

Le Sueur County Board of Commissioners Meeting



Le Sueur County Government Center, 88 South Park Avenue, Le Center, MN 56057

Commissioners: Danny O'Keefe 2026 Chair, John King, Dave Preisler, Steve Rohlring, Dennis Tietz

Tuesday, February 24, 2026 at 9 a.m. / Commissioner's Board Room

***Note: Some Board Members may be participating by interactive technology**

Meeting Agenda

1. Teams Meeting Information - February 24, 2026

Documents:

[LE SUEUR COUNTY BOARD ROOM INVITES YOU TO JOIN THIS TEAMS MEETING 2.24.26.PDF](#)

2. 9:00 A.M. Call The Le Sueur County Board Of Commissioners Meeting To Order

3. Pledge Of Allegiance

4. Agenda Review And Approval

5. Consent Agenda Review And Approval

1. February 17, 2026 Board Minutes & Board Summary Minutes
2. Le Sueur County Housing and Redevelopment Authority Administration Contract with Minnesota Valley Action Council, Inc
3. Tobacco License Application for Snak Atak #104 and Snak Atak Liquor #8, City of Waterville through 6/30/26 (previously Waterville Oil & Gas and J & L Bottles
4. Per the signed agreement between LeSueur County and the Regents of the University of Minesota dated November 23, 2021, Extension is requesting the 2025 rental fees for the 4-H Building be donated to the LeSueur County 4-H program. Total fees collected in 2025 were \$5328.
5. Recommendation to grant regular status to Brandon Marshall, full-time Deputy Sheriff, Sheriff's Office, effective February 18, 2026.

Documents:

[FEBURARY 17, 2026 BOARD MINUTES.PDF](#)
[FEBURARY 17, 2026 BOARD SUMMARY MINUTES.PDF](#)
[MVAC SIGNED LE SUEUR COUNTY HRA 26 TO 29 ADMIN CONTRACT.PDF](#)
[CONSENT AGENDA 2.24.2026.PDF](#)

6. 9:02 A.M. Public Open Forum
Note: This opportunity is reserved for private citizens only - not employees, unions or other organized groups funded by or associated with Le Sueur County. There is a three minute time limit per person to discuss topics that are not already on the meeting agenda for the day. The Board will not take action at the time of the presentation, but will direct County staff to respond appropriately to issues raised by citizens.
7. 9:05 A.M. Community Recognition (5 Min)
 1. Le Center Life Saving Event
8. 9:10 A.M. Dave Tiegs (15 Min)
Documents:
[HIGHWAY DEPARTMENT AGENDA ITEMS FEBRUARY 24TH, 2026.PDF](#)
9. 9:25 A.M. Theresa Kubes, Human Resources Director (5 Min)
Documents:
[HUMAN RESOURCES AGENDA 2.24.2026.PDF](#)
[ORGANIZATIONAL CHART - ENVIRONMENTAL SERVICES.PDF](#)
10. 9:30 A.M. Carol Blaschko, Finance Director (10 Min)
 1. Department Update
11. 9:40 A.M. Emmie Scheffler, Rice SWCD District Technician (20 Min)
 1. Cannon River Watershed JPO update
Documents:
[WORKPLANFY25_2025Q3.PDF](#)
[2024 ANNUAL REPORT_FINAL.PDF](#)
[2026 DRAFT BUDGET.PDF](#)
[BOARD PRESENTATIONS.PDF](#)
12. 10:00 A.M. Trevor Rudenick, Water Resources Planner (15 Min)
 1. 2026 AIS Watercraft Inspections
Documents:
[WATERFRONT RESTORATION PROPOSAL-2026 LE SUEUR COUNTY WATERCRAFT INSPECTIONS.PDF](#)
[WATERGUARDS PROPOSAL - LE SUEUR COUNTY 2026.PDF](#)
13. Commissioner Committee Reports
14. Future Meetings
Documents:
[FEBRUARY 24 FUTURE MEETINGS.PDF](#)
15. Adjourn



Le Sueur County Board of Commissioners Meeting

Tuesday, February 24, 2026

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Meeting ID: 230 424 535 909 40

Passcode: bM3UL2MX

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For organizers: [Meeting options](#) | [Reset dial-in PIN](#)

**Minutes of Le Sueur County Board of Commissioners Meeting
February 17, 2026**

The Le Sueur County Board of Commissioners met in regular session on Tuesday, February 17, 2026 at 9:00 a.m. in the Government Center at Le Center, Minnesota. Those members present were John King, Danny O’Keefe, Dave Preisler and Dennis Tietz. Steve Rohlfling was absent. Also present were Brent Christian, Joe Martin and Pam Herrmann.

King moved, Preisler seconded, motion carried unanimously to approve the agenda for the business of the day.

Preisler moved, Tietz seconded, motion carried unanimously to approve the consent agenda:

1. February 3, 2026 Board Minutes & Board Summary Minutes
2. County Claims
3. Human Services Claims
Financial: \$ 39,604.34
Soc Services: \$110,275.18
4. January 2026 Transfers
5. LG220 Application for Exempt Permit for Raising Hope for A Cure to host a raffle at Next Chapter Winery, 16945 320th St, New Prague, MN 56071 on 9/12/2026.
6. LG220 Application for Exempt Permit for Giant Days Celebration for bingo/raffle at Caribou Gun Club, 30649 380th St, Le Sueur MN 56058 on 3/28/2026.
7. LG220 Application for Exempt Permit for Ladies of Ducks Unlimited Girls with Guns Chapter 329 for bingo, raffle at Next Chapter Winery, 16945 320th St, New Prague, MN 56071 on 3/29/2026.
8. Recommendation to grant regular status to Dillon Lambert, full-time 911 Telecommunicator, Sheriff’s Office, effective February 13, 2026.

Warrant #	Vendor Name	Amount
85313	Advanced Correctional Healthcare Inc.	\$ 5,567.40
85314	Aging Services for Communities	\$ 2,702.78
85325	Baker Tilly US, LLP	\$ 7,365.75
85326	Barr Engineering Co.	\$ 6,572.00
85328	Blue Earth Co Finance Dept.	\$ 3,547.63
85330	Bolton & Menk Inc.	\$ 13,959.50
85333	Christian, Moran & Whipps	\$ 2,992.90
85339	Compass Minerals America Inc.	\$ 11,578.13
85343	Diamond Drug Pharmacy	\$ 3,591.13
85344	Erickson Engineering Co. LLC	\$ 2,462.50
85350	Hewlett Packard Enterprise Co.	\$ 2,262.00
85352	Holicky Bros Logistics LLC	\$ 2,002.14
85353	I & S Group Inc.	\$ 11,027.50
85354	Inspire Services LLC	\$ 4,551.39
85355	Jensen Land Surveying LLC	\$ 3,240.00
85356	Kris Engineering Inc.	\$ 7,298.40
85361	Richard Lea	\$ 3,387.50
85363	Little Falls Machine Inc.	\$ 2,573.08
85364	Loken’s Asphalt Maintenance Inc.	\$ 5,750.00

85366	MN Counties Computers Coop	\$ 6,913.00
85402	Traxler Construction Inc.	\$ 3,340.80
85404	Tri-County Solid Waste	\$ 43,269.65
85405	Trident Water Systems LLC	\$ 3,515.00
85409	Valley Asphalt Products Inc.	\$ 2,318.75
85411	VERTIV Corp.	\$ 3,737.00
80	Payments paid less than \$2,000.00:	\$ 35,631.45
25	Payments paid more than \$2,000.00:	\$165,525.93
105	Total all payments paid:	\$201,157.38

Public Open Forum: Anita Janda, Le Center & Jerome (Butch) Krocak, Le Center

Brent Christian, County Attorney, came before the Board with one item for approval.

Preisler moved, King seconded, motion carried unanimously to approve a \$5 decrease for Law Library Fees: Civil/Family Cases decrease to \$10 and Criminal Cases decrease to \$5.

Jamie Hayes, Director of Human Services, and Alisha Broden, Financial Assistance Supervisor, came before the Board with Department Updates.

Dani Ongie, Auditor-Treasurer and Anna Freundsuh, Drainage & Environmental Compliance Specialist, came before the Board with one item for approval.

King moved, Tietz seconded, motion carried unanimously to adopt the Drainage Policy Updates.

Aaron Stubbs, Planning & Zoning Administrator, came before the Board with one item for approval.

Preisler moved, Tietz seconded, motion carried via roll call vote 4-0, to set the Decommissioning Bond amount for \$45,000 for future decommissioning of a 250' self-supporting telecommunications tower for **BUELL CONSULTING, INC, EDEN PRAIRIE, MN (APPLICANT); RANDALL L. ROEMHILDT, ELYSIAN, MN (OWNER).**

Joe Martin, County Administrator, came before the Board with three items for approval.

King moved, Preisler seconded, motion carried unanimously to approve the Resolution for Release and Termination of the Joint Tax Abatement Program with the City of Le Sueur.

King moved, Tietz seconded, motion carried unanimously to approve the City of Le Sueur and Le Sueur County Joint Powers Agreement for the Le Sueur Highway 169 Hilltop Property Tax Abatement Program.

King moved, Preisler seconded, motion carried unanimously to approve the updated 2026-2030 CIP.

The Board recessed until 10:00 a.m.

At 10:00 the Board Chair called the Comprehensive Land Use Plan Public Hearing to order.

Mojra Hauenstein, Senior Planner, Bolton & Menk, presented an overview of the Vision 2050: Comprehensive Land Use Plan.

Tietz moved, Preisler seconded, the Board opened for public comment.

1. Travis Bowman, 17983 Woodland Rd, Waterville
2. Cletus Gregor, 40650 135th Ln, Kilkenny
3. Anne Losinski, 24651 Scotch Lake Rd, Cleveland
4. Joe Schloesser, 888 Derrynane St E, Le Center
5. Gary Negron, 480 Waterville Ave N, Le Center
6. Tom Hermel, Lakeville, MN
7. Marie Meyer, 46046 Ridgetop Rd, Cleveland
8. Cindy Meyer, 48403 Ridgetop Rd, Madison Lake
9. Jerry Beckel, 28084 480th St, Madison Lake
10. Annette Pruitt Rogers for Luann Fredrickson, 20597 State Hwy 99, Le Center
11. Annette Pruitt Rogers, 417 5th St S, Le Sueur
12. Mark Meyer, 46046 Ridgetop Rd, Cleveland
13. Peggy Throldahl, 605 Swan St, Le Sueur
14. Lynn Heinzig, 1008 14th St NE, Montgomery
15. Nicoleta Manciu, 15159 400th St, Montgomery
16. Connie Brastad, Rosemount, MN
17. Sue Mariska, 450 Cedar Cir, Waterville
18. Mike Roche, 18989 354th St, Montgomery
19. Anita Janda, 247 Minnesota St W, Le Center
20. Don Willson, 45961 Ridgetop Rd, Cleveland
21. Cliff Wetzal, 47000 211th Ave, Waterville
22. Marie Meyer, 46046 Ridgetop Rd, Cleveland
23. Travis Bowman, 17983 Woodland Rd, Waterville
24. Peggy Throldahl, 605 Swan St, Le Sueur
25. Francis Meger, 411 3rd St SW, Montgomery
26. Mark Rogers, 417 5th St S, Le Sueur
27. Jerry Beckel, 28084 480th St, Madison Lake
28. Written comment by Jodi Prchal, 32155 Sandborn Dr, Montgomery

After 28 public comments, King moved, Preisler seconded, to close the public comment.

The Board plans to have another work session in a few weeks.

Commissioner Committee Reports:

Commissioner Preisler reported on Le Sueur Waseca Community Health Board, Waterville City Council, Board meeting on the Cannon River Watershed in Faribault, AMC Snap Task Force meeting, Cordova Township, AMC Drainage Legislative discussion, Le Center City Council, and Monthly Drainage meeting.

Commissioner Rohlfing was absent.

Commissioner Tietz reported on Le Sueur Waseca Community Health Board, Lanesburgh Township and Labor Management meeting.

Commissioner King reported on Le Sueur Waseca Community Health Board, Waseca Le Sueur Library Board meeting, Le Sueur City Council, Environmental Program discussion, CD56 Citizens meeting, Meeting with staff regarding Environmental Services position, Ney Center Board, GBERBA Executive Board meeting and Personnel Executive Committee meeting.

Commissioner O'Keefe reported on Le Sueur Waseca Community Health Board, Interviews for Veterans Services Officer, (2 days), Monthly Drainage meeting, Environmental Services meeting, and Personnel Executive Committee meeting.

On motion by King, seconded by Preisler, the Board adjourned until February 24, 2026 at 9:00 a.m.

ATTEST: _____
Le Sueur County Administrator

Le Sueur County Chairman

2/17/26 Summary Minutes of Le Sueur County Board of Commissioners Meeting

- This is only a summary publication per MN Statutes 375.12 and 331A.01 sub. 10. The complete minutes are on file in the Le Sueur County Administrator’s Office at 88 S Park Ave. Le Center, MN and are available at <https://www.lesueurcounty.gov/>
- Approved the agenda for the business of the day. King/Preisler
- Approved the consent agenda: Preisler/Tietz
- 1. February 3, 2026 Board Minutes & Board Summary Minutes
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- Adopted the Drainage Policy Updates. King/Tietz
- Set the Decommissioning Bond amount for \$45,000 for future decommissioning of a 250' self-supporting telecommunications tower for **BUELL CONSULTING, INC, EDEN PRAIRIE, MN (APPLICANT); RANDALL L. ROEMHILDT, ELYSIAN, MN (OWNER)**.
Preisler/Tietz
- Approved the Resolution for Release and Termination of the Joint Tax Abatement Program with the City of Le Sueur. King/Preisler
- Approved the City of Le Sueur and Le Sueur County Joint Powers Agreement for the Le Sueur Highway 169 Hilltop Property Tax Abatement Program. King/Tietz
- Approved the updated 2026-2030 CIP. King/Preisler

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- Opened for public comment. Tietz/Preisler

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Closed the public comment. King/Preisler

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- Commissioner O'Keefe reported on Le Sueur Waseca Community Health Board, Interviews for Veterans Services Officer, (2 days), Monthly Drainage meeting, Environmental Services meeting, and Personnel Executive Committee meeting.
- Adjourned until February 24, 2026 at 9:00 a.m. King/Preisler

ATTEST: Le Sueur County Administrator

Le Sueur County Chairman

Le Sueur County Housing and Redevelopment Authority
Administration Contract

This Agreement is made as of the 9th day of March, 2026, by and between Le Sueur County, a county under the laws of the State of Minnesota (hereinafter referred to as “the County”) and Minnesota Valley Action Council, Inc. a Minnesota corporation (hereinafter referred to as “the Consultant”).

In consideration of the mutual covenants and promises hereinafter set forth, it is understood and agreed as follows:

1. Employment

County hereby retains and contracts Consultant to administer the Le Sueur County Housing and Redevelopment Authority (hereinafter referred to as “the HRA”) and serve as Executive Director of the Le Sueur County HRA.

2. Scope

The scope of this contract is to include the following activities in connection with the administration of the HRA:

- Administration of the Housing Choice Voucher Program (Section 8) funded by the federal Department of Housing and Urban Development;
- Administration of the HRA Revolving Loan Fund generated from repayments of Small Cities Development Program loans; and
- Other activities as discussed and negotiated between the County, HRA Board and the Consultant.

3. Basic Services of the Consultant

The Consultant will provide the following services to the County in administering the HRA:

- Housing Choice Voucher Program
 - A. Responsible for knowledge of all rules and requirements of the Program.
 - B. Ensure meeting requirements of the HUD Section Eight Management Assessment Program to maintain either a high or standard performance mark.
 - C. Conducting HRA Board meetings on a regular basis, informing Board members of HRA performance and presenting information for approval by the Board.

- D. Administer the daily operations of the program, including but not limited to, new application processing, inspection of units, maintaining the waitlist, recertifying current clients, processing monthly rent payments to landlords.
 - E. Preparing all required HUD reports, meeting reporting timelines.
 - F. Maintain communication with HUD representatives.
 - G. Acquire auditing services for yearly fiscal audits of the HRA.
- HRA Revolving Loan Fund (Small Cities Grant Program)
 - A. Develop proposals for use and close out of the revolving loan funds with the HRA Board.
 - B. Communicate and gain approval of spending proposals from Le Sueur County Board of Commissioners.
 - C. Implement approved proposals.
 - D. Update revolving fund balance on regular basis with County Auditor and Administrator.
 - Other activities
 - A. Administer other activities as negotiated by the County Board, HRA Board and Consultant.

4. Limitation of Consultant Services

County and Consultant agree that Consultant will not provide and is not obligated to provide the following services under this Contract:

- The Consultant will not provide or be obligated to obtain legal advice on behalf of the County outside of what may be required in the course of normal services identified above.
- The Consultant shall not undertake any activity or action outside the services listed above without the approval of the County and HRA Board.
- Consultant will not employ subcontractors whose services shall be directly billable to the County without the express written authorization and approval of the County.

5. Compensation and Timeline

Compensation to the Consultant for services provided under this contract will be as follows:

- For administering the Housing Choice Voucher Program, compensation will be the administrative funding provided by HUD.
 - Compensation for the services of the consultant shall be in the amount of actual documented expenses to administer the program, not to exceed 100% of the total administrative fee allowed by HUD under the rules and regulations of the section 8 housing assistance payments program contained in 24 CFR Part 982.

Administrative fee shall be set by Annual Contributions Contract (ACC) between HUD and the PHA. Consultant serves the role of the PHA and is responsible for entering into the contract with HUD.

- The Le Sueur County HRA will not be liable for administrative expenses over and above that which is allowed by HUD under the terms of the contract as administered by consultant. Any funds unspent at the end of each fiscal year will be designated as funds refunded to program reserves. HAP funds will be set aside in the HAP reserve, and unspent administrative funds will be set aside in an operational reserve. Funds set aside in reserves are the property of the HRA and will require Board action to access these monies to pay either HAP or administrative costs.
- For administering the Revolving Loan Fund, fees will be included in any proposal for use of the funds. Administrative fees are an eligible use of the revolved funds.
- For other activities negotiated by the County, HRA Board and Consultant, fees will also be negotiated as needed.

The timeline for this contract will be for three years from the date of the contract.

6. Cooperation between the County and the Consultant

It is the intent of this Contract that a close cooperative working relationship be established between the County and the Consultant. Regular reporting and sharing of information will be established between the Consultant and County on a summary basis. The County has representation of the HRA Board. When required, the County will provide information to the Consultant to assist in the performance of duties under this contract, especially those relating to the administration of the Revolving Loan Fund or other activities as negotiated.

7. Termination of Contract

Termination for Cause: If, for any reason not beyond its control, Consultant shall fail to fulfill in a timely and proper manner the obligations under this Agreement, or if the Consultant shall violate any of the covenants, agreements, or stipulations of the Agreement, the County shall thereupon have the right to terminate this Agreement by giving written notice of such termination and specifying the effective date thereof, at least thirty (30) days before the effective date of such termination. In such event:

- All finished or unfinished documents, data, studies and reports prepared by the Consultant under this Agreement shall, at the option of the County, become the property of the County.
- The Consultant shall be entitled to receive just and equitable compensation for any work completed.
- The Consultant shall have no obligation to finish work in progress.

Termination for Convenience of the County or Consultant: The County or Consultant may terminate this Agreement at any time by giving at least thirty (30) days notice in writing to the other party. If the County as provided herein terminates the Agreement, the Consultant will be paid for the time provided and expenses incurred up to the termination date. If this Agreement is terminated due to fault of the Consultant paragraph above shall apply.

8. Equal Opportunity in Employment

In connection with the execution of this Agreement, all parties shall comply with Section VI of the Civil Rights Act of 1964 (78 Statute 2124), Section 109 of the Housing and Community Development Act of 1974 and Amendments and Regulations issued thereto. During the performance of this Agreement, the Consultant specifically agrees as follows:

- The Consultant will not discriminate against any employee or applicant for employment because of race, creed, sex, color or national origin. The Consultant will take affirmative action to ensure that applicants are employed, and that employees are treated during employment without regard to their race, creed, sex, color or national origin. Such action shall include, but not be limited to demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The Consultant shall post, in conspicuous places available to employees and applicants for employment, notices to be provided by the County setting forth the provisions of this nondiscrimination clause.
- The Consultant will, in all solicitations or advertisements for employees placed by or on behalf of the Consultant, state that all qualified applicants will receive consideration for employment without regard to race, creed, color, sex or national origin.

9. Indemnity

Consultant shall be responsible for any loss of Le Sueur HRA funds held by consultant or its agents by virtue of embezzlement, misappropriation, misplacement, or mismanagement of such funds or the projects. Loss of funds due to mismanagement shall be deemed to have occurred if the Le Sueur County HRA suffers financial losses by reason of the consultant's failure to administer the projects or project funds in accordance with the requirements of this agreement, or to process such documentation as may be required to receive such payments due the Le Sueur County HRA.

Consultant further agrees that in order to protect itself as well as Le Sueur County under the indemnity provision set forth above, it will at all times during the term of this contract keep in force a professional liability insurance policy covering personnel of MVAC while performing services under this contract in the following amounts: \$500,000 per claim and \$1,500,000 per occurrence.

Prior to the effective date of this contract, and as a condition precedent to this contract, MVAC will furnish Le Sueur County with Certificates of Insurance listing Le Sueur County as a certificate holder.

In Witness Whereof, the parties have executed this agreement at Mankato, Minnesota, per the date identified at the beginning of the document.

Minnesota Valley Action Council, Inc.

Le Sueur County

By 
Amanda Mackie, Executive Director

By _____
Danny O'Keefe, Board Chair



Human Resources

88 SOUTH PARK AVENUE • LE CENTER, MINNESOTA 56057

Telephone: 507-357-8221 • Fax: 507-357-8610

Theresa Kubes – Human Resources Director

HUMAN RESOURCES CONSENT AGENDA ITEMS February 24, 2026

Recommendation to grant regular status to Brandon Marshall, full-time Deputy Sheriff, Sheriff's Office, effective February 18, 2026.

Highway Department Agenda Items

Tuesday, February 24th, 2026 County Board Meeting

1. Request approval of seasonal bids for Equipment Rental Rates and Materials as presented.
2. Request approval to advertise for bids for County-Wide Striping project. Intent is to stripe paved County Roads South of TH 99 and CSAH 22.
3. Request approval to purchase 2026 Chevrolet Silverado 2500HD pickup from Saxon Fleet Services (State Contract Holder) for \$49,174.40. This is a 2026 budgeted item.

*Pickup is scheduled to replace a 2004 ½ ton Ext. Cab Chevrolet

4. Discussion Item: Parcel ID 11.007.0210. Does the County wish to acquire this parcel for Road Right of Way?
5. Updates:

Le Sueur County - Highway Department

Prepared For: Andrew Jindra

Contract ID# 258654

Cust FAN 974596 - State FAN 812659

Vehicle: [Fleet] 2026 Chevrolet Silverado 2500HD (CK20743) 4WD Crew Cab 159" Custom



2026 BASE PRICE	\$46,970.40
OPTIONS	\$2,184.00
EXCISE TAX	\$20.00
TOTAL	\$49,174.40

Does not include any Minnesota State taxes, title,
Registration, or doc fees

Vehicle: [Fleet] 2026 Chevrolet Silverado 2500HD (CK20743) 4WD Crew Cab 159" Custom (✔ Complete)

Selected Model and Options

MODEL

CODE	MODEL
CK20743	2026 Chevrolet Silverado 2500HD 4WD Crew Cab 159" Custom

COLORS

CODE	DESCRIPTION
GAZ	Summit White

EMISSIONS

CODE	DESCRIPTION
NE1	Emissions, Colorado, Connecticut, Delaware, Maine, Maryland, Massachusetts, Minnesota, Nevada, New Jersey, New Mexico, New York, Oregon, Pennsylvania, Rhode Island, Vermont and Washington state requirements

ENGINE

CODE	DESCRIPTION
L8T	Engine, 6.6L V8 with Direct Injection and Variable Valve Timing, gasoline, (401 hp [299 kW] @ 5200 rpm, 464 lb-ft of torque [629 N-m] @ 4000 rpm) (STD)

TRANSMISSION

CODE	DESCRIPTION
MKM	Transmission, 10-Speed automatic (STD) (Standard with (L8T) 6.6L V8 gas engine.)

GVWR

CODE	DESCRIPTION
CKF	GVWR, 11,025 lbs. (5001 kg) (STD) (Included and only available with CK20743 model and (L8T) 6.6L V8 gas engine with 18" or 20" wheels.)

AXLE

CODE	DESCRIPTION
GT4	Rear axle, 3.73 ratio (Requires (L8T) 6.6L V8 gas engine. Not available with (L5P) Duramax 6.6L Turbo-Diesel V8 engine.)

PREFERRED EQUIPMENT GROUP

CODE	DESCRIPTION
1CX	Custom Preferred Equipment Group includes standard equipment

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Vehicle: [Fleet] 2026 Chevrolet Silverado 2500HD (CK20743) 4WD Crew Cab 159" Custom ( Complete)

WHEELS

CODE	DESCRIPTION
Q86	Wheels, 20" (50.8 cm) machined aluminum with Grazen Metallic painted accents, 10-spoke (STD)

PAINT

CODE	DESCRIPTION
GAZ	Summit White

SEAT TYPE

CODE	DESCRIPTION
AZ3	Seats, front 40/20/40 split-bench with covered armrest storage and under-seat storage (lockable) (STD)

SEAT TRIM

CODE	DESCRIPTION
H0U	Jet Black, Cloth seat trim

RADIO

CODE	DESCRIPTION
IOR	Audio system, Chevrolet Infotainment 3 system 7" diagonal HD color touchscreen, AM/FM stereo, Bluetooth audio streaming for 2 active devices, voice command pass-through to phone, Wireless Apple CarPlay and Wireless Android Auto compatibility (STD)

OPTION DISCOUNT

CODE	DESCRIPTION
—	Option/package discount (Requires (PDX) Custom Value Package.) *DISCOUNT*

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Vehicle: [Fleet] 2026 Chevrolet Silverado 2500HD (CK20743) 4WD Crew Cab 159" Custom (✔ Complete)

ADDITIONAL EQUIPMENT - PACKAGE

CODE	DESCRIPTION
PCX	Custom Convenience Package includes (BTV) Remote Start with (UTJ) content theft alarm, (KI4) 120-volt power outlet, (KC9) 120-volt bed-mounted power outlet, (UBI) 2 charge-only USB ports for second row, (C49) rear-window defogger, (A2X) 10-way power driver seat including power lumbar, (UF2) bed LED cargo area lighting, (QT5) EZ Lift power lock and release tailgate (Included with (PDX) Custom Value Package. Beginning with the start of production certain vehicles will be forced to include (RFO) Not Equipped with USB ports rear.)
PDX	Custom Value Package includes (PCX) Custom Convenience Package, (PQA) WT/CX Safety Package, (DWI) outside power-adjustable vertical trailering mirrors with heated and auto-dimming upper glass, lower convex spotter mirrors, turn signal indicators, puddle lamps, perimeter lighting and (DD8) auto-dimming rearview mirror *GROSS*
PQA	WT/CX Safety Package includes (UD5) Front and Rear Park Assist, (UKC) Lane Change Alert with Side Blind Zone Alert and (UFG) Rear Cross Traffic Alert (Requires (PCX) Custom Convenience Package and (DWI) trailer mirrors.)
Z71	Z71 Off-Road Package includes (Z71) Off-Road suspension with off-road tuned twin tube Rancho shocks, (JHD) Hill Descent Control and (NZZ) skid plates (transfer case and oil pan) (Requires 4WD model. "4X4" decals on bed are replaced with "Z71" fender badge.)

ADDITIONAL EQUIPMENT - MECHANICAL

CODE	DESCRIPTION
—	Suspension, Off-Road includes twin-tube shocks (Included and only available with (Z71) Z71 Off-Road Package.)
JHD	Hill Descent Control (Included and only available with (Z71) Z71 Off-Road Package.)
NZZ	Skid Plates protect the oil pan, front axle and transfer case (Included with (Z71) Z71 Off-Road Package or (VYU) Snow Plow Prep/Camper Package.)

ADDITIONAL EQUIPMENT - EXTERIOR

CODE	DESCRIPTION
DWI	Mirrors, outside power-adjustable vertical trailering with heated and auto-dimming upper glass lower convex mirrors, turn signal indicators, puddle lamps, (U12) perimeter lighting, auxiliary lighting, power folding/manual extending (extends 3.31" [84.25mm]) (Requires (PCX) Custom Convenience Package. Included with (PDX) Custom Value Package. Includes (DD8) auto-dimming rearview mirror. (DD8) auto-dimming mirror will be upgraded to (DRZ) Rear Camera Mirror or (DRC) Partial video display rearview mirror when (UVO) Bed View Camera is ordered.)
KC9	Power outlet, bed mounted, 120-volt (400 watts shared with (KI4) interior power outlet) (Included and only available with (KI4) Power outlet.)
QT5	Tailgate, gate function manual with EZ Lift includes power lock and release (Included and only available with (PCX) Custom Convenience Package.)
UF2	LED Cargo Area Lighting located in pickup bed, activated with switch on center switch bank or key fob (Included with (PCX) Custom Convenience Package.)
VK3	License plate kit, front (will be shipped to orders with ship-to states that require front license plate)

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Vehicle: [Fleet] 2026 Chevrolet Silverado 2500HD (CK20743) 4WD Crew Cab 159" Custom ( Complete)

ADDITIONAL EQUIPMENT - INTERIOR

CODE	DESCRIPTION
9L7	Upfitter switch kit, (5) Provides 3-30 amp and 2-20 amp configurable circuits to facilitate installation of aftermarket electrical accessories. Kit with all required parts will be shipped loose with the truck for installation by the dealer or upfitter at customer expense. Installation instructions and technical assistance available at www.gmupfitter.com .
A2X	Seat adjuster, driver 10-way power including lumbar (Included with (PCX) Custom Convenience Package. Requires (H0U) Jet Black interior.)
BTV	Remote vehicle starter system (Included and only available with (PCX) Custom Convenience Package.)
C49	Defogger, rear-window electric (Included and only available with (PCX) Custom Convenience Package.)
DD8	Mirror, inside rearview auto-dimming (Included and only available with (DWI) trailer mirrors. Not available with (DRZ) Rear Camera Mirror.)
KI4	Power outlet, interior, 120-volt (400 watts shared with (KC9) bed mounted power outlet) (Requires (PCX) Custom Convenience Package.)
UBI	USB ports, rear, dual, charge-only (Included and only available with (KI4) 120-volt power outlet. Beginning with the start of production certain vehicles will be forced to include (RFO) Not Equipped with USB ports rear.)
UTJ	Theft-deterrent system, unauthorized entry (Included and only available with (PCX) Custom Convenience Package.)

ADDITIONAL EQUIPMENT - SAFETY-INTERIOR

CODE	DESCRIPTION
UD5	Front and Rear Park Assist, ultrasonic (Included and only available with (PQA) WT/CX Safety Package.)
UFG	Rear Cross Traffic Alert (Included and only available with (PQA) WT/CX Safety Package.)
UKC	Lane Change Alert with Side Blind Zone Alert (Included and only available with (PQA) WT/CX Safety Package.)

Options Total

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Mankato Chevrolet

Vehicle: [Fleet] 2026 Chevrolet Silverado 2500HD (CK20743) 4WD Crew Cab 159" Custom (/ Complete)

Window Sticker

SUMMARY

[Fleet] 2026 Chevrolet Silverado 2500HD (CK20743) 4WD Crew Cab 159" Custom

MSRP:\$53,800.00

Interior:Jet Black, Cloth seat trim

Exterior 1:Summit White

Exterior 2:No color has been selected.

Engine, 6.6L V8

Transmission, 10-Speed automatic

OPTIONS

CODE	MODEL	MSRP
CK20743	[Fleet] 2026 Chevrolet Silverado 2500HD (CK20743) 4WD Crew Cab 159" Custom	\$53,800.00
	OPTIONS	
1CX	Custom Preferred Equipment Group	\$0.00
9L7	Upfitter switch kit, (5)	\$150.00
A2X	Seat adjuster, driver 10-way power	Inc.
AZ3	Seats, front 40/20/40 split-bench	\$0.00
BTV	Remote vehicle starter system	Inc.
C49	Defogger, rear-window electric	Inc.
CKF	GVWR, 11,025 lbs. (5001 kg)	\$0.00
DD8	Mirror, inside rearview auto-dimming	Inc.
DWI	Mirrors, outside power-adjustable vertical trailing with heated and auto-dimming upper glass	Inc.
FE9	Emissions, Federal requirements	\$0.00
GAZ	Summit White	\$0.00
GT4	Rear axle, 3.73 ratio	\$0.00
H0U	Jet Black, Cloth seat trim	\$0.00
IOR	Audio system, Chevrolet Infotainment 3 system	\$0.00
KC9	Power outlet, bed mounted, 120-volt	Inc.
KI4	Power outlet, interior, 120-volt	Inc.
L8T	Engine, 6.6L V8	\$0.00

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Data Version: 27726. Data Updated: Feb 10, 2026 6:49:00 PM PST.



Vehicle: [Fleet] 2026 Chevrolet Silverado 2500HD (CK20743) 4WD Crew Cab 159" Custom (✔ Complete)

MKM	Transmission, 10-Speed automatic		\$0.00
PCX	Custom Convenience Package	Inc.	
PDX	Custom Value Package		\$2,425.00
PQA	WT/CX Safety Package	Inc.	
Q86	Wheels, 20" (50.8 cm) machined aluminum		\$0.00
QT5	Tailgate, gate function manual with EZ Lift	Inc.	
UBI	USB ports, rear, dual, charge-only	Inc.	
UD5	Front and Rear Park Assist, ultrasonic	Inc.	
UF2	LED Cargo Area Lighting	Inc.	
UFG	Rear Cross Traffic Alert	Inc.	
UKC	Lane Change Alert with Side Blind Zone Alert	Inc.	
UTJ	Theft-deterrent system, unauthorized entry	Inc.	
—	Option/package discount		(\$500.00)

SUBTOTAL	\$55,875.00
Adjustments Total	\$0.00
Destination Charge	\$2,795.00
TOTAL PRICE	\$58,670.00

FUEL ECONOMY

Est City:N/A

Est Highway:N/A

Est Highway Cruising Range:N/A

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 Data Version: 27726. Data Updated: Feb 10, 2026 6:49:00 PM PST.



Overview



Legend

Roads

- US Highway
- MN Highway
- CSAH; County Road; Ramp
- Township Road
- Municipal Street
- State Park Road; State Game Preserve Road
- Private Road
- Unspecified Driveway
- City Limits
- Parcels
- Parcel Labels

Parcel ID	11.007.0210	Alternate ID	n/a	Owner Address	RANDALL,ARLEE D
Sec/Twp/Rng	07-111-025	Class	111 - RURAL VACANT LAND		RAYMON H RANDALL
Property Address		Acreage	0.24		541 MURRAY ST
					OWATONNA, MN 55060

District SHAR TWP/2397-LS
Brief Tax Description Sect-07 Twp-111 Range-025 .24 AC BEG AT NW COR OF SE 1/4 (ALSO NE COR OF FOREST CREEK SUBD)TH E 155.36FT TO POB, TH E 324.64 FT, S 104 FT, TH NE'LY ALONG CENTERLINE CURVE OF CR 115 TO POB
 (Note: Not to be used on legal documents)

-Aerial Photo taken in April 2025

Date created: 2/17/2026
 Last Data Uploaded: 2/17/2026 8:33:26 AM

Developed by **SCHNEIDER**
 GEOSPATIAL



Human Resources

88 SOUTH PARK AVENUE • LE CENTER, MINNESOTA 56057

Telephone: 507-357-8221 • Fax: 507-357-8610

Theresa Kubes – Human Resources Director

HUMAN RESOURCES

AGENDA ITEMS

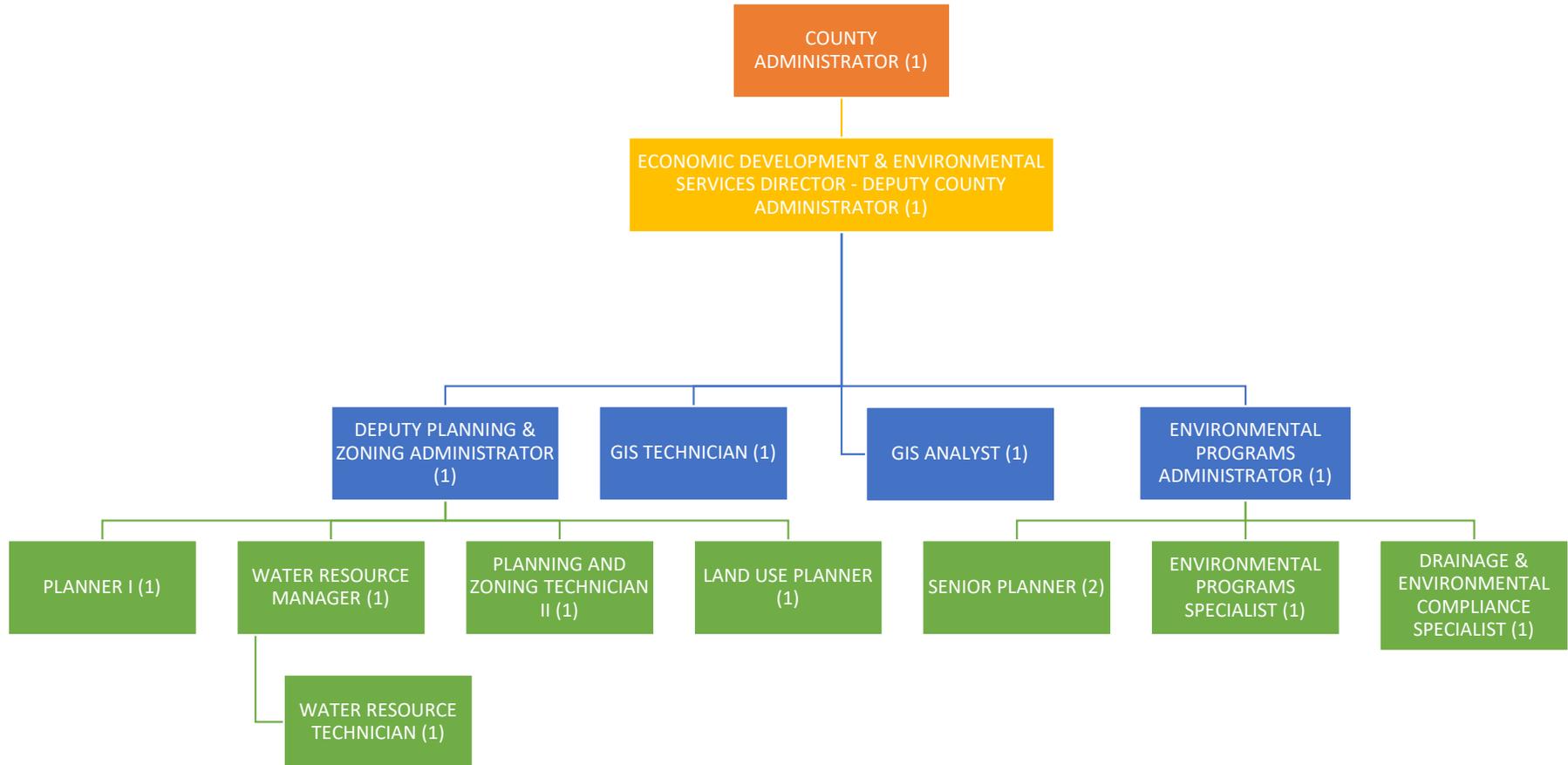
February 24, 2026

Recommendation to approve the restructured organizational chart for the Environmental, Planning & Zoning Department. The revision would add an Environmental Programs Administrator while removing a vacant GIS Manager.

Staffing Updates

None

ENVIRONMENTAL SERVICES



WBIF Workplan FY25					
	ID	Implementation Activity	Priority Area(s)	Allocated	Spent
				\$	\$
Plan Development	3.1.2-A-1	meetings and communication time with partners and potential landowners for wetland restoration sites in the Upper Cannon Watershed	Upper Cannon	\$35,000.00	\$1,786.59
	3.1.1-C-1	Technical Assistance for One large stream restoration project.	tier 1 Impaired streams	\$5,000	
				\$40,000.00	\$1,786.59
Cost-Share Projects	3.1.1-A-3	Implement structural practices to treat 3 acres of cropland	protection lakes	\$2,000	
	3.1.1-B-3	Implement structural practices to treat 66.8 of cropland	impaired lakes	\$40,000	
	3.1.1-C-7	Implement structures practices to treat 791 of cropland in the Tier 1 Impaired stream drainage areas.	pollutant impaired streams	\$517,090	
	3.2.1-B-2	Implement practices that increase organic matter(such as cover crops and tillage management) on 1.5% of corn/soybean acres.	tier 1 lakes and streams	\$50,000	
	3.2.1-B-3	Implement practices that increase organic matter(such as cover crops and tillage management) on 6.8% of short season crop acres.	tier 1 lakes and streams	\$2,000	
				\$611,090.00	\$0.00
Livestock Waste Management	3.1.1-C-5	Implement 2 feedlot runoff control projects in shoreland areas	tier 1 streams	\$100,000	
				\$100,000	\$0
Non-Structural Management Practices	3.1.1-A-2	Implementation of in-lake and near-shore management strategies.	tier 1 protection lakes	\$60,000	
	3.1.1-B-2	Implementation of in-lake and near-shore management strategies.	tier 1 impaired lake	\$120,000	
	3.1.1-C-6	Write and implement rotational grazing and livestock exclusion plans on 8 sites within 1,000 feet of a Tier One impaired stream, or a direct tributary to a Tier One impaired stream.	tier 1 streams	\$40,000	
				\$220,000	\$0
Education Outreach	3.2.1-B-4	Develop a soil health team	Cannon River Planning Area	\$20,000	
		Education and Outreach plan implementation		\$20,400	
	3.3.1-A-3	Host biannual (every other) field day or tour for locally elected and appointed decision-makers, of their appointed citizen advisory committee.	Cannon Watershed Planning Area Wide	\$2,500	
	3.3.1-B-4	Host periodic educational workshops for design and construction professionals including (1) licensed Septic Professionals; (2) drainage contractors; (3) design engineers; and (4) landscaping professionals.	Cannon River Planning Area	\$8,000	\$1,954.93
	3.3.1-B-3	Educate homeowners and the lake associations through news releases, workshops, presentations to organizations and one-on-one communication on: (1) shoreland property and the need to restore shoreline to a more natural state; (2) septic improvements and maintenance; (3) benefits of conservation and working lands easements; (4) BMP installation and implementation	Cannon River Planning Area	\$50,000	
	3.1.3-A-4	Host 2 well testing or screening clinics per year for private well owners. Provide nitrate test results and/or water testing kits, and information on best practices for well maintenance and water quality.	Private well owners in areas of moderate or high pollution sensitivity.	\$18,000	
				\$118,900	\$1,954.93
Groundwater	3.1.3-A-3	In areas within an existing DWSMA, but outside of the city jurisdiction, assist with well location and inventory, and sealing of unused wells that pose a risk to the public water supply wells.	Communities with moderate or high vulnerabilities	\$20,000	
	3.1.3-A-8	Create a planning area well sealing program and prioritization process, implemented by each county, for residents who wish to voluntarily seal wells using a priority process. Start by conducting an unused well inventory by mailing a homeowner survey asking people if they have an unused well on their property that they would like assistance sealing.	Groundwater Pollution Sensitivity Area	\$35,000	
				\$55,000	\$0
Wetlands	3.1.2-A-1	Utilize PTMap or other tools to identify sites in the priority drainage areas for wetland restoration, then implement projects to meet the wetland restoration goals.	Upper Cannon HUC10, Chub Creek HUC10	\$70,000	
				\$70,000	\$0
Shorelines	3.2.2-B-3	Protect or restore native riparian vegetation by implementing a native vegetation buffer on 20 private lakeshore properties per year in the Lakes Area.	Lakes Area	\$20,000	
				\$20,000	\$0

TOTAL BASED ON IMPLEMENTATION PLAN

BWSR Elink Budget Items for Work Plan				
		Spent	Allocated	Percent
Plan Development	Plan Dev./Assessment	\$1,786.59	\$40,000.00	4%
Cost-Share Projects	Ag Practices	\$0.00	\$611,090.00	0%
	Feedlot	\$0.00	\$100,000.00	0%
Non-structural management	Non-structural management	\$0.00	\$220,000.00	0%
Education Outreach	Education/Outreach	\$1,954.93	\$118,900.00	2%
Groundwater	Groundwater	\$0.00	\$55,000.00	0%
Wetlands	Wetland Restoration/Creation	\$0.00	\$70,000.00	0%
Shorelines	Streambank or Shoreland Protection	\$0.00	\$20,000.00	0%
C/S Technical Assistance	Tech/Engineering Ass.		\$250,000.00	0%
Grant Administration	Adm/coordination	\$28,320.54	\$52,000.00	54%
Local Match	cash/landowner/in-kind		\$120,000.00	0%
Federal Match	cash/landowner/in-kind		\$33,699.00	0%
			\$32,062.06	3%
			\$1,536,990.00	100%
			\$32,062.06	2%
			\$0.00	0%
			\$33,699.00	2%

\$ 32,062.06

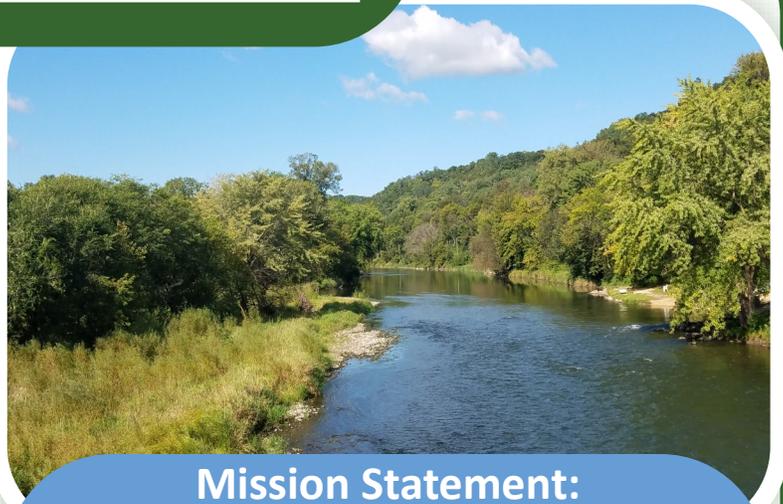


Cannon River Watershed Joint Powers Organization

2024 Annual Report

Partners across the watershed are working together to address priorities within the Cannon River Comprehensive Watershed Management Plan. Members are working on 19 activities related to Resource Concerns, 20 different Landscape Concerns and 11 Socioeconomic Concerns.

Within this Annual Report there are high level summaries of projects, events, studies, monitoring and funding.



Mission Statement:

Work collaboratively to improve and protect the natural resources within the Cannon River Watershed to ensure prosperity of our urban and agricultural communities.

Projects & Progress

Cumulative since Plan adoption in 2020:

- 72 agricultural structures including basins and grade stabilization structures
- 1,540 acres of agricultural management practices, primarily cover crops
- Prevented 3,671 tons of sediment (TSS) from reaching streams and lakes each year
- Prevented 478 pounds of phosphorus from reaching streams and lakes each year
- Sealed 8 wells preventing groundwater contamination
- Assisted with design and installation of 6 Native Shoreline Plantings

Watershed Plan Priority Area Goals		
Protection Lake	10-yr Reduction Goal	Progress
Beaver	6 lbs/yr phosphorus	Increase Efforts ↗
Dudley(and Kelly)	87 lbs/yr phosphorus	Increase Efforts ↗
Fish	7 lbs/yr phosphorus	Increase Efforts ↗
Roemhildts	84 lbs/yr phosphorus	Increase Efforts ↗
Impaired Lake	10-yr Reduction Goal	Progress
Cedar	340 lbs/yr phosphorus	Increase Efforts ↗
Fox	534 lbs/yr phosphorus	Making Progress →
Hunt	606 lbs/yr phosphorus	Making Progress →
Impaired Stream	10-yr Reduction Goal	Progress
Lower Vermillion	505 tons/yr TSS	Increase Efforts ↗
Belle Creek	2145 tons/yr TSS	Making Progress →
Little Cannon	2713 tons/yr TSS	Making Progress →
Trout Brook	1238 tons/yr TSS	Making Progress →
Prairie Creek	631 tons/yr TSS	Making Progress →
Rush Creek	240 tons/yr TSS	Increase Efforts ↗
Medford Creek	203 tons/yr TSS	Making Progress →



A 1.2 acres grassed waterway in Goodhue County after mulching and seeding

Contact Us

2211 2nd Ave NW, Suite 200
Faribault, MN 55021
(507) 332-5408
cannonriverwatershedmn.gov

Plans & Policies

- Six Lake Management Plans in progress which will help prioritize watershed work and in-lake treatments.
- Prioritize Target Measure Application (PTMapp) used for calculating pollutant reductions and project prioritization.
- Supported the Upper Cannon River Flood Study which received funding from Federal Emergency Management Agency.
- Created Native Shoreline Planting Program and materials to support project design.



CRWJPB members and staff on bi-annual tour which was hosted at Byllesby Dam with a bus tour of conservation practices in Goodhue County



Native Shoreline Planting program provides tangible action for lakeshore owners

Education & Outreach

- Hosted 6 webinars about the watershed with an average of 25 attendees at each.
- Mailed program information to landowners in priority drainage areas.
- Attended 10 Lake Association meetings to discuss CRWJPO activities and program opportunities.
- Hosted a tour for elected officials of Byllesby Dam and conservation practices in Goodhue County.

Grants & Funding

The CRWJPO has spent 100% of the first round (FY20-21) of Watershed Based Implementation Funding and 30% of the second round (FY22-23). FY21 allocation was \$1,028,658 and FY23 was \$1,328,658. The funding level will increase in 2025 to \$1,536,990. CRWJPO also received \$30,000 to incentivize Conservation Reserve Program (CRP) enrollment.

An interactive map of the watershed with priority areas and completed projects is available online. Scan the QR code or visit cannonriverwatershedmn.gov



Follow CRWJPO on Facebook and YouTube

REVENUES	2026 Budget Draft
Use of Fund Balance (Unrestricted Funds)	\$0.00
Dues from Members	\$36,750.00
Interest	\$1,000.00
Investment Earnings/Dividends	\$12,000.00
BWSR WBIF Grant FY25	\$940,034.00
TOTAL REVENUE	\$989,784.00

EXPENSES	
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Fund Source- Dues

Lake sampling	\$31,145.00
CRWJPO Checks	\$300.00
Upper Cannon River Flood Study	\$0.00
Administration -General	\$0.00
Administration - Fiscal Agent	\$0.00
Administration - Education and Outreach	\$0.00
Administration - TACS	\$0.00
Administration - AIM	\$5,000.00
Legal Services	\$3,000.00
Accounting and Audit Services	\$3,600.00
Liability Insurance and General Operating	\$5,345.00
Website	\$360.00
Fund Balance- Operating	\$0.00
Fund Balance- plan revisions	\$0.00
Promotional material- shirts, tents, etc	\$1,000.00
Subtotal	\$49,750.00

FY25 BWSR Grant

Plan Development

Staff time Wetland restoration development- 3.1.2-A-1	\$15,000.00
T/A Stream Restoration- 3.1.1-C-1	\$5,000.00

Cost Share Projects

Structures PL- 3.1.1-A-3	\$1,000.00
Structures IL- 3.1.1-B-3	\$20,000.00
Structures IS- 3.1.1-C-7	\$340,500.00
Nonstructural corn/sb- 3.2.1-B-2	\$16,667.00
Nonstructural short season- 3.2.1-B-3	\$667.00

Livestock Waste Management

Feedlot- 3.1.1-C-5	\$50,000.00
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Non-structural Management Practices

Lake Plans Implementation- protection lakes 3.1.1-A-2	\$40,000.00
Lake Plans Implementation- impaired lakes 3.1.1-B-2	\$80,000.00
Grazing plan- 3.1.1-C-6	\$20,000.00

Shorelines

Shoreline plantings- 3.2.2-B-3	\$10,000.00
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Education and Outreach

Soil Health Team- 3.2.1-B-4	\$10,000.00
E&O implementation (role)	\$10,200.00
Biannual field day- 3.3.1-A-3	\$2,500.00
Professional workshops- 3.3.1-B-4	\$4,000.00
Education public- 3.3.1-B-3	\$35,000.00
Well clinics- 3.1.3-A-4	\$9,000.00

Groundwater

Industrial well sealing- 3.1.3-A-3	\$20,000.00
Well Sealing program- 3.1.3-A-8	\$20,000.00

Wetlands

Wetland restoration- 3.1.2-A-1	\$70,000.00
--------------------------------	-------------

C/S Technical Assistance

\$125,000.00

Grant Administration

\$35,500.00

Subtotal

\$940,034.00

TOTAL EXPENSES	\$989,784.00
Year End Balance	\$0.00
Unrestricted Fund Balance (Membership Dues)	\$0.00
WBIF FY2025 fund balance	\$0.00
Fund balance- plan revisions	\$65,602.00
fund balance- operating	\$88,519.00

Notes:

Other grants may be added throughout the



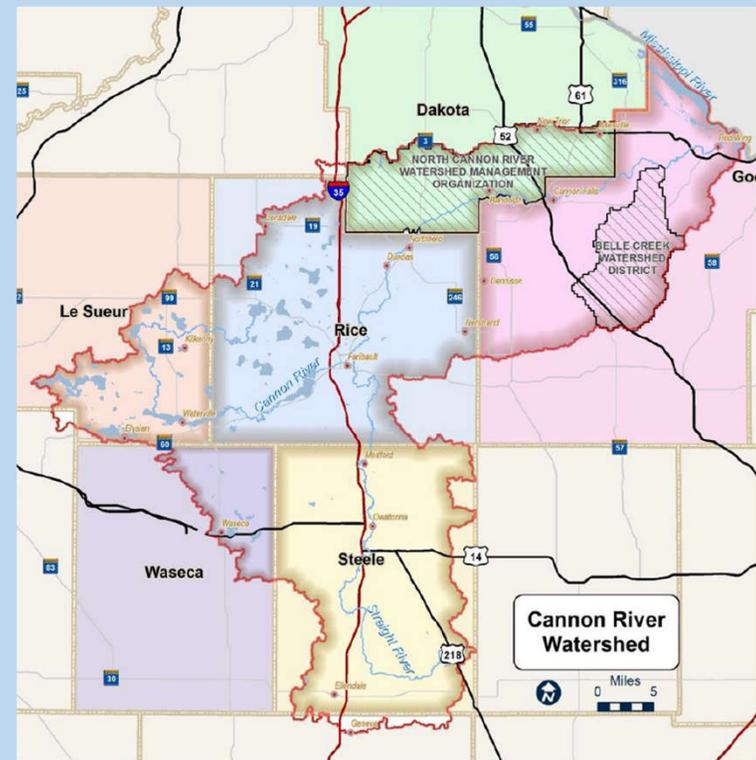
**Cannon River
Watershed
Joint Powers
Organization**

Background

- Planning started in 2016 and the plan was approved in June of 2020. The CRWJPO was formed in 2019 as a result of the plan.
- Policy members selected a Joint Powers Board to implement the plan.

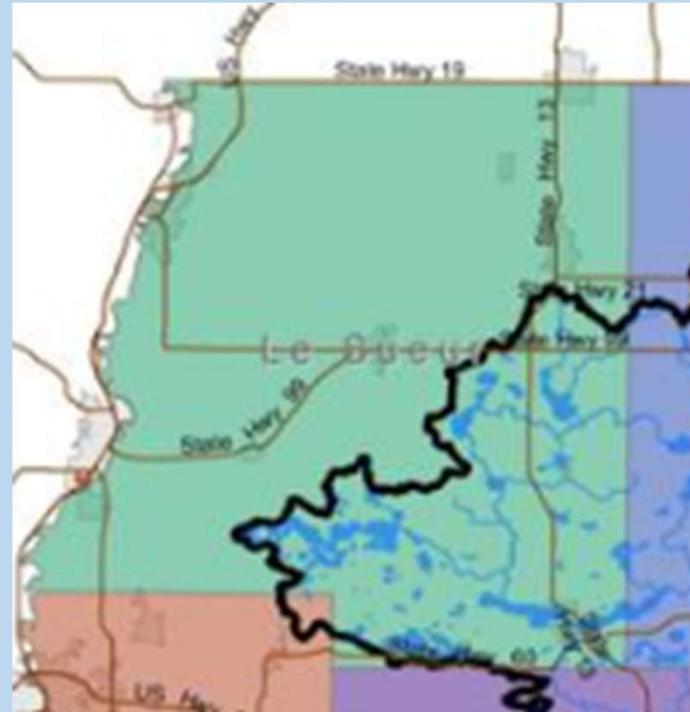
Members

- Rice County and SWCD
- Dakota County and SWCD
- Le Sueur County and SWCD
- Steele County and SWCD
- Waseca County and SWCD
- Goodhue County and SWCD
- Belle Creek Watershed District
- North Cannon WMO



Le Sueur County

- 9.6 % of the Cannon River Watershed is in Le Sueur County.
- Around 30% of Le Sueur County is a part of the Cannon River Watershed.

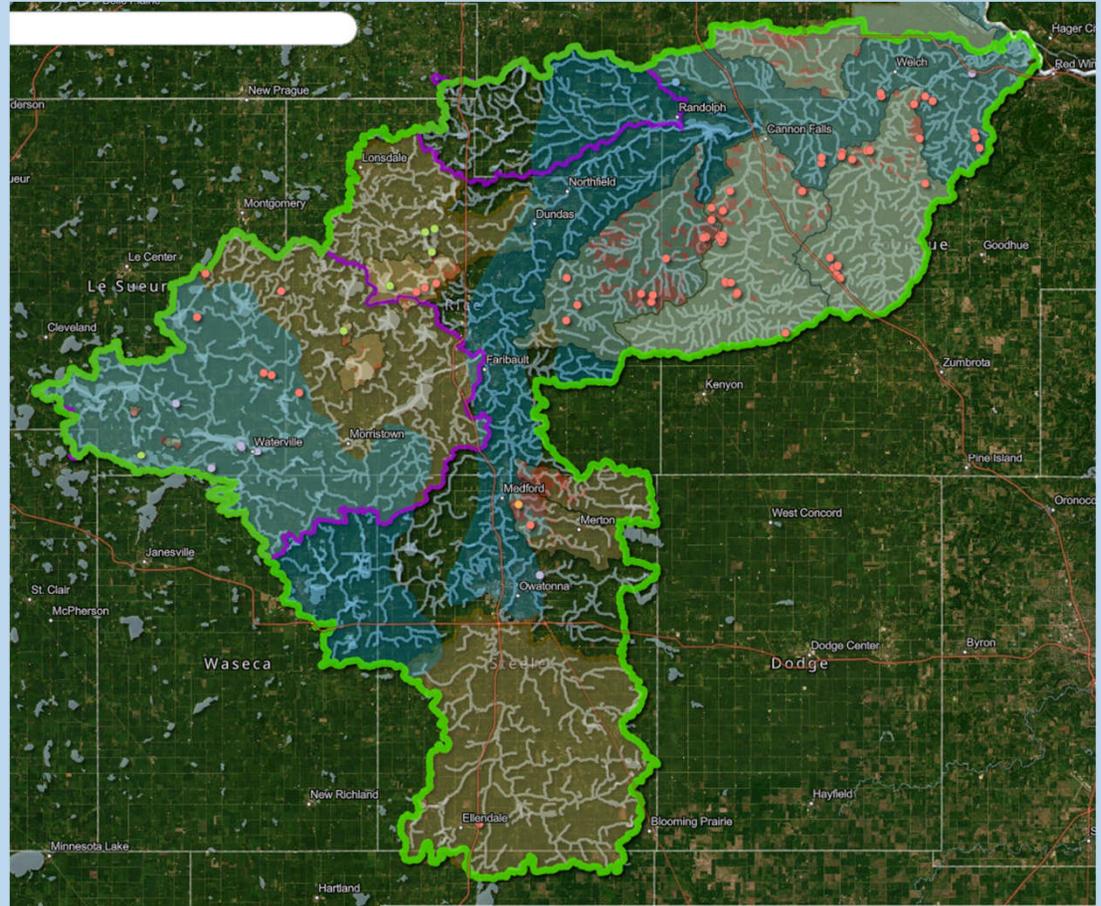


Funding

- The CRWJPO has received 3 rounds of funding from BWSR so far.
 - FY21- \$1,028,658.00
 - FY23- \$1,328,658.00
 - FY25- \$1,536,990.00
- As a Joint Powers Board, the CRWJPO can charge members dues. Annually, they can charge up to \$49,000.00 total in dues. For 2026, they are charging \$36,750.00. Le Sueur County is paying \$2,625.00.
- We have also received other grants for specific activities. These grants have included: CRP incentive funds, RDSP grant, MPCA Algal bloom sampling, and MPCA SWAG sampling.

Accomplishments

- See Annual Report handout.



Current Activities

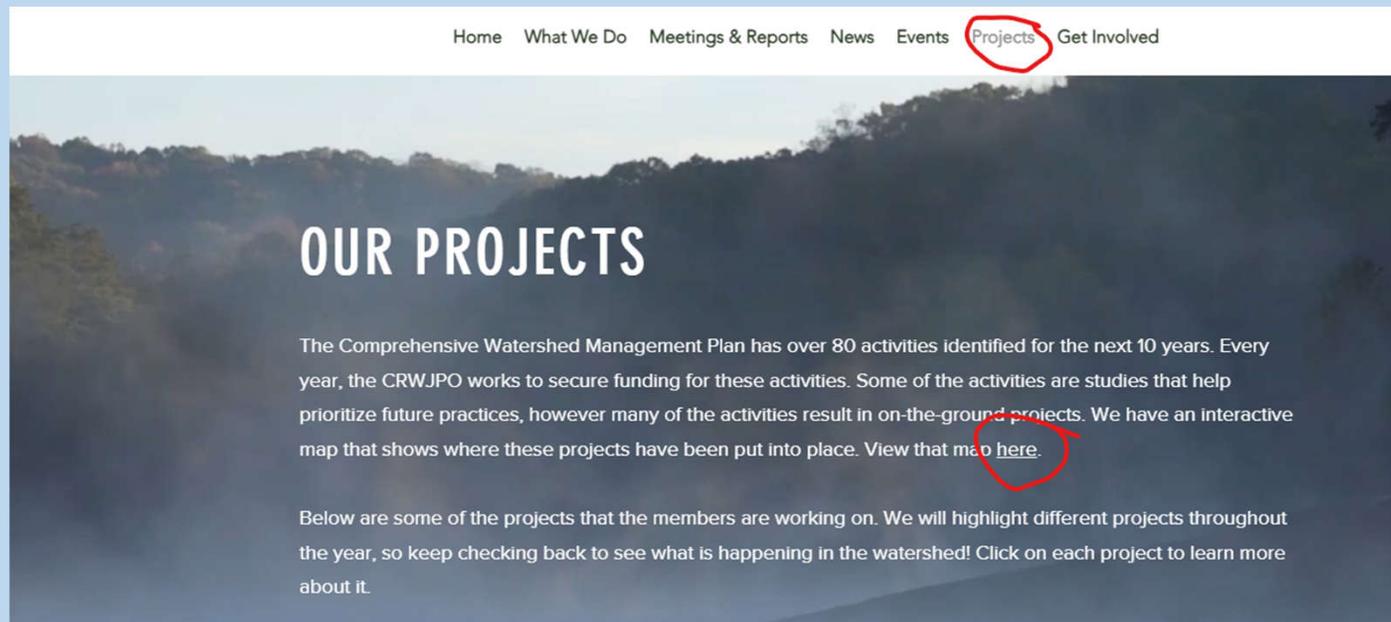
- A large stream restoration project in Goodhue County.
- Lake sampling of lakes that do not have data utilizing dues.
- Lake Management plans are being completed by MPCA and staff will work on implementation of those plans once completed.
- Local well testing and sealing being completed by staff.
- Education and Outreach videos through KTTC.
- Plans on hosting a professional development workshop, hopefully with realtors.
- Funds for Native shoreline plantings along lakes.

Upper Cannon Flood Study

- FEMA Hazard Mitigation Grant program for the study itself.
- Watershed Based Implementation funds through CRWJPO to do feasibility studies on wetland restoration sites.
- Regional Development Sustainability Partnership grant to develop promotion and outreach material.
- NRCS Watershed Protection and Flood Prevention Operations Program for preliminary Investigation and Feasibility Reports.

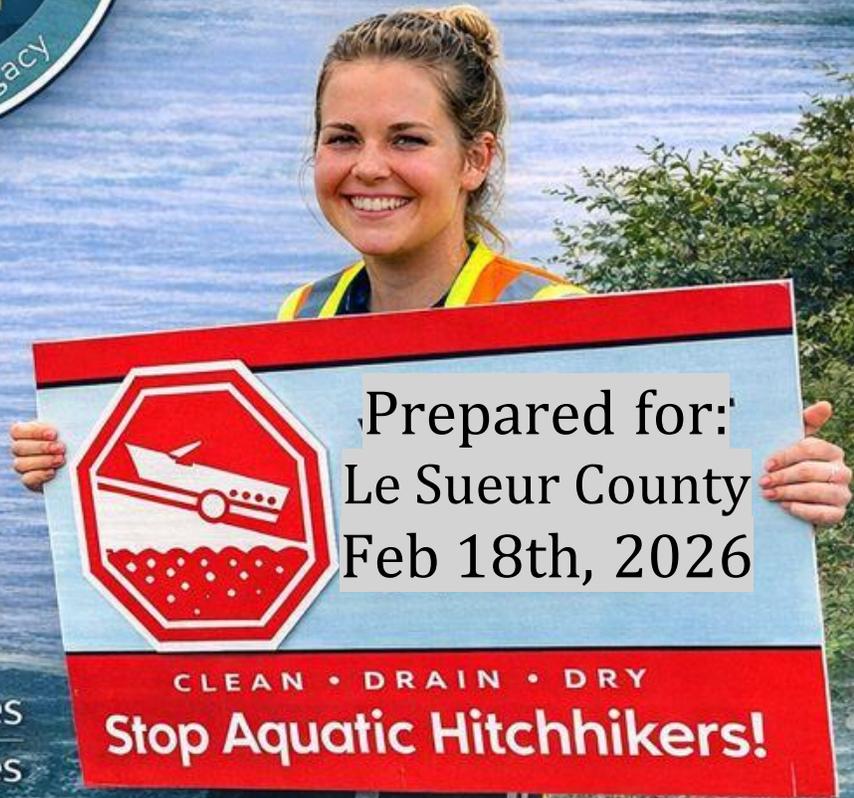
Website and other information

- <https://www.cannonriverwatershedmn.gov/>





WATERCRAFT INSPECTION PROPOSAL



Protecting Our Lakes
from Invasive Species



What Sets Waterfront Restoration LLC Apart

Simple, proven reasons counties choose us

Across Minnesota, AIS inspection programs often run into the same problems, especially with seasonal workers and tight budgets. When expectations are high and there is little room for mistakes, a few things matter most:

- Keeping good inspectors all season
- Clear leadership in the field
- Strong training
- Accurate reports
- A program that runs steady from start to finish

Waterfront Restoration is built specifically to handle these challenges and keep inspection programs running smoothly all season long.

1) Expert recruiting advantage

Waterfront Restoration sets itself apart with a proprietary, 10-point inspector staffing system built to win in a tight labor market, without sacrificing quality, professionalism, or coverage. Instead of reacting late or relying on generic hiring, we recruit early, move fast, and tap deeply into local communities. The result is a dependable, well-trained inspector team that shows up prepared, stays engaged, and keeps every launch fully staffed all season long.

Results that matter

- **Consistent, reliable staffing all season**
Early recruiting, rapid hiring, rehires, and referrals reduce gaps, no-shows, and mid-season scrambling.
 - **Higher-quality inspectors, not just warm bodies**
Mission-driven messaging, paid training, and hands-on onboarding attract people who care about professionalism and public service.
 - **Stronger community trust and program continuity**
Local recruiting, returning inspectors, and active oversight create a familiar, credible presence at boat launches year after year.
-

2) Clear Leadership and One Point of Contact

When inspectors do not know who is in charge, or counties do not know who to call, problems drag on longer than they should.

Waterfront assigns experienced field leaders with clear responsibility. Inspectors know exactly who they report to, and counties know exactly who to contact.

Issues are handled quickly, without finger-pointing or confusion.

Result:

- Faster problem-solving
 - Clear communication
 - Less extra work for county staff
 - **Stronger community trust and program continuity**
Local recruiting, returning inspectors, and active oversight create a familiar, credible presence at boat launches year after year.
-

3) Navigating MN DNR Training and Reporting Requirements

Limited class availability, delayed scheduling, and last-minute changes to MN DNR inspector training have been ongoing challenges for AIS programs across the state. These constraints can create early-season staffing gaps and added administrative strain for counties. Waterfront Restoration is well-versed in working within these realities. We proactively plan for training bottlenecks by identifying candidates early, coordinating closely with the DNR well ahead of the season, and building contingency capacity so inspection coverage is not compromised by training delays. We also supply mileage reimbursements if classes are not available nearby and inspectors need to get trained in on short notice.

Result:

- Reliable inspector coverage despite training constraints
- Minimal SWCD oversight
- Reduced risk of delays, gaps, or coverage

4) Training That Goes Beyond the Basics

DNR training is important, but it is only the starting point.

We provide additional training focused on real-world situations inspectors face every day, including:

- How to act professionally at public launches
- How to talk with boaters and calm tense situations
- Following procedures the same way every time
- Knowing when and how to escalate issues

Result:

- Fewer complaints
- Better interactions with the public
- Inspectors who represent the program well

5) Consistent Standards and Active Oversight

In public programs, small problems turn into big ones if they are ignored.

Waterfront runs with clear rules and consistent enforcement. Supervisors actively check in, coach inspectors, and correct issues early, before they spread or repeat.

Result:

- Less risk
- Fewer surprises
- Consistent enforcement all season

6) Reliable Reporting You Can Trust

Good reports save counties time and headaches.

Our reporting is built to be:

- Accurate
- Easy to understand

- Ready for compliance, grants, and planning

County staff do not have to chase corrections or clean up data after the fact.

Result:

- Confidence in the numbers
 - Better insight
 - Less staff time spent fixing reports
-

7) A Steady Partner When Budgets Are Tight

When funding is tight, counties need reliability, not last-minute fixes.

Waterfront focuses on:

- Predictable staffing
- Proactive supervision
- Fewer problems that need correction

Result:

- Lower risk
 - Stable program quality
 - Less stress on county staff
-

Bottom Line

Most AIS inspection programs struggle with:

- Staff turnover
- Unclear supervision
- Inconsistent training
- Extra administrative work

Waterfront Restoration solves these problems by:

- Keeping good inspectors
- Providing clear leadership
- Training beyond the minimum
- Holding consistent standards
- Delivering reliable reporting

As budgets tighten and expectations stay high, we offer a steady, dependable program that runs cleanly from start to finish, with less oversight required.

What You Can Expect From Us in 2026

If this is your first season working with us, here's how we're strengthening the program to make things run smoothly from day one.

Hiring and Retention

- Recruiting earlier during the critical March to May window
 - Expanding local recruiting through community groups, clubs, job boards, and job fairs
 - Strengthening interviews to reduce poor-fit hires
 - Prioritizing returning **high-performing** inspectors
-

Leadership and Accountability

- Stronger vetting of all hires
- Clear expectations set early
- Faster correction when standards are not met
- Additional early-season and mid-season check-ins

Communication and Reporting

- Tighter internal checks on case numbers
- Standardized reference tools for inspectors in the field
- Check-for-understanding training to reduce mistakes
- Stronger support from interns
- Task-tracking systems to ensure follow-through

Reporting timelines:

- Weekend reports completed by Monday
- Monthly reports finalized by the first Friday of each month

Goal:

A well-run season with fewer issues to resolve, quicker follow-through, and less administrative lift on your team..

What Others Are Saying

“When inspectors from Waterfront were on site, they were far more thorough and friendly than others I have seen. Some inspectors elsewhere clearly did not want to be there.”

“We used to manage this internally. Being able to be hands-off and trust the work is huge. The care you put into this really matters.”

“Their dedication to quality inspections is obvious. Waterfront Restoration is the best fit.”

About Waterfront Restoration

Waterfront Restoration has provided fully managed Level 1 and Level 2 AIS inspection and boater education services across Minnesota for 11 years.

Our clients see us not just as a contractor, but as a reliable partner in lake protection, trusted to deliver results with minimal oversight.

We have served the following counties, cities, watershed districts, and lake associations across Minnesota.

.References are available upon request.: Dakota County; Goodhue County; Murray County; Meeker County; Scott County; Hennepin County; Ramsey County; Blue Earth County; Christmas Lake Association; Prior Lake–Spring Lake Watershed District; City of Eden Prairie (Carver County); Minneapolis Park and Recreation Board (MPRB); Lake Minnie Belle Association

Scope of Work (Summary)

Inspectors

- DNR-trained Level 1 inspectors
- Focused on inspections and boater education
- Professionally equipped
- Electronic surveys completed in the field
- Thorough hiring process including interviews and customer-service screening
- Devices preloaded with procedures, references, and contacts
- Hands-on onboarding provided

Management and Oversight

- Full program management including hiring, training, scheduling, supervision, and reporting
- Training beyond DNR requirements
- Inspector Coach and inspections intern
- GPS-verified attendance
- Weekly spot checks and ongoing coaching

Program Support and Accountability

- Multiple project managers available seven days a week
 - Advanced scheduling to reduce coverage gaps
 - Regular case-number accuracy reviews
 - All AIS violations reported within 24 hours with full documentation
-

Industry-Leading Reporting and Program Insights

Reporting is where many AIS programs fall short. Counties often receive reports that are hard to read, inconsistent, or require staff time to interpret, clean up, or explain to boards and committees.

Waterfront Restoration's reporting is fundamentally different.

Our end-of-season reports are built to be **clear, complete, and immediately useful**. Counties consistently describe them as a night-and-day improvement compared to reports they have received in the past.

What makes our reporting stand out:

- **Clean, verified data** All inspection data is reviewed for accuracy before reports are finalized. Case numbers, totals, and trends are double-checked so counties are not left correcting errors or reconciling mismatches.
- **Easy-to-read summaries for decision-makers** Reports are designed for commissioners, boards, and committees, not just technical staff. Key takeaways are clearly summarized so leadership can quickly understand what happened during the season without digging through raw data.
- **Lake-specific breakdowns that serve local lake associations** Reports are organized by individual lake, not just program-wide totals. This gives lake associations and local partners clear visibility into activity, pressure levels, trends, and outcomes for their specific lake. Instead of broad county data that feels distant, stakeholders can review information that directly relates to their shoreline, access points, and boating patterns- making the reports far more actionable for local planning, communication, and funding discussions.

- **Clear visuals that actually explain the story** Charts and tables are simple, consistent, and labeled in plain language. They highlight trends, peak times, and risk areas instead of overwhelming the reader with cluttered spreadsheets.
- **Context, not just numbers** We explain what the data means. Reports include written insight that helps counties understand why patterns occurred, where pressure points existed, and what may be worth adjusting in future seasons.
- **Minimal staff involvement required** Counties receive reports that are ready to share and ready to stand behind. No cleanup, no rework, and no guessing.

The result is a report that does more than document activity. It gives counties confidence in their program, clarity for leadership, and a reliable foundation for planning and funding decisions.

Simply put: counties move from “checking a box” on reporting to actually using the information to make better decisions.

Example report: <http://bit.ly/EOYReportExample>

Schedule

- Attachments from Trevor Rudenick titled “Inspection Hrs for Lakes 2026” and “List of Lakes & Accesses” were referenced for this proposal.
- Final schedule to be determined with input from County.
- Waterfront Restoration will manage the schedule with input from the County and associations, as appropriate.

Investment

We provide the best value to protect your lakes.

\$30.87 per hour for level 1 inspectors A few important aspects about our pricing: 1) You are only billed when inspectors are “clocked-in” at the launch site. 2) All overhead costs such as recruiting, company training, DNR training, holiday pay, ongoing management, protocol compliance, technology, software, and reporting are included in the hourly rate. 3) Our pricing is fully transparent. The invoices we provide are simply the multiplication of the hours inspectors worked at the launch multiplied by the hourly rate.

\$22.43 per hour for DNR training. DNR training is typically a 7 hour day for each inspector.

Al A Carte Options

<u>ITEM/DESCRIPTION</u>	<u>PRICING</u>																		
Background checks- Prior to hire, every inspector undergoes a criminal background check to identify felony convictions and sexual offender convictions. Candidates with those convictions are not hired.	INCLUDED																		
Uniforms/equipment- ie vests, name tags, safety equipment	INCLUDED																		
Tablets for all inspectors instead of phones.	\$85 per inspector																		
Instead of the basic 2-4 page end of summer report summarizing total hours worked etc., we can provide a highly detailed end of year report like this: http://bit.ly/EOYReportExample	INCLUDED																		
Instead of the standard monthly hours worked report, we can provide a highly detailed monthly report like this: http://bit.ly/MonthlyReport-Example	INCLUDED																		
Additional data collection beyond the DNR process- such as specific weed species identified on boats prior to launching- i.e. instead of the standard DNR reporting of “plants removable by hand” Waterfront could document it was Eurasian Milfoil or Curly Leaf Pondweed or Starry Stonewort etc	Contact for specific pricing																		
<h3>Plant Identity</h3> <table border="1"> <caption>Plant Identity Data</caption> <thead> <tr> <th>Species</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Chara</td> <td>4%</td> </tr> <tr> <td>Coontail</td> <td>40%</td> </tr> <tr> <td>Curly Leaf Pondweed</td> <td>12%</td> </tr> <tr> <td>Eurasian Watermifoil</td> <td>16%</td> </tr> <tr> <td>Filamentous Algae</td> <td>4%</td> </tr> <tr> <td>Flat Stem Pondweed</td> <td>8%</td> </tr> <tr> <td>Northern Milfoil</td> <td>4%</td> </tr> <tr> <td>Unable to Identify</td> <td>12%</td> </tr> </tbody> </table>	Species	Percentage	Chara	4%	Coontail	40%	Curly Leaf Pondweed	12%	Eurasian Watermifoil	16%	Filamentous Algae	4%	Flat Stem Pondweed	8%	Northern Milfoil	4%	Unable to Identify	12%	Contact for specific pricing
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Inspectors complete the MNDNR search for AIS at the Water Access once per day per this guidance https://files.dnr.state.mn.us/natural_resources/invasives/prevention/search-ais-water-access.pdf	Contact for specific pricing																		
2-4 hour safety training session with County Sheriff’s Department.	Contact for specific pricing																		

Appendix

Insurance

Please reference this link <https://bit.ly/WaterfrontRestoration-Certificate-of-insurance> to review our insurance specifications/certificate.

References

Please contact me for a full detailed list of references from clients who have used and/or are using our watercraft inspection services.

WaterGuards, LLC

February 17, 2026



Proposal for

Le Sueur County

Aquatic Invasive Species Prevention Program

AIS Boater Education and Inspection Services

NICK STORM PRESIDENT
947 11th Ave SE
Forest Lake, MN 55025
Nick@WaterGuards.net



I. Executive Summary

WaterGuards is pleased to submit this proposal to Le Sueur County for watercraft inspection and boater education services in Le Sueur County for the summer of 2026. WaterGuards is an experienced provider and will fulfill the requirements outlined in the request for proposal at an hourly rate of \$29.45*/hour for Level I inspections. Please see detail below.

II. Introduction

WaterGuards provides lake access watercraft inspection and boater education services in order to prevent, limit or slow the introduction, establishment and spread of aquatic invasive species into our lakes and other waters. Our mission is to help counties, government units and lake improvement districts fight against invasive species.

III. Our Package/Scope of Work

Our standard watercraft inspection and education package includes:

- **Watercraft Inspectors.**
 - DNR trained Level I and/or II Inspectors to monitor your lake landings for invasive species.
 - Inspectors educate boaters on the laws and best practices to avoid spreading invasive species, improving our long-term odds of limiting the spread of invasive species.
 - Inspectors are dedicated to protecting Minnesota waters from invasive species.
 - Inspectors are uniformed with an official vest and lanyard designating status as an inspector to provide quick recognition by boaters and offer a visual sign of authority.
 - WaterGuards Level 1 inspectors are at least 16 years of age. Supervisors are at least 18.

- **Professional Management.**
 - WaterGuards hires the watercraft Inspectors. This includes advertising for employees, interviewing, and finding the right people to protect your waters.
 - We hire the most reliable and professional inspectors. We do not discriminate and are proud to hire military veterans, seniors and college students alike. We respect and treat our people well!
 - We work to ensure our inspectors get the best training and support to do the best work.
 - We schedule the inspectors so your access points are covered when you want them covered. We use an online scheduling app/system to maximize employee utilization and minimize any absences from your lake accesses.
 - We use an electronic attendance app with built-in GPS. Employees "clock in and out" via personal cell phone. Employees may not clock in or out if they are not at their designated site.
 - We regularly spot check watercraft Inspectors for quality assurance and immediately address staffing issues if they arise.
 - We assign a roving crew manager to coach inspectors.
 - We assist our inspectors when they must report findings or submit samples of invasive species to the DNR or make reports to law enforcement.

- We keep inspectors up-to-date on recent invasive species infestations and also provide ongoing reminders of best practices all summer long.
- WaterGuards maintains a good working relationship with the Minnesota DNR.

- **Payroll Management.**
 - WaterGuards is an independent contractor. WaterGuards hires the employees, generates the W-2s, checks the I-9s and gathers the W-4s. The inspectors are WaterGuards, LLC employees.
 - WaterGuards includes payroll taxes (FICA, FUTA, worker's compensation and state and federal unemployment) in its hourly rate.
 - WaterGuards maintains its own workers compensation and liability insurance.
 - We pay our employees higher hourly wages to attract and retain the best available talent.

IV. Inspection Schedule/Lakes

WaterGuards will provide inspection services from mid-May to September 2026.

Level I Inspections at the following lakes:

Total number of hours for the season will be approximately 3000 hours.

Inspection start date is dependent on DNR training schedule and availability of training sessions for Isanti.

Hours of operation will concentrate around the busiest time periods and will vary over the course of the season based on daylight.

Inspectors will use personal electronic devices for data collection.

Table 1. Lakes and Accesses Watercraft Inspection Program WaterGuards will provide inspection services from mid-May to October 2026.

Lake Name	Number of Hours	Number of Accesses	Dates/Times of Inspections	Additional Comments
Volney	125	1	Holidays (include the weekend and/or week the holiday falls on), opening weekend for fishing	Most people use lake during holidays and opening weekend for fishing, have inspectors there during those times
Emily	100	1	Holidays, opening weekend for fishing	Based on last few years this lake is usually quiet, focus on holidays and fishing opener. Any remaining hours after holidays and opening weekend for fishing can be filled in as needed
Rays	100	1	Holidays (include the weekend and/or week the holiday falls on), opening weekend for fishing	Based on last few years this lake is usually quiet, focus on holidays and fishing opener. Any remaining hours after holidays and opening weekend for fishing can be filled in as needed
Francis	500	2-east and west end	Holidays (include the weekend and/or week the holiday falls on), opening weekend for fishing	Need inspectors at both accesses. The east access gets utilized more than the west access, any remaining hours after holidays and opening weekend for fishing can be filled in as needed
Gorman	100	2	Holidays (include the weekend and/or week the holiday falls on), opening weekend for fishing	Based on last few years this lake is usually quiet, focus on holidays and fishing opener. Any remaining hours after holidays and opening weekend for fishing can be filled in as needed Dam modification project at County park access. Use other 2 accesses for this season

Upper Sakatah	350	1	Holidays (include the weekend and/or week the holiday falls on), opening weekend for fishing, most weekends	Heavy use by boaters and fishermen, inspectors there almost every weekend
Tetonka	300	1	Holidays (include the weekend and/or week the holiday falls on), opening weekend for fishing, most weekends	Heavy use by boaters and fishermen, inspectors there almost every weekend, on average sheriff's department is there for 100 hours
German	250	1	Holidays (include the weekend and/or week the holiday falls on), opening weekend for fishing, most weekends	Heavy use by boaters and fishermen, inspectors there almost every weekend, on average sheriff's department is there for 150 hours
West Jefferson	250	1	Holidays (include the weekend and/or week the holiday falls on), opening day for fishing, most weekends	Heavy use by boaters and fishermen, inspectors there almost every weekend, on average sheriff's department is there for 75 hours
East Jefferson	225	1	Holidays (include the weekend and/or week the holiday falls on), opening weekend for fishing, most weekends	Heavy use by boaters and fishermen, inspectors there almost every weekend, on average sheriff's department is there for 100 hours
Washington	525	2	Holidays (include the weekend and/or week the holiday falls on), opening weekend for fishing	Heavy use by boaters and fishermen, two accesses will need to split time between the two (focus during holidays and opening day of fishing), any remaining hours after holidays and opening weekend for fishing can be filled in as needed, on average sheriff's department is there for 100 hours. West access tends to be more popular based on last few years data
Pepin	25	1	Holidays (include the weekend and/or week the holiday falls on), opening weekend for fishing, fill in remaining hours during summer and fall weekends	Have not inspected in the past few years, focus on holidays and fishing opener. Any remaining hours after holidays and opening weekend can be filled in as needed

Greenleaf	25	1	Holidays (include the weekend and/or week the holiday falls on), opening weekend for fishing, both opening weekends waterfowl hunting season, fill in remaining hours during summer and fall weekends	Based on last few years this lake is usually quiet, focus on holidays and fishing opener, any remaining hours after holidays and opening weekend can be filled in as needed
Sabre	25	1	Holidays (include the weekend and/or week the holiday falls on), opening weekend for fishing, fill in remaining hours during summer and fall weekends	Based on last few years this lake is usually quiet, focus on holidays and fishing opener. limit number of hours and see how it goes, any remaining hours after holidays and opening weekend can be filled in as needed
Clear	50	1	Holidays (include the weekend and/or week the holiday falls on), opening weekend for fishing, fill in remaining hours during summer weekends	Based on last few years this lake is usually quiet, focus on holidays and fishing opener. limit number of hours and see how it goes, any remaining hours after holidays and opening weekend can be filled in as needed
Fish	25	1	Holidays (include the weekend and/or week the holiday falls on), opening weekend for fishing, fill in remaining hours during summer weekends	Based on last few years this lake is usually quiet, focus on holidays and fishing opener, any remaining hours after holidays and opening weekend can be filled in as needed. Considered high quality lake and want to protect.
Roemhildts	25	1	Holidays (include the weekend and/or week the holiday falls on), opening weekend for fishing, fill in remaining hours during summer weekends	Based on last few years this lake is usually quiet, focus on holidays and fishing opener, any remaining hours after holidays and opening weekend can be filled in as needed. Considered high quality lake and want to protect.

- Hours between German, West Jefferson, and East Jefferson are flexible. Really dependent on whether the sheriff's department is at an access more than others. Will not exceed a total of 725 hours of inspections between the three lakes. Heavy fishing lake, preference is inspectors for early morning hours or later afternoon hours.
- Gorman lake has three different accesses. Dam access area will be under construction this year. Split the hours between the other two accesses. We can always adjust hours at each access during the season. Fishing lake, preference is inspectors for early morning hours or later afternoon hours.
- Hours between the two accesses for Lake Washington are flexible. Really dependent on whether the sheriff's department is at an access more than others. Will not exceed a total of 525 hours of inspections between the two accesses.
- Greenleaf, Sabre, Clear, Fish, and Roemhildts tend to be quieter. Focus hours on holidays and opening weekend for fishing. Additionally, Greenleaf lake is used for waterfowl hunting. Would like inspectors at this access during opening weekends for waterfowl hunting.
- Pepin has not been inspected in the last few years but it is likely quite similar to those listed above. Focus hours on holidays and opening weekend for fishing.

V. Hourly Rate

Hourly Rate for Inspections

- \$29.45/hour for Level I Inspectors.
- \$20.00/Training hours
- This rate includes employee's hourly pay, all payroll taxes, liability insurance, workers compensation insurance, on-going educational updates, and more.
- Other than limited DNR training, WaterGuards only charges for hours inspectors actually spend at the access unless agreed to by Le Sueur County.

VI. Our Value and Experience

Experience

100% Committed to Watercraft Inspection Services. We are 100% committed to lake access watercraft inspection and boater education services. This is all we do. We do not provide employees/inspectors for any other occupation or industry. This focus allows us to offer the best watercraft inspection services available. Our staff works closely with the Minnesota DNR and other counties and lake improvement districts in Minnesota and remains current on aquatic invasive species issues and best practices for watercraft inspection. All our management and staff are DNR trained and certified.

Inspecting Watercraft Since 2011. From its start in 2011, WaterGuards has focused on protecting Minnesota lakes. We now have 14 seasons of experience. We learn more and do better every year.

Significant Experience in Le Sueur County. WaterGuards knows and understands the waters and constituents in Le Sueur County. We successfully served Le Sueur County in 2020, 2021, 2022, 2023 and 2024. Our inspectors have built good rapport with lake associations, area fishing tournament participants, lake service providers and frequent boaters. Our best inspectors would like to return again this year!

Significant Experience in Other Counties. The following are examples of past and/or present customers: Cass County (2022-2027), Isanti County and Isanti County LIDs (2015-2026), Waseca (2022-2026), Hennepin County (2020-2025), Sherburne County (2016-2025), Le Sueur County (2020-2025), Stearns County (2020-2028), North Fork Crow River Watershed District (2020-2026), and Todd County (2015-2025).

Good Reviews. We consistently receive good reviews from our customers, the DNR, and our employees.

On-Going Learning. Our President attends in-season and out-of-season DNR meetings and trainings to continuously improve knowledge of programs and findings throughout the state.

Professional Management. WaterGuards is led by a seasoned professional with a master's in business administration, a talent for technology, and a dedicated commitment to aquatic invasive species prevention. Our President and our area managers are always on call throughout the season. Our office never closes!

Variety of Experience. We have extensive experience (14+ years) with DNR Level I, Level II and the Ambassador program. We have worked with counties, lake associations, lake improvement districts and on inspection and education programs from 100 hours per season to over 14,000 hours per season. We are proud to boast an average hour fill rate of over 98%!

Training, Instruction and Work Standards

High Standards for Recruiting. WaterGuards uses a proprietary set of interview questions designed over many years to recruit and select the best inspectors possible. We also implement recruiting efforts through online employment websites, social media, colleges and universities, and word of mouth. We hire inspectors with good people skills that engage well with the public. We do not over recruit and over promise. We hire the right number of people and work with them to provide their optimum number of work hours per week. We will hire local people and will re-hire only the best of our previous inspectors. We work with professors around the state to recruit and create internships for graduate and undergraduate students studying lake ecology, biology, aquatic invasive species management, etc.

DNR Training. We work with our inspectors and the DNR to coordinate Level 1 training opportunities.

Employee Resources. We maintain an Employee Resources page on our website that provides employment policies, DNR resources, and survey instructions to ensure understanding and compliance of our work standards/expectations for our employees. We welcome and encourage feedback from our inspectors on boater responses, activity, scheduling, landing problems, etc.

On-Going Communications. We implement continuous email, text and in-person communications with inspectors to provide reminders of best practices and updates to DNR materials, resources, and findings.

Regular Spot Checks. We will regularly, randomly, and secretly spot-check our inspectors to monitor compliance with DNR inspection processes and procedures.

Best Value and Unique Services

GPS Attendance. We utilize GPS for shift "clock in and out" for the best employee accountability.

Quality Education. We believe the best defense against AIS is education! We make sure our inspectors are thoroughly educated on AIS so they may educate and effectively inform citizens and Le Sueur County lake users.

Flexibility. We have the flexibility to shuffle inspectors around to different landings with little notice to adapt to weather changes, boater activity, landing problems or closures, fishing tournaments, DNR projects, etc. Our scheduling software makes it easy to account for these changes.

Clear Focus. We've been involved in this business, and only this business, since 2011.

Thank you!

We would love the opportunity to work with Le Sueur County again in 2026! Thank you for the opportunity to submit this proposal.

February/March 2026
Future Meetings/County Events

February 2026

Tuesday, February 24th County Board Meeting, 9:00 a.m.
Thursday, February 26th CSAH 15 Open House, 4:00-6:00 p.m., Justice Center, Le Center

March 2026

Tuesday, March 3rd County Board Meeting, 9:00 a.m.
March 4-5 AMC Legislative Conference, St. Paul Riverfront
Thursday, March 5th Board of Adjustment, 3 p.m.
Monday, March 9th Waseca-Le Sueur Regional Library Board Meeting, 6:30 p.m., Le Center
Tuesday, March 10th SWCD Meeting, 9 a.m.
Thursday, March 12th Monthly Drainage Meeting, Tietz & King, 10 a.m.
Tuesday, March 17th County Board Meeting, 9:00 a.m.
Thursday, March 19th Public Hearing: Rifle/Shotgun Zone Legislation 6:30 p.m.
Planning Commission, 7 p.m.
Monday, March 23rd Department Head Meeting, 2:00 p.m.
Tuesday, March 24th County Board Meeting, 9:00 a.m.
Wednesday, March 25th Bid Letting for Hwy 13/Hwy 99 Roundabout
Le Sueur County Officials Association
March 25-27 AMC Leadership Summit, Nisswa