

**LAMBERTON CITY COUNCIL**  
**SPECIAL MEETING • CITY HALL**  
**November 25, 2025 • 6:00 P.M.**

---

**1. CALL TO ORDER/ADOPT AGENDA/CEREMONIAL DUTIES**

- Meeting called to order at 6:00 PM November 25, 2025.
- Present: Mayor L. Sik, L. Bittner, D. Irlbeck, A. Cairns, L. Pfarr
- Staff in Attendance: V. Halter, T. Beermann

A. Additions/Deletions to Agenda

***Motion/Second/Pass (Pfarr/Bittner/unanimous 5/0) to approve the agenda as presented.***

**2. GENERAL BUSINESS**

- A. RCA - Maintenance Supervisor Hire – Cole Anderson passed the background check and has accepted the Maintenance Supervisor position at Grade 8 Step 7 with a start date of 1-2-2026.

***Motion/Second/Pass (Pfarr/Cairns/unanimous 5/0) to approve hiring Cole Anderson as the Maintenance Supervisor at Grade 8 Step 7 starting January 2, 2026 with the expectations he will get his Class D waste water license by May 2027, his class C water license by May 2029 and his Certified Pool Operator license by May 2026.***

- B. RCA - Snow Plow Coverage – Halter reached out to the people the council had listed as potential fill-in help. None of them were interested in the complete job. Terry Neperman stepped in and said he would help.

***Motion/Second/Pass (Bittner/Irlbeck/unanimous 5/0) to approve hiring Terry Neperman for part-time snow removal help at \$25/hour pending completion of needed application.***

- C. RCA – Water License Coverage – Halter went thorough the names she had contacted for water license coverage. Beermann stated he talked to the state rep and they would give the city a grace period as long as Beermann tests for his C water license in January. Discussion was held. Topic tabled for the time being.

- D. RCA – Beermann Wage and Direction – The City of Lambertton gave previous employees a stipend for extra duties they take on due to staff shortages. The City will be operating under Tylers Waste Water License and he will be operating the water until he tests for class C license. Tyler will be responsible for covering every weekend and holiday until Cole can help cover along with snow. Discussion was held.

***Motion/Second/Pass Bittner/Cairns/unanimous 5/0) to approve a stipend for Tyler Beermann with December being \$300 per pay period and \$200 per pay period in January until he passes his test or the grace period expires.***

- E. RCA – Halter Wage – Halter explained that since she started, no full-time person has started at the start step on the pay scale except for her. She explained that Mayor Sik has always stated she could have. Halter is now asking for a raise since the City is hiring someone with no municipal experience at \$4 an hour more than what she is making. Halter presented a list of accomplishments and projects she has achieved in her almost four years with the city. Discussion was held.

***Motion/Second/Pass (Pfarr/Irlbeck/unanimous 5/0) to approve raising Halter's wage to step 5 effective November 17, 2025 and to step 6 after January 1, 2026.***

**3. Resolutions**

- A. 2025-22 - Resolution Adopting Family Leave – Mayor Sik questioned if the city qualifies for the under 30 employees. Halter said by what she has read and in asking Novak, because of the fire and ambulance crews it puts us over 30 employees. Halter will check again.

***Motion/Second/Pass (Pfarr/Bittner/unanimous 5/0) to approve resolution 2025-22 Adopting MN Paid Family Leave and Establish Premium***

**4. MAYOR & COUNCIL REPORTS & COMMUNICATIONS**

- A. Cairns questioned why a library board member was not present at the employee review meeting today with A Vogel. Halter stated that Bittner was with and that they used the replies that were received from them and didn't think of it. Cairns stated she did not understand why the policy that was just passed less than a month ago was not used. Both Bittner & Halter stated they didn't think of it and that the review went well. Mayor Sik suggested that Halter reach out to the board and if anyone would like it redone, it can be redone.

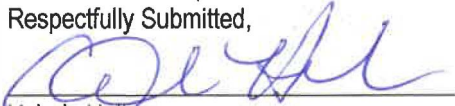
5. NEXT MEETING DATES

- A. Work Session December 1, 2025 at 5:30 PM
- B. Regular Council Meeting December 8, 2025 at 6:30 PM

6. ADJOURNMENT

***Motion/Second/Pass (Cairns/Bittner/unanimous 5/0) to adjourn the meeting. Meeting adjourned at 7:25 PM.***

Respectfully Submitted,



Valerie Haller  
Clerk

Lydell Sr

