D)	This Period				
	General Requirements	\$47,794 00	\$5,000 00	\$5,000 00		\$10,000 00	20 9%	\$37,794 00
	Bond	\$12,000 00	\$12,000 00			\$12,000 00	100 0%	
	Testing	\$6,100 00	\$2,000 00	\$3,000 00		\$5,000 00	82 0%	\$1,100 00
	Supervision	\$38,000 00	\$5,000 00	\$5,000 00		\$10,000 00	26 3%	\$28,000 00
03 20 00	Cast-In-Place Concrete - Materials	\$39,000 00	\$5,000 00			\$5,000 00	12 8%	\$34,000 00
03 30 00	Cast-In-Place Concrete - Labor	\$47,600 00	\$5,000 00			\$5,000 00	10 5%	\$42,600 00
03 40 00	Precast Concrete	\$163,800 00	\$57,178 00	\$96,622 00		\$153,800 00	93 9%	\$10,000 00
Div 4	Masonry	\$19,000 00						\$19,000 00
Div 5	Metal Fabrications	\$1,500 00						\$1,500 00
06 10 00	Carpentry - Materials	\$14,600 00						\$14,600 00
06 10 00	Carpentry - Labor	\$83,600 00						\$83,600 00
06 60 00	Plastic Fabrications	\$4,900 00						\$4,900 00
07 13 00	Membrane Waterproofing	\$4,100 00		\$4,100 00		\$4,100 00	100 0%	
07 21 00	Insulation	\$3,700 00		\$3,700 00		\$3,700 00	100 0%	
07 54 23	Thermoplastic Polyolefin Roofing	\$31,200 00		\$17,250 00		\$17,250 00	55 3%	\$13,950 00
07 62 00	Sheet Metal Flashing and Trim	\$3,900 00						\$3,900 00
07 84 00	Firestopping	\$2,200 00						\$2,200 00
07 92 00	Joint Sealants	\$2,400 00						\$2,400 00
08 11 00	Metal Doors and Frames	\$14,000 00						\$14,000 00
08 16 13	FRP Doors and Frames	\$7,800 00						\$7,800 00
08 45 13	Translucent Wall Panels	\$12,900 00						\$12,900 00
08 71 00	Door Hardware	\$3,100 00						\$3,100 00
08 91 19	Metal Wall Louvers	\$2,300 00						\$2,300 00
09 88 13	Concrete Floor Sealer	\$2,500 00						\$2,500 00
09 91 00	Painting	\$5,200 00						\$5,200 00
10 14 00	Signs	\$1,600 00						\$1,600 00
10 44 00	Fire Protection Specialties	\$1,400 00						\$1,400 00
Div 22	Plumbing	\$17,500 00						\$17,500 00
Div 23	HVAC	\$38,900 00						\$38,900 00
Div 26	Electrical	\$129,000 00						\$129,000 00
Div 31	Earthwork	\$85,300 00	\$32,000 00			\$32,000 00	37 5%	\$53,300 00
32 11 23	Aggregate Base Courses	\$16,000 00						\$16,000 00
32 31 13	Chain Link Fence	\$12,400 00						\$12,400 00
32 92 00	Turfs and Grasses	\$13,900 00						\$13,900 00
Div 33	Utilities	\$72,600 00						\$72,600 00
40 04 10	Process Piping	\$35,000 00						\$35,000 00
40 05 20	Process Valves	\$9,700 00						\$9,700 00
40 90 10	SCADA System Description	\$96,000 00						\$96,000 00

## Progress Estimate - Lump Sum Work

## Contractor's Application

Project:      Wastewater Treatment Facility      UV Disinfection Improvements				Application Number:    2				
Application Period:   to 11/25/2025				Application Date:    11/25/2025				
			Work Completed		E	F		G
A		B	C	D	Materials Presently Stored (not in C' or D)	Total Completed and Stored to Date (C + D + E)	% (F / B)	Balance to Finish (B - F)
Specification Section No	Description	Scheduled Value (\$)	From Previous Application (C+D)	This Period				
40 91 02	In-Line Liquid Flow Measuring	\$6,400 00						\$6,400 00
46 66 56	UV Disinfection Equipment	\$121,000 00						\$121,000 00
	Totals	\$1,229,894.00	\$123,178.00	\$134,672.00		\$257,850.00	21.0%	\$972,044.00

**Resolution 25-15**

**A RESOLUTION CERTIFYING THE PROPERTY TAX LEVY TO THE COUNTY  
AUDITOR IN 2025 FOR TAXES PAYABLE IN 2026**

BE IT RESOLVED, by the council of the City of Harmony, Fillmore County, Minnesota that the following sums, be and hereby are, proposed to be levied upon the taxable property in the City of Harmony, County of Fillmore, State of Minnesota, in the year 2025, for taxes payable in 2026, for the following purposes:

LEVY PURPOSE	LEVY
General Fund	347,700
Library Fund	107,390
Fire Fund	48,668
Parks Fund	93,954
Arts Fund	9,000
Economic Development Authority Fund	124,103
General Obligation Improvement Bonds, Series 2021C-Various Streets	81,572
General Obligation Improvement Bonds, Series 2020A	72,000
General Obligation Improvement Bonds, Series 2024	128,835
Total Tax Capacity Levies	1,013,222

The foregoing resolution was introduced and moved for adoption by \_\_\_\_\_ and seconded by \_\_\_\_\_.

Voting for the Resolution:

Voting Against the Resolution:

Abstained from Voting:

Absent:

Motion carried and resolution adopted this 9th day of December 2025.

\_\_\_\_\_  
Steve Donney, Mayor

ATTEST:

\_\_\_\_\_  
Alissa Stelpflug, Administrator/City Clerk

Resolution No. 25-16

**RESOLUTION DESIGNATING POLLING PLACE WITHIN THE CITY OF  
HARMONY.**

WHEREAS, State Statute 204B.16 requires the governing body of each municipality to designate a polling place for each election precinct for the following calendar year; and

WHEREAS, that designated site for the following calendar year is not a change unless there is an emergency situation causing the location to change, or the polling place has become unavailable; and

WHEREAS, the site designation will be made each year regardless if there is an election scheduled for the next year or not; and

WHEREAS, the purpose of the annual designation is to ensure that voters are not confused as to their polling place and so that no one is required to go to more than one polling place to vote in a school district and municipal election held on the same day,

NOW, THEREFORE BE IT RESOLVED, by the Council of the City of Harmony, Fillmore County, Minnesota, that the City hereby designates the Harmony Community Center at 225 3<sup>rd</sup> Ave SW as the polling place for the City of Harmony for the years 2026 and 2027.

The foregoing resolution was introduced and moved for adoption by \_\_\_\_\_ and seconded by \_\_\_\_\_.

Voting for the Resolution:  
Voting Against the Resolution:  
Abstained from Voting:  
Absent:

Motion carried and resolution adopted this 9th day of December 2025.

\_\_\_\_\_  
Steve Donney, Mayor

ATTEST:

\_\_\_\_\_  
Alissa Stelpflug, Administrator/City Clerk

**Resolution No. 25-17**

**A RESOLUTION MODIFYING UTILITY RATE FEES AND CHARGES FOR  
VARIOUS SERVICES FOR THE CITY OF HARMONY, MINNESOTA**

WHEREAS, the City Council of the City of Harmony has adopted the Minnesota Basic Code as it has been amended and supplemented to be its city code and that the code permits the city to adopt and modify by resolution a schedule of fees and charges for various services,

NOW THEREFORE the City Council of the CITY OF HARMONY, MINNESOTA, ordains:

Section 1. All fees and charges in effect as of the date of the adoption of the city code for the city shall remain in effect unless otherwise modified by the provisions of this resolution. All citations below are to various sections of the city code unless otherwise indicated.

(See Attached Schedule)

The foregoing resolution was introduced and moved for adoption by Council Member \_\_\_\_\_ and seconded by Council Member\_\_\_\_\_.

Voting for the Resolution:

Voting against the Resolution:

Abstained from Voting:

Absent from Voting:

Motion carried and resolution adopted this 9th day of December 2025.

\_\_\_\_\_  
Steve Donney, Mayor

ATTEST:

\_\_\_\_\_  
Alissa Stelpflug, Administrator/City Clerk

**CITY OF HARMONY**  
**Utility Rates**  
**2026 Rates**

	Currnet Rate	Proposed Rate	Change \$	%
<b>WATER</b>				
W-1 <u>General Water Service</u>				
Base Charge	14.25	14.50	0.25	1.75%
Usage/gallon	0.00612	0.00621	0.00	1.47%
W-2 <u>Unmetered Water Service</u>				
All Customers	41.00	41.00	-	0.00%
W3 Disconnection/Turn On Fee	50.00	50.00	-	0.00%
W-4a Seasonal Turn On Fee	25.00	25.00	-	0.00%
W-5 Water Meter Testing Fee	100.00	100.00	-	0.00%
W-6 Water Meter (1st Meter Free)	250.00	250.00	-	0.00%
W-7 <u>Bulk Water</u>				
Base Charge	75.00	75.00	-	0.00%
Usage/gallon	0.00578	0.00578	-	0.00%
Delivery \$25 per person				
<b>SEWER</b>				
S-1 <u>General Sanitary Sewer Service</u>				
Base Charge	27.00	27.75	0.75	2.78%
Usage/gallon	0.01007	0.01027	0.00020	2.00%
S-2 <u>Unmetered Sewer Service</u>				
All Customers	63.00	63.00	-	0.00%
S-3 Extra Connections (per connection)	10.00	10.00	-	0.00%
<b>SOLID WASTE</b>				
SW-2 <u>Recycling</u>	6.30	7.00	0.70	11.11%
SW-1 <u>Refuse</u>	14.20	16.00	1.80	12.68%
<b>STORM SEWER</b>				
SS-1 <u>Storm Sewer (started June 2009)</u>				
Residential Customers	5.00	6.00	1.00	20.00%
Commercial & Industrial Customers	9.00	10.00	1.00	11.11%
School, Church, & Large Customer:	11.50	12.50	1.00	8.70%
<b>LATE FEE</b>				
Penalty Collection Rate *Larger of	1.5%	3.0%	1.5%	100%
or \$	\$ 1.50	\$ 3.00	\$ 1.50	100%

Bill states \*The larger of 3% or \$3.00/month charged to past due accounts.

Assessment for delinquent bills will add a \$50 administrative cost.

	Current Rate	Proposed Rate	Change \$	%
<b>ELECTRIC</b>				
E-1 <u>Residential Electric Service</u>				
Base Charge	9.00	9.25	0.25	2.78%
Usage/kWh (6/15/25-9/15/25)	0.13545	0.13714	0.00169	1.25%
Usage/kWh (1/1/25-6/15/25 & 9/15/25-12/31/25)	0.11277	0.11417	0.00140	1.24%
E-3 <u>Dual Fuel Service</u>				
Base Charge	5.50	5.75	0.25	4.55%
Summer/kWh	0.10248	0.10376	0.00128	1.25%
Winter/kWh	0.07854	0.07952	0.00098	1.25%
E-2 <u>Commercial Electric Service (1-Phase)</u>				
Base Charge	12.75	13.00	0.25	1.96%
Usage/kWh (6/15/19-9/15/19)	0.12978	0.13140	0.00162	1.25%
Usage/kWh (1/1/19-6/15/19 & 9/15/19-12/31/19)	0.10710	0.10844	0.00134	1.25%
E-12 <u>Commercial Electric Service (3-Phase)</u>				
Base Charge	15.25	15.50	0.25	1.64%
Usage/kWh (6/15/19-9/15/19)	0.12978	0.13140	0.00162	1.25%
Usage/kWh (1/1/19-6/15/19 & 9/15/19-12/31/19)	0.10710	0.10844	0.00134	1.25%
E-9 <u>Large Customer Service</u>				
Base Charge	70.00	71.00	1.00	1.43%
Demand/kW	10.00	10.25	0.25	2.50%
Usage/kWh (6/15/19-9/15/19)	0.08547	0.08653	0.00106	1.24%
Usage/kWh (1/1/19-6/15/19 & 9/15/19-12/31/19)	0.06825	0.06910	0.00085	1.25%
E-5 <u>Private Outdoor Lighting</u>				
Monthly	8.00	8.25	0.25	3.13%
E-7 <u>Municipal Outdoor Lighting</u>				
Usage/kWh (6/15/19-9/15/19)	0.11141	0.11280	0.00139	1.25%
Usage/kWh (1/1/19-6/15/19 & 9/15/19-12/31/19)	0.08915	0.09026	0.00111	1.25%
E-8 <u>Municipal Pumping</u>				
Base Charge	13.00	13.25	0.25	1.92%
Usage/kWh (6/15/19-9/15/19)	0.11141	0.11280	0.00139	1.25%
Usage/kWh (1/1/19-6/15/19 & 9/15/19-12/31/19)	0.08490	0.08596	0.00106	1.25%
E-9 Disconnection/Turn On Fee	50.00	75.00	25.00	50.00%
E-9a Seasonal Turn On Fee	25.00	25.00	-	
E-11 Electric Meter (1st Meter Free)	75.00	225.00	150.00	200.00%

**Resolution No. 25-18**

**A RESOLUTION MODIFYING A SCHEDULE OF FEES AND CHARGES FOR  
VARIOUS SERVICES FOR THE CITY OF HARMONY, MINNESOTA**

WHEREAS, the City Council of the City of Harmony has adopted the Minnesota Basic Code as it has been amended and supplemented to be its city code and that the code permits the city to adopt and modify by resolution a schedule of fees and charges for various services,

NOW THEREFORE the City Council of the CITY OF HARMONY, MINNESOTA, ordains:

Section 1. All fees and charges in effect as of the date of the adoption of the city code for the city shall remain in effect unless otherwise modified by the provisions of this resolution. All citations below are to various sections of the city code unless otherwise indicated.

(See Attached Schedule)

The foregoing resolution was introduced and moved for adoption by Council Member \_\_\_\_\_ and seconded by Council Member \_\_\_\_\_.

Voting for the Resolution:

Voting against the Resolution:

Abstained from Voting:

Absent from Voting:

Motion carried and resolution adopted this 9th day of December 2025.

\_\_\_\_\_  
Steve Donney, Mayor

ATTEST:

\_\_\_\_\_  
Alissa Stelpflug, Administrator/City Clerk



**CITY OF HARMONY**  
Section 31.11a  
Table of Fees and Charges  
Recommended Effective 01/01/2026

<b>BUSINESS LICENSES</b>		
Liquor, off-sale only		\$240.00
Liquor, on-sale only		\$650.00
Liquor, on-sale, Sunday		\$125.00
Liquor, on/off sale combination		\$750.00
Micro distillery Off-Sale License with Cocktail Room		\$750.00
Wine & Strong Beer, on-sale	Chapter §113	\$225.00
3.2 beer, off-sale	Chapter §113	\$100.00
3.2 beer, on-sale	Chapter §113	\$100.00
Cannabis license		\$225.00
Plumber's license	§53.70	\$50.00
Consumption and Display Permit	§113.22 (J)	\$50.00
Tree service license	§33.179 & §33.181	\$25.00
Adult Oriented Businesses	§116.07	\$1,000.00
Tattoo & Body Piercing	§115.03	\$500.00
Peddler License	§112.03	\$10.00
Electric License (Non-master)	§54.70	\$100.00
Amusement Activities	§111.01	\$25.00
Motorized Bicycles	§72.32	\$10.00
Golf Carts/UTV/ATV	§72.52	\$10.00
<b>ANIMAL LICENSES</b>		
License fee	§91.02	\$15.00
Late penalty after May 1st	§91.02	\$5.00
Replacement dog tag	§91.02	\$3.00
Impounding Fee (1 <sup>st</sup> Offense)	§91.05	\$20.00/day
(2 <sup>nd</sup> Offense)		\$35.00/day
(3 <sup>rd</sup> Offense)		\$50.00/day
Kennel License		\$50.00
<b>COMMUNITY BUILDINGS</b>		
<b>Community Center</b>		
Meeting room		\$50.00 per ½ day
Gymnasium – 4 Hours		\$100.00
Gymnasium – 8 Hours		\$200.00
Gymnasium for auction (two-day max incl. kitchen)		\$300.00
Park Shelters		\$20.00 per Day

<b>PUBLIC SAFETY</b>		
Ambulance BLS Rate		\$750.00
Ambulance ALS Rate		\$950.00
Ambulance Mileage (per loaded mile)		\$12.00
Ambulance No Transport/Standby		\$250.00
Fire calls per hour (outside city limits)		\$300.00
Fire calls per hour (inside city limits)		\$200.00
Thermal Image Camera w/operator per hour		\$100.00
Administrative Parking Citation		\$25.00
Administrative Citation (other than parking)		\$75.00
Fire Hydrant Fee	§53.08	\$50.00
<b>ADMINISTRATION</b>		
Election filing fee		\$2.00
Copy charges: one sided (B&W)		\$0.10
two sided (B&W)		\$0.15
one sided (color)		\$0.25
Fax charges: in & out/page		\$1.00
returned check charge		\$30.00
<b>PUBLIC WORKS</b>		
Labor/hour (minimum 1 hour)		\$50.00/weekday & \$100.00/holiday & weekends
Equipment/hour (minimum 1 hour)		\$100.00
Salting/Sanding Parking Lot		\$75.00/sm lot \$100.00/lg lot
Right of Way Permit	§93.25	\$25.00
Delay Right of Way Permit (after 30 days)	§93.20	\$10.00/day
Water Cooled Air Conditioning	§53.07	\$50.00
Electric Inspection Permit	§54.29 & §54.30	Based on State Board of Elec
Sewer hook-up		\$500.00
Water hook-up		\$300.00/\$700.00
Electric hook-up		\$500.00

<b>COMMUNITY DEVELOPMENT</b>	
Zoning permit (0-999 sq ft)	\$50.00
Zoning permit (1,000-1,999 sq ft)	\$125.00
Zoning permit (2,000 & over sq ft)	\$250.00
Conditional use permit application	\$100.00
Variance application	\$150.00
Rezoning application	\$150.00
Solar Application	\$800.00
Subdivision application	\$100.00
Subdivision fees per lot	\$50.00
<b>CAMPGROUND</b>	
Camper/Night	\$30.00
Camper/Week	\$150.00
Camper/Month	\$400.00
Camper/Summer (May-August)	\$800.00
Tent/Night	\$15.00
Tent/Week	\$75.00
Tent/Month	\$200.00
Tent/Summer (May-August)	\$400.00

# City of Harmony Paid Family and Medical Leave (MPL) Policy

## Policy Statement

The Paid Family and Medical Leave (MPL) policy provides eligible employees with job-protected time away from work for qualifying personal or family health conditions or major life events. Leave may be used alone or in conjunction with accrued paid time off. This policy is intended to support employees during periods of serious health concerns, family care needs, or other qualifying events as defined below.

---

## A. Overview

Minnesota Paid Family and Medical Leave (MPL) provides time off to eligible employees under Minnesota Statute 268B. The program offers job protection and partial wage replacement to employees who are unable to work due to a qualifying personal or family-related event.

The MPL program is funded through payroll tax premiums shared between employers and employees. The benefit amount is based on the employee's average weekly wage in relation to the state average weekly wage. For full statutory language, refer to Minnesota Statute 268B.

---

## B. Premiums

Effective January 1, 2026, the City will pay 50% of the required MPL premium, and employees will pay the remaining 50% through payroll deductions (employee portion shall not exceed the maximum allowable by MPL).

---

## C. Eligibility

Eligibility for MPL benefits is determined by the State of Minnesota. Generally, employees must:

1. Meet the qualifying reason for leave under Minnesota law;
  2. Work at least 50% of their time from a location in Minnesota (including remote work); and
  3. Meet the financial eligibility threshold established by Minnesota Statute 268B at the time of the leave request.
- 

## D. Benefit Amount

Weekly MPL benefits are calculated by the Minnesota Department of Employment and Economic Development (DEED). Benefits range from 55% to 90% of an employee's regular wages, up to a maximum weekly benefit equal to the state average weekly wage.

---

## E. Benefit Year

The benefit year is a 12-month period measured forward from the employee's first day of MPL leave.

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## F. Notice Requirement

Employees must notify their supervisor of their intent to take leave and the anticipated timing and duration.

- If the need for leave is foreseeable, at least 30 days' advance notice is required. A Paid Leave Request Form must be submitted to the supervisor prior to applying for MNPL.
- If 30 days' notice is not practicable due to an emergency or change in circumstances, notice must be given as soon as practicable.

---

## G. Seven-Day Initial Qualifying Event

A qualifying event must last at least seven calendar days (consecutive or intermittent) to be eligible for MPL benefits. This period is retroactively payable and not considered an unpaid waiting period.

Bonding leave is exempt from this requirement.

---

## H. Certification

Employees must provide appropriate certification from a health care provider (for self or family member) when submitting an MPL claim.

---

## I. Leave Entitlement and Usage

Eligible employees may receive up to:

- **12 weeks of medical leave** per benefit year for their own serious health condition, including pregnancy, childbirth, recovery, or major surgery.
- **12 weeks of family leave** per benefit year to:
  - Bond with a child through birth, adoption, or foster placement (within 12 months of placement);
  - Care for a family member with a serious health condition;
  - Address a family member's military duty; or
  - Take safety leave related to domestic abuse, sexual assault, or stalking.

Employees may take both medical and family leave in a single benefit year, not to exceed a combined 20 weeks total.

---

## J. Definition of Family Member

For purposes of MPL, "family member" includes:

- Spouse or partner
- Child (biological, adopted, step, or foster; or a child under the employee's care)
- Parent or person who raised the employee
- Sibling

- Grandparent or grandchild
  - In-laws (father, mother, son, daughter)
  - Any individual with whom the employee has a family-like relationship and who depends on the employee for care
- 

## **K. Intermittent Leave**

Employees may request intermittent leave when medically necessary or appropriate for care needs.

- **Eligibility:** Employees must have at least eight hours of accumulated leave unless more than 30 days have elapsed since their initial MPL use.
  - **Notice:** Employees should make reasonable efforts to provide written notice to their supervisor, including:
    1. The proposed intermittent leave schedule; and
    2. Certification from a health care provider detailing the necessity, frequency, and expected duration.
  - **Leave increments:** Intermittent leave may be taken in one-day increments (e.g., 8- or 12-hour shifts).
- 

## **L. Supplementing MPL Benefits with Paid Leave**

Employees may use accrued Paid Time Off (PTO), vacation, or sick leave to supplement MPL wage replacement, up to 100% of regular wages.

Use of paid leave for supplementation is voluntary but must be requested in writing to the supervisor.

---

## **M. Application Process**

After discussing leave plans with their supervisor, employees must file an MPL claim through the third-party designated administrator.

Applications may be filed up to 60 days before the anticipated leave start date.

Employees are responsible for initiating their claim and submitting all required documentation in a timely manner. Failure to do so may result in denial or closure of the claim.

The City of Harmony does not determine claim eligibility or benefit approval. The City may be asked to verify employment-related information but does not control claim outcomes.

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## **P. Reimbursement for Overpayment**

Per Minnesota Statute 268B.185, employees who receive overpaid MPL benefits must promptly repay the overpayment, including any penalties or interest, to the appropriate administrator.

---

## **Q. Health Coverage During Leave**

The City will continue to provide group health insurance during MPL under the same conditions as prior to leave. Employees must continue to make timely premium payments.

If no paid leave is available, employees are responsible for direct payment of their portion of premiums to maintain coverage.

---

## **R. Coordination with Other Leave Laws**

MPL will run concurrently with other applicable leave entitlements (e.g., FMLA).

If MPL benefits are exhausted but FMLA coverage remains, the FMLA policy will govern the remainder of the leave period.

---

## **S. Worker's Compensation Offset**

Employees may not receive MPL benefits for any week in which they receive workers' compensation wage replacement equal to or exceeding the MPL benefit. Any overlap will be handled per Minnesota Statutes 268B.06, Subd. 6, and 268B.185.

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## **T. Reinstatement**

Employees returning from MPL will be reinstated to their previous or equivalent position with the same pay, benefits, and service credit, provided they have worked for the City at least 90 calendar days prior to the start of leave.

If an employee is unable to perform essential job functions upon return, the City will engage in an interactive process in accordance with the ADA, MHRA, and related policies.

---

## **U. Non-Retaliation**

The City strictly prohibits interference, discrimination, or retaliation against employees who request or take leave in accordance with the Minnesota Paid Family and Medical Leave Act.

# Environmental Water Services



## City Of Harmony

### Monthly Council Report

Report for the Month of November 2025

- 1.) Completed DMR no limit exceedances Rick/Corey.
- 2.) Completed rounds, checks and process control.
- 3.) Conducted MLSS checks.
- 4.) Checked biological activity under microscope Rick / Corey.
- 5.) Spoke with John Friel regarding UV improvements.
- 6.) Followed up on biosolids application submitted additional paperwork.
- 7.) Attended weekly update meetings in regard to the UV building project.
- 8.) Conducted rounds and checks as required while Corey was out.
- 9.) Reviewed sample results for UC labs.
- 10.) Reviewed Annual Compliance report for Harmony from the MPCA.

# CITY OF HARMONY CITY COUNCIL

# AGENDA ITEM COVER SHEET

Originating Staff: <b>Alissa Stelpflug</b>	Meeting Date: <b>December 9, 2025</b>	Agenda Item No. <b>7b</b>
Agenda Section: <b>New Business</b>	Item: <b>EDA Board Appointments</b>	
<p><b>BACKGROUND:</b> Kerry Kingley's term on the EDA Board has concluded following 12 years of service, comprising of two six-year terms. The City extends its appreciation for his dedication and contributions to the Harmony EDA.</p> <p><b>Recommendations:</b> Mayor Donney recommends appointing Kelsey Bergey to fill the current vacancy and begin her first six-year term. Mayor Donney also nominates himself to return to the EDA Board and assume the seat currently held by Kyle Scheevel.</p>		
<p><b>ATTACHMENTS:</b></p>		
<p><b>COUNCIL ACTION REQUESTED:</b></p> <ol style="list-style-type: none"><li>1. Motion to approve Kelsey Bergey to the EDA Board to fill the existing vacancy and begin a six-year term.</li><li>2. Motion to approve Mayor Donney to the EDA Board to replace Kyle Scheevel and begin a new six-year term.</li></ol>		



---

## SUBORDINATION AGREEMENT

December 9th, 2025

FOR VALUABLE CONSIDERATION, the undersigned hereby subordinates the lien on real property in Fillmore County, Minnesota, legally described as follows:

Lot 11, Block 5, Original Plat, City of Harmony

which is evidenced by a Mortgage dated 08/21/24 and recorded on 10/29/24, as Document Number 448423, in the Office of the County Recorder of Fillmore County, to a subsequent lien evidenced by a mortgage from First Southeast Bank to SRH, LLC in an amount not to exceed ONE HUNDRED SEVENTY-SIX THOUSAND Dollars (\$176,000.00) and recorded on 11/18/25 as Document Number 452700 in the Office of the County Recorder of Fillmore County, Minnesota.

**City of Harmony**

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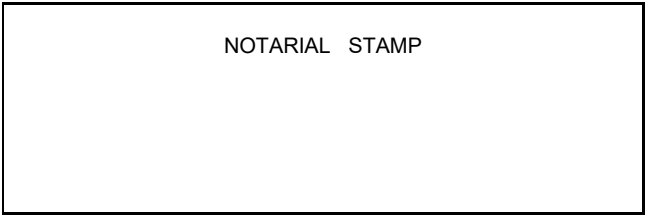
By: Steve Donney  
Its: Mayor

---

By: Alissa Stelpflug  
Its: City Administrator/Clerk

STATE OF MINNESOTA            )  
  ) ss.  
COUNTY OF FILLMORE        )

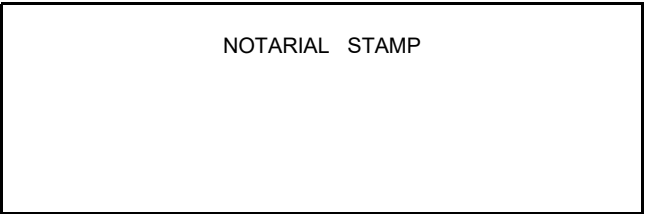
The foregoing instrument was acknowledged before me on December 9th, 2025, by Steve Donney as Mayor of the City of Harmony, a Minnesota municipal corporation.



\_\_\_\_\_  
NOTARY PUBLIC

STATE OF MINNESOTA            )  
  ) ss.  
COUNTY OF FILLMORE        )

The foregoing instrument was acknowledged before me on December 9th, 2025, by Alissa Stelpflug as City Administrator/Clerk of the City of Harmony, a Minnesota municipal corporation.



\_\_\_\_\_  
NOTARY PUBLIC

THIS INSTRUMENT DRAFTED BY:

**NETHERCUT** ■  
**SCHIEBER PA**  
LEGAL & TITLE SERVICES ■  
32 MAIN AVE N | PO BOX 657  
HARMONY, MN 55939

**CITY OF HARMONY**  
**City Council**

**Agenda Item**  
**Attachment**

Originating Staff: <b>Katrina Hurley</b>	Meeting Date: <b>December 9, 2025</b>	Agenda Item No.
Agenda Section: <b>EDA Report</b>	Item: <b>Revolving Loan Fund (RLF) Interest Rate</b>	

**Details:**

At its December 4, 2025 meeting, the Harmony Economic Development Authority (EDA) voted to update the terms of the City’s Revolving Loan Fund (RLF) to ensure fairness and stability for all borrowers. Under the previous system, interest rates fluctuated daily with the Wall Street Journal prime rate, resulting in significant disparities among borrowers (ranging from 3% to 7.89%).

**Current Verbiage in RLF Guidelines:**

“The interest rate for any loan will be the prime interest rate as published in the Wall Street Journal the day of application.”

**Approved Changes by EDA**

- Fixed Interest Rate for Loans \$25,000 or Less: All RLF loans at or below \$25,000 will carry a fixed interest rate of 3%.
- Loans Above \$25,000: Interest rates for loans greater than \$25,000 will be negotiable up to the fixed prime rate at the time of application.
- Refinancing Opportunity: All current RLF recipients will be offered the chance to refinance under the new terms to ensure equitability.

**Request to Council**

The EDA respectfully requests final approval from the City Council to implement these changes with an effective start date of January 1, 2026. This date provides adequate time to notify current borrowers, prepare refinancing materials, and ensure a smooth transition to the new structure.

**Action Requested:**

Motion to approve the updated Revolving Loan Fund interest rate structure, with an effective start date of January 1, 2026.

# CITY OF HARMONY CITY COUNCIL

# AGENDA ITEM COVER SHEET

Originating Staff: <b>Cara McCoy</b>	Meeting Date: <b>December 9th, 2025</b>	Agenda Item No. <b>7ei</b>
Agenda Section: <b>Reports</b>	Item: <b>Library Board Appointments</b>	
<b>BACKGROUND:</b> The Harmony Public Library Board wishes to recommend Kay Himlie to fill our open library board seat with a term starting January 1st, 2026.		
<b>ATTACHMENTS:</b> None		
<b>COUNCIL ACTION REQUESTED:</b> Approve Recommendation as presented.		

# CITY OF HARMONY CITY COUNCIL

# AGENDA ITEM COVER SHEET

Originating Staff: <b>Cara McCoy</b>	Meeting Date: <b>December 9th, 2025</b>	Agenda Item No. <b>7eii</b>
Agenda Section: <b>Reports7e</b>	Item: <b>Library Board Recommendation</b>	
<b>BACKGROUND:</b> Six Month Review of <a href="#">Alayna Holets</a> as Children's Librarian and Library Aide. The Harmony Public Library Board recommends promoting Alayna to Grade 2, Step 1 for Children's Librarian and Grade 1, Step 1 for Library Aide. Yearly Review of <a href="#">Sue Olinger</a> as Library Aide. The Harmony Public Library Board recommends promoting Sue to Grade 1, Step 1.		
<b>ATTACHMENTS:</b> None		
<b>COUNCIL ACTION REQUESTED:</b> Approve Recommendation as presented.		

# **FILLMORE COUNTY SHERIFF**



## **Office of the FILLMORE COUNTY SHERIFF**

JOHN DEGEORGE Sheriff  
LANCE BOYUM Chief Deputy  
901 Houston St. NW  
PRESTON, MN 55965-1080

Tel: 507-765-3874  
Emergency Dial 911  
Fax: 507-765-2703

Date: December 2, 2025  
To: Harmony City Council  
From: Leif Erickson, Deputy Sheriff  
John DeGeorge, Fillmore County Sheriff  
Re: November 2025 Monthly Council Report

### **Calls for Service / Patrol Activity:**

Reported Date	Title	Street Name
2025-11-01	Disorderly Conduct	MAIN AVE
2025-11-02	Traffic	HIGHWAY 52
2025-11-04	Assist	THIRD ST
2025-11-05	Ambulance	MAIN ST
2025-11-06	School Call	MAIN AVE
2025-11-06	Civil	MAIN AVE
2025-11-06	Mental Health	1st Avenue
2025-11-07	Civil	5TH ST
2025-11-08	Theft	SECOND AVE
2025-11-09	Alarm	MAIN AVE
2025-11-10	Domestic Disturbance	2ND ST
2025-11-11	Alarm	1st AVE
2025-11-13	Animal Complaint	2ND AVE SW
2025-11-13	Crash	MAIN AVE
2025-11-13	Traffic	HWY 52
2025-11-14	Traffic	HWY 52
2025-11-17	MAARC	MAIN AVE
2025-11-17	Alarm	CENTER ST
2025-11-18	Assist	5TH AVE

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2025-11-19	Civil	1ST AVE
2025-11-20	Civil	1ST AVE
2025-11-20	Predatory Offender	NIAGARA CT
2025-11-20	Fraud/Scam	2nd AVE
2025-11-20	Ambulance	MAIN AVE
2025-11-20	Traffic	HWY 52
2025-11-20	Traffic	HWY 52
2025-11-21	Suspicious Activity	2nd AVE
2025-11-21	Fraud/Scam	2ND AVE
2025-11-22	Assist	3rd AVE
2025-11-23	Traffic	MAIN ST
2025-11-23	Traffic	MAIN ST
2025-11-24	Ambulance	1st AVE
2025-11-25	Civil	3rd AVE
2025-11-28	Animal Complaint	3rd AVE