

Carlton County  
Board of Commissioners  
\*\*\***ADJOURNED SESSION**\*\*\*  
Monday, March 25, 2019  
4:00 p.m.

Carlton County Transportation Building

**A. Administrative**

1. Roll Call
2. Pledge of Allegiance to the Flag
3. Approve Agenda
4. Approve Minutes of the March 12, 2019, Regular Board Meeting
5. Visitors:
  - a.
  - b.
  - c.

**B. Human Services**

1. Financial
2. Personnel
3. Administrative
  - a. Pathways to Peace Pilot Program Technology Funding Request
4. Social Services
5. Health Services
  - a. Out of State Travel
6. Income Maintenance
7. Child Support & Collections
8. Commissioner's Comments

**B. Human Services (continued)**

9. Human Services Advisory Committee Comments
10. Case Action & Licensing of Foster and Day Care Homes

**C. Zoning and Environmental Services**

1. Approval renewal agreement for tire recycling
2. Carlton County's Aquatic Invasive Species Program 2019

**D. Land and Building**

**E. Transportation**

**F. Public Safety**

**G. Tax Matters**

1. Notice of City of Cromwell proposed TIF District modification

## **H. Administrative - Other**

1. Consider \$174,000 EDA loan to Willows Edge LLC
2. EDA's USDA loan program reviews – Information Only
3. Consider approval of Drug Testing Agreement with FS Solutions
4. Accept/approve Letter of Understanding with Local #49 – Operating Engineers
5. Consider request by Arrowhead Fly Fishers Club – Memorial Park Bench at Chub Lake
6. Approve Cigarette License for Holiday Station/Store – Scanlon

## **I. Unorganized Township Matters**

## **J. Commissioners Comments and Meetings Attended**

## **K. Correspondence**

Carlton County Board of Commissioners  
Item for Consideration / Agenda Item Cover Sheet

B-3a  
Agenda Item #

To: Chairperson, Carlton County Board of Commissioners Meeting Date: 3-25-2019  
Via: Paul Gassert, County Auditor/Treasurer  
From: Public Health & Human Services  
Title of Item for Consideration: Men's Non-violence Videoconference Program  
Presenter: Dave Lee

**Type of Action Requested** (check all that apply)

- Info only, no action requested at this time  
 Award contract or bid  
 Approve by resolution (attached)  
 Approve funding to support Non-violence Videoconference Program Pilot. Technology costs = approximately \$6,000.00.

**Fiscal Impact** (check all that apply)

- Item included under current budget  Yes  No  NA  
Budget adjustment required  Yes  No  NA  
Reviewed by Finance Committee  Yes  No  NA

**Staffing Impact**

- Duties of a County employee(s) may be materially affected  Yes  No  NA  
Applicable job description(s) may require revision  Yes  No  NA  
Item may change the department's authorized staffing level  Yes  No  NA  
Reviewed by Human Resources  Yes  No  NA

**Other**

- Reviewed by other Committee, Board or Commission  Yes  No  NA  
If yes, what was their recommendation \_\_\_\_\_

**Summary**

Due to the lack of domestic violence programming available in our area, Carlton County would like to pilot telepresence for the Pathways to Family Peace Program. It is a 28-week program that has male and female facilitation teams. The target population would be people currently in jail or recently released from jail. The pilot project would include working with 6-10 offenders during the 28-week period. The facilitators would not change for this pilot project but funding is needed for iPads or tablets at a cost of \$6,000 total.

**Supporting Attachments**

- \_\_\_\_\_  
 \_\_\_\_\_

Motion By \_\_\_\_\_ Seconded By \_\_\_\_\_

TO: \_\_\_\_\_

Action on Motion: \_\_\_\_\_ AYE \_\_\_\_\_ NO \_\_\_\_\_ ABSTAIN

Motion: Carried  Defeated

Adopted December 8, 2015

Revised April 12, 2016

Carlton County Board of Commissioners  
Item for Consideration / Agenda Item Cover Sheet

B-5a  
Agenda Item #

To: Chairperson, Carlton County Board of Commissioners Meeting Date: 3-25-2019

Via: Paul Gassert, County Auditor/Treasurer

From: Public Health & Human Services

Title of Item for Consideration: Out-of-State Travel to Healthcare Coalition Leadership Training

Presenter: Dave Lee/Joanne Erspamer

**Type of Action Requested** (check all that apply)

- Info only, no action requested at this time  
 Award contract or bid  
 Approve by resolution (attached)  
 Approve Out-of-State Travel

**Fiscal Impact** (check all that apply)

Item included under current budget  Yes  No  NA

Budget adjustment required  Yes  No  NA

Reviewed by Finance Committee  Yes  No  NA

**Staffing Impact**

Duties of a County employee(s) may be materially affected  Yes  No  NA

Applicable job description(s) may require revision  Yes  No  NA

Item may change the department's authorized staffing level  Yes  No  NA

Reviewed by Human Resources  Yes  No  NA

**Other**

Reviewed by other Committee, Board or Commission  Yes  No  NA

If yes, what was their recommendation \_\_\_\_\_

**Summary**

Requesting approval for Ali Mueller (Emergency Preparedness Coordinator) to attend a Healthcare Coalition Leadership training course at the Center for Domestic Preparedness in Anniston, Alabama. The objective of the training is to provide instruction and practical experience for preparing and responding to community and regional public health and medical emergencies. Lodging, food, and travel are fully paid for by the Center for Domestic Preparedness. The only expense would be Ali's time (5 days) of which would be charged under existing funding. Training dates are: April 14 -18, 2019

**Supporting Attachments**

- \_\_\_\_\_  
 \_\_\_\_\_

Motion By \_\_\_\_\_ Seconded By \_\_\_\_\_

TO: \_\_\_\_\_

Action on Motion: \_\_\_\_\_ AYE \_\_\_\_\_ NO \_\_\_\_\_ ABSTAIN

Motion: Carried  Defeated

Adopted December 8, 2015

Revised April 12, 2016

Carlton County Board of Commissioners  
Item for Consideration / Agenda Item Cover Sheet

C-1  
Agenda Item #

To: Chairperson, Carlton County Board of Commissioners Meeting Date: March 25, 2019

Via: Paul Gassert, County Auditor/Treasurer

From: Heather Cunningham, Zoning and Environmental Services Administrator

Title of Item for Consideration: Renew agreement for tire recycling

Presenter: Heather Cunningham, Zoning and Environmental Services Administrator

**Type of Action Requested** (check all that apply)

- Info only, no action requested at this time  
 Award contract or bid  
 Approve by resolution  
 Approve one year extension of tire recycling agreement

**Fiscal Impact** (check all that apply)

Item included under current budget  Yes  No  NA

Budget adjustment required  Yes  No  NA

Reviewed by Finance Committee  Yes  No  NA

**Staffing Impact**

Duties of a County employee(s) may be materially affected  Yes  No  NA

Applicable job description(s) may require revision  Yes  No  NA

Item may change the department's authorized staffing level  Yes  No  NA

Reviewed by Human Resources  Yes  No  NA

**Other**

Reviewed by other Committee, Board or Commission  Yes  No  NA

If yes, what was their recommendation \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Summary**

The tire agreement with Liberty Tire is set to expire. The agreement allows an extension for one year (up to three times) at the same rate if agreeable by both parties. This would be the first extension of the agreement.

**Supporting Attachments**

Motion By \_\_\_\_\_ Seconded By \_\_\_\_\_

TO: \_\_\_\_\_

Action on Motion: \_\_\_\_\_ AYE \_\_\_\_\_ NO \_\_\_\_\_ ABSTAIN

Motion: Carried  Defeated

Carlton County Board of Commissioners  
Item for Consideration / Agenda Item Cover Sheet

C-2  
Agenda Item #

To: Chairperson, Carlton County Board of Commissioners Meeting Date: March 25, 2019  
Via: Paul Gassert, County Auditor/Treasurer  
From: Heather Cunningham  
Title of Item for Consideration: Carlton County's Aquatic Invasive Species Program 2019  
Presenter: Chris Berg

**Type of Action Requested** (check all that apply)

- Info only, no action requested at this time  
 Award contract or bid  
 Approve by resolution

**Fiscal Impact** (check all that apply)

- Item included under current budget  Yes  No  NA  
Budget adjustment required  Yes  No  NA  
Reviewed by Finance Committee  Yes  No  NA

**Staffing Impact**

- Duties of a County employee(s) may be materially affected  Yes  No  NA  
Applicable job description(s) may require revision  Yes  No  NA  
Item may change the department's authorized staffing level  Yes  No  NA  
Reviewed by Human Resources  Yes  No  NA

**Other**

- Reviewed by other Committee, Board or Commission  Yes  No  NA  
If yes, what was their recommendation \_\_\_\_\_

**Summary**

Attached are supporting documents for the Aquatic Invasive Species (AIS) Prevention Program 2019. This program began in 2014. The AIS Program funds are legislative aid dollars for the purposes of preventing the spread of AIS. The county has received a total of \$321,047 to date and will be receiving \$68,443 in 2019. The plan focuses on trained inspectors working at boat landings and will require the renewal hiring of 7 part-time, seasonal staff. More details on the program plan and expenditures are attached.

**Supporting Attachments**

- Aquatic Invasive Species Program 2019

Motion By \_\_\_\_\_ Seconded By \_\_\_\_\_

TO: \_\_\_\_\_

Action on Motion: \_\_\_\_\_ AYE \_\_\_\_\_ NO \_\_\_\_\_ ABSTAIN

Motion: Carried  Defeated



# CARLTON COUNTY

## ZONING AND ENVIRONMENTAL SERVICES

P.O. Box 220 • 301 Walnut Avenue, Room 103 • Carlton, MN 55718

HEATHER CUNNINGHAM

Zoning and Environmental Services Administrator

### AQUATIC INVASIVE SPECIES PROGRAM 2019

Minnesota waters are threatened by aquatic invasive species (AIS). Invasive species that are not native to Minnesota cause economic or environmental harm or harm to human health. Carlton County and the Department of Natural Resources (DNR) are committed to these core principles:

- coordination of their authority and resources to develop a reasonable and effective water related equipment inspection requirement to stop the spread of AIS in the state and prevent the introduction of new AIS;
- a collaborative, cooperative approach to AIS management and prevention;
- ensuring continued access to public waters.

It is the intent of this program to comply with all the requirements in Minnesota Statutes section 84D.105 and in the DNR Watercraft Inspection Program procedures and manuals.

Carlton County is tackling AIS in five ways: **Inspections, Enforcement, Education, Treatment, and Early Detection.**

**Inspections** will be conducted in accordance with the attached spreadsheet. The inspectors will be hired by Carlton County, and they will undergo DNR Level 1 Watercraft Inspection training.

**Enforcement** will be conducted by MN DNR Conservation Officers. Inspectors may not issue citations, but they can deny launch. Inspectors can contact conservation officers for assistance and notify them of potential violations.

**Education** is important in helping prevent the spread of AIS. Staff will prepare press releases, newspaper advertisements, radio advertisements, and informational materials reminding boaters to CLEAN, DRAIN and DRY their boats.

**Treatment** is included for the 2019 program to assist Chub Lake Association and Bear Lake (City of Barnum) to treat and manage Eurasian Water Milfoil (EWM). Chub Lake, Bear Lake, and Little Hanging Horn Lake are the only known AIS infested lakes which lie entirely within Carlton County. Little Hanging Horn Lake's EWM infestation is currently being managed with manual removal by the Minnesota DNR.

**Early Detection** surveys were conducted in 2018. No new AIS were observed. Early detection surveys will be completed again when deemed appropriate. Surveys of lakes with existing AIS will be completed prior to any treatment.

Any funds not expended in 2019 will be rolled over into the budget for the Carlton County AIS Program 2020. This plan may be amended as needed to support the Carlton County AIS Program.

*Printed on Recycled Paper*

**Toll Free:** 1-800-862-3760 (218 Area Code Only) – **Courthouse:** 218-384-4281 – **Zoning:** 218-384-9176 or 218-384-9593  
**Recycling/Household Hazardous Waste:** 218-384-9178 – **Water Testing:** 218-384-9177 – **Fax:** 218-384-9121

**"An Equal Opportunity Employer"**



**AQUATIC INVASIVE SPECIES PROGRAM 2019 (proposed for 2019 county budget)**

Grant to be rec'd in 2019		6/15 (\$9992.69)	7/20 (\$24228.81)	12/26 (\$34221.50)	
Rollover from previous yr		\$ 68,443.00		Fund Balance 1/1/19	
		\$ 139,539.36		Total Funds	
		\$ 207,982.36			
Expense	Account	Payee	Expense	Budget	Notes
<b>INSPECTIONS</b>					
Watercraft Inspections	680-961-6103 Salaries Part Time	Inspectors	\$ -	\$ 27,895.00	
Fica & Medicare	380-961-6172 Fica & Medicare	Inspectors	\$ -	\$ 2,133.00	
Mileage	680-961-6332 Auto Mileage	Inspectors	\$ -	\$ 1,300.00	
<b>Subtotal</b>			\$ -	\$ 31,328.00	
<b>GENERAL SUPPLIES</b>					
	680-961-6412 General Supplies		\$ -	\$ 2,000.00	
	680-961-6412 General Supplies		\$ -		
	680-961-6412 General Supplies		\$ -		
<b>Subtotal</b>			\$ -	\$ 2,000.00	
<b>TREATMENT and EARLY DETECTION</b>					
	680-961-6285 Contracted Services		\$ -	\$ 32,300.00	
	680-961-6285 Contracted Services		\$ -	\$ -	
<b>Subtotal</b>			\$ -	\$ 32,300.00	
<b>EDUCATION/ADVERTISING</b>					
Education and Marketing	680-961-6244 Advertising		\$ -	\$ 6,000.00	
Education and Marketing	680-961-6244 Advertising		\$ -		
Education and Marketing	680-961-6244 Advertising		\$ -	\$ -	
<b>Subtotal</b>			\$ -	\$ 6,000.00	
<b>PROGRAM ADMINISTRATION</b>					
Zoning & Environmental Services Technician	680-961-6102 Salaries Full Time		\$ -	\$ 7,600.00	
AIS Prevention Plan Assistant	680-961-6103 Salaries Part Time		\$ -	\$ -	
Workshops/conferences	680-961-6334 Travel Expense		\$ -	\$ 350.00	
Workshops/conferences	680-961-6246 Registration Fees		\$ -	\$ 300.00	
<b>Subtotal</b>			\$ -	\$ 8,250.00	
<b>Total</b>			\$ -	\$ 79,878.00	
Any Aquatic Invasive Species Program Aid not used in 2019 will be rolled over to support the 2020 Aquatic Invasive Species Program.			\$ 207,982.36		Rollover 2020

**A RESOLUTION TO APPROVE AND ADOPT  
CARLTON COUNTY'S  
AQUATIC INVASIVE SPECIES PROGRAM 2019**

WHEREAS AQUATIC INVASIVE SPECIES (AIS) are nonnative species that cause or may cause economic or environmental harm or harm to human health or threatens or may threaten natural resources or the use of natural resources in the state;

WHEREAS the Department of Natural Resources (DNR) has been authorized and charged with responsibility by the state legislature to establish a statewide program to prevent and manage the spread of AIS in coordination with other governmental entities;

WHEREAS pursuant to Minnesota Statutes section 84D.105, Subdivision 2(a), Governmental Unit is a local government entity that agrees to assume all legal, financial, and administrative responsibilities for an aquatic invasive species inspection program on some or all public waters within their jurisdiction;

WHEREAS it is the intent of Carlton County to implement an AIS inspection program, approved by DNR, on some or all public waters within their jurisdiction utilizing existing authorities and the authority granted to inspectors under Minnesota Statutes sections 84D.105, subd. 2(b) and 84D.10, subd. 3(a), clauses 1, 3, and 4 (the Program).

WHEREAS it is the intent of Carlton County that the program will comply with all requirements in Minnesota Statutes section 84D.105 and in DNR Watercraft Inspection Program procedures and manuals.

NOW THEREFORE, BE IT RESOLVED, that the Carlton County Board of Commissioners hereby approves and adopts the Carlton County Aquatic Invasive Species Program 2019.

BE IT THEREFORE FURTHER RESOLVED, that the Carlton County Board submit this document to the DNR pursuant to applicable Minnesota laws and rules.

March 14, 2019

Mr. Paul Gassert, County Auditor  
Carlton County Courthouse  
301 Walnut Ave.  
Carlton, MN 55718-0130

Mr. Tim Homstad, School Board Clerk  
Cromwell-Wright Public School ISD 95  
PO Box 7  
Cromwell, MN 55726

**Re: The City of Cromwell's proposed modification of Development District No. 1 and the proposed establishment of Tax Increment Financing District No. 1-2.**

Dear Mr. Gassert and Mr. Homstad:

The City of Cromwell (the "City") is proposing to adopt a Modification to the Development Program for Development District No. 1 and a Tax Increment Financing Plan (the "TIF Plan") for the establishment of Tax Increment Financing District No. 1-2 (the "TIF District"). The TIF District will be a redevelopment district with a maximum term of 26 years of tax increment. Tax increments collected from the TIF District are proposed to be used to facilitate the construction of a restaurant and retail facility in the City. A map of the TIF District is in Appendix B of the enclosed TIF Plan.

As required by Minnesota Statutes, Section 469.175, Subd. 2 and 4, we are forwarding a draft of the TIF Plan for the TIF District. The TIF Plan contains the estimated fiscal and economic implications of the proposed TIF District. Pursuant to M.S. Section 469.175 Subd. 2(b), the City has added additional fiscal implications language related to police, fire, infrastructure, and borrowing costs, as well as expected amounts of taxes and tax increment attributable to the County and School District. The City reserves the right to make changes to this draft document prior to the public hearing; however, the authorized costs will not increase.

We invite you to attend the public hearing to be held by the City Council at City Hall on April 17, 2019, beginning at approximately 6:00 PM. Please direct any comments or questions to Nicole Johnson at the City of Cromwell at 218-644-3570, or to me at 651-697-8504.

Sincerely,  
EHLERS



Shelly Eldridge, Senior Municipal Advisor

Acting for and on behalf of the City of Cromwell, Minnesota

Enc.

cc: Nicole Johnson, City of Cromwell  
Christopher Virta, Fryberger Law Firm

Carlton County Board of Commissioners  
Item for Consideration / Agenda Item Cover Sheet

H-1  
Agenda Item #

To: Chairperson, Carlton County Board of Commissioners Meeting Date: 3/22/19

Via: Paul Gassert, County Auditor/Treasurer

From: Brenda Nyberg

Title of Item for Consideration: Consider \$174,000 EDA loan to Willows Edge LLC

Presenter: Brenda Nyberg

**Type of Action Requested** (check all that apply)

Info only, no action requested at this time

Award contract or bid

Approve by resolution (attached)

**Fiscal Impact** (check all that apply)

Item included under current budget  Yes  No  NA

Budget adjustment required  Yes  No  NA

Reviewed by Finance Committee  Yes  No  NA

**Staffing Impact**

Duties of a County employee(s) may be materially affected  Yes  No  NA

Applicable job description(s) may require revision  Yes  No  NA

Item may change the department's authorized staffing level  Yes  No  NA

Reviewed by Human Resources  Yes  No  NA

**Other**

Reviewed by other Committee, Board or Commission  Yes  No  NA

If yes, what was their recommendation \_\_\_\_\_

This loan request is being reviewed just prior to the County Board meeting at the Economic Development Authority meeting at 2:00 on 3-22-19.

A recommendation will be made and brought to the County Board

**Supporting Attachments**

Summary provided on page 2

Summary has been attached

Copy of contract and applicable bid comparison

Draft resolution

Meeting minutes related to this issue

Motion By \_\_\_\_\_ Seconded By \_\_\_\_\_

TO: \_\_\_\_\_

Action on Motion: \_\_\_\_\_ AYE \_\_\_\_\_ NO \_\_\_\_\_ ABSTAIN

Motion: Carried  Defeated

**Summary:**

Borrower, Willows Edge, LLC, requests gap financing of \$174,000 for a new 30 unit residential apartment building to be built in Carlton, MN on commercial real estate owned by Willows Edge LLC.

**Request:**

A term of 7 years/20 year amortization at 5.60% fixed rate with a monthly payment of \$1,206.77 will match the primary lender's finance terms. Primary financing in the amount of \$2,700,000 will be provided by Frandsen Bank & Trust in the form of a 1 year interest-only loan during the 12-month construction phase at 4.99% and permanent financing for 7 years/20 year amortization at 5.60% fixed rate with a monthly payment of \$18,725. Equity contributions from the principals to the project will total \$590,275. The City of Carlton has approved \$655,000 in Tax Increment Financing over 25 years for the project on a pay-as-you-go basis.



Rural Development

March 14, 2019

7118 Clearwater Rd  
Baxter, MN 56425

Voice 218.829.5965  
Fax 855.804.4096

Brenda Nyberg  
Carlton County Economic Development  
P.O. Box 607  
Carlton, MN 55718

Dear Brenda:

In accordance with USDA Rural Development Instruction 1951-R, sections 1951.881 (g) and 1951.882, a review of the Carlton County Intermediary Relending Program (IRP) was conducted on March 13, 2019. This review was completed to verify Agency funding is being used for authorized purposes in accordance with the regulation, the Loan Agreement, and any other conditions imposed by USDA Rural Development.

The review revealed Carlton County has been successfully administering the IRP. Documentation related to the IRP balance and each Ultimate Recipient loan is properly maintained in accordance with the Loan Agreement and applicable regulations.

If you have any questions, please contact me at 218-829-5965 extension 111.

Sincerely,

Thomas A. Leach  
Area Specialist

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USDA is an equal opportunity provider and employer.

If you wish to file a Civil Rights program complaint of discrimination, complete the USDA Program Discrimination Complaint Form, found online at [http://www.ascr.usda.gov/complaint\\_filing\\_cust.html](http://www.ascr.usda.gov/complaint_filing_cust.html), or at any USDA office, or call (866) 632-9992 to request the form. You may also write a letter containing all of the information requested in the form. Send your completed complaint form or letter to us by mail at U.S. Department of Agriculture, Director, Office of Adjudication, 1400 Independence Avenue, S.W., Washington, D.C. 20250-9410, by fax (202) 690-7442 or email at [program.intake@usda.gov](mailto:program.intake@usda.gov).



United States Department of Agriculture

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Rural Development

March 14, 2019

7118 Clearwater Rd  
Baxter, MN 56425

Voice 218.829.5965  
Fax 855.804.4096

Brenda Nyberg  
Carlton County Economic Development  
P.O. Box 607  
Carlton, MN 55718

Dear Brenda:

In accordance with USDA Rural Development Instruction § 3016.40(e), a review of the Carlton County Revolving Loan Fund was conducted on March 13, 2019. This review was completed to verify that Grant funds are being used for authorized purposes in accordance with the regulation, the Grant agreement, and any other conditions imposed by USDA Rural Development.

The review revealed the Revolving Loan Fund has been successfully administered by the Carlton County. Documentation related to the fund balance and each ultimate recipient loan is properly maintained in accordance with the Grant agreement and application regulations.

If you have any questions, please contact me at 218-829-5965 extension 111.

Sincerely,

Thomas A. Leach  
Area Specialist

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USDA is an equal opportunity provider and employer.

If you wish to file a Civil Rights program complaint of discrimination, complete the USDA Program Discrimination Complaint Form, found online at [http://www.ascr.usda.gov/complaint\\_filing\\_cust.html](http://www.ascr.usda.gov/complaint_filing_cust.html), or at any USDA office, or call (888) 832-8982 to request the form. You may also write a letter containing all of the information requested in the form. Send your completed complaint form or letter to us by mail at U.S. Department of Agriculture, Director, Office of Adjudication, 1400 Independence Avenue, S.W., Washington, D.C. 20250-9410, by fax (202) 690-7442 or email at [program.intake@usda.gov](mailto:program.intake@usda.gov).

H-5

March 15, 2019

Jim Arndt

4331 Luverne St.

Duluth, MN 55804

Carlton County Board

301 Walnut Ave.

Carlton County Courthouse

Carlton, MN 55718

Carlton County Board:

On behalf of the The Arrowhead Fly Fishers Club I am asking for your approval to have a memorial park bench installed at Chub Lake Park. The memorial bench is in memory / tribute to Karl Kaufman a founding member of The Arrowhead Fly Fishers Club. As a club, we would look forward to having the bench installed for this summer of 2019.

Upon your approval The Arrowhead Fly Fishers Club will work with your facilities / parks department to purchase, locate and secure all requirements for the memorial bench as you may request.

Please feel free to contact me with any questions and / or concerns you may have. My contact information is: Jim Arndt, Treasurer

[Jimarndt14@gmail.com](mailto:Jimarndt14@gmail.com)

Cell phone: 218-391-5853

Thank you for your consideration on the above.

Sincerely,



Jim Arndt, Treasurer