



CITY OF
LONG LAKE

City Council Agenda Report

City of Long Lake
450 Virginia Avenue
Long Lake, MN 55356

MEETING DATE / September 1, 2026

SUBJECT: Six-Month Performance Evaluation for Public Works Maintenance Worker Michael Decker and Resolution Approving a Wage Step Increase

Prepared By: Amanda Nowezki, City Administrator

Report Date: 8/20/2026

Recommended City Council Action

Staff recommends the following:

Motion to adopt Resolution No. 2026-38 approving a wage step increase for Public Works Maintenance Worker Michael Decker from Step 3 to Step 4 of the Salary Pay Plan due to having a satisfactory performance review.

Overview / Background

All Public Works employees hired by the City of Long Lake are hired as probationary employees. Performance of Public Works Maintenance Worker positions is evaluated by the Public Works Director and reviewed by the City Administrator at the six-month anniversary of the employee. Then, recommendation is made to the City Council as to whether or not the employee's performance is satisfactory and if any adjustments should be made to their compensation or other benefits.

Michael Decker was appointed to the position of Public Works Maintenance Worker on February 4, 2026 and subsequently began his employment in that role on February 16. His six-month performance evaluation was conducted on August 13, 2026. Supervisory staff have determined that Mr. Decker's performance has been acceptable thus far, and would recommend the City Council ratify the Public Works Director and City Administrator's finding that he has earned a satisfactory evaluation. Staff also recommends Mr. Decker receive a one-step wage increase from Step 3 to Step 4 of the Salary Pay Plan.

Supporting Information

- Resolution No. 2026-38
- Personnel Action Form (Non-Public / Council Only)