

2024 ANNUAL REPORT

2024 Annual Report

Dear Friends,

Every other year the City of Fridley conducts a survey of its residents to gain a better understanding of attitudes and satisfaction levels. We are in the 10th year of gaining this valuable feedback, and this was the third go around. What has revealed itself is a story reflecting the relationship with our residents. You and I, we are the main actors in the story because we deliver the services. And, make no mistake about it, this is a good news story. Here's why.

The most telling question asked in the survey addresses value of City services in relation to taxes paid. I'm not saying the other questions which specifically address a department or function are not important. They are. But this one unites us all. It gathers all we do as a City and lumps them into one rating. No favorites. No hiding. A "one City" rating includes the collective efforts of public safety, parks and recreation, public works, finance, community development and administration. The result: **78 percent of our residents say the value of services received for taxes paid is good to excellent.** But wait. There's more. There has been a 10 percent decrease in residents who were unsure of the value of our services. This means the dissatisfied customers of 10 years ago have become convinced of the good that we are doing.

I see three reasons for this success. First, you committed to daily excellence and self-improvement. And secondly, you make your co-workers success your business. Thirdly, you don't save your best for later. Rather, your awesomeness lives at the level of ordinary things.

Take time to absorb all that is in the 2024 Annual Report. You did it. It tells the story of highly dedicated people working as a team to meet the expectations of the residents whom we serve.

I love that story, and I am proud of you and the entire organization.

Sincerely,

Wally



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City Manager's Office

^ Charter Commission

The City's Charter Commission is made up of 15 residents who are appointed by the Courts. Their job is to review the Charter and recommend updates to the City Council. The City Charter can be considered the City's "local constitution" that defines the City's government structure.

This year the commission met seven times and spent the bulk of their time reviewing the Initiative, Referendum and Recall chapter of the Charter. This chapter describes how residents of the City can submit petitions compelling the City Council to take a particular action, to compel the City Council to reverse a previously approved ordinance or to recall someone from the Council from office. The commission welcomed three new members and attended a training from the [League of Minnesota Cities](#) specific to the role of commissions and the Charter.

^ Website Redesign

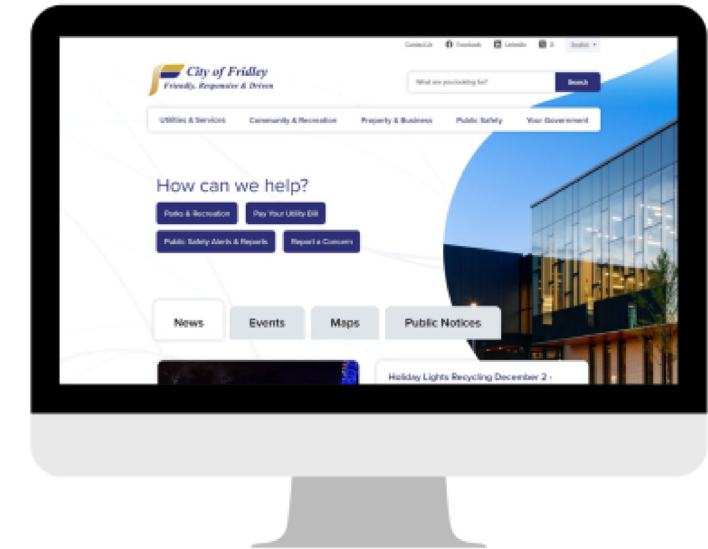
The Communications & Engagement Division continued to work on the redevelopment of the City's website that kicked off in 2023. The first part of the year was dedicated to completing the full audit of webpages in partnership with every department. City staff worked diligently to reduce clutter and ensure information was structured in a way that easy to update and relevant for our community.

Resident-Focused Design

Community surveys and task mapping were used to develop the site tree – where pages are placed on the website. Residents provided feedback on the City's current website and participated in a test site that tracked their navigation as they were asked to find things like where to pay your utility bill, information on home improvement loans and how to sign up for a recreation program. This data was used to create a resident-centric design to make City service information more accessible.

Check Out the New Website

The new website launched on November 26. [View the new site.](#)



^ Fifth Tuesday Group

On the Fifth Tuesday of the month, Division Leads get together for the purpose of connecting and developing leadership capacities. The City Manager serves as facilitator of the two-hour event that takes place in the Fireside Room. Typically, a Fifth Tuesday occurs four times per year.

Psychological Safety

This year participants learned the importance psychological safety plays in building a positive workplace culture here in Fridley. Each of the four key parts making up psychological safety reflect an overall need for working in unity as an organization:

1. It begins with **inclusion safety** whereby a person's worth as a human being is enough to be a part of the work group.
2. By creating a **safe environment to learn** we encourage personal development and accomplish the second step in psychological safety.
3. As we feel more comfortable growing, we can **contribute safely**.

4. **Challenger safety** allows us to hold each other accountable for improvement.

Strengthsfinder Assessment

Participants also learned about their strengths as a manager by completing the Strengthsfinders assessment. The assessment allowed participants to develop a more specific plan for self-improvement.

^ Elections

This year the City Clerk’s Office was busy coordinating three elections for City of Fridley residents. The Presidential Nominating Primary in March helped narrow down Presidential candidates. The Primary Election held in August contained State and County runoff seats. Finally, the General Election held in November had voters cast their votes for:

- President of the United States
- State and County representatives
- New Mayor of Fridley
- New Fridley Councilmember-at-Large

Dave Ostwald was elected Mayor and Patrick Vescio was elected Councilmember-at-Large. They will be sworn in at the first meeting in January.



[View election results](#)

^ Community Engagement

The City continues to engage with its residents through a number of events and engagement opportunities. These events help to connect residents with City staff and their neighbors, building a stronger sense of community and pride in the City. Additionally, these events serve as a way for City staff to meet residents where they are at, provide platforms for open dialogue and build community trust.

Citywide Garage Sale

The fourth annual Citywide Garage Sale was the biggest one yet! More than 150 sales participated in this year's Citywide Garage Sale on June 7-8. Additionally, this year Fridley partnered with Columbia Heights to host their sales the same weekend for double the fun.

Night to Unite

On August 6, Public Safety staff attended more than 80 block parties to connect with the community. During the planning of this year's Night to Unite, staff connected with various businesses to partner with to make the event success. We were able to supply each party with a box of snacks, disposable products, games for children, and backpacks, through the generous donations from the businesses we partnered with.

Conversations with the Council

A series of three Conversations with the Council events occurred this fall to allow residents to connect Councilmembers in a casual environment. These meetings allowed councilmembers to connect with residents, answer questions and engage in productive conversations about various projects and initiatives happening within the City.



^ **Cable Service Transition**

Last year, the Communications and Engagement Division began planning for the retirement of Brian Strand, Cable Administrator. The Division began by releasing an RFP to production vendors. Three proposals were submitted. Ultimately, North Metro Television was selected to provide video production services.

Over the summer North Metro began recording the City Council and some advisory commission meetings, ensuring the City's typical production quality is maintained so that residents may view public meetings at home. In addition, North Metro will provide project-based video production work to the City.

^ **Recodification**

In 2024, the Clerk's Office and the City Manager's Office made significant progress on the City Code re-write (known as recodification).

Title 5 - Land and Building Use

Adopted in 2024, Title 5 regulates land use to ensure the use adheres to the land's capabilities. Community Development, Public Works and the City Clerk worked closely to reduce the number of chapters from 21 to 10 by repealing outdated sections and reorganizing for clarity. These changes simplify land use regulations for residents and developers while preserving Fridley's unique character.

Zoning

The zoning code, expected to become Title 6, regulates how a piece of land can be used based on its location. In partnership with external consultants, the Community Development team has made significant progress in modernizing the zoning code. This comprehensive update aims to align regulations with current best practices, with the intent to simplify processes for homeowners and developers.

Licensing

The licensing code is expected to be recodified as Title 7. The licensing code regulates licensing procedures for business like massage therapy, food trucks, hotel and motels, and liquor. The City licenses these businesses to ensure their operations are legal and do not compromise public health and safety. Work on the licensing code began the summer of 2024 and is expected to be finalized by the end of 2024. Public Safety, Clerk, Community Development, and Finance departments are collaborating closing to streamline licenses, balancing efficiency for local businesses with maintaining high public safety standards.

These titles were largely worked on by staff representatives from multiple departments, showcasing Fridley's collaborative approach. This recodification is a three-year project expected to be completed in 2025, enhancing our city's operational efficiency and service delivery.

^ Resident Survey

This spring, the Communications Division partnered with Morris Leatherman to conduct a telephone survey of 400 randomly selected residents. The survey aimed to capture resident opinions on key topics such as quality of life, public safety, city services and economic development.

Key findings from the survey reveal that Fridley continues to offer a positive living experience to its residents, with **83 percent of residents rating their quality of life as "excellent" or "good."** This overall positive rating falls in the top quartile of suburban communities. These positive results continue throughout the survey including resident's experiences with various City services. **94 percent of respondents report they feel safe in their neighborhoods and 92 percent of residents would recommend living in the City.**

Many of the results that demonstrate a negative trend such as concerns about crime rates and high taxes, reflect broader external forces and align with patterns seen in other neighboring communities. This indicates these issues are not necessarily unique to Fridley but are part of wider regional or national trends.

The results of the survey will be used to help the City make informed decisions and strategic plans to continue to improve City services and serve Fridley residents effectively. Visit FridleyMN.gov/ResidentSurvey to learn more about the survey and view the results.

Community Development

^ Rental Housing

This year, the Rental Housing Division transitioned online applications and inspections into CitizenServe, in partnership with Community Development Specialist Julie Beberg.

The Division also placed an emphasis on educating landlords to help explain the principles behind the City Code. They have found landlords to be more receptive to making the changes and improvements when it is described how it is related to the health and safety of the community.

Rental Inspecting by the Numbers

- 66 new rental licenses were issued this year
- 917 properties were licensed*
- 50 properties became no longer licensed because the owner chose to live in the property, or due to changes at the state legislature exempting group homes from rental licenses.

*Of the 917 properties, 313 were inspected. Every three years staff inspect every rental property in the City. Within those properties, there is a mix of single family, duplexes, triplexes and multi-family apartments that range from four to 262 units.

^ Code Enforcement

The total number of code cases opened in 2024 was 721. Of those cases, 41 led to abatements. This is a decrease of almost 60 abatements from 2023 due to new homeowner outreach and educational strategies.

Code Enforcement by the Numbers

Case Type	Number
Home occupation	17
Sign	19
Property maintenance	20
Brush	25
Solid waste violation	37
Vehicle parking on the grass	47
Outdoor storage	112
Inoperable or unlicensed vehicle on private property	191
Long grass/weeds	193
Other	60

Long Grass Violations

This year the Division created a door hanger with specific information related to the Code’s requirement for maintaining yards and weeds. This helped reduce the amount of weed abatements for the 2024 mowing season from 44 to 28 (36 percent).

Long Grass Violation Door Hanger:



Long Grass & Weeds

A recent inspection of your property revealed that the grass is getting long. The City requires residents to maintain their lawns in the spring, summer, and fall. Please cut the grass. You will also receive a letter in the mail in the following days with more information.

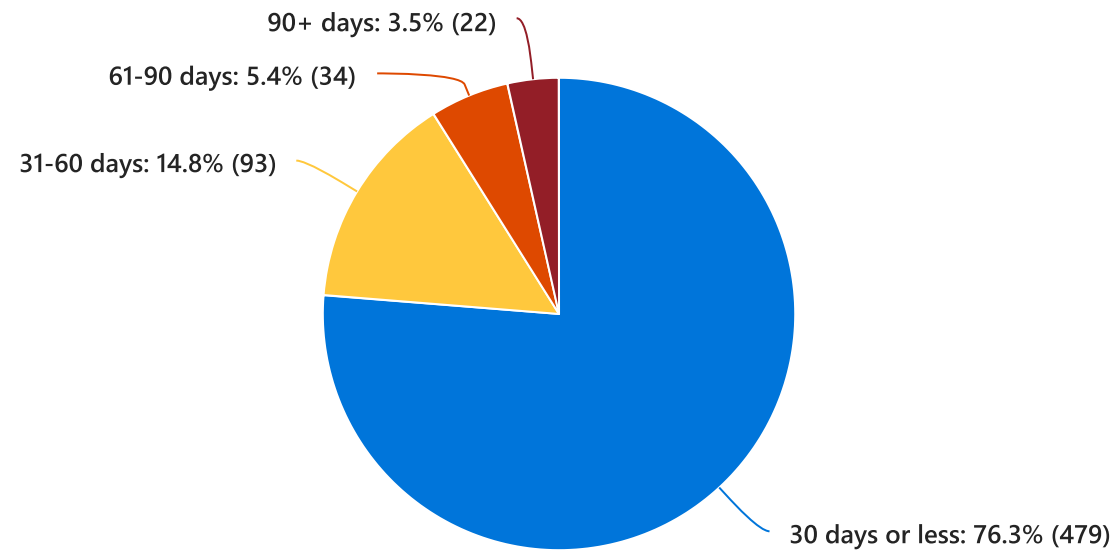
Relevant City Code:

To maintain an attractive and well-kept residential environment, all grass and weeds cannot exceed an average height of ten inches. When a violation is observed, a ten-day notice is sent to the owner. If the property is not mowed within ten days, the property is added to the city’s mowing list.

- See Fridley Municipal Code 502

Inspection Date: _____

Correction Due By: _____



Time it Takes to Close a Case

^ Building Inspections

As of October, the Division issued permits to buildings with an **estimated value of \$26,505,088**. Some of the large projects the Division worked on were:

Project value	Project
\$600,000	New commercial/industrial condos at 5462 7 th Street
\$2.4 million	New industrial building at 30 81 st Avenue (Universal Services)
\$2.9 million	Remodel of Mercy Hospital Unity Campus 3 rd floor
\$1 million	Exterior improvements to 6085 7 th Street (Fridley Community Center)
\$2.5 million	Cummins Building improvements
\$470,000	Building repair at 7260 University Avenue (PACO)
\$250,000	Addition to American Brightworks
\$3.38 million	Remodel of 5696 University Avenue (old CVS soon to be Krispy Kreme)



The total permitting revenue collected by the Division was \$540,457.

Total permits issued as of October: **2,304**

^ Environmental Quality and Energy Commission

The City's Environmental Quality and Energy Commission (EQEC) is comprised of seven residents appointed by the City Council. One new member joined in 2024. The EQEC continued to play an instrumental role in updating environmental aspects of the City Code as part of the recodification project including language around electric vehicles and floodplain management. The EQEC also advised on the development and implementation of several grant applications.

^ Housing and Redevelopment Authority

The Fridley Housing and Redevelopment Authority (HRA) provides a variety of housing rehabilitation programs to help Fridley residents maintain and improve their homes and apartments.

Fridley Home Loan Programs (January - September 2024)

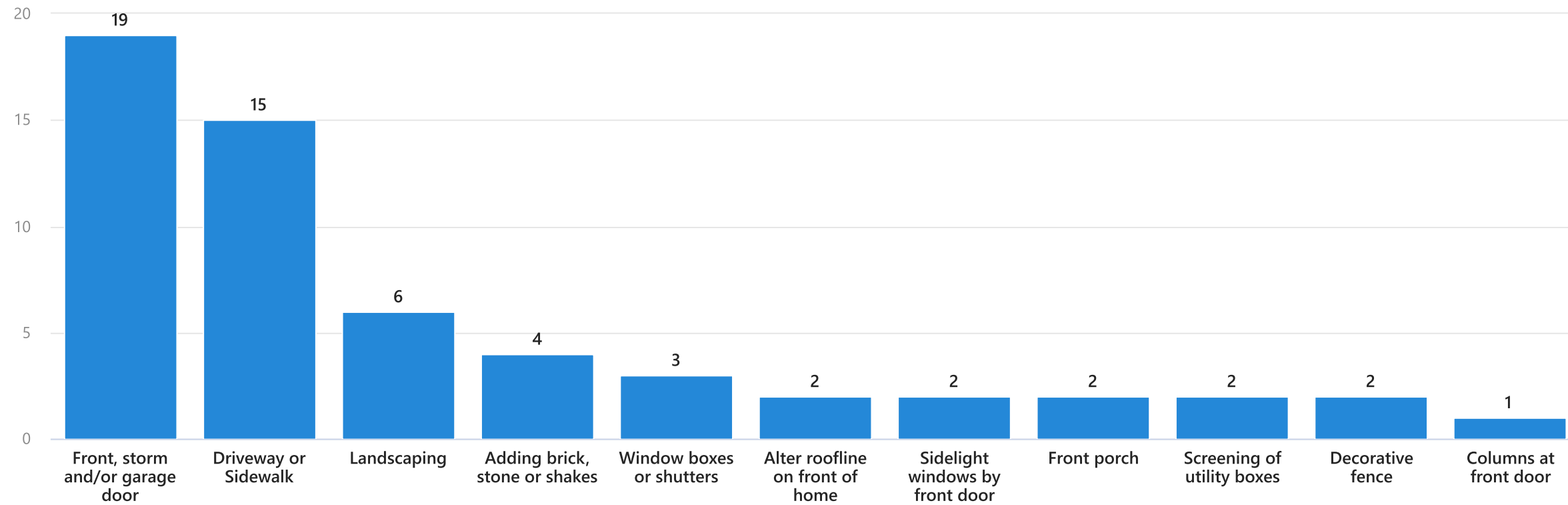
Loan Type	Number of Loans	Amount Loaned
Low-Interest	20	\$511,461
Down Payment Assistance	3	\$20,000
Home Betterment Deferred Loan	5	\$79,451
Senior Deferred Loan	10	\$156,543
Multi-Family Exterior Loan	2	\$50,459

Fridley Home Improvement Grans (January - September 2024)

Program	Number of Applications	Amount Granted
Front Door Grant	37	\$23,610

Program	Number of Applications	Amount Granted
Paint Rebate	17	\$3,406
Insulation Rebate	2	\$500

Front Door Grant Project Types



Projects Completed in 2024

Paint Rebate Project	Siding Project	Driveway Project
<p>Before After</p>	<p>Before After</p>	<p>Before After</p>

^ Planning Commission

The Planning Commission's (Commission) mission is to advise the City Council on matters related to city planning and zoning. In 2024, the Commission has been heavily involved in the recodification project, working on the zoning chapters of the City Code. The Commission has participated in four workshops where they discussed City Code requirements related to landscaping, parking, accessory structure and fences. The comprehensive changes to the zoning chapters of the City Code should be finished in early 2025.

In addition to their work on the City Code, the Commission processed eight land use applications at their regular meetings.

Employee Resources

A large, decorative blue graphic element consisting of a wide, downward-pointing triangle that tapers to the right, set against a light gray background.

^ EMERGE Program

In 2024, the Employee Resources department launched a new training and development program called EMERGE. This innovative leadership development program provides a comprehensive platform for personal and professional growth, developing and improving leadership and core soft skills that are necessary to navigate the challenges of leadership in our dynamic organization. In February, the 12 members of the first cohort met to start their leadership development journey.

Development Sessions

The EMERGE cohort meets for five full-day, immersive development sessions to discuss topics such as change management, behaviors of a cohesive team, effective communication and decision making. Members of EMERGE also complete a behavioral self-assessment called DiSC, perform a variety of individual tasks and assignments outside of the sessions, and actively participate in regular mentor/mentee sessions.

Mentors

Four leaders in the organization were selected to serve as Mentors for the mentor/mentee sessions throughout the program. Each mentor folds in their experiences with leadership as they engage in guided conversations related to the topics the cohort have been reviewing. Mentors also have freedom to explore areas that the groups would like to discuss outside of the content covered in the more formal EMERGE core sessions. The mentors are instrumental in the leadership development process as they provide guidance and education while fostering collaboration across the organization.



Next Steps

In the beginning of 2025, the first cohort will graduate from the EMERGE program, followed by the second cohort beginning their journey of leadership development.

^ Hiring Statistics

- 18 jobs posted
- 8 permanent full time
- 6 permanent part time
- 122 Election judges
- 69 seasonal staff
- 10 interns

^ Internships

Each year, the City hires several interns to work across the various departments within the City. Interns work on projects that offer hands-on experience in data collection, analysis, and project evaluation, policy research, community engagement and other experiences related to their future careers. The intern contributions bring fresh insights and additional support for the City's divisions, especially during peak busy seasons.

This year, our interns provided support to the Engineering, Recreation, Assessing, and Administrative staff. Their efforts encompassed the following key areas:

Key Areas

Accomplishments

<i>Engineering and Construction Support</i>	<ul style="list-style-type: none"> • Collaborated with GIS to update the City's database, tracking down as-built drawings. • Assisted project engineers on construction sites, ensuring accurate record-keeping and documenting project quantities.
<i>Youth Programs and Community Events</i>	<ul style="list-style-type: none"> • Participated in community programs and events, including Summer ROCKS, Springbrook Day Camps, Rec 'N Roll, Nickel Jamboree, and Summer Concerts, supporting City outreach and youth engagement.
<i>Inspections and Record Management</i>	<ul style="list-style-type: none"> • Conducted door-to-door quintile and permit inspections and processed Electronic Certificates of Real Estate Value to enhance data accuracy.
<i>Policy Development and Legislative Research</i>	<ul style="list-style-type: none"> • Supported City Council functions, such as compiling agenda packets and developing the onboarding manual. • Reviewed and updated the City's Data Practices Policy, drafted the Artificial Intelligence Use Policy and conducted legislative research for various City departments.
<i>Election and HRA Support</i>	<ul style="list-style-type: none"> • Assisted with preparations for the 2024 elections. • Supported the Housing and Redevelopment Authority's (HRA) Business Retention Visit program, coordinating outreach efforts.
<i>Business Communications</i>	<ul style="list-style-type: none"> • Spearheaded the development of the quarterly Business newsletter, curating and compiling relevant articles.

New this year, the Fire Division also onboarded several interns through the County Workforce Empowers Program and United Way Career Pathways grant. Partnering with local high school Emergency Care programs, these paid internship opportunities assist students with completing their EMT certification and enhancing career options.

Key highlights of the Fire internship program include:

Highlight	Accomplishments
<i>Supplemental Staffing</i>	<ul style="list-style-type: none"> • All interns are nationally certified EMTs, allowing them to engage in direct patient care and support emergency response teams. Their interventions have notably supplemented staff efforts in emergencies.
<i>Skill-Building and Mentorship</i>	<ul style="list-style-type: none"> • Interns contributed to various Division projects, fostering a collaborative environment and adding to team diversity. • This program has also enabled current firefighters to serve as mentors, supporting the development of the next generation of Firefighter/EMTs.

The program has proven successful in supporting both operational needs and the Division's commitment to community-focused workforce development. The contributions of all of our interns have provided vital support across departments, ensuring smooth operations, and advancing community outreach efforts.

^ Safety Committee

The Safety Committee has reviewed **44 incidents** (as of October) in 2024. The Committee has focused our attention on education and discussion about ways to potentially mitigate the hazards our employees may face in their positions. Each month, members discuss general safety, potential training or educational opportunities, review trends to explore additional actions we can take to ensure a safe working environment and prepare safety tips of the month - in addition to reviewing the incidents.

The committee has also placed visual reminders in high traffic areas to remind employees of safety protocols and things to look for, especially in high heat or colder, icy weather conditions. Annually, the committee reviews the [A Workplace Accident and Injury Reduction \(AWAIR\) program](#) to ensure it is still meeting the goals and objectives of the city and makes any necessary recommendations for adjustment. The work has been successful, as the committee continues to see decreases in the number of severe incidents.

^ Wellness Program

Fridley has an **81% activation rate** which is 15 percent higher than the Health Source Solutions (HSS) benchmark.

Fridley has a **75% engagement rate** which is 25 percent higher than the HSS benchmark and 35 percent higher than the industry benchmark.

Between Q1 and Q3, the challenges with the highest completion rate were Age Gage, Emergency Fund and Food Trek.

The most popular University Courses tended to focus on Anxiety, Unconscious Bias, Healthy Blood pressure and Diagnosing GERD.

Brown Bag, Book Worm, and Be Friend were consistently the most popular Personal Challenges in quarters 1-3 changing places each quarter.

Changes from 2023 to 2024:

- **Supplemental resources** were provided for various challenges to help employees achieve success with more challenging tasks and were available on SharePoint.
- **More Lunch & Learn events** were added throughout the year using both external and internal resources. Including additional benefits offered through our medical insurance provider, retirement guidance through Mission Square and MSRS, Medicare prep, cybersecurity, data practice and Outlook training.
- While physical and nutritional challenges are a staple, **more mental and financial challenges** were added.
- **COVID-19 vaccines** were offered this year.
- 53 employees participated in the **Biometric testing***

- 35 individuals received **Flu shots** (includes employees, spouses and dependents)

**Based on aggregate data from biometric testing, cholesterol, blood glucose and triglyceride levels for City employees that participated are below the national average. However, BMI and blood pressure levels for City employees that participates are slightly above the national average.*

Finance

^ Utility Billing Statistics

BILL DATE	AUTO-PAYS	NON-RESIDENT CLIENTS	RESIDENT STATEMENTS	TOTAL STATEMENTS SENT
October 22	769	149	3,287	4,205
September 20	309	163	1,264	1,736
August 26	429	350	2,085	2,864
July 29	754	148	3,296	4,198
June 26	303	160	1,274	1,737
May 29	427	349	2,082	2,858
April 26	748	144	3,303	4,195
March 25	303	161	1,271	1,735

BILL DATE	AUTO-PAYS	NON-RESIDENT CLIENTS	RESIDENT STATEMENTS	TOTAL STATEMENTS SENT
February 26	420	346	2,093	2,859
January 26	739	143	3,330	4,212
December 22	292	162	1,282	1,736
Yearly Total	5,909	2,622	26,654	35,185

^ Accounting Metrics

Utility Bills Processed: **35,000**

Invoices Processed: **7,000**

Payroll Checks Processed: **6,000**

^ Fridley Liquor

E-Commerce

Fridley Liquor's [e-commerce site](#) continues to provide two significant roles for the City and its customers. First, it provides an easy, comprehensive way to shop all of the products available at Fridley Liquor and have them ready to go when you arrive. Customers can either pull up to the curb and have their order brought to their vehicle, or they can come inside and pick up their order from one of our amazing staff members. Second, our e-commerce site works as a great marketing avenue for our comprehensive selection. Our site makes it easy for anyone inside or outside of our normal shopping area to discover the huge selection of products Fridley Liquor carries and shop online or come to our store, meet our great staff and buy what they are interested in.

Events

In 2024 Fridley Liquor participated in two fundraising events, one early in the year with the Fridley Lions and one late in the year with the Springbrook Nature Center. Both of these events give us the opportunity to take our expertise in the beverage industry and use it to help local non-profits raise money for their organizations. The Fridley Liquor team coordinates suppliers to come and pour a variety of beer and wine brands as a way to encourage attendance and showcase Fridley Liquor to a wider audience. In addition, the Liquor Store hosts several in-store events including product samplings, Dr. Don's Cocktail Clinic, and Limited Release Events. Each of these events continues to develop our brand, educate the consumer, and encourage sales.

Whiskey Barrel Program

2024 was an incredibly successful year for the whiskey program at Fridley Liquor. Single Barrel picks give a beverage retailer an opportunity to choose a very special barrel of whiskey that will be an exclusive item to them. These special barrels draw customers from all around the seven-county metro area as well as travelers from other states who are passing through. Each

barrel generates thousands of dollars in revenue for the city that it would not normally receive. 2024 barrel picks included Jack Daniels Single Barrel Barrel Proof Rye, Caribou Crossing, 1792 Bottled in Bond, Elijah Craig, Four Roses and Old Forester.

THC

THC has been all the buzz in Minnesota in 2024. In late December, Fridley Liquor will be adding low dose THC seltzers and gummies to its product mix. THC, like alcohol, is a controlled substance and it was only logical that selling THC products would fit with the Fridley Liquor business model.

Financial Impact of Fridley Liquor

In 2024, Fridley Liquor will be transferring nearly \$400,000 to the General Fund and Equipment Capital Fund for important and necessary expenditures that would otherwise be paid for with taxpayer dollars. This directly alleviates the property tax burden on residents and businesses of the community.



^ Assessing

The Assessing Division had a busy year of updating properties, inspected a number of new constructions, reviewed ratios for the 2024 Ratio Study and more.

Quintile Review

1,929 **properties** were inspected and updated as part of the Quintile Review. As part of the Quintile Review, there were a number of properties inspected and updated, including:

- 1,725 single family homes
- 35 townhome units
- 49 apartment buildings
- 152 commercial/industrial properties

Permit inspections for new construction

- 653 residential properties
- 26 apartment properties
- 108 commercial/industrial properties

Other Statistics

- Staff reviewed and verified 426 **sales** for the 2024 Ratio Study
- The Assessor's Office settled 115 **Tax Court Petitions**, compared to 16 the year prior
- 13 **value appeals were resolved** before the Local Board of Review

^ Information Technology

This year, the Information Technology (IT) Division focused on key projects to improve security, compliance and technology across City operations:

Enhanced Logging

Implemented advanced logging software, supporting CJIS compliance with high-capacity data aggregation and analysis for improved security insights.

Vulnerability Management Program

Launched a proactive program using both automated scanning and threat intelligence to identify and address vulnerabilities across systems. This program includes continuous monitoring and targeted remediation, significantly reducing security risks.

Automated Firewall Blacklisting

Improved network defense by preventing unauthorized login attempts and automatically blocking known threats using intelligence from federal and state resources.

Managed Detection and Response (MDR)

Deployed an MDR solution to detect and respond to threats in real-time, minimizing breach risks and reinforcing federal cybersecurity standards.

Server and Storage Infrastructure Upgrade

Replaced aging server infrastructure to support expanding data needs, improving speed, reliability and compliance with CJIS standards.

Workstation Refresh

Replaced 50 computers, primarily laptops, to enhance mobility for various departments, providing secure, high-performance devices to support flexible work.

Microsoft Teams Rooms

Set up two Teams-enabled rooms, enhancing virtual collaboration citywide.

BCA Audit Compliance

Successfully passed the BCA audit, demonstrating strong security controls.

Cybersecurity Awareness Initiatives

Conducted quarterly IT Lunch & Learns, shared regular security tips through a SharePoint blog, and offered targeted security awareness training on phishing prevention. Reporting of phishing attempts has increased, resulting in multiple intercepted threats.

Impact and Future Focus

Along with completing high-impact projects, the IT Division managed over 2,300 support tickets, reinforcing our dedication to operational reliability and staff support. Looking forward, we will continue optimizing system reliability, user experience and security to meet evolving tech standards.

^ Transparent Financial Communication

In collaboration with the Communications & Engagement Division, Finance has made an intentional effort to provide readily accessible and easily understandable financial information. An example of this is publishing the City's budget in the City newsletter, that goes to all residents and businesses in Fridley. It provides an overview of the City's budget and shows

the community where more detailed information can be accessed. The change also saved taxpayer dollars in costs associated with a separate mailing.

Popular Annual Financial Report

Another example of the collaboration and intentional effort of providing useful financial information is the City's Popular Annual Financial Report (PAFR). The PAFR is intended to increase knowledge of the City's financial condition in a simple, easy-to-read format. Both exemplify Fridley's intentional commitment to the community to maintain transparent communication and preserve public confidence.

Financial Awards

This effort has not gone unnoticed as the City has received multiple awards over the last year including the **Certificate of Excellence in Financial Reporting**, **Distinguished Budget Presentation Award** and **Award for Outstanding Achievement in Popular Annual Financial Reporting**.



Parks and Recreation

^ Park System Improvement Plan

2024 was an exciting year for Fridley's \$30 million Park System Improvement Plan.

Moore Lake Park

A completely reimagined Moore Lake Park was opened to the public and has been a tremendous success. The new Moore Lake Community Building has hosted thousands of community members for events and celebrations, Fridley's first dedicated pickleball courts have been a hit and the new destination playground has delighted visitors of all ages.

Neighborhood Parks

Construction wrapped up at Edgewater Gardens Park, Plymouth Square Park and Logan Park. These parks feature vibrant new playgrounds as well as tennis, pickleball and basketball courts. Outdoor fitness equipment was also added to Edgewater Gardens Park.

Planning for 2025

Planning was underway for our 2025 parks including Oak Hill Park, Jubilee Park and Commons Park. Oak Hill and Jubilee Parks are smaller neighborhood parks and residents should expect them to be closed for most of 2025 so that a safe construction process can occur.

Commons Park

Commons Park will be the largest park improvement project in Fridley history and will include a recreation building, splash pad, inclusive playground, pickleball court complex, ballfields, expanded parking, trails and a winter recreation area.

An inclusive destination playground will be a highlight of the new park space. This park will be designed to allow for individuals of all ages and abilities to play and interact with one another. This feature is supported by a \$500,000 State of Minnesota grant and will feature smooth rubberized surfacing, a fenced enclosure and many accessible features to allow all to use the space safely.

The outdoor splash pad is an amenity that Fridley residents have been asking for since we began our conversations about improved parks in 2019. This area will be enhanced through funds from the Minnesota Department of Natural Resources (DNR) outdoor recreation grant program and will be a favorite for hot summer days for many years to come!

^ Moore Lake Grand Opening

The Grand Opening of the newly improved Moore Lake Park and the City Open House was held on Saturday, June 1. It was a beautiful day to enjoy the new amenities at the park and the event hosted a crowd of about 300 people! The afternoon kicked off with a ribbon cutting ceremony with Mayor Scott Lund, Parks and Recreation Commission Chair Peter Borman and the City Council. Throughout the event the new playground was buzzing and attendees were able to try out a variety of events, including:

- Fishing with the Boy Scouts,

- Pond dipping with Springbrook Nature Center
- Dancing with Zumba instructor Lenka
- Playing pickleball with instructor Will,
- Playing sand volleyball, basketball and yard games with the Fridley Recreation Staff

In addition, all City Departments were represented with updates and information inside the new Moore Lake Community Building. The public was able to engage with City Staff and ask questions about services and upcoming projects. The Flamingo's Ice Cream Truck was also onsite with delicious treats for all to enjoy!

Events at Moore Lake

This event was a great start to what became a busy summer at the newly improved park! Throughout the season there has been a tremendous number of visitors using all of the amenities, especially the playground and pickleball courts. The Parks and Recreation Department hosted three events: a Bike Rodeo in partnership with Public Safety and Community Development, Burbfest in cooperation with the former North Suburban Center for the Arts, and a Fridley City Band concert. The new community building has also been a popular place for gatherings with a total of 87 public reservations from May to October.

The Fridley community is grateful to have this park revitalized and have been sharing many positive comments about the impact it has had on the City.



^ Spring/Summer Programming

Environmental Fun Fair

The Environmental Fun Fair was on Saturday, May 18 at the Springbrook Nature Center. It was a beautiful day to enjoy nature and the event hosted a crowd of about 500 people! This event is coordinated by the Fridley Parks and Recreation Department and Springbrook Nature Center with partnership from Fridley Environmental Planning and Anoka County 4H. The event had a variety of exhibitors from the Twin Cities and greater Minnesota area meet to share information through activities for all ages. Flamingo's Ice Cream and Rustic Chef Food Truck were at the event to provide food, beverages and ice cream! In addition, there were two presentations from the Wildlife Science Center and a live musical performance by Will Hale and the Tadpole Parade providing even more entertainment for visitors!

Fridley '49er Days Parade and Festival

The Fridley '49er Days Committee held a successful parade and festival to celebrate the 75th Birthday of Fridley and the 50th Birthday of the '49er Days Festival on June 13 – 15. The events were supported by the City, Fridley School District, Fridley Lions Club and many community sponsors. An estimated 3,500-4,000 people enjoyed the many activities throughout the festival. The committee raised over \$40,000 this year and all of the activities were offered free of charge creating an event that everyone in the community could attend.

The three-day festival included the Fridley Lion's Club Parade, activities in the park, music, car show, and food trucks. To celebrate the milestone anniversaries of the City and the Festival there were a variety of new activities as well: a city-wide medallion hunt, birthday party decorating contest, Birthday Bingo and free cupcakes for everyone!

Rain and possible storms on Saturday caused the cancellation of a number of events, but the celebration continued on August 16 for the rescheduled Movie Night in the Park and Firework show! Approximately 400 people attended the event to enjoy music by Howie and Dave, food and treats from The Eggroll Queen food truck and Flamingo's Ice Cream, and Teenage Mutant Ninja Turtles: Mutant Mayhem movie on the big screen. Following the movie an additional crowd came to the park and nearby parking lots to view the Firework show, fun was had by all!

Parks and Recreation Department Creates Summer Magic

Each summer, the Parks and Recreation Department creates immersive, fun and enriching day camp experiences for hundreds of kids in our community.

Springbrook Nature Center offers a full summer of day camps that may find kids canoeing, building forts or using their imagination to travel through time or foil the plans of a super-villain. Around 500 campers will visit the nature center each summer to play, learn social skills and spend time in the outdoors.



The Fridley Recreation team offers a similar experience through their Summer ROCKS (Recreation Opportunities for Creative Kids in Summer) program. Campers explore Fridley parks, take off on bike adventures, and discover the arts through creativity and play. These weekly camps for ages 5-12 provide a summer of fun and new friendships.

Safety Camp

Parks and Recreation and Public Safety teamed up to host another successful Safety Camp on June 25-26. An awesome group of 34 kids in grades 2-4 along with counselors from Police, Fire, Recreation and Allina Emergency Medical Services learned how to stay safe and had a blast learning! Safety topics included: fire, seat belt, animals, electrical, bicycle, first aid, water, weather and 911. Campers especially enjoyed a visit from Northstar Search and Rescue K9 Deacon and K9 Taboo. At the end of camp magic show they were surprised to see their counselors transform into their heroes - firefighters, police officers and EMTs!



^ Winter/Fall Programming

Winterfest

The sun came out on Saturday, January 20 and from 11 a.m. – 2 p.m. the community joined us at Springbrook for a fun celebration of winter. We estimate that 250 people came through to enjoy the many activities including: fat tire biking, campfires, photo ops, Zumba, K9 Demo, storytime, arts & crafts, frozen bubbles, snow games, bird feeder making, scavenger hunts, winter gear grab and the always-popular medallion hunt.

This event would not be possible without our many volunteers and partners. A huge thank you to the Fridley Lions that helped sponsor the event as well as brought out a crew of volunteers to help with the bonfire and concession area. In addition, we had 10 student and adult volunteers that help with activities. The following groups joined us to provide an activity

and information about their organizations: Fridley Environmental Planning, Fridley Public Safety Department (Fire and Police), North Suburban Center for the Arts, Coon Creek Watershed District, Fridley ECFE, Anoka County Library Mississippi Branch and the Metropolitan Council.

It was a blast for the Parks and Recreation Department (Springbrook and Recreation Divisions) to host Winterfest this year. Although the weather was chilly, the crowd was warm and positive! The community came together and enjoyed all that winter has to offer here in Fridley's parks, even without much snow!

Lantern Light Hike at Locke Park

The first Lantern Light Hike event at Locke Park on Friday, February 16. Fortunately, we received a few inches of snow prior to the event that created a beautiful winter backdrop for the hike and bonfire. The chilly weather didn't keep people away and we had a great turnout of about 75 people. Everyone really enjoyed the event and were excited to get a little glimpse of winter this season. It was a great way to show off the park and for many participants it was their first visit to Locke Park.



^ Parks and Recreation Commission

The Parks and Recreation Commission is a group of seven residents appointed by our City Council to help guide development in Fridley's parks and programs. The Commission meets the first Monday of each month and has been instrumental in reviewing and making recommendations for redevelopment of neighborhood parks as well as the planning for our community park projects such as Moore Lake Park and Commons Park.

The Commission also reviews and makes recommendations related to how our parks and programs are used. The group helped develop rental rates and policies for the Moore Lake Community Building, made recommendations on recreation program scholarships and helped develop a policy on park bench sponsorship.

Thank you to our Parks and Recreation Commissioners who served in 2024; Chair Peter Borman, Vice-Chair EB Graham, Tim Kirk, Suad Maow, Ken Schultz, Luke Cardona, and Don Whalen.

^ Nature Center Foundation

The Springbrook Nature Center Foundation (SNCF), a non-profit organization dedicated to supporting the City of Fridley's Springbrook Nature Center, has been a source of inspiration, guidance and sustainability for decades of growth and community impact. The group consists of a board of directors from across the Twin Cities metro area that assist the nature center staff with fundraising, planning, events, and community engagement.

The SNCF was instrumental in fundraising for the expansion of Springbrook Nature Center in 2016, helping to raise over six million dollars for a new interpretive center, amphitheater, and nature-based play space.

The tradition continues today with leadership from Chair Neal Hayford and a group of dedicated board members supporting recent projects such as the addition of a living "green roof" for the interpretive center and expansion of the popular nature-based play area. Thank you to all of our Springbrook Nature Center Board members, past and present!

^ Springbrook Nature Play Area Expansion

In 2018, Springbrook Nature Center added a popular nature-based play area, made possible by Jerome and Patricia Hartlaub. This space has been well-used by visitors, summer campers and school groups and has provided a gateway to nature, adventure and play for young visitors.

Staff identified a need to expand this area and add play elements to challenge and engage older kids. Through a matching grant from the Minnesota Department of Natural Resources, several new pieces of equipment were added in 2024. A six-foot tall, 20-foot long beaver and log play sculpture provides a highlight while a wood and net parkour course and daring "cliff rider" add excitement for older elementary-age kids.

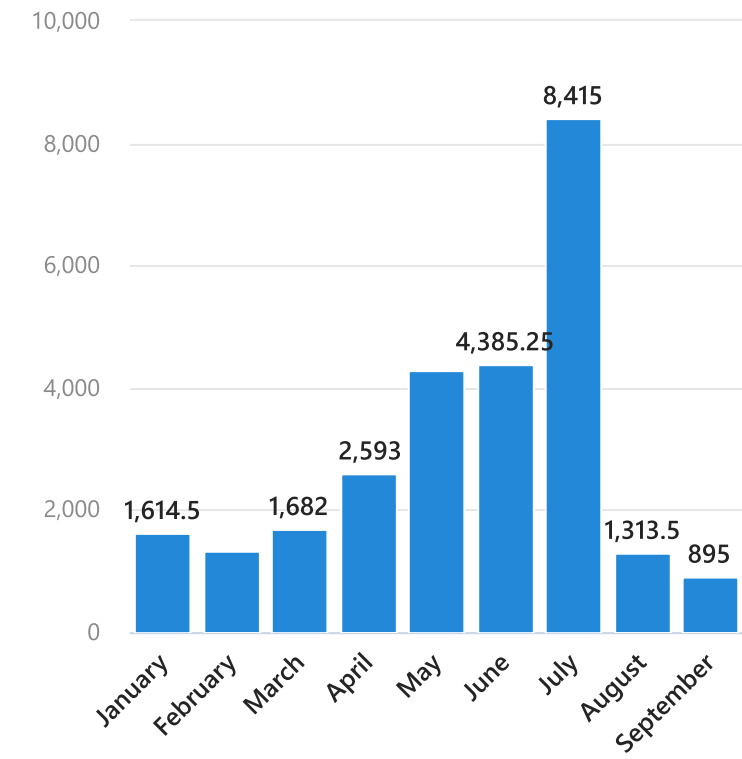
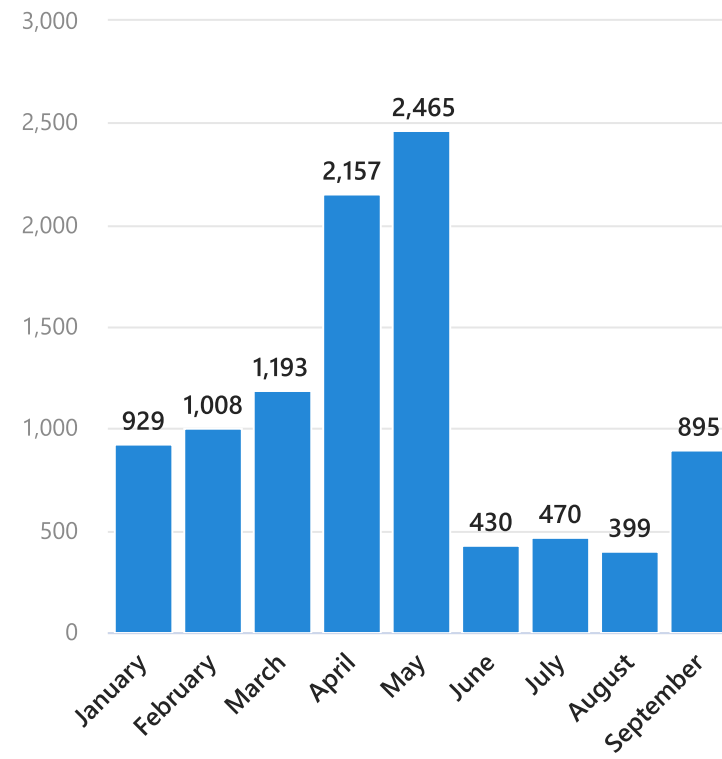
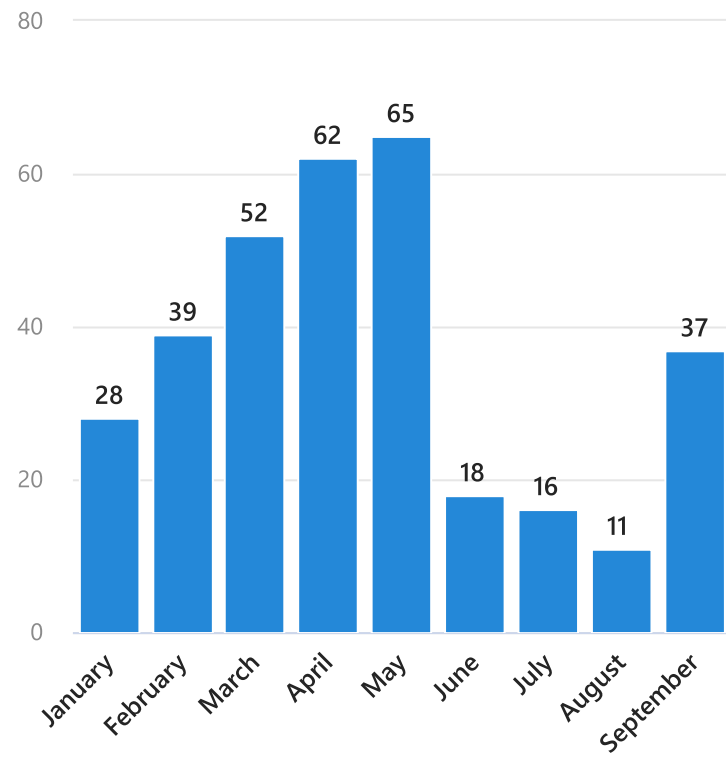


^ Parks and Recreation Statistics

Educational Programs

Participant Count

Participant Hours



Public Safety - Fire

^ Calls for Service

Call Response (As of the end of October)

- **2,465** calls for service
- **2,050** calls handled by a single apparatus
 - The most commonly used is Rescue 1 (Chevy Tahoe) **1,345 times**

- **95.5 percent** handled by the duty crew on-shift 24/7
- **350** overlapping incidents (two or more occurring at the same time)
- EMS accounted for **60 percent** of call volume while Fire made up **40 percent**
- Confirmed structure fires continue to be trending downward in the City of Fridley

Top five medical call types

- Difficult breathing
- Heart/cardiac
- General
- Lift assist
- Unconscious

^ Engagement

Community outreach and involvement is critical to the success of the Fire Division. Beyond fire truck visits and station hours, the Division engaged with residents in 2024 by:

- Installing over **50 smoke alarms**
- Installing **25 carbon monoxide detectors**
- **Visited all third-grade students** during Fire Prevention Week
- Support the **Anoka County Senior Health Fair**
- Host the **American Biker's Association Christmas Event**
- Host the annual **Fire Prevention Open House**
- **Supported various City events** including Homeowner Program Open House, Summer Concert Series, Wet 'N Wild, Safety Camp, Night to Unite, '49ers Days, Pumpkin Night in the Park, Citizens Academy, Fall Prevention Seminars, and Our Leaders are Readers.

^ Youth Involvement

Internships

Fridley Fire (FFD) has had a long-standing tradition of supporting our next generation, which has been greatly enhanced in 2024. Thanks to a grant from the United Way and partnership with Anoka County Workforce, FFD has hired eight different paid interns throughout 2024. Students have all come from the Opportunities in Emergency Care (OEC) programs at Spring Lake Park or Fridley High Schools. Typically working 20-28 hours per week, these interns are all nationally certified Emergency Medical Technicians, and several have firefighter training.

Continued Relationship Building

These interns were a great step forward in our growing relationship with the OEC programs in hosting ride-alongs for dozens of students each year, hosting the Technical Rescue and Firefighter I classes at the Fire Station, and classroom instruction at both schools. As of the writing of this report, the Division is in the final stages of hiring our first intern as a paid, on-call firefighter marking the first student to span the full program of Fire Explorer, Ride-Along Student, OEC Student, Paid Intern, and soon to be hired Firefighter.

We are very excited about the progress we have made with these relationships and intend on nurturing the programs for years to come. Recruitment remains a difficult challenge for firefighters while the demand for jobs continues to grow. Fridley is fortunate to have initiatives like these to aid in securing our next generation of fire service professionals.

^ Training

Training is a critical component of any Fire Division, especially when made up of paid, on-call members. Firefighters continued to perfect their craft throughout 2024 incorporating new equipment, innovative tactics, and keeping up with modern threats.

Training Schedule

Firefighters train weekly throughout the year to remain current with NFPA, OSHA, NREMT and other national standards. In addition to weekly training, members need to complete recruit training, apparatus operator training, officer or instructor training, and specialized equipment familiarization.

Variety of Opportunities

This is only accomplished due to large involvement from many staff members. Without a dedicated full-time position, many part-time staff take on duties of developing lesson plans, researching topics, mentoring new members and delivering training. In total, department members attended more than **8,000 hours of training!** These range from external conferences, certification classes such as Officer and Inspector, EMS continuing education, Fire Apparatus competency training and annual Live Burn training at the East Metro Training Facility to name a few. Fortunately, nearly all of our training is made financially possible due to a state reimbursement program through the MN Board of Fire Training and Education.

^ Code Enforcement

Fire Prevention

Fire Prevention continues to be a top priority for the Fire Division in aiding our staffing model and minimizing risk.

- **New construction** brings emerging threats such as electric vehicle charging, new suppression system designs, high-density housing and more.
- **Commercial inspections** remain robust in combination with third-party compliance checks for those occupancies we cannot inspect each year. As our highest priority remains life-safety, common-area inspections are critical to ensure fire alarms, exit signs and suppression systems are in working order at our multifamily living occupancies.
- **New in 2024**, the Fire Division focused heavily on pre-planning our high hazard occupancies driven by a new software purchased for record management across Anoka County. **The new software (First Due)** not only acts as our dispatching record management but allows staff to see information about a location while enroute to a call. This is called a pre-plan and can include information such as locations of key boxes or sprinkler systems, hazardous materials storage, floor plans, and much more.

Code Enforcement Statistics

- Compliance with third-party Brycer software: **87 percent of 956 occupancies**
- **162** Permits issued
- **314** Commercial Inspections completed
- **88** Common-Area Inspections (multi-family complexes)
- **185** Preplans completed

^ **Staffing Model Reorganization**

After a resignation in late 2023, the Fire Division took the opportunity to re-organize the staffing model.

Full-Time Firefighters

A leadership position was split into two allowing the hiring of full-time firefighters working 24-hour shifts. The effects of these additions were realized early and often and continue to enhance our daily service.

We look forward to adding a third firefighter to round out a rotation and having a firefighter on duty every day.

Added Stability

The primary justification for the positions was to relieve burden on our staffing model and growing duty-crew requirements for our staff. The positions also add stability and



continuity to daily operations with a clear change of hands once per day rather than rotating various part-time slots.

Typical Day

The full-time firefighters respond to every call while on their 24-hour shift in addition to taking on many administrative duties including but not limited to:

- Smoke alarm installations
- Child car seat inspections
- Equipment maintenance
- Required compliance testing
- Coordinating internship activities
- Facilitating several large events
- Cleaning
- Providing a conduit between administrative staff and our paid, on-call firefighters

^ **New Fire Truck**

The Fire Division took delivery of a new Fire Engine in early 2024. The Rosenbauer Commander was built in nearby Wyoming, Minnesota and took over two years for build and delivery. Engine 1 replaced an existing Engine originally purchased in 2001. The new truck is housed at Station 1 adjacent to City Hall and is the primary apparatus used on motor vehicle accidents and heavy rescue emergencies. It is also used as the second or third apparatus on any “fire” related call.

About the Truck

The vehicle boasts a 1,500 gallon per minute water pump, 500-gallon water tank, holds four firefighters and a wide-variety of equipment. With I-694, two state highways and numerous county thoroughfares, the Fire Division responds to a large volume of motor vehicle accidents which pose a great risk to our responders. The large apparatus was sought to protect responding staff while carrying specialized equipment to stabilize or move vehicles and extricate victims should they be trapped inside. The purchase of the truck also included a set of new “jaws-of-life” tools which are now battery operated. This allows staff to utilize them inside of building, down an embankment, or anywhere



necessary without being tethered to the truck via hydraulic hoses as previously required for such tools.

New Advancements

The apparatus also many advancements from its 23-year-old predecessor including numerous safety features designed to keep staff safe, reduce exposure risks, and fit our needs for a life expectancy of 15 years or more. From March to October, it has responded to 225 incidents since it was fully put into service. The previous Engine 1 was sold to Lund, Wisconsin Fire District for \$50,000.

Public Safety - Police

^ SafeCam

The SafeCam program was developed after a need was discovered in the community where officers and detectives were searching for security cameras to assist in developing a suspect or suspect vehicle. Officers found canvassing to be ineffective because the homeowners were often not home, and the department had no contact information to obtain potential video footage.

SafeCam Goal

The goal of SafeCam is to create a list of homeowners around the city on an interactive map which would be accessible to Fridley Officers and Detectives to quickly identify the locations of cameras/homeowner contact information adjacent to an incident. This partnership reduces the amount of time officers and detectives would need to potentially canvass an area and opens a dialogue with community members about ongoing issues in their neighborhood.

^ Community Engagement

In 2024, the Police Division strengthened community bonds through miscellaneous outreach and engagement initiatives. These programs provided officers with meaningful opportunities to interact with and support community members beyond their standard daily responsibilities:

Peer Support

Fridley Public Safety expanded its wellness initiatives by developing a peer support team comprising both sworn and non-sworn staff. A unique addition to this team is Josie, a Bernedoodle therapy dog (in training). Housed at the Public Safety Department, Josie is developing her skills in obedience and socialization, supporting staff during critical moments by attending debriefings and providing emotional support.

Bikes for Kids

The Division donated over 50 refurbished bicycles from abandoned inventory to Bikes for Kids, helping provide transportation to community members in need.

Coats from Cops

Collaborating with Omnetics and the Fridley Lion's Club, the Fridley Police Association supported 176 families by providing winter coats, boots and essential cold-weather gear—an increase from the previous year's assistance.

Safety Camp

More than 40 students in grades 2-5 explored critical safety topics, including fire safety, seat belt usage, animal awareness, weather preparedness and emergency communication (911). The camp, hosted at the Civic Campus, offered students an exclusive behind-the-scenes glimpse into the Public Safety Department.

Night to Unite

Police and Fire Divisions participated in 71 block parties across the city. Officers enjoyed engaging with residents, answering questions and participating in various community activities.

Citizen's Academy

Community members spent 11 weeks gaining an in-depth, hands-on understanding of the Public Safety Department. Participants learned about complex topics such as traffic stops, fire safety, firearm protocols and more.

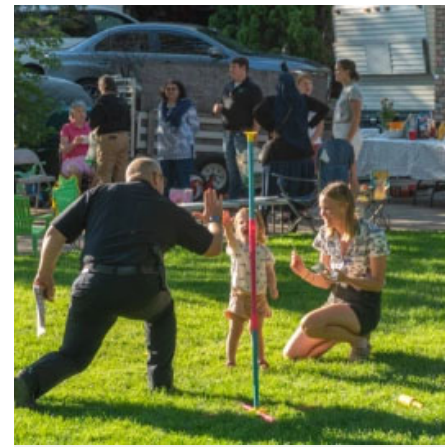
Shop with a Cop

Each December, the Fridley Police Department partners with Walmart and neighboring school districts to provide underserved students a special opportunity to Christmas shop alongside police officers and department staff.

Additional Community Events

Throughout the year, the Police Division connected with residents through smaller, intimate gatherings like Coffee with a Cop, Popsicles and Public Safety and Touch-a-Truck events.

Looking ahead, the Police Division remains committed to building and maintaining strong community relationships in 2025!



^ Police Statistics

Crime Statistics at a Glance

Calls for Service	28,016
Part 1 Crimes	832
Part 2 Crimes	597
FBI Crime Rate	4,661
Overall Agency Clearance Rate	47.1%
Overall Agency Physical Arrests	1,188

Traffic/Parking Citations	1,480/321
Warrant Arrests	189
Use of Force Incidents	132
DWI Arrests	89
Narcotic Incidents	833
Crisis/Mental Health Incidents	291
K-9 Deployment (D), Apprehension (A), Narcotics Alert (NA)	Finn: D-35, A-8, NA-7 Jager: D-23, A-12, NA-4
Asset Forfeiture Program Gun Permits Approved (A), Denied (D), Released (R), Revocation (RV)	Seized 14 Assets A-149, D-14, R-0, RV-0

Public Works

^ Water Service Line Inventory

The water service line inventory was a group effort to identify the materials used in the service lines that provide water to residents. This was an effort nationwide under a new rule by Environmental Protection Agency (EPA) to identify and plan for replacement of lead service lines with their elimination as the ultimate public health goal.

Although no lead service lines have been found in Fridley, this effort has created an opportunity to gather information on service line materials and other valuable data as it relates to the public and private portions of the whole water distribution system.

As stated previously, no lead service lines were found and it was discovered that the City of Fridley passed an ordinance prohibiting lead service lines in 1954.

^ Water Quality Report

The quality of Fridley's drinking water remains a top priority for the Water Division. The division oversees three water treatment plants and is responsible for daily water testing and overall water quality.

Water Quality Standards

While some of our 13 groundwater wells that are the source of drinking water have been impacted by industrial pollution, Fridley continues to exceed all state and federal drinking water standards and provide the community with the best water possible.

Our water quality report is required annually by the EPA and includes information such as water testing, source water locations, known contaminants and their risks along with general information as it relates to water quality. The city is responsible for creating this report and it is a group effort put together by Water and Engineering Division.

Plans for 2025

In 2025, the City plans to request financing from the State of Minnesota for an upgrade to the Locke Park Water Treatment Plant that will enable removal of PFAS (forever chemicals) from Well 10, which has been shut down upon finding these chemicals in 2016. A grant of \$500,000 was obtained for the planning and design of this project.

^ Emerald Ash Borer Program

The EAB program is an important effort by the City of Fridley to deal with the invasive pest that will kill all green ash trees that are not treated. The City developed a plan that would consist of removing all poor condition ash trees and treating all good condition ash trees in on 8-to-10-year schedule. Trees of approved varieties would replace the removed ash trees helping to create a replacement canopy for all of the trees removed.

The plan was spread out over time to prevent creating a deficit of canopy, allow newly planted trees to establish themselves over time, and minimize financial impact of all work in one year. The City treats some and allows homeowners to treat other trees in the public rights-of-way. After all public non-treated trees are removed and new trees are getting acclimated through years of growth, the City will then remove most of the treated ash trees, keeping just earmarked trees in public spaces that will need to be treated until they die.

The Public Works Parks and Streets Divisions are invaluable as they are the crews that have performed the removals and replanting since the beginning of the plan. Recent grants have allowed us to increase removals in the recent several years totaling nearly \$1 million, including and a recent program to help low-income property owners remove private ash trees.

^ Sanitary Sewer System

The City of Fridley made significant investments in its sanitary sewer system in 2024, **relining nearly five miles (5%)** of its aging clay pipe collection system and rehabilitating manholes to reduce groundwater infiltration. By prioritizing sewer pipe relining and system rehabilitation, the City aims to extend the lifespan of its critical sanitary infrastructure, most of which is over 50 years old. In addition to routine cleaning, the Sewer Division has been making repairs in our system where they have identified sources of infiltration.

Grant Program

Staff have been administering a grant program that helps residents make repairs when clear water enters their services. Since over $\frac{3}{4}$ of utility costs derive from wastewater collection and treatment, this proactive approach passes benefits down to system users through reduced utility rates.

^ Recycling

City staff worked to shift waste disposal up the waste management hierarchy in order to reduce the City's trash footprint. Organics recycling began at Moore Lake Park and continued at the Fridley Civic Campus and Springbrook Nature Center.

Reuse Events

The City also hosted multiple reuse events including the first "Community Toy Store" at the Environmental Fun Fair which redistributed 500+ toys within the community as well as the Book Swap at the Kid's Summer Concert and a Baby Gear Swap at the ECFE Fall Festival.

^ Projects

Engineering staff had a busy year, bidding and awarding over **\$12 million for 15 projects**.

Projects included:

- Utility and roadway improvement reconstruction (with the City's first use of speed humps for traffic calming on Channel Road)
- Storm water improvements in the Danube neighborhood will remove sediment before it gets to rear-yard ponds.
- \$3 million in utility upgrades bid this year were funded through the final allocation of American Rescue Plan Act (ARPA) funding

- \$3.2 million in grants for projects such as the University Avenue Trail, University Avenue Lighting and Danube Pond Sediment Reduction projects

Construction is anticipated to start on several exciting projects in 2025 totaling close to \$20 million, including the Commons Park building and park renovation and an expansion of treatment at the Locke Park Water Treatment Plant.

^ University Avenue Corridor Changes

City staff has been working with Minnesota Department of Transportation (MnDOT) and the Metropolitan Council to envision a new corridor in Fridley that will include safety improvements and accommodations for the future F-Line Bus Rapid Transit. Through a preliminary planning, traffic and safety analysis, the corridor will likely see a final recommendation to replace many signalized intersections with roundabouts by 2030. While the corridor will experience traffic speed reduction, analysis has shown that current traffic volumes will be supported without significant delay. Minor safety improvements are on their way starting in 2025, including additional corridor lighting being constructed by the City of Fridley with highway safety grant funding.

Employee Recognition



The Employee Relations Committee (ERC), organizes several events and activities throughout the year. All activities are funded solely from monies raised by employees to coordinate these events. Each department has an ERC member who will help you find out about upcoming events and collect signups. Events from 2024 included:

- Chili and Dessert Cook-Off
- Animals from the Nature Center
- Popcorn Events
- Annual Employee Picnic
- Summer Send-Off
- Caramel Apple Fest

- Pumpkin Carving
 - Annual Meeting
-

New Employees and Retirees

This year we welcomed many new employees to the Fridley team and celebrated many promotions and retirements!

Community Development

Andrea Buddhu, Senior Housing Inspector
Kyle Jensen, Rental Housing License Inspector
Jordynn Poferl, Code Enforcement Inspector

Finance

Katie Gray, Utility Billing Specialist - Lead
Joshua Jarcho, Part-Time Liquor Sales Associate
Tonya Henderson, Part-Time Liquor Sales Associate
Anthony Foster, Part-Time Liquor Sales Associate

Public Safety

Lucas Nadeau, Experienced Duty Crew Firefighter
Jack Kenny, Paid-on-call Firefighter
Hailey Kipka, Police Officer
Cooper Severson, Police Officer
Ivan McGee, Police Officer
Brady Lohse-Johnson, Police Officer
Kao Yang, Police Officer
Drake Ramirez, Community Service Officer

Public Works

Interns

Maxwell Gelhar, Engineering Intern
Abigail Burbach, Recreation Intern
Ann Grigor, Recreation Intern
Jason Catrine, EMT Intern
Matthew Higley, EMT Intern
Luke Herman, EMT Intern
Elizabeth Mushel, EMT Intern
Bayan Sumrain, EMT Intern
Thomas Waltzman, Assessing Intern
Ellaree LaPara, EMT Intern
Evan Trapp, EMT Intern

Promotions

Jonathon Aldrich, Full-time Firefighter
Jeff Pribyl, Full-time Firefighter
Tyler Hajder, Senior Mechanic
Anna Smieja, Accounting Technician/Special Assessments
Shawn Murphy, Sergeant

Retired

Mary Dooher, Rental Housing Manager, 4 years
Susan Zasada, Rental Housing License Inspector, 3 years
Roberta Collins, Administrative Assistant to the City Manager, 34 years
Brian Strand, Video Coordinator, 34 years

Years of Service

40 Years

David Jensen, Building Inspector
Carol Meyer, Senior Accountant
Julia Johnson, Senior Police Technician

35 Years

Joan Nunemaker, Employee Resources Administrative Assistant

30 Years

Scott Hickok, Director of Community Development
Kelvin Odenthal, Fleet Services Supervisor

25 Years

Sandra Hara, Utility Billing Clerk
Dean Knowles, Paid-on-call Firefighter
Walter Messer, Battalion Chief
Wayne Spiering, Paid-on-call Firefighter
Todd Ratcliff, Lead Liquor Sales Clerk

20 Years

Brandon O'Mara, Streets

15 Years

Mark Mickelson, Police Officer
Richard Jones, Sewer
Jeffrey Pribyl, Full-time Firefighter

10 Years

Patrick Bauer, Paid-on-call Firefighter
Robert Belmore, Paid-on-call Firefighter
Thaddeus, Jude, IV, Paid-on-call Firefighter
Shawn Murphy, Sergeant
Kyle Lusignan, Police Officer
Michael Smith, Police Officer
Adam Swinney, Sewer

5 Years

Andrew Detloff, Streets
Brice Richter, Recreation Program Coordinator
Melissa Stephens, Police Officer
Jake Aspenson, Sewer
Melissa Moore, City Clerk/Communications Manager
Michaelanne Oman, Employee Resources Specialist
Rex Horton, Part-Time Liquor Sales Associate
Marcia Picard, Lead Liquor Sales Associate
Thomas Lueck, Desk Officer
Laura Schroeder, Desk Officer



