

**CHISHOLM CITY COUNCIL  
REGULAR MEETING– MARCH 11, 2026**

Mayor Adam Lantz called the Regular Meeting to order at 5:42 p.m.

Present: Councilors Jim Varda, April Fountain, Travis Vake, Jed Holewa, Marty Halverson, and Mayor Adam Lantz  
Absent: None

Also Present: Clerk-Treasurer Devin Ceglar, Ambulance Director Tiffany Larson, Interim Fire Chief Jason Worlie, Police Chief James Vukad, Consultant Engineer Jim Johnson, Building Official Mandy Galli, Public Works Supervisor Larry Folstad, Parks/Trails/Recreation Director Collin Luke, Attorney Bryan Lindsay, Confidential Administrative Assistant Susan Trunk, and Mesabi Community TV.

**ADOPT THE AGENDA**

Moved by Councilor Holewa and supported by Councilor Fountain to adopt the agenda with addition: 1) Letter of Support for the installation of a public art project grant application.

Voting Aye: Councilors Varda, Fountain, Vake, Holewa, Halverson, and Mayor Lantz

Voting Nay: None

Absent: None

Motion Carried

**PLEDGE OF ALLEGIANCE**

The Pledge of Allegiance was recited.

**PUBLIC PARTICIPATION**

Fran Sega expressed his concerns regarding the population of geese coming to town and reviewed the following health hazards associated with droppings. MN DNR; each goose; 1-1.5 lbs./day (that's over 100 lbs./day in Chisholm if 100 geese. even at 50 geese that's 50 lbs.)

Bacteria: National Institute of Health.

E-Coli: Causes: gastroenteritis urinary tract infection, neonatal meningitis, and Crohn's.

Salmonella: Diarrhea, fever, abdominal cramps.

Campillo Bacter: diarrhea (often bloody) abdominal cramps, fever. Histoplasmosis: fever, cough, fatigue, chills, headaches, chest pain body aches.

Coccidia: intestinal tract infection. Causes: sever watery diarrhea, dehydration, abdominal distress, vomiting.

Giardia: micro parasites, diarrhea, gas, abdominal cramps, nausea, vomiting, and dehydration.

Family At Risk

Children: immune system not fully developed greater risk. Put anything in their mouth. Seniors: harder time shrugging off common illness.

Pets: explore with tongue, eat things

Do the math. Min. 100 geese at 100 lbs./day. April 30 days, May 31 days. Equals 61 days. At 61 days times 100 lbs. is 6100 lbs., 3tons in the vicinity of the lake. Gooselings and adults from April to October. 7months times say 30. That's 21,000 lbs. of droppings roughly 10 tons near the lake. No wonder your report on lake beautification to paraphrase, nice lake but don't swim in it.

Dillon Anderson addressed Council: First, I want to thank the council for your hard work and dedication to our community. Your leadership helps make this one of the best towns on the Range, and the people who live and work here see that every day.

My name is Dillon Anderson. I have lived in Chisholm for 32 years, and I have worked for the City since I was 16. My family has also served in many city departments over the years. I have worked under nine supervisors in roles such as the Rec Program, City Crew, Outdoor Rink Attendant, Arena Attendant, Ambulance Member, and now as a firefighter for 13 years. Out of all these departments, the fire department has seen the most change. Some changes brought quick improvements, and others took time, but all of them helped us move forward. As the fifth most senior firefighter on the current roster and the second youngest person to join the department in the last 50 years, I want to share how proud I am of our membership. I have seen different leadership styles, training methods, and expectations. Even with all the changes, one thing has always stayed the same: our commitment to the people of Chisholm.

Being a firefighter is an honor. It carries real responsibility, and I am proud to represent this city and this department. One of my favorite parts of being a firefighter is seeing how kids react when they see us drive by. When the lights and sirens come on and kids in the schools and parks run to the fence, smiling and cheering-it reminds me why our work matters. It shows the positive connection between our community and our department.

I am proud of how our members continue to grow. Each firefighter receives 84 hours of scheduled training every year, plus many chances for extra training. This helps us stay safe, sharp, and ready. It also helps us bring in new ideas from outside the department. Even small improvements-like a better way to roll a hose or load it onto a truck-can make a big difference. These ideas come from other departments, from our members, from online training, and from simple things like magazines.

Small improvements create big results. And here in Chisholm, the "small things" are the big hearts of the people who serve. Our members are dedicated, honorable, and always willing to learn. Their hard work reflects the positive leadership that has helped guide our department-leadership that focuses on trust, training, accountability, and teamwork.

Chisholm may be a small town, but our fire department has big vision and strong leadership. We continue to grow, modernize, and support each other. I am proud to be part of this membership, and I look forward to helping our department keep moving forward.

Dan Lucente addressed Council: Councilors, thank you for your time this evening.

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For the record, my name is Dan Lucente. I have been a member of the Chisholm Fire Department for over 13 years. Prior to joining the department, I served for nine years in the Minnesota Army National Guard. For most of my adult life, I have served in organizations that rely on discipline, accountability, and trust in the chain of command.

I am speaking tonight because the Chisholm Fire Department-and particularly its leadership-has recently come under public scrutiny. I would like to take a few minutes to share the perspective of many members of the department.

Like any organization, we have had personnel challenges. In most departments, issues like these are addressed internally through leadership and established processes. Unfortunately, in our case, department leadership has repeatedly found their ability to address these issues restricted by decisions and inaction from the city administration, preventing leadership from taking the corrective action they believe is necessary.

That is why many members of the department are now asking the council to review this situation carefully and help ensure that department leadership is able to maintain the discipline, accountability, and chain of command that are essential for a safe and effective fire department.

A particularly concerning example occurred during the February 4th working session, when an agenda item regarding department job descriptions turned into criticism directed at department leadership. This was especially troubling because the mayor, who is also a member of the fire department, participated in that discussion despite the matter directly relating to the department.

Following that meeting, some members of this council reached out to firefighters and department leadership to better understand what is happening within the department. While I cannot speak for those conversations, I believe it became clear to many that the issue facing the department is not a failure of leadership, but ongoing conflict created by the actions of two members of the department.

At the February 25th council meeting, Counselor Varda proposed a potential path forward to address these conflicts. Unfortunately, that proposal did not pass. Many members of the department viewed that as another missed opportunity to resolve a situation that continues to harm morale and undermine trust within the department.

Because the situation remained unresolved, the members of the fire department took action through our own internal process. At the department's General Business Meeting on March 3rd, two separate motions were introduced to adopt a vote of no confidence in Firefighter Adam Lantz and Firefighter Lloyd Show. The grounds cited for these motions included:

- A lack of confidence that directions from department leadership would be followed during emergency situations

- Repeated displays of disrespect toward department leadership

- Public instances of insubordination when direction was given by leadership

Both motions were properly seconded and voted on by the membership present. Each motion passed by a clear majority vote, with the result being 10 in favor and 2 opposed. I want to emphasize why this matters.

The work we do as firefighters is inherently dangerous. When we respond to an emergency scene, we rely on discipline, teamwork, and immediate compliance with the direction of officers and incident commanders. Every firefighter must trust that the person standing next to them will follow orders and perform their duties without hesitation.

When that trust breaks down, it creates a serious safety concern-not just for firefighters, but for the citizens we serve.

Because of the repeated behavior that led to this vote of no confidence, many members of the department no longer have confidence that these individuals will follow leadership direction during emergency operations. Under those circumstances, they simply cannot be allowed to participate in department functions or respond to emergency scenes.

This is not about personal disagreements. It is about maintaining a safe, functional fire department and ensuring that the citizens of Chisholm receive professional and reliable emergency services.

The members of the Chisholm Fire Department have taken the step of formally expressing their lack of confidence through a vote of the membership. We are now asking the City Council, the city administrator, and the Human Resources department to take swift and decisive action to address this situation and restore trust, discipline, and safety within the department.

Before I conclude, I would also like to briefly comment on an item on tonight's agenda. If the council chooses to move forward with an independent review of the city's emergency services, I strongly encourage the council to ensure that the firm selected is truly independent and free from prior influence. For such a review to have credibility with both the department and the public, it must be conducted by a firm that is impartial and not connected to any individual's personal agenda.

Thank you for your time this evening. I will not be answering questions at this time.

Joy Frasier addressed the Council: Hello my name is Joy Frazier. I am here as a citizen of Chisholm and I thank you for this opportunity to speak. After watching the video of the meeting on February 25, I was very shocked, disappointed, then angry at the attempted blackmailing of this council and at the ridiculous things being said. For me the meeting only raised questions, mostly on the validity of the claim, but also on the Ethics around the timing of the motion. How is it that the Mayor, one of the cross trained individuals in question is unaware of the safety concerns that are so egregious that 8 of his fellow firefighters were willing to publicly blackmail this council by threatening to walk away from their jobs. He asked what the issue was and was answered only with silence. I find it very questionable that the council debated this topic for over an hour and a half and yet no one would say what the issue is. Why couldn't this wait for department heads to chime in or anything substantial like evidence before screwing up 2 men's careers. Councilor Vake told us why because this is a witch hunt, he said as much he said we make the decision now then later we can bring it back together after there is no division but this council was given 2 chances to vote for a working session to address said division it was voted down both time, why? A working session would certainly clarify which

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department sent training invites and which one didn't reply and why wouldn't they agree to a 3rd party audit of the departments My understanding is that cross trained individuals have been successfully implemented in many of the communities surrounding us. I imagine there are many people working as cross trained individuals within the FEMA organization that would laugh to learn that there are firefighters that are scared to work next to a firefighter I fully trained EMT with several years of critical decision making during high pressure situations. No, they aren't scared they're intimidated no mistake this is not about safety this is motivated by malice Sounds like the mayor has been bringing up suggestions and concerns over the last year and this is the good ole boys club's attempt to get rid of their trouble-maker. This motion was slipped in last minute no doubt in hopes of minimal resistance however there were (ambulance personnel who felt strongly enough that they took the time to draft very informative and experience-based responses in support of the crossed trained individuals and yet. The fire chief didn't come to the meeting nor did he send anyone to make a statement on his behalf why? Half, Half his department was threatening to quit and he was silent. This motion impacts the quality of his current team and the quality of future hires and yet he was silent why? Is he one of the 8 blackmailers, is he unwilling to change unwilling to improve the department or does he feel unqualified to implement a program that many of his surrounding peers have done to the betterment of their communities. Maybe we should be looking to remove a questionable interim fire chief and not 2 exceptional employees this town deserves leaders whose ethics are high enough to prevent acts such as blackmail. Thank you for your time.

Lloyd Show addressed the Council: Good evening, Mayor, and members of council.

My name is Lloyd Show. I appreciate the opportunity to speak tonight and share my perspective. This situation has been difficult to navigate. Until now, I haven't had many opportunities to share my thoughts directly, so I am grateful for the chance to do so this evening. I can assure you that open dialogue is often the best way to address difficult situations. It should be noted that my intention is not to argue nor defend myself, but rather reaffirm the commitment I made to this community. I have devoted the last eight years of my life to serving the citizens of Chisholm with an unwavering level of professionalism and commitment. During that time, I have made it a priority to continually improve my knowledge, skills, and ability to safely serve this community. I have applied this knowledge to both services without prejudice. I have held both services in the highest regard with the community's best interest in mind. Having invested significant time in training, and professional development, I have obtained multiple advanced certifications, including Fire Instructor 1, Fire Officer 1, and Ice Water Rescue Technician. These certifications require extensive coursework, testing, and practical skills designed to strengthen operational safety and preparedness. In addition to these certifications, I have dedicated nearly 600 hours in the last three years instructing Minnesota Firefighters in critical emergency response disciplines, including live fire training, search and rescue, ice water rescue, propane emergency, explosion hazards, and auto extrication, simultaneously continuing to build my own leadership skills. It is my belief that strong leadership welcomes review. Emergency services demand strong leadership and accountability. There is no exception to this rule. I believe that's where this entire conversation began. I share the concerns Mayor Lantz has brought forward. This is not a personal attack or hidden agenda. It is mission critical! It is a fundamental principal organizations rely on. Like many organizations, Chisholm Fire has faced its fair share of challenges throughout the years. What the community doesn't see is what happens behind closed doors. The citizens of Chisholm have no choice but to rely on our integrity. We ask citizens to trust us blindly. That type of trust demands we hold ourselves to the highest standards, especially when no one is watching. I would simply ask that any decisions be made carefully and based on the full picture of information available. From my perspective, the concerns being raised stem from individuals who care deeply about training and preparation. We have trained for the better part of a decade, attempting to retain as much knowledge of the fire service as possible. Training and preparation are the fundamental principles that determine the success and safety of emergency services. Council, leadership should be held to the highest standards. We should all strive to be better leaders. Currently, you are all in positions of leadership. I appreciate the responsibility that comes with your roles and the decisions you must make for this community. So I would ask that look at the whole picture. Calculate the variables, sort through the emotions, and make an informed decision based on what is best for the community. So again, I am asking for a full review of the Chisholm Fire Department. The members of this community deserve to know that this department is operating to its fullest potential. And now to those in the fire department who may disagree with me, I want to say that I respect the work we do and the commitment we share. At the end of the day a difference in perspective can sometimes create tension within any organization. My primary focus has always been training, transparency, and the continued improvement of our department. My hope is that we can continue moving forward together in a way that prioritizes professionalism, cooperation, and public safety. In closing, I would like to speak directly to the citizens of Chisholm. First off, I am proud to be a member of this community, Eight years ago, I made a commitment to serve you wholeheartedly and believe I have done so without exception. I want nothing more than to continue that. I encourage continued community interest in how your emergency services operate. In the event of an emergency, you deserve the highest qualified, trained and committed personnel this city has to offer. Thank you for your time.

Erick Olsen addressed the Council: Good evening, and thank you for allowing me the opportunity to speak tonight. I would like to address the agenda item that would require individuals who currently serve in dual roles between the fire department and the ambulance service to choose one department or the other. This issue was already discussed at the previous council meeting, and at that time the vote to move forward with this proposal did not pass. Because of that, I think it is important for the council and the public to carefully consider why this issue is being brought forward again and what the potential consequences of such a decision could be.

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In communities like Chisholm, it is not uncommon for individuals involved in emergency services to serve in multiple roles. In many cases, that flexibility helps ensure that both departments are able to respond effectively when the community needs them. The individuals who take on those responsibilities are often volunteering significant amounts of their time to serve the city. They do it because they care about this community and about the people who live here.

The proposal before the council tonight would require those individuals to choose between the departments they currently serve. That may seem like a simple administrative change, but in reality, it carries serious consequences. Some of the individuals affected by this proposal are approaching the point where they will soon be vested in their pension after nearly a decade of service. Forcing someone to make that choice now could place those years of service and the retirement benefits they have been working toward at risk. That is a significant decision that directly affects people who have dedicated years of their time and effort to serving the citizens of this community.

Beyond the financial and personal implications, the timing and circumstances surrounding this proposal have also raised concerns among members of the department and within the community. When a policy change appears that directly affects only a small number of individuals, especially individuals who have recently spoken up about concerns within the department, it naturally raises questions. This is exactly why transparency and fact-based decision making are so important. Policies that affect the careers, service, and retirement benefits of our emergency responders should be clearly supported by operational needs and objective facts, not by assumptions, rumors, or internal disagreements. With that in mind, I would like to ask the council members who are supporting this agenda item straightforward question. Are you advocating for this proposal because it is supported by clear facts and is truly in the best interest of the City of Chisholm and its emergency services, or is it being influenced by informal conversations, secondhand information, or an effort to preserve the current culture within the department? I believe that is a fair and reasonable question.

The people who serve in our fire department and ambulance service deserve to know that decisions affecting their roles, their service, and even their pensions are being made thoughtfully and transparently. Our emergency responders give their time to protect this community when people are facing some of the most difficult moments of their lives. In return, they deserve leadership that carefully considers the impact of decisions like this and ensures they are based on fairness and the long-term interests of the community. If there are legitimate operational reasons for requiring people to choose between these roles, those reasons should be clearly explained so the public can understand them. But if the effect of this policy is to discourage people from speaking up about concerns or to place years of service and retirement benefits in jeopardy, then I believe that deserves careful reconsideration. The goal should always be to strengthen our emergency services and support the people who are willing to serve in them. I hope the council will take the time to fully consider the long-term impact of this decision not only on the individuals directly affected, but also on the morale, trust, and integrity of the departments that serve the people of Chisholm. Thank you for your time.

**REPORTS**

Councilor Varda reported that he did not have a formal report but he didn't receive the email and missed the police meeting and the Chisholm Fire chili open team won first prize of \$100 and gave it back to the Chamber. Councilor Fountain did not have a report.

Councilor Vake did not have a report.

Councilor Holewa reported; Thanks Mr. Mayor since our last meeting I attended the Wenton Addition Pre construction meeting with all of the contractors. I attended the Public hearing for 6th st NE. I was also proud to represent the city of Chisholm at the RAMS legislative dinner in St. Paul. The city of Chisholm received money from the IRRR last fall for the Wenton Addition and 6th St NE street project. It was wonderful to thank most of the advisory board in person rather than by email for their support for our fair city.

I also spoke about the bonding request we have in for the public works building and how the future redevelopment of that area will open up more room for market rate housing. We had great discussion about other priorities on the range as well. Speaking of discussion, I was also asked about what's happening in regard to our last council meeting while in St. Paul. Has anyone up here watched the meeting on you Tube? It was apparent MANY have, as that meeting has since become known as "THE COUNCIL MEETING HEARD AROUND THE WORLD." I am absolutely appalled and embarrassed by the actions and discussion that went on at that meeting. As I mentioned at the last meeting "this council does not operate off of hear-say and only facts." The only fact we have from that meeting is that public safety has been blatantly compromised. This negatively impacts our box alarms and mutual aid agreements with neighboring communities and townships. Councilor Varda crossed the line when he said, and I quote, "I don't want to be covered by Hibbing, no offense to Hibbing, but I don't want them in our hall". Now how the heck is Hibbing Fire not supposed to take offense to THAT? Your stated opinion does NOT represent EVERYONE on the Chisholm Fire Dept or the City of Chisholm, for that matter.

It was YOUR personal opinion, that of which should have NEVER been voiced, especially from THIS PLATFORM, I find your statement very damaging and highly unprofessional. Moving forward, it would be appropriate for councilor Varda to publicly issue a formal apology to the Hibbing Fire Dept. IF 8 fire fighters are supposedly resigning by today's council meeting, who are they and where are their resignation letters? How is the city supposed to take them seriously if they can't even put their name to it, let alone follow through? Pretty bold of them to hold the safety of the public hostage without the willingness to step forward with their concerns or providing any context to their grievances? To me, this is nothing more than lip service and an empty promise. Here is the actual definition of public safety: Public safety is the government led, organized and proactive effort to protect the public from dangers such as crime, natural disasters, and health threats. It encompasses services like law enforcement, fire protection, and emergency medical response, aiming to create a secure environment where citizens can live, work and thrive without fear of injury or property loss.

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Let me reiterate the last part of that definition, “aiming (to create a SECURE ENVIRONMENT) where citizens can live, work and thrive (WITHOUT FEAR) of injury or property loss”. Can you honestly tell me that these 8 unnamed individuals threatening to quit have the best interest of its citizens in mind? Are they upholding their promise? Furthermore, this creates a toxic working environment while putting the safety of the remaining fire fighters in jeopardy. A fire dept cannot effectively operate under these conditions, also making them a liability to the city. When a person joins the fire dept they are vowing to put their own lives on the line and not putting the citizens at risk. Threatening to leave over something that could be handled in a civil manner would be a derelict of their duty. That being said, if they are willing to neglect the overall security and safety of the citizens of whom they promised to serve, then perhaps it’s time to hang it up and let others take their place.

Councilor Halverson did not have a report.

Mayor Lantz reported: Good evening council, staff, public in attendance, and at home.

I find it very important to address our last council meeting and our working session from February 4th and respond to many of the concerns citizens have expressed to me, asking how it would be a bad thing to have members trained and able to respond with either service. First, we do not have any dual role employees. I refer to myself as dual role because I have the training and ability to work for both services. An actual dual role is an employee who would be on duty and able to respond to either a medical/trauma emergency or a fire call as paged. We do not currently have any roles like this. More importantly, it's imperative that we consider that this has nothing to do with separating one's ability to work for both services, but an attempt by fire leadership to remove individuals who call attention to the need for evaluation, review, and accountability. Those are three very important key terms to pay attention to. At our February 4th working session, where we were set to discuss job descriptions for firefighters and officers, I relayed my concerns of needing an evaluation and review process to ensure that our members and leadership are taking responsibility required to be in these Positions and are conducting themselves in a manner that reflects the best of the city they represent. I never suggested removal of anyone, only evaluation.

This may not have been the proper time to raise these concerns 'and they could have been delivered in a more tactful manner. However, there are few places an elected official can engage the entire council, so this was the opportunity that I feel presented itself as the most appropriate environment. These are very important issues to me and by delivering them they come with a great deal of risk. Since voicing my concerns I have been subjected to public scrutiny, condemnation by fellow members and I risk losing my vested interest in the fire relief that I am so close to achieving. Above all else, I risk my position on a department I only wish to see be better. Bringing these concerns to light are far more important to me than any public ridicule, punishment, employment loss or financial loss I could have to endure.

I have been voicing these concerns with our fire department staff and leadership for more than a year, only to have these concerns dismissed and ignored. This was the first time I shared these concerns with our council, and I did so because sharing these concerns as a firefighter had gone nowhere. What followed is a very scary situation. Within 3 weeks of sharing these concerns, I found myself fighting for my job, facing termination from one service or the other. After our working session, these five officers in attendance corralled a small number of staff, expressed issue with Councilor Varda, who then coordinated a meeting amongst these members and three other city council members. Those councilors met with this group, who shared a story so scary that within two weeks, they were ready to create new city policy. They painted a story so dire, that if these councilors didn't act immediately to remove members who they claimed to be unsafe, disobedient, insubordinate, and untrustworthy, that they would resign right away. They attempted to scare them into a decision. A situation so extreme, yet no one reached out to the two individuals in question. No one shared the context of the meeting with our city administrator, city attorney, the rest of the council, or the public. If any of you had reached out to the city administrator, you would know that prior to February 4th, there has never been any claims of the above issues made against me. This is not how disciplinary action is carried out, but because these claims are presented so serious in nature, the situation has created pressure for the council to act quickly without a full review, evaluation, or due process. I never intended for the situation to play out like this. I never intended to bring a black eye to our department, or to make anyone look bad publicly. I would have hoped that after telling you all that I have concerns regarding our department, we would have had more meetings to overcome any of our differences and to work through concerns of all members. Because this isn't about me, or any of them, or their positions. It's about the future of the service and the community which it is responsible for protecting and representing. I would have never guessed that instead, these individuals would have tried to steamroll you into removing me within 3 weeks, with no due process. I would have tried to have more conversations regarding training, qualifications, and the need for HR policy to address conduct both inside and outside the firehouse. If I hadn't been placed into a position where I had to defend my job, professionalism, character, and values as a firefighter and EMT, I would have shared how we need administrative and disciplinary standards regarding member representation.

After our council meeting on February 25th, I felt the need to send an email to all our fire staff, as I knew there would most definitely be a news article referencing our meeting, and I didn't want any of our members to be caught off guard. I also took that opportunity to tell all members that if anyone has any issues or concerns about me or my behavior, that they should feel comfortable bringing them forward. I invited anyone to sit with me at the public safety building Sunday, March 1st. The only members who came were Fire Fighter/EMT Show and Fire Fighter Dan Lucente, who also attended the meeting with the city council members. Dan stated he was there as a friend and wanted to suggest that we consider resigning from the fire department. He said a couple things that had great concern for me.

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First, he said, "this isn't over for them. I don't know what they intend to do, but it could be detrimental to your affiliation to the fire department, ambulance service, and even your private businesses." He then went on to say, "everyone who was at that meeting felt like the motion would pass, you two {meaning Lloyd and I} would choose the ambulance service and everyone could move on." Those are two very troubling statements. What came first was a social media smear campaign created by one of our fire officers. This individual used a local Facebook notification group to anonymously disparage both myself, Fire Fighter/EMT Show, and our personal businesses. I reached out through Meta, shared my concern of what an anonymous individual was saying, and was provided with documentation of the original poster's information identifying the Fire Officer. What came next was an orchestrated vote of no confidence at our fire department business meeting. These votes are normally used for those in leadership roles and should come with factual documentation validating the reasons brought forward for the vote. The reasoning suggested was lack of trust to follow leadership orders, prior acts of insubordination and an overall feeling of being unsafe working with us. Employees acting in a manner to which they described would be, or more accurately should be, dealt with by our supervisor, HR and city administrator and those individuals would most likely be terminated from employment. But for that to happen, there has to be actual occurrences of what was claimed.

There are no documents because no reports or complaints have been made prior to my request for evaluation, review, and accountability on February 4<sup>th</sup>. Prior to the vote of no confidence Fire Fighter/EMT Show and myself were again, given the opportunity to resign. We both took strong exception and were appalled at the offer. The anonymous paper ballot vote passed with 10 yes, 2 no, and 4 abstaining. Anonymity seems to be a common theme amongst these individuals. There is no doubt that after the motions failed at the February 25<sup>th</sup> council meeting, this was conducted to again pressure the council to act swiftly, without review, evaluation, or any sort of due process. Given the chance to address the council, I would have shared my concerns aloud. In the past year, we have had at least three of our senior members accused of different acts of violence that required law enforcement intervention. There have been multiple accusations of domestic abuse, mental health emergencies, self-harm, and threats of violence. Two of these senior members are actively under investigation.

Those members who said they feel unsafe working with Fire Fighter/EMT Show and myself have expressed no concern working with these other individuals. Their underlying motives should be called into question, but that can't happen since their concerns are muted by anonymity.

Clearly, this department has a lack of self-control, discipline, and accountability that needs to be addressed. All individuals are innocent until proven guilty, and we need to ensure that all individuals and membership, has access to, and receives the proper assistance and treatment they need. The city also needs to have response mechanisms in place that specify how we handle issues like this, both now and moving forward. This conduct since the February 4<sup>th</sup> meeting should be eye-opening. These individuals are scared, but they are not scared of safety on an emergency scene. They fear review, evaluation, oversight, and accountability. Council, I am advocating for accountability, inclusivity, and a transparent process when it comes to evaluation. I'm choosing to stand by the Fire Industries core values of integrity, even though right now it is terribly uncomfortable.

I'm asking you to consider this timeline and conduct by all parties thoroughly. This is what it looks like when individuals stand up for merit-based decisions over established, informal networks. Travis and April, we have worked together for over 7 years. Over these years, I would have thought that I have shown my dedication and respect for these services and most importantly the community. I believe I conduct myself inside and outside the fire service in a professional, diligent, earnest, and ethical manner and I strongly support an independent review of myself by an outside entity.

On the agenda tonight we have the opportunity to hire a consultant who specializes in Fire and EMS and brings forth experience, education, and will provide a complete, professional review. I will engage and participate fully and honestly as a member and will stand by and support whatever their review suggests feel anyone who is passionate about the service they provide would welcome, he me review and those who don't, we should question why. Thank you for your time.

Ambulance Director Larson reported Good evening, Mayor and Councilors,

I'd like to take a moment tonight to recognize and thank my staff. This is probably the biggest stage I have to acknowledge them, and they truly deserve it.

I was recently away for 10 days, the longest I have been away since joining Chisholm. Because my staff stepped up while I was gone, I was able to come back to the same department I left—and that says a lot. This is still a young department, but while I was away, they kept everything running smoothly. Stepping up to do any and everything that was asked. They also pushed our transfer total to 34 since January 1<sup>st</sup>. A reminder - we completed 60 transfers in all of last year. And at one point while I was away, all three ambulances were out on calls at the same time—in the middle of the night. That is a great example of the crew that we have. Yet when I walked back in Monday morning, everything was clean, organized, and calm. These staff members step up when needed, they ask for responsibility, and carry it out with pride. I see the effort they put in. I see the ownership they take in our department. And I see the constant drive to improve and raise the standards of our paid-on-call service. Most importantly, they make sure the people in this community receive the care they need when they need it most. To my staff: thank you for the work you do, the pride you take in it, and the way you represent this department and this community. I'm incredibly proud of you. Because at the end of the day, they make this department work.

Interim Fire Chief Worlie reported he was absent at the February 25<sup>th</sup> meeting due to being at the school doing a preplan and walk through to see that everything was safe and there was an evacuation plan in place for the kids moving in the following Thursday. He said that the new addition is beautiful, and encouraged people to see it. The prior Saturday they had put together a group of volunteers to help the school move, good community event. As of the end of February the fire department has had 31 calls for the year and they are keeping up with everything.

**CHISHOLM CITY COUNCIL  
REGULAR MEETING– MARCH 11, 2026**

Police Chief Vukad did not have a report.

Building Official Galli did not have a report.

City Consultant Engineer Johnson reported that the preconstruction meeting was held last week for the Wenton Addition and the contractor is anxious to get in there and hopes to be starting in the next two weeks.

Public Works Supervisor Folstad reminded the community that there is snow in the forecast and could be substantial. If the snow comes Thursday night, they will try to get it cleaned up before the weekend. Next week is supposed to be in the 50's. The department has been working on projects since there has been very little snow. They worked on the demo project at the lake today. Changes will be coming there soon. They also did mulching for the Heritage Manor Project and the water department. He encouraged people to get the kids to sign up to work for the summer seasonal workers. They have lots of opportunities this year. With Director Luke's positions, they hope to put 34 people to work this summer. They completed some garbage truck rebuild projects. Those trucks are about half way through their intended life. He ordered salt for 2027.

Parks/Trails/Recreation Director Luke reported that the positions for summer rec are posted on the city website, please get your applications in. The deadline is April 20<sup>th</sup>. Summer Rec has 13 open positions they hope to fill. The skating rink is now closed for the winter.

Library Supervisor Christenson was absent.

Attorney Bryan Lindsay did not have a report.

Clerk-Treasurer Ceglar did not have a report.

Administrator Skraba was absent.

**APPROVE THE CONSENT AGENDA**

Moved by Councilor Holewa and supported by Councilor Vake to Approve the Consent Agenda including the List of Bills, Communications, and payroll.

Voting Aye: Councilors Varda, Fountain, Vake, Holewa, Halverson, and Mayor Lantz

Voting Nay: None

Absent: None

Motion Carried

**2026 LIQUOR LICENSE APPROVAL**

Moved by Councilor Varda and supported by Councilor Vake to approve the 2026 Liquor Licenses.

Voting Aye: Councilors Varda, Fountain, Vake, Holewa, Halverson, and Mayor Lantz

Voting Nay: None

Absent: None

Motion Carried

**CHISHOLM POLICE DEPARTMENT ANNUAL REPORT**

Police Chief Vukad provided an overview of the Police Departments Annual Report. The report contains criminal complaints, citations, administrative fines, other calls, Buhl calls, revenue report, and CAD calls. This was informational only.

**MOONLYTE BREWING CONDITIONAL USE PERMIT**

Moved by Councilor Varda and supported by Councilor Fountain to approve the Conditional Use Permit for Moonlyte Brewing.

Voting Aye: Councilors Varda, Fountain, Vake, Holewa, Halverson, and Mayor Lantz

Voting Nay: None

Absent: None

Motion Carried

**RESOLUTION NUMBER 0326-25 APPROVAL OF PLANS AND SPECIFICATIONS AND AUTHORIZATION TO BID 6<sup>TH</sup> STREET NE/4<sup>TH</sup> AVENUE NE INFRASTRUCTURE IMPROVEMENT PROJECT**

Moved by Councilor Holewa and supported by Councilor Vake to adopt Resolution Number 0326-25 Approval of Plans and Specifications and authorization to bid 6<sup>th</sup> Street NE/4<sup>th</sup> Avenue NE Infrastructure Improvement Project.

Voting Aye: Councilors Varda, Vake, Holewa, and Mayor Lantz

Voting Nay: Councilor Fountain and Halverson

Absent: None

Motion Carried

**SEH PROPOSAL FOR SERVICES FOR THE 2025 ALLEY RECONDITIONING PROJECT**

Moved by Councilor Fountain and supported by Councilor Halverson to SEH Proposal for Services for the 2025 Alley Reconditioning Project in the amount not-to-exceed \$29,500.00.

Voting Aye: Councilors Varda, Fountain, Vake, Holewa, Halverson, and Mayor Lantz

Voting Nay: None

Absent: None

Motion Carried

**CHISHOLM CITY COUNCIL  
REGULAR MEETING– MARCH 11, 2026**

FINELINE TRAILS INVOICE NUMBER 0019 FOR REDHEAD TRAIL EXPANSION

Moved by Councilor Holewa and supported by Councilor Halverson to approve the Finline Trails Invoice Number 0019 for Redhead Trail Expansion in the amount of \$31,000.00.

Voting Aye: Councilors Varda, Fountain, Vake, Holewa, Halverson, and Mayor Lantz

Voting Nay: None

Absent: None

Motion Carried

RESOLUTION NUMBER 0326-26 HRA DEBT FORGIVENESS

Moved by Councilor Holewa and supported by Councilor Halverson to adopt Resolution Number 0326-26 A Resolution Memorializing the Forgiveness of Certain Indebtedness Owed in Connection with the Lincoln Square Public Housing Project and Setting Forth the Terms and Effective Dates of such Forgiveness.

Voting Aye: Councilors Varda, Vake, Holewa, Halverson, and Mayor Lantz

Voting Nay: Councilor Fountain

Absent: None

Motion Carried

ORDINANCE FOR ANNEXATION – FIRST READING

Moved by Councilor Holewa and supported by Councilor Varda to acknowledge the first reading of the Ordinance Annexing Certain Real Property Located in Balkan Township, St. Louis County, Minnesota, to the City of Chisholm, Minnesota, Pursuant to Minnesota Statutes § 414.033.

Voting Aye: Councilors Varda, Fountain, Vake, Holewa, Halverson, and Mayor Lantz

Voting Nay: None

Absent: None

Motion Carried

RENAMING THE WENTON ADDITION

Councilors were provided with a list of 21 names for the Wenton Addition for marketing purposes. They were asked to send their top 5 favorite names to Administrator Skraba. This was informational only.

APPOINTMENT TO THE HOUSING AND REDEVELOPMENT AUTHORITY

Moved by Councilor Fountain and supported by Councilor Varda to appoint Gordon Dormanen to the Housing and Redevelopment Authority for the term ending January 31, 2031.

Voting Aye: Councilors Varda, Fountain, Vake, Holewa, Halverson, and Mayor Lantz

Voting Nay: None

Absent: None

Motion Carried

CIGARETTE/TOBACCO LICENSE APPLICATION

Moved by Councilor Holewa and supported by Councilor Vake to approve the 2026 Cigarette/Tobacco License Application for Northland Smoke, Inc. located at 10 West Lake Street.

Voting Aye: Councilors Varda, Fountain, Vake, Holewa, Halverson, and Mayor Lantz

Voting Nay: None

Absent: None

Motion Carried

MCGRATH CONSULTING PROPOSAL COMPREHENSIVE ANALYSIS OF FIRE AND EMERGENCY  
MEDICAL SERVICES

Moved by Councilor Fountain and supported by Councilor Halverson to table the proposed Analysis, and request to reach back out to McGrath Consulting and ask for another proposal to include the Police Department.

Voting Aye: Councilors Fountain, Vake, Halverson, and Mayor Lantz

Voting Nay: Councilor Varda and Holewa

Absent: None

Motion Carried

LETTER OF SUPPORT TO THE ARROWHEAD REGIONAL ARTS GRANT

Moved by Councilor Holewa and supported by Councilor Vake to approve the letter of support to the Arrowhead Regional Arts Council Grant for the proposed public art installation within the City of Chisholm.

Voting Aye: Councilors Varda, Fountain, Vake, Holewa, Halverson, and Mayor Lantz

Voting Nay: None

Absent: None

Motion Carried

ADJOURN REGULAR COUNCIL MEETING

Moved by Councilor Varda and supported by Halverson to adjourned the regular meeting at 7:04 pm.

Voting Aye: Councilors Varda, Fountain, Vake, Holewa, Halverson, and Mayor Lantz

Voting Nay: None

Absent: None

Motion Carried

Attest:

\_\_\_\_\_  
/s/ Adam Lantz, Mayor

\_\_\_\_\_  
/s/ Stephanie Skraba, Administrator