

Table of Contents

Employee of the Year	pg. 2
New Employee	pg. 3
2023 Budget	pg. 4
Recruitment Updates	pg. 5
Happenings	pg. 5
Celebrations	pg. 8
Wellness	pg. 8



News & Views

December 30, 2022

The City of New Hope's Employee Newsletter

thank you!

As the year concludes, the management team extends its appreciation to each member of staff. For those of you that missed it, the city engaged Morris Leatherman to conduct a survey of New Hope residents in April. The complete results were lengthy, but the highlights include:

- 94% of residents polled rated the quality of life in New Hope as excellent/good.
- 99% said that New Hope is very/somewhat welcoming.
- 90% of those providing a rating said that they would rate staff performance as excellent/good.

This is thanks to you and your work. Thank you for continuing to excel in your service to the city!



Employee Service Recognition Event

Parks and recreation staff hosted the employee service recognition event this year, held on Dec. 8. Forty-three employees, council members and guests attended. It was held at the Crystal VFW with a delicious catered dinner followed by a program. Employees received a gift card for either Hy-Vee or Target as they entered. During the program, all employees reaching a five-year service milestone in 2022 were recognized by their department director and presented with a certificate of recognition and a gift card. Then Tim Hoyt, police chief/acting city manager, announced the employee of the year, Mike TenEyck. To conclude the program, parks and recreation staff announced many door prizes including gift baskets, Jersey Mike's gift cards, poinsettias and handcrafted centerpieces. Everyone seemed to have a wonderful time – thank you to everyone that attended and to the parks and recreation staff for planning a delightful evening!

Pictured Below L to R: Council Member John Elder; Mayor Kathi Hemken; Council Members Mike Isenberg and Andy Hoff; Directors Rich Johnson and Susan Rader; Tim Hoyt; Directors Bernie Weber and Jeff Sargent (photo credit: Beth Kramer).



Congratulations to the employees and thank you to the members of Council and the management team that were present to recognize each employee for their contributions.

30 years: Bill Robberstad, central garage supervisor

20 years: Bill Broman, maintenance worker

15 years: Rick Nelson, maintenance worker; Kevin Zurn, maintenance worker; and Miguel Robles, patrol sergeant

10 years: Miranda Reed, police clerk; Britni Austin, investigator; and Jeff Sargent, director of community development

5 years: Jessi Weber, community development administrative specialist; Brad Kallio, community relations/crime prevention officer; Dan Fitzmaurice, officer; Matthew Collier, K-9 officer; Brandon Bell, community development coordinator/management analyst; Mic Rusk, maintenance worker; Steve Rohloff, maintenance worker; and Aaron Thelen, recreation supervisor.

Pictured Below L to R: Members of parks and recreation—Penny Spitzer, administrative specialist; Susan Rader; Mark Severson, recreation facilities manager; Steve Ellingson, athletic supervisor; Jill Smisek, office specialist; Shawn Markham, contract manager/city forester; Aaron Thelen; Employee of the Year Nominees—Linda Bergemann, community development office specialist; Brad Kallio; Andrew Kramer, streets and parks supervisor and Employee of the Year Mike TenEyck.



Employee of the Year

Mike TenEyck, Patrol Sergeant

Congratulations to Mike TenEyck for being selected by the management team as the employee of the year. Mike started with the city in March of 2008 and was promoted to sergeant in 2020. Over the last almost 15 years, he has received many letters of appreciation and commendations. He has served in a variety of roles including school resource officer, drug task force officer, SWAT, and temporary sergeant. Mike was nominated by a coworker for many reasons, here are a few. Mike is an excellent police officer, taking the time not only to enforce but to educate when appropriate. He is a leader, watching out for the total wellbeing of patrol officers on his shift. Mike is a contributor, helping to plan and participating in trainings, volunteering to help with events occurring on his off days and always striving to be a conduit between PD and City Hall. He is also working on his master's degree. Thank you for consistently going above and beyond, Mike. We are very fortunate to have you here at New Hope!

Employee of the Year Nominees

(adapted from the city manager's presentation)

Linda Bergemann, Community Development Office Specialist

Linda was nominated for going above and beyond in her role. She always looks for ways to make the department more efficient through training and implementing new technology. She has a very positive attitude and excels in helping residents and contractors navigate the permitting process. She assists with Food Truck Fridays, was the inspiration for the dip-off contest, and always has an entry in the annual chili cook-off competition. Thanks, Linda!

Brad Kallio, Community Relations and Crime Prevention Officer

Brad was nominated for the great job he does day in and day out serving as a huge conduit to our community. He connects those in need with various resources to help them through difficult times. Brad organized a winter coat drive and delivered many coats to those in need. He organized an incredibly successful Trunk or Treat event, Santa Parade, Blue Santa and the list goes on. Brad excels at developing relationships and building bridges between the city and community. Great job, Brad!

Andrew Kramer, Parks and Streets Supervisor

Andrew is professional, organized and remains calm during challenging situations. He has an amazing work ethic and takes a tremendous amount of pride in ensuring the city's streets and parks are kept in great shape. He's always available, even when he isn't working. Andrew's nominator said: "Andrew always works hard – supporting city staff, responding and assisting residents and doing everything he possibly can to make the city a great place to live, work and play!" and that he "has proven himself to be an impressive employee and a great representative of the city." I couldn't agree more...thank you, Andrew!

All nominees will be invited to attend a recognition lunch with Tim Hoyt to take place in January.



New Employee

Martice Clark, Community Service Officer

Welcome to Martice! He remembers wanting to be a police officer as young as three years old. He originally hails from North Minneapolis where he graduated from North High School. He was extremely active and played baseball, basketball, football and participated in track and band as well. In high school, his coaches were all law enforcement officers and inspirations for him to aspire to be an officer as well. To help him achieve his goal, he was a police explorer and had a crime prevention internship while in high school. He had hoped to play in the NFL before starting his law enforcement career and did play at both North Dakota State College of Science and Central Lakes. During the pandemic, he was a police reservist for New Hope but because of the restrictions, he couldn't do much other than online learning.

A couple of years ago, he moved to Chicago to be close to friends and family with the goal of launching his law enforcement career there. However, he was working in security and before advancing to law enforcement, he determined the Chicago community was more violent than he wanted to start in, and so he returned to the cities. Prior to coming to New Hope, he had been working at the Mall of America as a patrol officer.

He stated that even in his short time there, it was a great experience and the training he received served him well, leading him to be promoted multiple times. The latest position he held was as a K-9 officer (in the photo above he is with K-9 Mac). Eventually he would like to be a K-9 officer for New Hope and plans to start working on his law enforcement degree in the coming year.

When not working, Martice enjoys being outside doing whatever he can, often with his companion, Maya, a two-year-old German Shepard. He enjoys visiting Florida with family where they spend time on the water, jet skiing and participating in other water sports. He skied in middle school and still enjoys snowboarding during the Minnesota winters. If he's inside and not playing with Maya, you may find him playing Call of Duty. When asked what might surprise his colleagues about him, he said that he's been a pescatarian for more than four years.

Martice, we're glad you're here at New Hope. We have no doubt that you'll be able to put your many skills to use in the police department for many years to come.





City of New Hope, Minnesota 2023 Annual Budget

Prepared by Tim Hoyt, Acting City Manager

The New Hope City Council adopted the 2023 preliminary budget and tax levy at its meeting on Sept. 12 and has been reviewing all department budgets over the last several months.

On Dec. 12, the Council adopted the final 2023 general fund budget of \$17,235,207, which is an increase of \$1,056,014 (6.5%) over the 2022 budget of \$16,179,193.

Major changes in the budget include:

- An increase of \$643,628 for wage and benefit increases. A 3% cost of living adjustment is budgeted for employees along with an increase in the city's share of health insurance coverage and a comparable cities adjustment. Council salary increases have also been budgeted for 2023.
- IT charges to the general fund increased \$62,158. Similar to 2022, the charges are based on the new allocation method for indirect charges (number of phones, computers and employees per department), with direct departmental LOGIS IT costs being allocated to the benefitting department. Significant direct allocations to the general fund include the software for body worn cameras (WatchGuard, \$30,000), the records management for Police through Law Enforcement Technology Group (LETG, \$32,448) and the recreation software (\$36,620).
- An increase of \$145,000 for portable radios for the police department, due to the phase out of their current equipment. It is recommended that a one-time transfer from the temporary financing fund be utilized for this capital expense.
- A compensation study is anticipated for 2023. A one-time transfer from the employee leave fund is recommended to provide funding for the consulting fees.
- There is an increase of \$133,595 in the budget for West Metro Fire-Rescue District. This increase is to provide funding for the payment on two new fire truck leases. Similar to 2019, it is recommended that the increase in the joint powers agreement be funded with a transfer from the Fire Capital Fund.
- There is a \$62,661 decrease in central garage charges. Similar to 2022, operations and capital will be funded at 100%.
- The city is scheduled to receive \$847,830 in LGA (local government aid) in 2023, which is a \$18,812 decrease from 2022. The revenue will be utilized in the general fund to offset central garage equipment and building replacement charges; it is not used for general operations.

2023 Tax Levy

The tax levy for the general fund is \$12,076,955, which is \$683,601 or a 6% increase over the 2022 general fund levy of \$11,393,354. The total tax levy for 2023, including the general fund, street and park infrastructure funds, economic development and housing and redevelopment authorities, and prior debt levies for City Center, Northwood South and Northwood North infrastructure bonds, the 2017 Police Station/City Hall facility bonds, and the 2018/2019 Pool and Park improvement bonds is \$19,053,316. This represents a 4.51% or \$822,305 increase over the 2022 levy of \$18,231,011. The total tax levy includes a 5% increase in the street and park infrastructure levies to support the long-term funding plans for street and park improvements. An HRA levy of \$437,850 is recommended for 2023, which is established as a special taxing district. The EDA levy of \$160,650 will be included in the city's tax rate. Both levies are needed to support the scattered site housing program and other redevelopment due to funding changes in the Community Development Block Grant program. Overall, the combined debt levies are increasing by \$9,070.

The median home value for taxes payable in 2023 is \$325,000, which is an 18% increase from the median value home in 2022. At this time the estimated impact on residential homes based on the proposed 4.51% increase in the city tax levy is 8%. This is primarily attributed to an estimated 18% increase in the market value of residential homes. For homes valued between \$150,000 and \$400,000 the tax increase estimate is \$61 to \$192. The city tax rate is projected to decrease from 62.82% in 2022 to 57.23% in 2023.

Recruitment Updates:

Police Officer – The city has had two preferred candidates. One did not successfully complete the backgrounding requirements and one has withdrawn. The city will start a new recruitment in the coming weeks.

Golf Superintendent – Ricky Plemel has been selected as the new golf superintendent and his first day will be Jan. 20.

Police Evidence Technician/Public Works Maintenance Worker – The City Council approved these two additional positions in the 2023 compensation plan. Recruitment will begin in the new year with the goal of having both on staff in the first quarter of the year.

Happenings

Citizens Police Academy – Oct. 25

Brad Kallio, along with others from the police departments of New Hope, Crystal and Robbinsdale led the attendees of the academy through seven classes this fall on what it's like to be a police officer in the represented cities. Members (pictured along with staff) graduated upon completion of their final scenarios – a suspicious person call, an unwanted person/disturbance call, a domestic disturbance call, a mental health call and a traffic stop.



Thank you to Sergeant Mike TenEyck and Officers Will Leon-Aguilar and Ben Rouse for all your help!

City Day/Trunk or Treat – Oct. 27

In a new iteration, City Day was held in conjunction with the police department's Trunk or Treat. Staff and council members were on hand to answer resident's questions while children attending explored featured city vehicles, participated in activities and satisfied their sweet tooth! There were also several food trucks on hand for attendees to enjoy a snack or dinner from. This event was a fantastic success based on attendance and feedback received. Congratulations to Beth Kramer and Brad Kallio, the planners for the respective programs! (pictured right: Nick Macklem, stormwater specialist, and Bernie Weber talk with residents; pictured bottom right: Maintenance Workers Kelly Thompson and Aundrey Wallace hand out candy to Trunk or Treaters—photo credit: Beth Kramer)



Halloween – Oct. 31



A few employees felt the spirit of the holiday (pictured L to R: Linda Bergemann, Bernie Weber; Brandon Bell, Andrea Phinney, accounting tech; Gina Karstens, public works administrative specialist; Walker MacBeath, HR specialist/IT coordinator.



Happenings (continued)

Isenberg Toy Fest – Dec. 2-3

New Hope Residents Council Member Mike & Commissioner Allison Isenberg continued the tradition of their annual Toy Fest, held on Dec. 2 and 3. They had 170 attendees in person and many, many more people sent gifts, resulting in more than 500 toys and \$5,000 in cash and gift cards. Many toys were collected at the police station and city hall as well. The donations went to support Blue Santa, PRISM and NEAR. Thank you, Mike and Allison, and the many others that made this generosity possible. (pictured left: Allison and Mike; pictured right L to R: Officer Josh Arthur, Mike, Officers Tony Gust and Brad Kallio)



Tri-City Santa Parade – Dec. 10

For the second year, personnel from the police departments of New Hope, Crystal and Robbinsdale as well as West Metro Fire-Rescue joined together to present a holiday parade that drove through many neighborhoods of all three communities. The route in New Hope passed by almost all city parks to give children a place to play as they waited. The several-mile route took over three hours for the vehicles to travel and community reception was phenomenal with residents lined up throughout the route.

Teen Toy Drive and Potluck – Dec. 13

Organized by Brandon Bell, Brad Kallio, and Aaron Thelen, 11 employees enjoyed a delicious potluck and came bearing several gifts (pictured) and \$150 in gift cards for the toy drive.



Santa for a Senior – Dec. 15

More than 300 gifts collected by West Metro Fire personnel were delivered on Dec. 15 to North Ridge, Good Samaritan and Terrace of Crystal. (pictured: Firefighter Tom Eliason, Fire Marshal Shelby Wolf and Assistant Chief of Operations Joel Nelson)



Holiday Food Drive / Annual Food Drive and Wacky Wednesdays – Dec. 23

As 2022 wraps, organizer Susan Rader made a final delivery last week and the year-to-date totals were 1,176 pounds of food and \$925. This doesn't include the collection made for the New Hope Dance Program and Skate with Santa. The money was collected from employees for monthly Wacky Wednesday events. Thank you to everyone who contributed over the year!



Blue Santa – Dec. 21

Community Relations Officer Brad Kallio organized the second annual Blue Santa, almost doubling the number of children in need that were served. Despite the blizzard outside, almost all families were able to make it in to receive gifts, play games, craft and enjoy refreshments with members of the New Hope Police Department. City Hall again shone with decorations and lights. And of course, Santa was in attendance with MANY helpers!

Right: Tim Hoyt, Officers Brad Kallio and Isaiah Gorman, Clerk Lorilee Stafford, Officers Sabrina DeMars, Lee Larson and Jared Kuyper

Bottom Right: Donna Meyer, HRC Commissioner

Bottom Center: Sergeant TenEyck

Bottom Left: Kyah Hoyt, volunteer, with guests

Left Center: Santa calls bingo with Carson, Logan and Officer Brad Kallio

Left Top: CSO Julian Kidd and guest





Celebrations

Congratulations to Cole Anderson, maintenance worker, and his wife, Brianna, on two exciting announcements. First, on Sept. 21 they welcomed Baby Adyson and then on Dec. 10, they were united in marriage!



Mark Your Calendar:

Jan. 16 – Martin Luther King, Jr. Day - City Offices Closed

Jan. 25 – Wacky Wednesday

Feb. 20 – Presidents Day- City Offices Closed

Wellness

DTF Briefing and Drug Awareness – Dec. 7

On Dec. 7, Investigator Jason Ryan, New Hope and Sergeant Drew Gilmore, Plymouth presented on their work with the Northwest Metro Drug Task Force. They shared an overview of the task force, what substances they are looking for, trends in drug use, concealment methods currently used and what to be on the watch for as a resident of the community. Twenty-two individuals in total took part in the lunch learning event and enjoyed Jersey Mike's subs co-purchased with the city.



Annual Wellness Survey - available through Dec. 31

The wellness survey for 2022 has been emailed to all employees. Please take a moment to participate as it greatly helps the committee in gathering and prioritizing topics.

Committee Member from Police Department Needed

We are looking for a representative from the police department to serve a two-year team on the wellness committee. Members of the committee typically participate in two to three meetings through the year and then assist with ideas/introductions at one to two events each year they serve. If you are interested, please let Captain Johnson or Slawson know.

