

APPROVED

RCWD BOARD OF MANAGERS WORKSHOP

Monday, October 6, 2025

Rice Creek Watershed District Conference Room
4325 Pheasant Ridge Drive NE, Suite 611, Blaine, Minnesota
and

Meeting also conducted by alternative means
(teleconference or video-teleconference) from remote locations

1 The Board convened the workshop at 9:00 a.m.

2 Attendance: Mike Bradley, Jess Robertson, John Waller, Marcie Weinandt, Steve Wagamon
3 (via electronic means only monitoring)

4 Absent:

5 Staff: Administrator Nick Tomczik, Outreach & Grant Technician Molly Nelson,
6 Program Support Technician Emmet Hurley (video-conference), Regulatory
7 Manager Patrick Hughes, Office Manager Theresa Stasica

8 Consultants: District Engineer Chris Otterness-Houston Engineering Inc., District Attorney
9 John Kolb-Rinke Noonan

10 Visitors:

11

12 **Water Quality Grant Program Review**

13 Outreach & Grant Technician Nelson reviewed with the Board the Water Quality Grant Program
14 documents for 2026, including technical services agreements with Anoka Conservation District,
15 Ramsey SWCD, and Washington Conservation District. The grant program documents and
16 technical services agreements will be on Wednesday's Board meeting agenda for consideration.

17 **Citizen Advisory Committee Applicants**

18 Outreach & Grant Technician Nelson reviewed the two CAC applications with the Board. This
19 item will be on Wednesday's Board meeting agenda for consideration.

20 The Board discussed workshop and regular board meeting scheduled meeting time and its
21 potential impact on recruitment for county appointment of managers.

22 **Minnesota Paid Leave Law**

23 Administrator Tomczik reviewed the mandatory state program which will begin January 1, 2026.
24 The Board by consensus agreed to staff's recommendation of using the state-administered public
25 plan for 2026. The District may qualify for a small employer discount, which could lower the
26 District's contribution rate. The Board by consensus directed to proceed paying 100% of the
27 employee premium contribution as a benefit cost for 2026. Staff will be informed of this on their
28 annual benefit summary. Staff discussed with the Board the district's current Short Term

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**BOARD OF
MANAGERS**

Jess Robertson
Anoka County

Steven P. Wagamon
Anoka County

Michael J. Bradley
Ramsey County

Marcie Weinandt
Ramsey County

John J. Waller
Washington County

Disability (STD) insurance in conjunction with the new MN Paid Leave Law. Staff are currently working with the District's benefits administrator to review provider options in response to the new State law. Staff will return to the Board with an update of these revised benefits for 2026. The Board also considered the administrative workload and potential future cost increases of the state program.

Administrator Review (Closed Session) 10:09 a.m.

Motion by Manager Robertson, seconded by Manager Weinandt, to convene into a closed session to evaluate the performance of the District Administrator. The Administrator affirmed that he is not requesting that the review be conducted in open session. Motion carried 4-0.

Administrator Tomczik stated the zoom video meeting will end at this time (no participants) and after the conclusion of the closed session, the open session the zoom meeting will be continued.

The Board reconvened in open session 10:40 a.m.

Manager Bradley stated that he met with Administrator Tomczik to share the manager reviews and discuss how the board president will conduct the review next year. The Board's performance evaluation of Administrator Tomczik on average meets or exceeds expectations. The Board will conduct a salary review at their workshop in November.

RCWD Office/Garage Lease

Administrator Tomczik reviewed the revised 5-year lease renewal with the Board. The Board by consensus agreed to approve the lease renewal at their October 22, 2025 meeting.

Administrator Updates

- Managers eligible for per diem while *monitoring* board workshops/meetings.
- Ms. Decker has provided a number of requests to the District regarding adjacent land development and staff have provided the information to her.

Twin Cities Army Ammunition Plant (TCAAP) Slideshow

Regulatory Manager Hughes gave a presentation to the Board on the TCAAP property in Arden Hills. The presentation included its history, current status, the Rice Creek Commons CSMP, and future plans for infrastructure and stormwater management.

The workshop was adjourned at 11:15 a.m.