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City of Medicine Lake

City Council Meeting Agenda June 1, 2026

6:00 PM - Call to Order

Pledge of Allegiance

Approval of agenda for June 1, 2026 meeting

Acknowledgment of Minutes for May 4, 2026 council meeting and Special Council Meeting

Hennepin County Sheriff Report

Open Forum

- Kirstin Nielsen – Jevne
- Kera Messinger – lake quality concerns

Department Reports

- Fire Department: Chief Rich Halvorsen/Asst. Mike Fox
- Bassett Creek Watershed Commissioner: Clint Carlson/Shaun Kennedy/Susan Wiese
- Planning Commissioner: Jesse Swanson
- Public Works: Bill and Ruth
- Treasurers' Report: Gary Englert

Officer Reports

- Councilmember Ruth Hovey
- Councilmember Ron Tomczik
- Councilmember Nina Zelazny
    - Snow Plowing Specifications
    - Public Works Administrator Position
- Councilmember McNaughton
- Mayor Chris Heim

New Business

- MPCA released statement that the MS4 Permit will not need to be submitted by June 30, 2026, however when this program kicks in again we are required to submit for every previous year beginning with 2022.
- Met Council Preliminary 2025 population estimate: 165 housing units, 160 households, 357 people.

City of Medicine Lake

May 4, 2026
City of Medicine Lake
Council Minutes - DRAFT

Present: Chris Heim, Councilor Bill McNaughton, Ron Tomczik, Ruth Hovey, Nina Zelazny; Treasurer Gary Englert, Clerk Therese Polum, Fire Chief Mike Fox, BCWMC Commissioner Clint Carlson, Planning Commission Jesse Swanson,

Council and Staff Absent: TAC Shaun Kennedy, Fire Chief Rich Halvorson, BCWMC TAC Susan Wiese

Other attendees: Tom Vierkant, Bryant Jones,

Mayor Heim called the meeting to order at 6:05 p.m. The Pledge of Allegiance was recited.

Minutes and Agenda

- **Motion to approve the agenda forwarded by Councilmember Hovey and seconded by Councilmember McNaughton. Yea – Heim, Hovey, McNaughton, Zelazny, Tomczik. Motion passed.**
- **Motion to approve the April 6, 2026 city council minutes forwarded by councilmember Hovey and seconded by Councilmember Zelazny. Yea – Heim, Hovey, McNaughton, Tomczik, Zelazny, Tomczik. Motion passed.**

Hennepin County Sheriff – absent

- No reported

Three Rivers Park District: District Commissioner Marge Beard

- Presented on her background
- Presented on Three Rivers Park District using the presentation included in the packet
- Reported the boardwalk trail is behind schedule
- Reported on water quality: Medicine Lake water is tested bi-weekly, working on a future alum treatment for Medicine Lake, water level currently good, DNR grant received (20k) to treat starry stonewort this season, 4,400 (1500 hours) watercraft inspections at French Park. Hennepin County cut their funding from 50K to 20K however Three Rivers is filling this gap. 2026 is the 'year of the river' theme; 100 years ago a fish study was done and three fish were counted, many more fish today so much to celebrate
- Recreation is the primary use of Three Rivers Parks, highlights of specific parks were presented
- Turtle Fest is coming and is a grand event, very popular

Mayor Heim thanked Commissioner Beard for her continued service to assist with so many items and items related to our recent road project. BCWMC Clint Carlson asked a few questions and added some positive comments. Mayor Heim asked a few more questions regarding the boardwalk trail and other trails.

Open Forum

Tom Vierkant

- Provided his background including he is a citizen for 10 years
- His topic is road plowing
- He presented a slideshow of photos of the road during various winter/snow conditions
- Plowing the roads needs some work, current plowing makes the road unwalkable, and un-useable, he presented several examples on the concerns using photos from this past winter
- He presented 40 to 60 citizens feel the same as him that the city needs to do better as a city on plowing
- He presented many occurrences on specific lack of plowing during multiple conditions, multiple locations, multiple examples
- He owns the company Medicine Lake Renew LLC, has insurance and a backup plan and is offering a solution to be hired as the city contractor to plow the city roads, keep them plowed appropriately, plow the full width of the road, and plow the trails
- He offered his price may be around $14,000

Mayor Heim asked some additional questions, discussion pursued. Councilor Zelazny would like council to hire Tom to perform the plowing. Discussion continued on this idea compared to continuing with the same company compared to other options including requesting proposals from other companies and what exactly are the plow contract expectations.

Next step: define plowing expectations to take out to get pricing. Discussion continued on who should be involved on developing the plowing expectations. Councilor Zelazny will create a document outlining expectations to use to acquire quotes and will have this ready for June council meeting.

Bryant Jones

- Presented on his qualifications on playground standards, audits, compliance
- He expressed we currently have a liability issue as we do not have inspection records and the city needs an initial inspection on new playground, and continued inspections and record keeping. A program is needed for the new playground including inspection plan.
- He presented Three Rivers or Plymouth would be a resource to provide people to hire for the initial inspection as a starting task.
- Councilor McNaughton will call Plymouth and the playground company to hire someone for the initial playground inspection

Council Zelazny asked about filling a role for public works type items with a designated list of responsibilities. Discussion pursued. June meeting: have a detailed discussion on this role/topic. Mayor Heim continued to discuss using citizens versus going to outside sources and Plymouth for various items as they pop up.

Fire Department Report – Mike Fox

- Reported he sent the report out late thus not included in packet
- Reported no calls since February, boat is on the water and is updated, medical training ride along for some were recently held, Osseo High School included in recent citywide drill including scenarios with the ambulance, two new rookies, losing a fire fighter, and some
- Mayor Heim asked about the radios and to make sure they are current. Asked have drills been happening using the fire hydrants and yes is the answer, and this will be on-going. Asked about hose ramps, and yes city owns hose ramps.

Bassett Creek Watershed Management Commission Report – Shawn Kennedy/Clint Carlson/Susan Wiese

- Reported he was happy that Commissioner Beard was able to come and present today
- Reported

Planning Commission Report – Jesse Swanson

- Reported comprehensive plan in process
- Reported on water connection topics, he is discussing with City of Plymouth to assign an assessment to each home to trigger title to research the water hook up requirements. Councilor McNaughton stated Medicine Lake can assign an assessment of zero dollars to each property to trigger this through title, he will have this discussion with legal council

- Mayor Heim reported on 233 Peninsula Road complaints, council will expect a resolution on June 1 regarding an official order abatement process where city will be paying to take care of this property
- Mayor Heim reported on 239.5 Peninsula Road complaints, council may expect a resolution on this property in the near future for similar items as 233 Peninsula Road
- Mayor Heim presented on many racoon complaints arriving into city inbox

Public Works – Councilor McNaughton and Ruth Hovey

- No report

Treasurer's Report – Gary Englert

- Receipts in reporting period: $15,302
- Receipts year to date: $196,713
- Disbursements in reporting period: $12,062
- Disbursements year to date: $189,512

Reported on receipts and disbursements. Mayor Heim asked for a summary check in during June meeting.

Motion to approve the summary spending, receipts and cash balances through April 30, 2026 forwarded by Councilmember McNaughton and seconded by Councilmember Zelazny. Yea -Heim, Hovey, McNaughton, Zelazny, Tomczik. Motion passed.

Officer Reports:

Councilmember Hovey

- Reported on Sheriff's report,
- NNO food truck, Sheriff will be present, starting the planning

Councilmember Tomczik
- No report

Councilmember Zelazny
- Reported on rental renewals in process
- Reported on election clerk items on-going. Mayor and two regular 4-year council terms submitted. Have received some volunteers.

Councilmember McNaughton
- Reported on closet construction
- Reported street sweeping this week
- Reported manhole repair work to start this week
- Reported Veit will be in soon to finish the last items
- Reported on a proposal from Bolton Menk regarding facilities conditions assessment on city hall and fire hall, passed out proposal to council for review and discuss at June council meeting.
- Reported on racoons

Mayor Heim
- His items covered

New Business:
- none

Motion to adjourn at 8:06 pm by councilmember Hovey seconded by councilmember McNaughton. Yea – Heim, Hovey, McNaughton, Zelazny, Tomczik. Motion passed.

Respectfully submitted,

Therese Polum
City Clerk

Approved on: _____

City of Medicine Lake

May 4, 2026
City of Medicine Lake
Special Council Minutes - DRAFT

Present: Mayor Chris Heim; Councilors Bill McNaughton, Ruth Hovey, Ron Tomczik, Nina Zelazny; Treasurer Gary Englert, Clerk Therese Polum

Council and Staff Absent: None

Mayor Heim called the meeting to order at 6:00 p.m.

Motion to approved resolution 26-07 approving a liquor license for LLW Partners, LLC to serve on sale, intoxicating and 3.2 percent malt liquor at their business "The Hutton House" located at 10715 South Shore Drive, Medicine Lake, Minnesota forwarded by councilmember Hovey and seconded by councilmember McNaughton. Mayor Heim, councilmembers McNaughton, Hovey, Tomczik, Zelazny in favor. Motion passed.

Motion to approved resolution 26-08 approving a Sunday liquor license for LLW Partners, LLC to serve on sale, intoxicating and 3.2 percent malt liquor at their business "The Hutton House" located at 10715 South Shore Drive, Medicine Lake, Minnesota forwarded by councilmember Hovey and seconded by councilmember McNaughton. Mayor Heim, councilmembers McNaughton, Hovey, Tomczik, Zelazny in favor. Motion passed.

Motion to adjourn by councilmember Tomczik and seconded by councilmember Zelazny. Mayor Heim, councilmembers McNaughton, Tomczik, Hovey, Zelazny in favor. Motion passed at 6:05 pm.

Respectfully submitted,

Therese Polum

Therese Polum
City Clerk

Approved on:

City of Medicine Lake, Fire Department
10609 South Shore Drive ● Medicine Lake, Minnesota 55441 ● (763) 542-9701

May 28th, 2026

To The Medicine Lake City Council,

The Medicine Lake Command Staff has a request on behalf of a former officer.

MJ Zappa joined us in 2015 and was one of our most dedicated firefighters and officers through 2024. As a North Memorial paramedic, MJ completely reinvented our medical capability from protocols to equipment to training. As a firefighter, MJ regularly took additional state certifications, led trainings and calls, and worked to operationalize our approach to fire by building SOPs and call plans. MJ is almost certainly the most trained member MLFD has ever had in either prehospital care or fire service.

In 2021, MJ started taking fire-medic contracts on cruise ships and at Antarctica bases (McMurdo and South Pole). Between contracts, he would come back to Medicine Lake and find major MLFD undertakings to keep busy and advance our service. He returned to MLFD on five such breaks between 2021 and 2024 earning fire Service Credit during those short periods of concentrated effort.

A Volunteer Firefighter's primary monetary compensation for work like this is state and city aid funds that get progressively vested to the firefighter over a multi-year vesting schedule. Service Credit is accumulated which vests in annual chunks--once a full year's worth of additional service credit is accumulated, the firefighter's vesting level increases and more of the aid money reserved for that member is "earned" for eventual retirement distribution.

MJ's additional, concentrated efforts during his time back with MLFD from 2021 and 2024 helped advance the department substantially, but, unfortunately, yielded Service Credit numbers that fell just short of the next vesting level. Ultimately, MJ's return trips/projects between contracts from 2021 to 2024 yielded no additional retirement benefit than if he had just retired from MLFD in 2021.

Falling short of the next vesting level is not a unique scenario and generally would not require intervention, but MJ's situation and contributions are unique. We cannot legally advance him to the next vesting level--that can ONLY be earned with additional, in-person Service Credit. MJ is now a full-time paramedic and permanent resident in New Zealand with no plans to return to Medicine Lake, so MJ will also not be able to gain more Service Credit in the future.

However, we can pay him directly for his work. This an extraordinary solution that I believe matches this extraordinary situation. MJ completed work during his five return trips that was project-based, expert-led, and high priority--characteristics of consulting work. Importantly, I captured hours for these exact projects and can produce evidence of the effort and results of his work. The hours that MJ put in for

City of Medicine Lake, Fire Department
10609 South Shore Drive ● Medicine Lake, Minnesota 55441 ● (763) 542-9701

normal drills, certification maintenance, officer meetings, and emergency response would not fit the consulting profile and would not be considered for direct compensation. Here is a summary of the projects and hours I documented for MJ's work.

Consulting Support	Hours	Proposed Wage	Proposed Consulting Value
EMR Course Instruction	38	$20.00	$760
CPR Refresher Instruction	6	$20.00	$120
OEC Simulation Planning	10	$20.00	$200
SOP/Handbook Development	40	$20.00	$800

I believe a very fair consulting rate for this work would be $20/hr--just a few dollars above Minneapolis's minimum wage. 94 hours at $20/hour comes to $1,880 in consulting compensation. This expense would be paid for by the MLFD operating budget--no additional funds requested. I am writing this letter to thoroughly document this decision and to make clear that MLFD views this as an extraordinary situation and does not intend to make direct payment to MLFD firefighters for MLFD project work a common method for handling similar situations.

MJ's situation has weighed heavily on MLFD command staff because of how much we feel we owe him as a department and a city. He was a huge factor in maturing our department to the level we've achieved--which will help improve safety to minimize home insurance costs--saving all Medicine Lake residents money.

Sincerely,

Michael Fox

Asst. Fire Chief

Medicine Lake Fire Department

Council Report

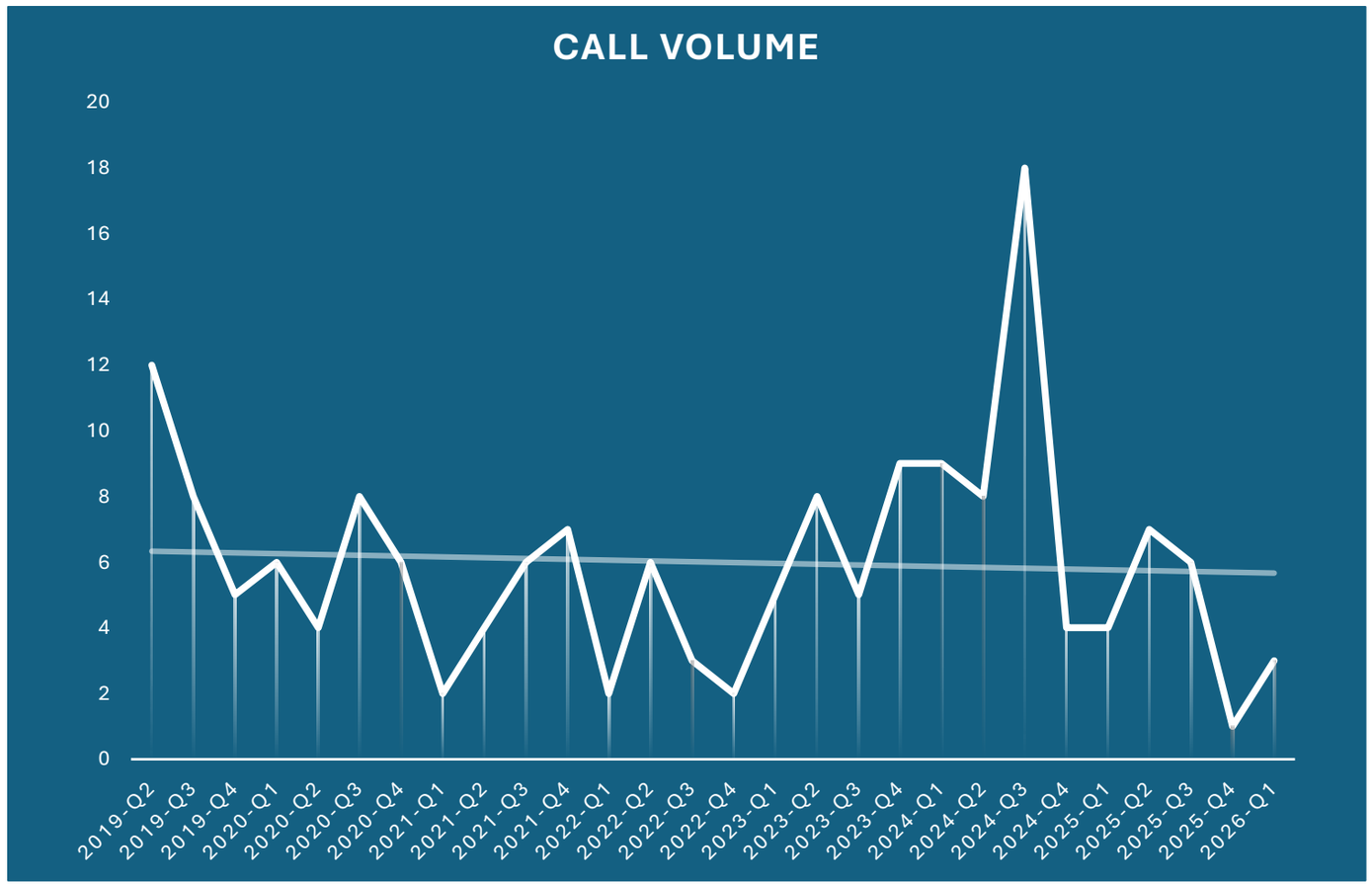
Medicine Lake Fire & Rescue

2026-05-29

Calls

2026 Calls

Date	Event	NERIS Category
2026-01-10	Medical - Fall	RESCUE
2026-02-21	Car Through Ice	SERVICE
2026-02-25	Missing Vehicle on the Lake	RESCUE
2026-05-15	Medical - Illness	RESCUE
2026-05-16	Lake Assist	SERVICE



Events

RECENT EVENTS

- 5/5 Live Burn Trailer training. We hold a live burn training at least annually to maintain interior firefighting practice.
- 5/8 B11 lift and dock were deployed by firefighters and community volunteers.
- 5/19 Centerpoint Energy (CPE) training. CPE trainers ran a training with MLFD to refresh gas leak best practices.

UPCOMING EVENTS

- 6/2 Training - Water Rescue
- 6/16 Training - Patient Assessment & Vitals

Projects & Discussion

PROJECTS

- U11 Kits – build kits specific to different U11 response use cases (e.g., medical calls, lake calls, clearing storm debris, hauling eqpt). This will project will slowly deploy over 2026.
- EV Fire Readiness – EV fires are a big challenge for Fire Departments everywhere and we have a lot of EVs in the city. We are still discussing our best approach here, but it will likely be a combination of an EV blanket, hose attachment to dispense water under a car, and rigging to pull a burning vehicle out of a garage.
- 5” Hose – E12 still have 3” supply line but would be better suited with 5” line. This is an expensive upgrade, so we’re always monitoring auctions for an opportunity to pick up used line.

DISCUSSION

- Consulting fee alignment—Traditionally, firefighters volunteer their time in exchange for eventual vesting in the Relief Association program. In reflecting on MJ’s history with the department, it is clear he provided tremendous value to the department and community through his service; however, because his involvement occurred over several separate periods of time, his service did not align with the traditional duration-based structure under which Relief Association benefits are earned. As such, MLFD’s leadership believes it is reasonable for the City to consider a modest time-based retroactive compensation arrangement tied specifically to MJ’s documented consulting-style contributions, in lieu of participation in Relief Association benefits. Reference separate department letter for details.

City of Medicine Lake, Fire Department

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City of Medicine Lake, Fire Department

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Sincerely,

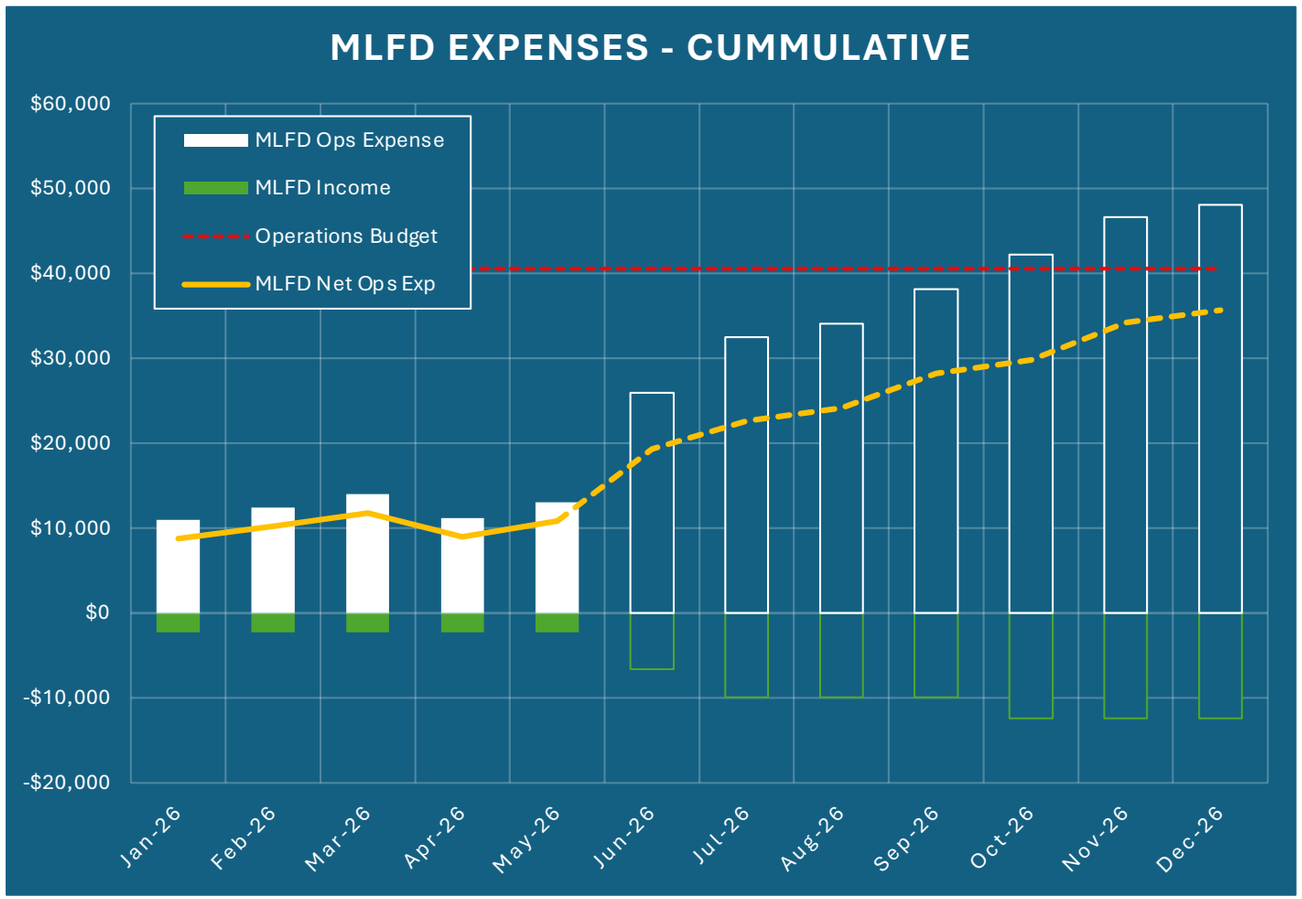
Michael Fox

Asst. Fire Chief

Medicine Lake Fire Department

Expenses - YTD

NOTE: numbers may not be fully reconciled with Treasurer reports



2026 MLFD OPS EXPENSES (YTD)

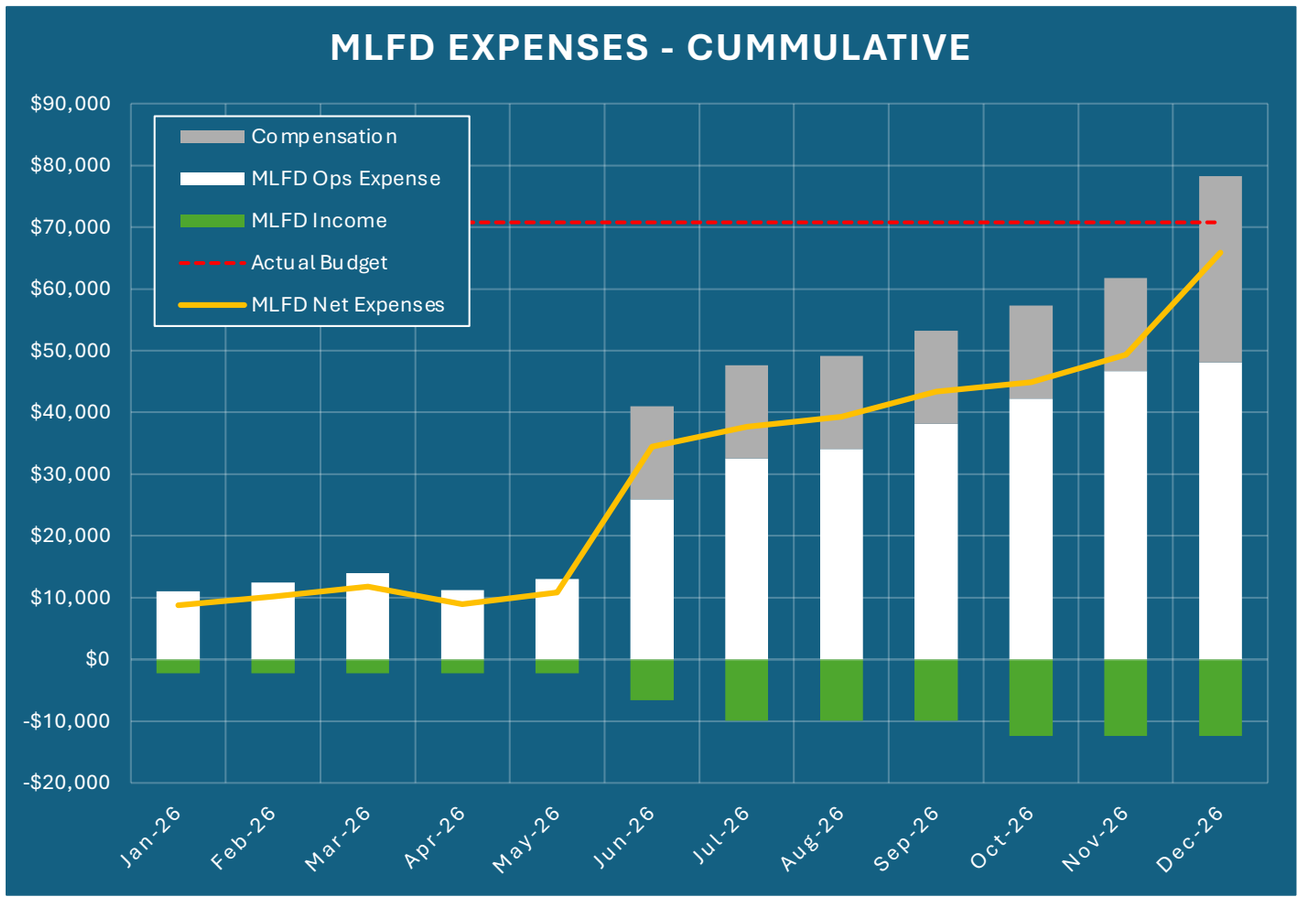
	GROSS	INCOME	NET	BUDGET	DELTA
Operations	**$13,053**	**$2,226**	**$10,827**	**$40,563**	**-$29,736**

2026 MLFD OPS EXP (YTD)

	GROSS	INCOME	NET
Apparatus	$3,997	$0	$3,997
Comms	$2,912	$0	$2,912
PPE	$0	$0	$0
Eqpt	$2,087	$1,496	$591
Station	$420	$0	$420
Training	$1,916	$730	$1,186
Members	$1,721	$0	$1,721
TOTAL	**$13,053**	**$2,226**	**$10,827**

Expenses - Projected

NOTE: numbers may not be fully reconciled with Treasurer reports



2026 MLFD OPS EXPENSES (projected)

	GROSS	INCOME	NET	BUDGET	DELTA
Operations	**$48,088**	**$12,417**	**$35,672**	**$40,563**	**-$4,891**

2026 MLFD OPS EXP (proj)

	GROSS	INCOME	NET
Apparatus	$5,972	$0	$5,972
Comms	$6,550	$0	$6,550
PPE	$1,852	$0	$1,852
Eqpt	$15,687	$1,496	$14,191
Station	$3,420	$0	$3,420
Training	$11,974	$10,921	$1,054
Members	$2,634	$0	$2,634
TOTAL	**$48,088**	**$12,417**	**$35,672**

2026 Finance Highlights

INCOME

- $730 – State reimbursements for training expense
- $1496 – Open House & Pizza Fundraiser proceeds
- $6000 – sale of boat lift

MAJOR PROJECT EXPENSES

- $4500 – Boat Lift (replacement)
- $2900 – B11 Renovation
- $2116 – Personal Med Kits
- $1691 – High-visibility jackets

CITY OF MEDICINE LAKE

January - December 2024		***January - December 2025***		***January - April 2026***	
595.92 hours		355.37 hours		130.46 hours	
Group A	18	Group A	3	Group A	0
Group B	61	Group B	49	Group B	8
Traffic Citations	0	Traffic Citations	0	Traffic Citations	1
Verbal/Written Warnings	7	Verbal/Written Warnings	9	Verbal/Written Warnings	2

Group A Crimes: CSC, Robbery, Agg Assault, Burglary, Theft, Auto Theft, Child Abuse, Forgery, Assault, Vandalism, Narcotics, Dis Cond., Fleeing, Harass/Threat, Missing/Found Persons, Veh Abandoned, Rec'd Stolen and assists to these offenses.
Group B Crimes: Veh Accidents, Fire, Suicides, Attempt Suicides, DOA, Medicals, Verbal Domestics, Alarms, Suspicious, Assist Other Agencies, Motorist Assists, Transports, Impounds, House Checks, and any assist to these offenses.

2024 Activity Highlights		***2025 Activity Highlights***		***2026 Highlights thru April***	
2	Burglary	0	Burglary	0	Burglary
0	Theft	1	Theft	0	Theft
5	Assault	0	Assault	0	Assault
3	Damage to Property	1	Damage to Property	0	Damage to Property
2	PD Accidents	0	PD Accidents	0	PD Accidents
13	Medicals	4	Medicals	1	Medicals
2	Misc Animal Calls	15	Misc Animal Calls	0	Misc Animal Calls
11	Suspicious Calls	3	Suspicious Calls	0	Suspicious Calls

Snow plowing spend for the past ten years. Vendor for snow plowing was Neutgens Companies.

Winter	
2025-26	$17,725
2024-25	$5725
2023-24	$1950
2022-23	$15,090
2021-22	$8950
2020-21	$3900
2019-20	$3975
2018-19	$6225
2017-18	$6290
2016-17	$3870
2015-16	$2663

City of Medicine Lake Snow Plowing specifications

1. Locations: The SERVICES, as more specifically addressed herein, are to be completed at the following locations (hereinafter referred to as “CITY FACILITIES”):
    - Peninsula Road
    - Kaiser Avenue
    - Colonial Circle
    - 15th Avenue N
    - Parking areas along Jevne Park
    - Parking at entrance to city off of Peninsula Road
    - Sidewalks along entrance to Peninsula Road
    - Sidewalks in Jevne park?
2. Trigger Depth: A trigger depth is defined as the amount of new snow accumulation within a single snowfall needed to initiate plowing. Will use a trigger depth of 1 inch.
3. Snow Plowing Services: Snow removal operations to begin upon accumulation of 1” of new snow. During a continuous snowfall, plowing will continue to try to keep the snow from accumulating to a depth of more than 1 inch,
4. Snow Shoveling Services for Sidewalks: Sidewalk shoveling and deicing will commence at 1” of precipitation. During a continuous snowfall, plowing will continue to try to keep the snow from accumulating to a depth of more than 1” inch,
5. Keep parking lots around The City of Medicine Lake City Hall and Fire Department clear, consistent with road standards.
6. Ice Management for Sidewalks: Sidewalk deicing will be provided by XXXX During continuous snow falls,XXX will employ best management practices (“BMP”) to determine if the application of sidewalk de-icing products will be appropriate and effectively dependent upon existing conditions.
7. Fuel Surcharge / Salt Surcharge: ???
8. Snow will be cleared to include 4 foot walking trail on either side of road. Snow will not be dumped onto private property except as necessary in the easement along the road.
9. Insurance. XXX shall maintain in full force during the term of this AGREEMENT a policy or policies of general liability insurance, business automobile insurance, and workers’ compensation coverage

TO BE DETERMINED- need to consult with city attorney and city insurance consultant regarding the following:.

Commercial General Liability.

- *Business Automobile Liability.*
- *Employer's Liability. Employer's Liability coverage*
- Workers Compensation. Statutory workers' compensation coverage according to the laws of the state of Minnesota.
- Excess and Umbrella Coverage. Insurance coverage required by this section may be in any combination of primary, excess, and umbrella policies. Any excess or umbrella policy must provide excess coverage over underlying insurance on a following-form basis such that when any loss covered by the primary policy exceeds the limits under the primary policy, the excess or umbrella policy becomes effective to cover such loss.
- The CITY shall be included as an additional insured on the above policies. The policies shall provide that they cannot be cancelled or the coverage altered except upon 10 days written notice to the CITY.
- The insurer shall have a rating of not less than A-VIII in the most current A.M. Best's Insurance Ratings Guide.

21. Disclaimer: XXX is not responsible for:

- Damages to parking surfaces or sidewalks that are normal and expected due to plowing or shoveling operations.
- Damage to previously patched curbs.
- Damage to speed bumps from routine plowing operations.

City Public Works Administrator

Part-Time Position Proposal

Position Purpose

The City Public Works Administrator position is intended to create a more efficient, seamless experience for residents by providing a clear and consistent point of contact for city operational and public works matters.

Currently, residents are often unsure who to contact regarding city services, rentals, maintenance issues, and event coordination. This position would improve communication, coordination, accountability, and continuity within the community beyond changing Council and Mayor terms.

Position Structure

- Part-Time Position
- Approximately 10 hours per week
  (excluding mowing/lawn maintenance duties if assigned separately)
- Compensation: $45 per hour
- Estimated Annual Cost: Approximately $21,600 annually (based on 48 weeks per year)
- Hours will be tracked during the first year to evaluate workload, staffing needs, and long-term sustainability

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Reporting Relationship

- Position works at the direction of the City Council
- Position is hired by the Council, similar to the City Clerk and Election Clerk positions

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Primary Responsibilities

Resident Communication & Coordination

- Serve as a primary point of contact for residents regarding public works and operational concerns

DRAFT

- Help direct residents to the appropriate city resource or official
- Maintain strong visibility and accessibility within the community

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Council & Commission Support

- Attend City Council meetings
- Serve on or support the Planning Commission as directed by Council
- Assist with follow-up and implementation of Council-directed operational items

---

Public Works Coordination

Coordinate or oversee:

- Sewer flushing
- Road cleaning/sweeping
- Snow plowing coordination
- Lawn maintenance and mowing
- Ordering portable restrooms (“Biffys”)
- Oversight and scheduling of contractors and vendors as assigned

---

Facility & Event Coordination

Pavilion Rentals

Manage and streamline pavilion rental coordination, including:

- Resident inquiries
- Scheduling
- Calendar management
- Communication with renters and city staff

Current rental coordination is fragmented and involves multiple people relaying information through texts and informal communication channels.

Event Support

- Coordinate street signs and temporary event signage
- Coordinate with the Fire Department regarding sign access, storage, and placement
- Supervise and coordinate holiday decorations and seasonal displays
- Coordinate National Nite Out

DRAFT

Licensing & Administrative Oversight

- Coordinate and manage rental license processes
- Maintain records and tracking systems for assigned responsibilities
- Improve organization and consistency of city operational procedures

Community Liaison Responsibilities

- Prepare a monthly memo/update for publication in The Laker
- Attend meetings and events related to:
    - Three Rivers Parks
    - Bassett Creek
    - Other partner organizations as assigned
- Serve as liaison between the city and external organizations
    - Fire Department Liaison

Position Goals

- Improve resident experience and responsiveness
- Create a clear operational point of contact
- Improve efficiency and communication
- Reduce confusion regarding city processes and responsibilities
- Increase continuity and institutional knowledge beyond elected terms
- Improve coordination of events, rentals, and public works activities

Budget Considerations

The City Council may consider reallocating existing compensation resources to support funding of this position, including discussion regarding discontinuation or restructuring of Council pay.

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