



July 9, 2026, City Council Informal Meeting Agenda

5:30 PM

Apple Valley Municipal Center
7100 147th Street West, Apple Valley

1. Council Discussion Items (5 min.)
2. New voting equipment demonstration (10 min.)
3. Compensation and Classification Study update (30 min.)
4. Introduction and preliminary discussion of a moratorium and study on data centers (30 min.)
5. Adjourn



ITEM:
MEETING DATE:
SECTION:

2.
July 9, 2026
Informal Agenda

Description:

New voting equipment demonstration (10 min.)

Staff Contact:

Christina Scipioni, City Clerk

Department / Division:

Administration/City Clerk's Office

Action Requested:

N/A

Summary:

In partnership with Dakota County, the City is implementing new ballot counters and accessible voting devices. The August 11, 2026, primary is the first time voters will use the new equipment. City Clerk Scipioni will provide a demonstration of the new equipment.

Background:

On June 12, 2025, the City Council approved a cost share agreement with Dakota County to purchase new voting equipment.

Budget Impact:

N/A

Attachments:

1. Presentation

Election Equipment Demonstration

July 9, 2026



Background

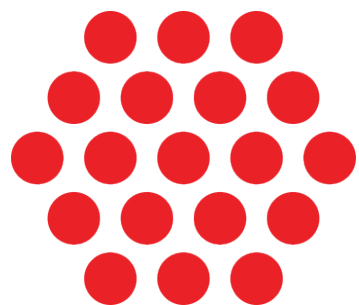


- New election equipment for 2026 elections
 - Ballot marker
 - Ballot counter
- Joint purchase with Dakota County and school districts
- Purchased from Election Systems & Software (ES&S)
 - Common vendor for election equipment throughout Minnesota
- Certified by U.S. Election Assistance Commission and the Minnesota Secretary of State's Office
- Demonstration equipment available at Dakota County Administration Center in Hastings

ExpressVote Ballot Marker



- Required in every precinct and for early voting
- Allows voters to independently mark their ballot
 - Touch screen
 - Audio
 - Accessible keypad
 - Bring-your-own accessible devices
- ExpressVote does not count ballots or record vote selections
- After marking, voter inserts ballot into tabulator



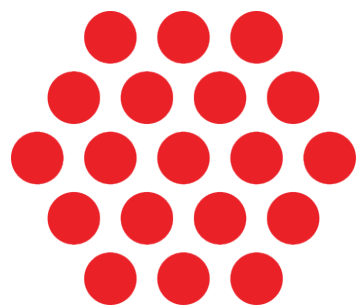
ExpressVote Demonstration



DS300 Ballot Counter



- Used in each precinct and for early voting
- Securely counts ballots
- Securely transmits results following closure of polls
- Notifies voters of ballot-marking errors
 - Overvotes
 - Blank ballot
 - Crossover votes (partisan primary only)



DS300 Demonstration



Questions



ITEM:
MEETING DATE:
SECTION:

3.
July 9, 2026
Informal Agenda

Description:

Compensation and Classification Study update (30 min.)

Staff Contact:

Jamie Haefner, Human Resources Manager

Department / Division:

Administration/Human Resources

Action Requested:

N/A

Summary:

A representative from Abdo LLP will attend our July 9 meeting to present information on the compensation and classification study for our non-union employees to be completed in 2026.

Background:

On June 11, 2026, the City Council approved an agreement with Abdo, LLP for Compensation and Classification Study services. In order to comply with pay equity laws, the City maintains a system for job evaluation and point assignment by position. The upcoming study will include the design of a new compensation plan with implementation timelines and strategies. In addition, Abdo will be providing updated market study data to ensure we are properly compensating our staff at competitive rates. Once the study is completed, staff will present to Council the study results and recommendations.

An adopted City of Apple Valley goal for 2026 is to address market compensation benchmarking data to ensure internal equity and market competitiveness.

Budget Impact:

N/A

Attachments:

1. Presentation



Lighting the path forward

Position Classification and Compensation Study



Meet the Abdo Team



Leah Davis, CPA
Partner

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Michael Mooney, SPHR
SHRM - CP
Manager - HR

P: 952.715.3043

E: Michael.mooney@abdosolutions.com

Our Abdo team is comprised of experienced professionals with over 70 years of combined HR experience from a wide variety of internal, external, and multi-industry perspectives. The diverse background and experiences of our staff allows us to offer our clients real-world, people-focused, and best-in-class HR consulting, compliance, process, and talent management solutions.

Today's Agenda

- Benefits of a Strategic Compensation Study
- Common Practices in Public Sector
- Project Phases
- Project Process and Methodology
- Abdo Position Scoring Methodology
- Discussion and Questions



Benefits of a Strategic Compensation Study

- Updated and compliant job descriptions
- Objective position scoring and classification
- Intentional labor market positioning to align with your Organization's compensation philosophy
- Compensation structure designed to meet your specific needs, effectively motivate employee performance.
- Pay Equity compliance and management
- Establish clear and consistent position classification and scoring review processes for the future
- Clear decision-making and documentation related to how/if the Organization intends to apply and administer the compensation structure throughout the organization.





Plan Administration – Common Practices

- COLA's applied to pay range, employees move with the range
- Employee increases
- Step and Grade vs. Open Range

Project Phases

- Job description updates & review
- Position classification evaluation
- Market compensation analysis
- System development and recommendations
- Pay equity testing
- Final documents and report of findings





Market Analysis Process & Methodology

- Utilize League of Minnesota Cities Salary Survey, Abdo manual surveys, and Economic Research Institute compensation data.
- Match similar job titles, based on current Organization job descriptions and brief job data provided by survey respondents.
- Compare average minimum and maximum wages for each position to establish the range of pay within the market for each position.

Abdo Position Scoring Methodology

- **Know-How**
 - Job-Specific Knowledge
 - Integrating Know-How
 - Human Relation Skills
- **Problem Solving**
 - Context & Precedence
 - Thinking Challenge & Complexity
- **Accountability**
 - Freedom to Act/Empowerment
 - Magnitude/Budget
 - Job Impact (direct or indirect) within Organization
- **Special Conditions**
 - Physical Effort
 - Environmental Conditions
 - Hazard Exposure
 - Sensory Attention

***Important Note:** While position scores are consistent with Minnesota predicted pay, they are not intended to be comparable outside of the Organization.

For example, an “Accountant” in one Organization may score differently than the same role in another Organization due to differences in the calculation and the context of the position within the larger organization. This is acceptable and to be expected.

Discussion for Council

- What is the Organization's compensation philosophy?
- Does the current system work for the Organization? What structural components should be re-evaluated?
- How does the Organization wish to position itself relative to market (lag, lead, match)?

What is a Compensation Philosophy?

An ideology or policy statement outlining an organization's core beliefs and values regarding why and how it rewards employees. It is intended to provide clarity around why an organization approaches compensation in a specific way, direction on how to implement it and the objectives it aims to achieve.

In delivering the strategic "why" behind compensation decisions, it aligns compensation programs with the business strategy and organizational culture. While descriptive and informative, it serves as a framework that provides direction rather than rigid, absolute rules.

-World at Work



Questions?



ITEM:
MEETING DATE:
SECTION:

4.
July 9, 2026
Informal Agenda

Description: Introduction and preliminary discussion of a moratorium and study on data centers (30 min.)	
Staff Contact: Tim Benetti, Community Development Director	Department / Division: Community Development

Action Requested:

City staff will provide a brief introduction and lead a discussion with the City Council regarding the details involved in potentially adopting an interim ordinance. This ordinance would authorize a comprehensive study of data centers and simultaneously impose a moratorium on the construction and expansion of data centers within the City.

Summary:

Staff will present to the City Council an introduction and detailed overview of the process associated with the possible implementation of a moratorium specifically related to data centers. The primary purpose of this moratorium is to grant City staff the authority to commence a study that will provide for the future planning, development, and regulatory measures related to possible data centers in the City.

Following the Informal Meeting, and subsequently during the Council Regular Agenda session, the City Council will be asked to formally consider a Resolution that authorizes the study. In addition, the Council will be requested to adopt an Ordinance that establishes the Interim Use Study and the moratorium on data centers within the City.

Copies of the draft resolution and ordinance will be included in the Regular City Council Agenda packet, ensuring that all relevant materials are available for review and consideration.

Background:

N/A

Budget Impact:

N/A

Attachments:

1. Presentation

Interim Ordinance Authorizing Study and Moratorium on Data Centers

**City Council
July 9, 2026**

Introducti on



- ❑ **State Statute 462.355, subdivision 4:** City Council has the power to adopt an interim ordinance, also known as a moratorium
- ❑ Moratorium allows the City to temporarily pause certain land use decisions in order to study specific issues or land use items that require special attention or reconsideration
- ❑ City may decide to implement changes or new regulations, or alternatively, maintain existing rules and regulations if deemed appropriate
- ❑ Several cities have enacted similar moratoriums, including Minneapolis, Eagan, Inver Grove Heights, Rosemount, Carver, and Vadnais Heights

Information – Data Centers



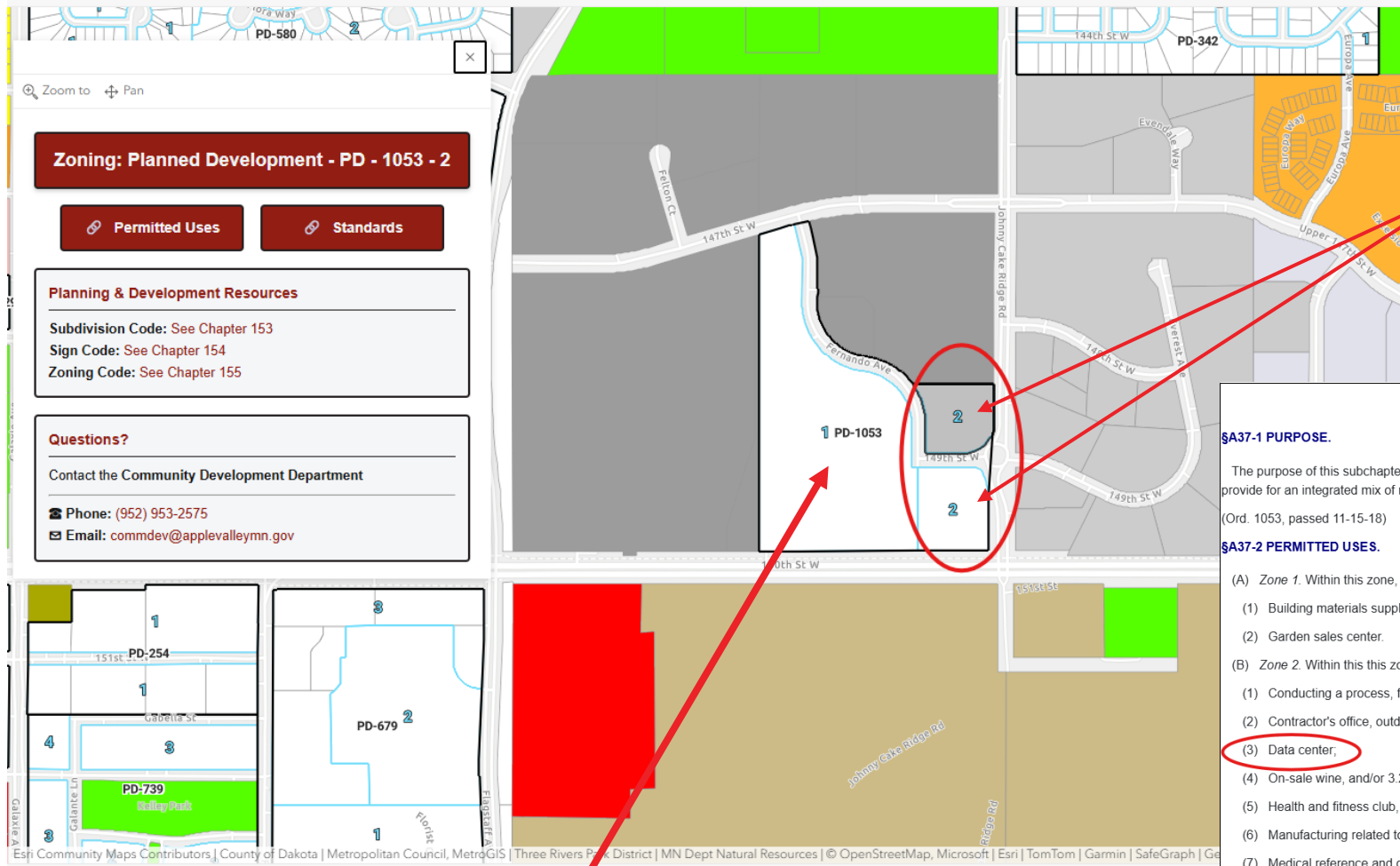
- Data centers store, manage, and process digital information for various high-tech companies and data service organizations
- Generally, they consist of large facilities that accommodate network servers, mechanical equipment, cooling systems, backup generators, etc.
- Data Centers are well-suited to our state due to the cooler climate, affordable and accessible land, groundwater availability, reliable electrical or power-grid infrastructure, and tax incentives

Economic / Environmental Issues...



- ❑ Although data centers can generate significant property tax revenue, the number of jobs they provide is somewhat limited. Operations requires fewer staff compared to other commercial or industrial facilities.
- ❑ Most of the newer or proposed data centers are massive in scale. Their size and operational demands can have substantial effects on local systems, including water supply and groundwater resources, sanitary infrastructure, stormwater management, and electrical demand.
- ❑ In addition, large data centers may alter visual landscapes, contribute to constant or excessive noise and vibrations, heat bubbles, increased traffic, and other impacts on the surrounding community.

City of Apple Valley Zoning



MENARD'S
Remnant Parcels
(3.0 & 3.8 acres)

ARTICLE A37. DESIGNATION NO. 1053

§A37-1 PURPOSE.

The purpose of this subchapter is to establish specific performance standards in compliance with § A155.260 for property designated by Ordinance No. 1053 provide for an integrated mix of retail and general business, and limited industrial uses.

(Ord. 1053, passed 11-15-18)

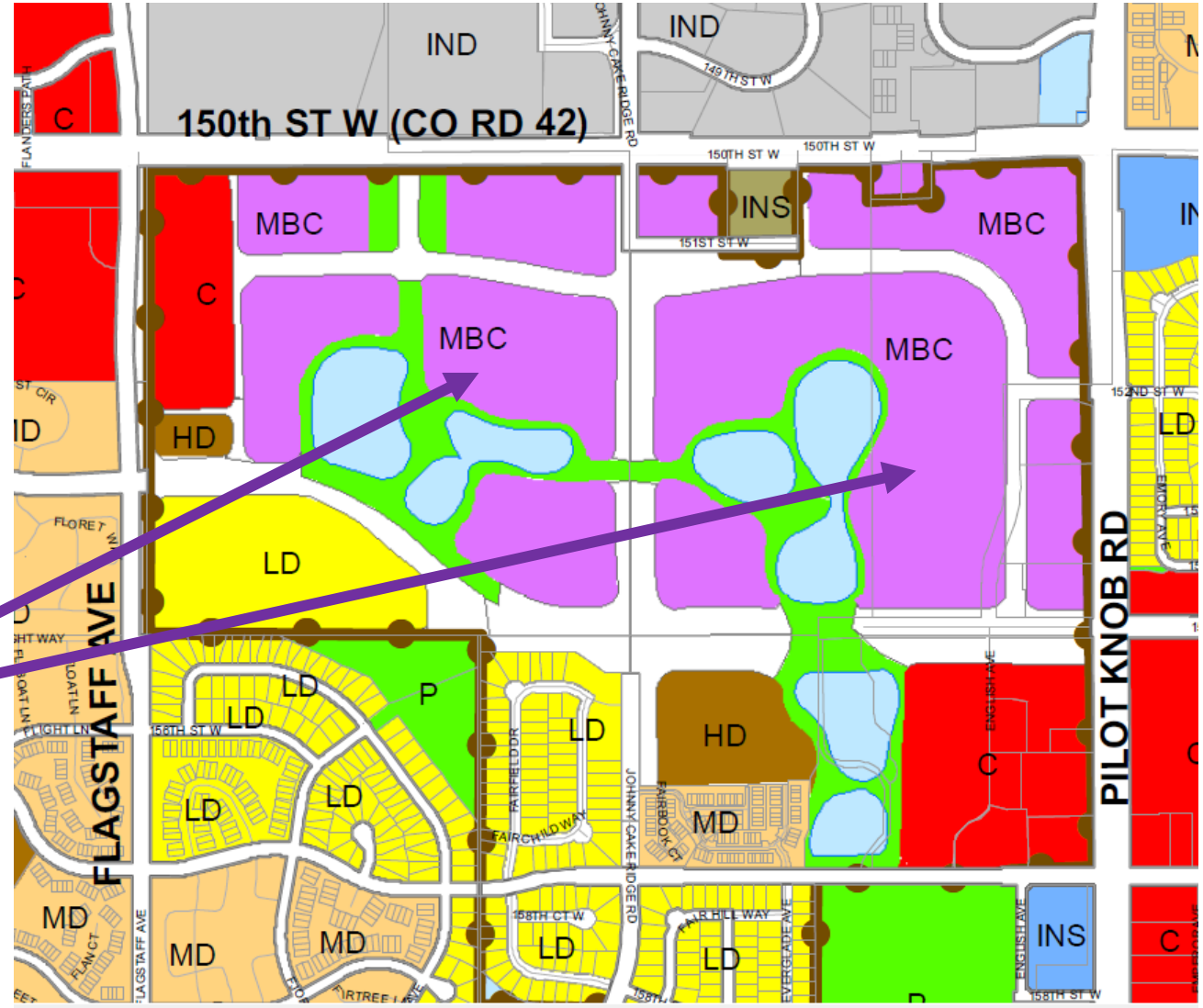
§A37-2 PERMITTED USES.

- (A) Zone 1. Within this zone, no structure or land shall be used except for one or more of the following uses deemed similar by the City Council:
- (1) Building materials supply/home improvement store; and
 - (2) Garden sales center.
- (B) Zone 2. Within this this zone, no structure or land shall be used except for one or more of the following uses deemed similar by the City Council:
- (1) Conducting a process, fabrication, storage, manufacturing or wholesaling operation;
 - (2) Contractor's office, outdoor storage subject to a conditional use;
 - (3) Data center;
 - (4) On-sale wine, and/or 3.2% liquor in conjunction with an event center/banquet facility;
 - (5) Health and fitness club, when located in a freestanding building;
 - (6) Manufacturing related to aerospace, medical device, and pharmaceutical industries;
 - (7) Medical reference and diagnostic laboratories;
 - (8) Offices;
 - (9) Research or testing laboratory conducted entirely in the building;
 - (10) Restaurants, Class I only;

MENARD'S

• • •

- Feb. 27, 2025 – Council adopts Ord. No. 1142, which amended Ch. 155 to allow new zoning district of **“MUBC” Mixed-Use Business Campus**
- MUBC district(s) can only be applied to areas guided as MBC Mixed Business Campus (2040 Comp Plan)



Ch. 155.003 Definitions:

Data Center. A facility or a complex or campus of buildings and facilities used primarily for the storage, management, processing, and transmission of digital data, which houses computer and/ or network equipment systems, servers, appliances and other associated components related to digital data operations. The facility may also include air handlers, power generators, water cooling systems and water storage facilities, utility substations, and other associated utility infrastructure to support sustained operations at a data center. A data center complex/ campus may include data management or storage buildings and ancillary support buildings and structures, including secure and controlled entrances, perimeter fencing, sallyports, and cargo screening buildings.

155.310 Mixed Business Campus District, (C) Conditional Uses,

(2) Light Industry/Manufacturing Uses

(d) Data center as regulated herein...

(building materials, setbacks, height, fencing/screening measures, noise mitigation, lighting, vibration mitigation, etc.)

Text added to ordinance...



Data Center. A facility or a complex or campus of buildings and facilities used primarily for the storage, management, processing, and transmission of digital data, including but not limited to cryptocurrency mining, AI generation, and support of the internet, which houses computer and/ or network equipment systems, servers, appliances and other associated components related to digital data operations. The facility may also include air handlers, power generators, water cooling systems and water storage facilities, utility substations, and other associated utility infrastructure to support sustained operations at a data center. A data center complex/ campus may include data management or storage buildings and ancillary support buildings and structures, including secure and controlled entrances, perimeter fencing, sallyports, and cargo screening buildings.

Moratorium



- ☐ Moratorium can remain in place for up to a one (1) year period, with an ending date noted in the ordinance
- ☐ City Council retains the right to shorten or rescind the moratorium
- ☐ Applies to all properties within the City limits
- ☐ Input from both Planning Commission and City Council is crucial to identify issues, refine the scope of the study, and ensure future planning and regulations align with the City's goals
- ☐ Following the study, staff will make recommendations to Council on any reasonable restrictions and/or new regulations for data centers

Recommended Action



- ☐ Hold the public hearing
- ☐ Adopt the resolution authoring an interim use study regarding the planning, development and regulation of data centers
- ☐ Pass the Ordinance instituting a moratorium that restricts the establishment of new data centers, expansion of existing data centers, and/or development of property for a proposed data center during the interim use study

(Recommend waiving the Second Reading)