

WORK SESSION (COUNTY BOARD ROOM):

REVIEW 2026 BUDGET

REVIEW 2026 LOST AUTHORIZATION RESOLUTION

CALL MEETING TO ORDER

Board Vice Chair Roger Tellinghuisen called the meeting to order at 8:59 AM with the following commissioners present: Commissioners Whitcomb, Tellinghuisen, Reynolds, Bjornson and Munson. Commissioner Reynolds was present via interactive technology.

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was recited.

APPROVE THE AGENDA (ADDITIONS AND DELETIONS)

A motion was made by Commissioner Whitcomb, seconded by Commissioner Bjornson, and unanimously carried on a roll call vote to approve the agenda.

CONSENT AGENDA

A motion was made by Commissioner Whitcomb, seconded by Commissioner Bjornson, and unanimously carried on a roll call vote to approve the consent agenda as amended with items 4.1 and 4.3 removed for discussion.

CONSIDER RESOLUTION 11-18-25-01: SEPTIC SYSTEM ABATEMENTS

Discussion took place regarding the interest rate being charged. Commissioner Whitcomb suggested lowering the interest rate to 5% from the proposed 10%. County Administrator Dillon Hayes and Zoning Administrator Keenan Hayes provided additional background on the reason and rationale associated with the recommended 10% interest rate. A motion was made by Commissioner Whitcomb, seconded by Commissioner Munson, and unanimously carried on a roll call vote to adopt Resolution 11-18-25-01: Septic System Abatements.

***Board of County Commissioners
Mille Lacs County, Minnesota***

Resolution No.: 11-18-25-01

SEPTIC SYSTEM ABATEMENTS

WHEREAS, pursuant to Mille Lacs County Subsurface Sewage Treatment Systems (“SSTS”) Ordinance (hereinafter the “Ordinance”), Mille Lacs County is charged with administering and enforcing the current Minn. Pollution Control Agency Regulations, Minn. Admin. R. 7080-7083, See also Minn. Stat. § 115.55, Minn. Stat. § 154A.01 through § 154A.08, and Minn. Stat. § 375.51; and

WHEREAS the Mille Lacs County Board of Commissioners proposes to abate specified non-compliant SSTS which have been deemed an imminent public health threat (hereinafter referred to as Project); and

WHEREAS the Project work shall consist of retaining the services of a qualified professional to take remedial actions to upgrade or replace specified non-compliant SSTS’s when the Owner, as defined by Minn. R. § 7080.1100, Subp. 56, has failed to take remedial action; and

WHEREAS the specific land and interest identified as failing to protect groundwater where SSTS need abatement is described as:

PID 02-020-1200: John Ricke and Wendy Lake-Ricke

That part of the NE ¼ of the SE ¼ of Section 20, Township 38, Range 26, Mille Lacs County, Minnesota, described as follows: Commencing at the point of intersection of the West line of said NE ¼ of the SE ¼ with the Southerly right of way line of State Trunk Highway 23; thence Northeasterly along said right of way line a distance of 532.00 feet to the point of beginning of the property being described; thence Southerly and parallel with said West line a distance of 380.00 feet; thence Easterly and parallel with the South

line of said NE ¼ of the SE ¼ a distance of 448.00 feet; thence Northerly and parallel with said West line a distance of 595.00 feet, more or less, to the point of intersection with said Southerly right of way line; thence Southwesterly along said Southerly right of way line to said point of beginning, according to the United States Government Survey thereof and situate in Mille Lacs County, Minnesota,. Subject to and together with a 66.00 foot wide easement for ingress and egress purposes over and across that part of said Northeast Quarter of the Southeast Quarter of Section 20. The centerline of said easement being described as follows: Commencing at the point of intersection of said West line of the Northeast Quarter of the Southeast Quarter with said Southerly right of way line of said State Trunk Highway 23; thence Northeasterly along said Southerly right of way line a distance of 532.00 feet to the point of beginning of the easement being described; thence Southerly and parallel with said West line a distance of 535 feet, more or less, to the point of intersection with said North line of the South 310.00 feet of the Northeast Quarter of the Southeast Quarter and said centerline there terminating, The side lines of said easement are to be shortened or lengthened to terminate on said Southerly right of way line of State Trunk Highway No. 23 and to terminate on said North line of the South 310.00 feet. Also subject to any easements, restrictions and reservations of record, if any.

PID 05-400-1050: Greg Warneke

Lots One (1), Two (2), Three (3), Four (4), and Five (5), Block Twenty-Four (24), Isle Harbor Beach, according to the plat thereof on file and of record in the office of the County Recorder within and for Mille Lacs County, Minnesota.

WHEREAS an Order for Judgment was issued for the properties; allowing Mille Lacs County to abate the non-compliant septic system and charge the costs of said abatement back to the property through tax assessments.

THEREFORE; BE IT RESOLVED that the Mille Lacs County Board of Commissioners authorizes the Zoning Administrator to certify the following special assessments to the Auditor-Treasurer for collection beginning with taxes payable in 2026 at 10% interest over a ten (10) year term:

<i>Parcel Number</i>	<i>Owner Name</i>	<i>Amount to be Assessed</i>
02-020-1200	John Ricke/Wendy Lake-Ricke	\$18,900
05-400-1050	Greg Warneke	\$17,225

CONSIDER NOVEMBER 4, 2025, COUNTY BOARD MEETING MINUTES

CONSIDER FEE SCHEUDLE PUBLIC HEARING

Commissioner Reynolds questioned the method of assessing the impound fee; County Sheriff Kyle Burton stated the impound fee was assessed per day. Commissioner Whitcomb questioned driveway permitting processes; Public Works Director Wesley Davis responded to have the individuals reach out to the Public Works department to review. A motion was made by Commissioner Whitcomb, seconded by Commissioner Munson, and unanimously carried on a roll call vote to approve scheduling the Fee Schedule Public Hearing.

CONSIDER ACCOUNTING TECHNICIAN POSITION DESCRIPTION

CONSIDER UPDATED COUNTY FUNERAL POLICY

REVIEW OF ADMINISTRATOR WARRANTS

CONSIDER UPDATED PLOW TRUCK QUOTE

REVIEW OF CVS WARRANTS

CONSIDER 2026 AVIVO MFIP-DWP CONTRACT

CONSIDER AGREEMENT WITH SPYGLASS GROUP LLC

CONSIDER AMENDMENT TO JAIL FOOD SERVICE AGREEMENT FOR 2026

CONSIDER AUTHORIZATION TO PROCEED WITH RECRUITMENT FOR NEWLY
BUDGETED POSITIONS IN 2026

REGULAR AGENDA

LAND SERVICES OFFICE

CONSIDER BOARD ROOM AUDIO AND VISUAL EQUIPMENT UPGRADE

Technology Services Manager Michael Virnig presented the agenda item. A motion was made by Commissioner Bjornson, seconded by Commissioner Munson, and carried on a roll call vote with Commissioners Reynolds, Tellinghuisen, Bjornson and Munson voting in favor, and Commissioner Whitcomb absent, to approve the board room audio and visual equipment upgrade from EPA Audio Visual Inc for \$60,334.00.

COUNTY SHERIFF'S OFFICE

PRESENTATION OF LIFE SAVING AWARDS FOR JAIL STAFF

Sheriff Kyle Burton and Detention Services Captain Dustin Naumann presented the awards.

COMMUNITY AND VETERAN SERVICES OFFICE

CONSIDER COOPERATIVE CHILD SUPPORT PROGRAM AGREEMENTS AND AUTHORIZE
EXECUTION

CVS Director Char Kohlgraf presented the agenda item. A motion was made by Commissioner Reynolds, seconded by Commissioner Bjornson, and unanimously carried on a roll call vote to approve the cooperative child support program agreements and authorize execution.

PUBLIC WORKS

CONSIDER PURCHASE OF 2026 FORD SUPER DUTY F-550 MECHANIC'S TRUCK FROM
STATE CONTRACTS #261525 AND #257438 FOR \$179,957.30

Highway Maintenance Superintendent Ryan Newland presented the agenda item. Discussion took place regarding the size of the truck and the necessity thereof. A motion was made by Commissioner Munson, seconded by Commissioner Whitcomb, and carried on a roll call vote with Commissioners Whitcomb, Tellinghuisen, Bjornson and Munson voting in favor, and Commissioner Reynolds voting against, to approve the purchase and outfitting of the 2026 Ford Super Duty F-550 Mechanic's truck from State Contracts #261525 and #257438 for \$179,957.30.

CONSIDER RESOLUTION 11-18-25-02: LRIP GRANT SPONSORSHIP – BORGHOLM
TOWNSHIP

Public Works Director Wesley Davis presented the agenda item. A motion was made by Commissioner Reynolds, seconded by Commissioner Munson, and unanimously carried on a roll call vote to adopt Resolution 11-18-25-02: LRIP Grant Sponsorship – Borgholm.

*Board of County Commissioners
Mille Lacs County, Minnesota*

Resolution No.: 11-18-25-02

BORGHOLM TOWNSHIP LOCAL ROAD IMPROVEMENT PROGRAM

WHEREAS Borgholm Township is applying for funding to reconstruct 100th Ave, from CR 118 to CSAH 2, through the Local Road Improvement Program, and

WHEREAS, the Local Road Improvement Program application requires the County's agreement to act as a Sponsor for the Township,

***BE IT RESOLVED**, that Mille Lacs County supports Borgholm Township’s efforts to secure funding for the improvement of 100th Ave and agrees to Sponsor the Project, as the fiscal agent on behalf of the Township, if funding is awarded.*

ADMINISTRATIVE SERVICES OFFICE

REVIEW OCTOBER AND NOVEMBER NEW HIRES AND LEAVES

Personnel Director Karly Fetters reviewed the agenda item.

CONSIDER REVISED COUNTY ATTORNEY’S OFFICE POSITION DESCRIPTIONS

Personnel Director Fetters presented the agenda item. A motion was made by Commissioner Whitcomb, seconded by Commissioner Bjornson, and unanimously carried on a roll call vote to approve the revised County Attorney’s Office Position Descriptions.

CONSIDER PERSONNEL POLCY REVISIONS

Personnel Director Fetters presented the agenda item. A motion was made by Commissioner Whitcomb, seconded by Commissioner Munson, and unanimously carried on a roll call vote to approve Personnel Policy revisions.

CONSIDER RESOLUTION 11-18-25-03: ELECTED DEPARTMENT HEAD COMPENSATION

County Administrator Dillon Hayes presented the agenda item. A motion was made by Commissioner Whitcomb, seconded by Commissioner Bjornson, and unanimously carried on a roll call vote to adopt Resolution 11-18-25-03: Elected Department Head Compensation.

***Board of County Commissioners
Mille Lacs County, Minnesota***

Resolution No.: 11-18-25-03

ESTABLISHING 2026 ELECTED DEPARTMENT HEAD SALARIES

***WHEREAS** Minn. Stat. § 387.20, and 388.18 call for the annual establishment of the salaries of County Sheriff and County Attorney; and*

***WHEREAS** minimum salaries must be set in the year that individuals may file for elected offices within the county.*

***NOW, THEREFORE, BE IT RESOLVED** that the Mille Lacs County Board of Commissioners hereby establishes the minimum salaries and sets the 2026 salaries for elected department heads as follows:*

<i>POSITION</i>	<i>2025 SALARY</i>	<i>2026 SALARY</i>
<i>County Sheriff</i>	<i>\$145,600</i>	<i>\$153,608</i>
<i>County Attorney</i>	<i>\$154,000</i>	<i>\$161,700</i>

CONSIDER RESOLUTION 11-18-25-04: COMMISIONER COMEPNSATION & PER DIEM

County Administrator Hayes presented the agenda item. A motion was made by Commissioner Reynolds, seconded by Commissioner Bjornson, and unanimously carried on a roll call vote to adopt Resolution 11-18-25-04: Commissioner Compensation & Per Diem.

***Board of County Commissioners
Mille Lacs County, Minnesota***

Resolution No.: 11-18-25-04

***ESTABLISHING 2026 COUNTY COMMISSIONER COMPENSATION
AND PER DIEM RATES***

BE IT RESOLVED that the annual salary paid to each Mille Lacs County Commissioner for 2026 shall be \$30,000.00.

BE IT FURTHER RESOLVED that Commissioners may receive per diem payment in the amount of \$50 for meetings less than four (4) hours, and \$100 for meetings more than four (4) hours and conduct of official County business pursuant to statutory definition.

BE IT FURTHER RESOLVED that Commissioners may be allowed and paid for actual and necessary traveling expenses incurred while attending meetings of the County Board; or while performing official duties as County Commissioner; or while serving on a board, committee, or commission; or for expenses reasonably incurred by a commissioner in performance of the Commissioner's official duties.

BE IT FURTHER RESOLVED that Commissioners shall not receive more than one per diem for any given day.

BE IT FURTHER RESOLVED that Commissioners shall not receive a per diem for any meeting that occurs at the Mille Lacs County campus on the same day and starts within two hours of a County Board meeting.

BE IT FURTHER RESOLVED that those citizens appointed to serve on Board-appointed advisory committees, excluding County employees, shall be entitled to receive a per diem amount of \$50 for meetings less than four (4) hours, and \$100 for meetings more than four (4) hours, plus expenses required for attendance at such meetings, under the jurisdiction of the County.

BE IT FURTHER RESOLVED that per diem and/or expenses will not be paid to individuals who serve on a committee whose bylaws state that their members will serve without compensation, or to those committees whose members are paid by another source.

BE IT FURTHER RESOLVED that all per diems and meeting expenses shall be paid through the Administrative Services Office and that claims must be filed within 90 days from the date of meeting.

CONSIDER CLOSED MEETING TO EVALUATE PERFORMANCE OF THE COUNTY ADMINISTRATOR

A motion was made by Commissioner Whitcomb, seconded by Commissioner Munson, and unanimously carried on a roll call vote to close the meeting at 9:47 AM to evaluate the performance of the County Administrator pursuant to Minnesota Statutes 13D.05 Subd. 3 (a).

A motion was made by Commissioner Whitcomb, seconded by Commissioner Bjornson, and unanimously carried on a roll call vote to re-open the County Board meeting at 11:50 AM. Vice Chair Tellinghuisen summarized that the County Board completed the annual evaluation of the County Administrator with an overall rating of commendable.

COMMITTEE REPORTS

Commissioner Whitcomb attended East Central Solid Waste and Central Minnesota Jobs and Training. Commissioner Bjornson attended the EOC training. Commissioner Munson attended Lakes and Pines Committee meeting, Lakes and Pines Board Meeting and the Soil and Water Conservation meeting. Commissioner Reynolds attended the East Central Regional Library meeting, the Central Minnesota Housing Partnership meeting and the Towards Zero Death meeting.

ADJOURN

A motion was made by Commissioner Bjornson, seconded by Commissioner Munson, and carried on a roll call vote with Commissioners Whitcomb, Tellinghuisen, Bjornson and Reynolds voting in favor, and Commissioner Munson voting opposed, to adjourn the meeting at 12:01 AM.

WORK SESSION (COUNTY BOARD ROOM):

SCDP

REVIEW MLBO-COUNTY STATEMENT OF PRINCIPLES

ATTEST:

Dillon Hayes
County Administrator

Genny Reynolds
County Board Chairperson