



City of Columbia, Missouri

Meeting Minutes

City Council

Monday, December 20, 2021
7:00 PM

Regular

Council Chamber
Columbia City Hall
701 E. Broadway

I. INTRODUCTORY ITEMS

The City Council of the City of Columbia, Missouri met for a regular meeting at approximately 7:00 p.m. on Monday, December 20, 2021, in the Council Chamber of the City of Columbia, Missouri. The Pledge of Allegiance was recited, and the roll was taken with the following results: Council Member BETSY PETERS, Mayor BRIAN TREECE, Council Member ANDREA WANER, Council Member KARL SKALA, Council Member IAN THOMAS, and Council Member MATT PITZER were present. Council Member PAT FOWLER was absent. City Manager John Glascock, City Counselor Nancy Thompson, City Clerk Sheela Amin, and various Department Heads and Staff Members were also present.

Mayor Treece explained the minutes were not yet complete for the August 16, September 7, September 20, October 4, October 18, November 1, November 15, and December 6 regular meetings.

Treece made a motion that Council Member Waner be allowed to abstain from voting on R194-21. Waner noted on the Disclosure of Interest form that she served on the Board of Directors for the Missouri Family Health Council when they were awarded the grant for the Right Time initiative in 2019. The motion was seconded by Skala and approved unanimously by voice vote.

The agenda, including the consent agenda, was approved unanimously by voice vote on a motion by Mayor Treece and a second by Council Member Skala.

II. SPECIAL ITEMS

SI21-21

Missouri Recycling Association Award for the City of Columbia Household Hazardous Waste Program.

Mayor Treece recognized staff and volunteers for receipt of the Missouri Recycling Association Outstanding Institutional Recycling Program Award for the City's Household Hazardous Waste program.

TREECE: It's my pleasure to recognize our city staff and volunteers for a special award related to our Household Hazardous Waste Program. And if you're like me on some Saturday of the month you get to take your leftover paint and batteries and

things and drive through a very convenient location. The Missouri Recycling Association presented the City of Columbia Household Hazardous Waste Program with an Outstanding Institutional Recycling Program Award at their conference held in Branson on November 16, and tonight, we want to recognize and congratulate our city staff and volunteers for their excellent work. The City of Columbia has operated the Household Hazardous Waste Program for 29 years with volunteers who support the effort during that entire time. The Household Hazardous Waste Program is a service of the City Solid Waste Utility. It's held at the Grissum Building the first and third Saturdays of each month, April through November, and in recent years, under the leadership of Jody Cook, our Volunteer Program Specialist, volunteers have taken an even larger role in the program, particularly in consolidating paint for reuse. In 2021, 130 volunteers helped the Household Hazardous Waste Program collections log more than 684 hours. Many of those 130 people shared their time on multiple occasions throughout the year, and this year, 4,609 visitors used Columbia's Household Hazardous Waste Collection to reuse 3,955 gallons of paint to be recycled. So, I'd like to ask Jody Cook, our Volunteer Program Specialist with Community Development, and Nick Paul, our Recovery Superintendent for Solid Waste, to come forward there to the podium. And, as they make their way forward, would any other volunteers who have helped participate in this program over the years also please rise, and could I ask anyone else at Household Hazardous Waste to stand up? [Clapping.]

III. APPOINTMENTS TO BOARDS AND COMMISSIONS

BC12-21 Board and Commission Applicants

Upon receiving the majority vote of the Council, the following individuals were appointed to the following Boards and Commissions.

COLUMBIA SPORTS COMMISSION

Calfee, Julie, 109 Port Way, Ward 3, Term to expire December 31, 2023

Fudge, Zina, 1107 Shore Acres Loop, Ward 6, Term to expire December 31, 2023

Gray, Rodney, 4501 S. Harvest Road, Ward 5, Term to expire December 31, 2023

Klarfeld, Jared, 28 N. Cedar Lake Drive East, Ward 5, Term to expire December 31, 2023

COMMUNITY LAND TRUST ORGANIZATION BOARD

Bush-Cook, Tracey, 4410 Timber Lane, Ward 3, Term to expire December 1, 2025

FIREFIGHTERS' RETIREMENT BOARD

Cox, George, 912 W. Ash Street, Ward 1, Term to expire December 31, 2023

HUMAN SERVICES COMMISSION

Cook, Joy, 5821 Misty Springs Way, Ward 3, Term to expire December 31, 2024

Ford, Stacy, 2701 Andy Drive, Ward 2, Term to expire December 31, 2024
Thorn, Elijah, 5000 Stone Mountain Parkway, Ward 6, Term to expire December 31, 2024

POLICE RETIREMENT BOARD

Hackmann, Michael, 1306 Morning Dove Drive, Ward 6, Term to expire December 31, 2023

TAX INCREMENT FINANCING COMMISSION

Mendenhall, Thomas, 7300 S. Quantrill's Pass, Boone County, Term to expire September 1, 2022

TREECE: We also had a meeting of the Broadband -- Mayor's Task Force on Broadband Planning. They have a vacancy, mostly due to lack of attendance. We had some discussion at that in our work session before. It's -- we had a pretty candid discussion about the representatives on the industry may be a barrier to the RFPs that we wanted that group to kind of work on. Could I suggest that -- and Mr. Co-chair, you're the Council's liaison to that -- can I suggest, kindly, that perhaps that Broadband Planning Task Force needs to take a current -- take a look at the current snapshot of the landscape that we're in right now. It's much different than where we were when we appointed it two years ago with respect to funding -- that they try to wrap their work up, perhaps in January, submit a report, a two page memo, a letter to council, whatever it may be, but then use a different incarnation of that as the resource for staff that they need with respect to consultants, procurement, funding, scope, some of those things. Does that make sense?

THOMAS: So, would that be a new task force that we appoint to do that role?

TREECE: I'm not opposed to that. I wonder if it needs to rise to the level of a task force, if it could be more of a working group. I almost want -- it's pretty technical in terms of whether we're talking about fiber, or DSL, or other things. I'm wondering if maybe staff doesn't need to come back with what they're doing and where some community involvement would be helpful, if that makes sense.

THOMAS: But either way, it would be -- whether we call it a task force or a working group, it'll be an appointment by Council.

TREECE: It's up to you.

SKALA: We had a bit of -- I don't want to go on into too much about this -- tentatively speaking for the next agenda, we have not set the next agenda for the meeting, but we have been in some discussions between the Chair -- the Co-chairs and staff. And given that we had a council work session and there was some input, I think we have come to the conclusion that we're going to start to focus on some recommendations that are vital to this City Council as we move forward along the lines of discussion that Ms. Waner and the rest of the Council have had with retaining a consultant to guide us through the federal bureaucracy from a lot of broadband funding and so on and so forth. So, the idea, I believe, is to close in on this recommendation. The Mayor mentioned January, certainly, by February. I don't know when the work product can be finished, but finished to the extent that we have something to guide us, and then I think we need to really seriously consider the work of the consultant and so on. We're going to have to get staff input into

where we go with that -- the RFPs and so on and so forth.

TREECE: Can we wait and see what they come back with?

THOMAS: Sure, I'm fine with that.

TREECE: Maybe you even want to make recommendations on whether you think a --

SKALA: Well, you know, we've discussed this. We've had consultants in the past, Magellan Consultants, and they were asking the City Council to come up and make the decision in terms of what to do with our broadband assets, whether to expand them, what to do with the ends of the broadband, and those kinds of questions, and I think those would be simple recommendations, relatively simple recommendations, from the Task Force to the City Council that could guide future decisions.

THOMAS: And I think if we want more, you know, citizens advice, we should think very carefully before appointing people with commercial interests to have votes on that.

SKALA: It was well intentioned, but it did not work out.

THOMAS: I think maybe --

TREECE: We're trying to encourage.

THOMAS: -- engagement.

TREECE: -- engagement from them, and now it's -- if you're on it, you shouldn't be bidding on it and all that. I just think this is a better, more ethical way to do this.

THOMAS: I agree.

AMIN: Based on that I will not advertise the current vacancy.

TREECE: Correct.

IV. SCHEDULED PUBLIC COMMENT

SPC75-21 Andrew Hutchinson and Charles Holden - Solid Waste worker concerns; building a stronger pipeline for temp workers to become full time city employees.

Charles Holden and Andrew Hutchinson spoke.

HOLDEN: My name is Charles Holden. I work for Solid Waste for City of Columbia. I'm currently temp right now. I've been working there for about eight months. I have a partner who's been working for three years. We've been throwing for the City through rain, snow, everything just like regular City workers. We've been, you know, out there in the field just like everybody else has. The only thing we don't do is drive. That's about it. So, our wages are \$14 an hour. The base pay, currently, is \$17. If you get two people riding on the back, it's like \$5 added. The only thing I'm asking for for everyone is some of the same thing the City gets basically, you know, medical, cause, basically, I cut myself a few weeks ago. It was down to my muscle in my leg. I couldn't do nothing about it. Basically, I didn't want to tell my boss because they would have took me off the clock and I couldn't afford to miss money, so I had to be there regardless so I just didn't say nothing. Just went along worked. I can't do nothing about dental, you know. I have bad teeth, been in my mouth for years, you know. Can't get that taken care of, or anything like that so I don't even worry about it. Basically, all I'm asking is for them to open up a thrower position, something like that, because people do go there. Some people don't even have regular license, you know, as is. Some people do go there and just like to throw and run and get their exercise in really, you know. It's exercise and you get paid for it,

why not, at the same time? So, people do that and they love it. And we've been there long enough. I think they should open up a position for that. And that's all I got to say.

TREECE: Alright, thank you Charles. Andrew, anything you want to add?

HUTCHINSON: I'm just going to sum it up. So, just to be clear, Labors Local 955, which represents solid waste workers, but not temps and CDL trainees -- we're asking that the City Council fix this tonight, if possible, and there's a really easy way to do it, which is immediately offer full time benefit eligible and union eligible employment to all current temp workers who want to come on as full time throwers and also extend the same to the CDL trainee position so that those positions are also union and healthcare eligible. This comes really clear for folks who are union represented. We have bus drivers and construction workers and workers from MU today, who are also with us, as well as members of UAW and other allied unions because we don't think that anyone who works full time, especially not for the City of Columbia, which so many of us love and are so proud to live here, should go without health care or sick leave, especially working through a pandemic. I can say, as a union rep who visits this place frequently, if you walk through. I would love to take any council member and you tell me who the temps and who the full times are because the temps even have timecards that they swipe in on, same shirts. I mean, I'll say, hey is this a new hire, and Jimmy says no, he's just a temp who's been here for two years. And watching folks get quarantined because of COVID, which is the right thing to do, but lose two weeks of pay. The other crucial bit is making two thirds of what city workers make is already egregious, but when we found out that while most city workers are getting eight hours a day, these folks are normally cut at five hours in. So not only are they temporary employees, they're also making less than the hourly pay and less than the actual amount of hours take home. So, we hope that the city can rectify this. Wouldn't it be a great holiday present to give to these folks that they have health insurance and access to paid leave? Thank you so much Council.

TREECE: Thank you, Andrew. Anyone that is here on your behalf want to stand up and be recognized? Now would be a great time to do it. [About 15 people stood.] I have a lot of questions, but I want to respect our rule not to ask questions during scheduled public comment, but I intend to do some at the end of the meeting if you want to stick around.

SPC76-21 Jim Windsor - Electric questions.

Jim Windsor spoke.

WINDSOR: Good evening. My name is Jim Windsor. I live at 200 Manor Drive. At the council meeting where the Energy Task Force presented their report, the Mayor indicated that the Task Force was dissolved and subsequent questions would be directed to staff. I have many questions that I hope staff are allowed to answer, and given the limited time, I will start with the following. In layman's terms, when the Electric Utility tells MISO that emergency situations on the transmission system will be addressed through load shedding. Does that mean blackouts? Isn't it correct that load shedding is not a best practice for electric system design? If the Option A 161 kV transmission line and the new substation had been completed in 2017 as planned, along with the accompanying new distribution lines to relieve overloading at Grindstone, Hinkson, and Perche Creek substations, wouldn't the

number of situations requiring potential load shedding have been reduced? Please provide a public accounting of funds identified for Option A, the new substation, related distribution work that were presented to voters prior to the 2015 electric bond issue. Please provide an itemized list of money that was spent on Option A and the new substation that cannot be recovered, including funding of studies that were not -- that were done but not publicly presented. Didn't Siemens find that the Option A transmission path is still the lowest cost option to connect Perche Creek substation to the 161 kV system. Who determined the five aspects of the study that Siemens listed as crucial to Columbia? Why were competitive electric rates not identified as a critical aspect of the study when competitive electric rates are written into Article XII Section 102 of the Columbia City Charter? Why was resiliency not identified as a critical aspect of the study when one of the two stated purposes of the Climate Action and Adaption Plan is to prepare Columbia's natural and built environments and people to be more resilient to the impacts of climate change? If resiliency is an electric system design criterion, isn't it best practice to separate transmission paths for a 161 kV system and a 69 kV system? Isn't it true that the Climate Action and Adaptation Plan states that extreme heat and severe storms are growing threats in Columbia due to climate change? In 2014, didn't a microburst knock down several poles supporting a section of the 69 kV transmission system and major distribution circuits? Isn't it true that the last time a substation transformer failed was in 2012, which was also last time the highest hourly summer temperature exceeded 100 degrees? Isn't it true that the 2021 system peak was one megawatt less and the historic high system peak, but the hourly high temperature was nine degrees less? Siemens projected a demand growth rate "under the expectation of normal weather." Does staff believe that critical infrastructure should be planned based on the expectation of normal weather? What does staff believe would have happened to the 69 kV transmission system today if Columbia experienced a summer similar to 1980, when there were 25 days in July and August at a temperature of 100 degrees or greater with a high temperature of 111 degrees? I want to thank the people that have volunteered to run for City Council this April. You should know, especially those of you running for the Fourth Ward, that the people living along Chapel Hill Road likely don't know that the recent Task Force recommendation is to put the new 161 kV transmission lines along the same path as the existing 69 transmission line along Chapel Hill Road. Voters were misled in 2015, but not by Water and Light Department staff. The failure was political. The failure was leadership. Voters and ratepayers deserve full transparency and extensive public discussion about the electric transmission system. Thank you for your time, and I will email my comments to the City Clerk and to you. Thank you.

SPC77-21

Laura Mitchell - West Ash Improvement Plan.

Laura Mitchell spoke.

MITCHELL: My name is Laura Mitchell. I live at 209 Ridgeway. I'm the new President of the West Ash Neighborhood Association, which is what I'm, how -- in what capacity I'm here tonight. So, our previous Neighborhood Association President, Zandra De Araujo, started collecting signatures in 2019 from people who lived along Ash Street, requesting traffic calming measures. People in our neighborhood believe that Ash has turned into kind of a thoroughfare because both Broadway and Worley have traffic lights and Ash doesn't. We're particularly concerned about the

intersection at Ash and West because people blow through the stop sign there. And, let's see, according to our neighbor who lives on one of those four corners -- she sees -- she's kind of home bound and she sees an average of three or four accidents a month. Most of those aren't reported. A lot of people just drive away if they can. But there have been two where people were going at an estimated speed of 50 miles an hour and actually crashed into one of the houses. They hit the little hobbit house that everybody loves so much, and they crashed into that apartment building there where the car was half in, half out, and miraculously nobody was hurt. So, a lot of the time - yeah, and one other time, somebody crashed into a utility's pole and then power was out in the neighborhood for a while. We are a residential neighborhood, and we were built -- this is an old neighborhood, and it wasn't built for this kind of thing, and we're not like Broadway. I asked a friend to measure the distance from her front porch to the street, and it's 44 feet so if somebody loses control of their car, it's just not that far before they crash into something. So, this has been our concern for a while. And then in October, one of our neighbors noticed that on the Council consent agenda, there was an item authorizing payment to a group called Bartlett and West for "design services related to non-motorized and pedestrian improvements along Ash Street between Providence Road and Clinkscapes," and this mentioned both lights and roundabouts at the West Avenue and Clinkscapes intersection. And she just told the rest of the people in the neighborhood association, and we asked our City Council Representative, Pat, to remove that from the consent agenda just to slow it down a little bit because we wanted to have a little more neighborhood input. So, we're concerned about the idea of a roundabout. We are a neighborhood of pedestrians, a lot of wheelchairs, strollers, cyclists, and a roundabout, in particular, seems like it might make things more dangerous instead of less, but then a lot of things in the proposed plan sound really good, like making a raised bicycle path, elevated, and it would also be kind of wide so it would narrow the car path, which automatically slows traffic. And then it looks like we might have continuous sidewalks. Right now, they kind of stop and start, which is goofy. I guess it was from back in the day when the homeowner had to pay for their own sidewalk, and sometimes and not all the time. So, we're excited that there's funding available for the project now. So, we just wanted to say that we thought the neighborhood should have input about the design process and we're looking forward to working with the designers, and thank you for your time.

V. PUBLIC HEARINGS

PH49-21 Proposed construction of sanitary sewer rehabilitation project #9 in the Business Loop 70 and downtown areas.

PH49-21 was read by the City Clerk.

Utilities Director David Sorrell provided a staff report.

SORRELL: Good evening, David Sorrell, Director of Utilities. So this is a public hearing for what we're calling Sewer Rehabilitation Project #9. This project continues efforts of the Sewer Utility to rehabilitate sewer collection system. It would consist of rehabilitating approximately 75,000 feet of sewer mains, structures, and connections to the sewer main. The project is focused in two primary areas, the Business Loop and the downtown area as shown on these

exhibits. As part of the public improvement process, we had an interested parties meeting on November 9, 2021. In addition to the members of the community that attended those meetings, we've communicated with others that weren't able to attend. We'll work with the Missouri Department of Transportation, the Business Loop CID, Downtown CID, and all the impacted property owners to coordinate the impacts of this project. This project's estimated to cost approximately \$3,025,000 and will be paid for with remaining bond funds approved in 2013 and other sewer utility funds. With that, I'd be happy to answer any questions.

Mayor Treece opened the public hearing.

There being no comment, Mayor Treece closed the public hearing.

The Council asked questions and made comments.

SKALA: Just a question. Maybe this is for Mr. Sorrell. Is this -- this is also part of the ongoing -- obviously it's rehabilitation, but the ongoing project for infill and inflow and infiltration?

SORRELL: Yeah, it will help combat inflow and infiltration by rehabilitating the pipes.

SKALA: It's a continuation of that ongoing project as well, right?

SORRELL: It's, you know, the Integrated Management Plan that we have for wastewater and stormwater has identified that we would attempt to rehabilitate about \$2.5-\$2.7 million worth of sewer every year to combat inflow and infiltration.

SKALA: So presumably this could have some positive benefits for rain events and so on and so forth.

SORRELL: Yes.

Mayor Treece made a motion directing staff to proceed with the proposed construction of Sanitary Sewer Rehabilitation #9 in the Business Loop 70 and downtown areas. The motion was seconded by Council Member Skala and approved unanimously by voice vote.

PH50-21

Proposed design and construction of an automated debris removal system at the Wastewater Treatment Plant - Wetlands Treatment Unit #3; providing for construction of the proposed improvement using a design/build contract.

PH50-21 was read by the City Clerk.

Utilities Director David Sorrell provided a staff report.

SORRELL: So this is a public hearing for proposed installation of an automated debris removal system at the wetland treatment unit pump station. This pump station was originally constructed with the wetlands units in the early 1990s to provide an additional secondary treatment of the affluent from the mechanical plant. Since that time the wetlands were constructed, staff has identified a need for an automated debris removal system at this pump station. Really the system is needed -- it's a big safety impact for workers. We got an example here of how they have to manually use rakes to try to pull that debris up off that static screen and get it out of the system. And, you know, it would improve reliability of the operation of the system if it was automated and was cleaned. You know, periodically, we have

to call people in on weekends we're plugged up and what have you. So that shows our current method, and this shows what an example of an automated screen -- where it would pull that material up and dump it out. Then we could pick it up with a piece of equipment and dispose of it. This project was included or is included as part of our Integrated Management Plan for Stormwater and Wastewater. We had a public interested parties meeting on October 2, 2021. It's estimated to cost approximately \$3 million. Would be paid for with sewer utility funds and due to the unique nature of this project and -- we're requesting that it be constructed utilizing a design build process that's included in the Code. So, after the public hearing, if the Council directs staff to proceed with this project, it is requested the Council also direct the City Manager to proceed with the selection of design build contractor. With that, I'd be happy to answer any questions.

Mayor Treece opened the public hearing.

There being no comment, Mayor Treece closed the public hearing.

Council Member Peters made a motion directing staff to proceed with the proposed replacement of the automated debris removal system and the design/build process and for the City Manager to select a contractor. The motion was seconded by Mayor Treece and approved unanimously by voice vote.

VI. OLD BUSINESS

B284-21

Approving the Final Plat of "Forest Hills, Plat No. 2" located on the south side of Geysers Boulevard and west of Lake of the Woods Road; authorizing a performance contract (Case No. 125-2021).

The bill was given fifth reading by the City Clerk.

Community Development Director Tim Teddy provided a staff report.

TEDDY: There's an amendment sheet in front of you that reflects a change in the date on this on this final plat of subdivision. So the plat since December 6 has been revised. It does show Sugar Maple Drive is stopping short of North Waterfront Drive so that change has been made. So all of the applicants' documents are in order and it's ready for approval this evening. I'll try to answer any questions if you have them.

TREECE: So this is that plat that we've tabled 3 times.

SKALA: Correct.

PETERS: That's finally organized.

TREECE: I think it's a good solution.

Council Member Skala made a motion to amend B284-21 per the amendment sheet. The motion was seconded by Council Member Pitzer and approved unanimously by voice vote.

B284-21, as amended, was given sixth reading by the City Clerk with the vote recorded as follows: VOTING YES: PETERS, TREECE, WANER, SKALA, THOMAS, PITZER. VOTING NO: NO ONE. ABSENT: FOWLER. Bill declared enacted, reading as follows:

B388-21 Granting a waiver and design adjustment relating to the proposed Final Plat of Hardy Plat 1 for sidewalk construction on the north side of Highway KK (5971 S. Highway KK); setting forth a condition for payment in lieu of sidewalk construction (Case No. 318-2021).

Discussion shown with B389-21.

B389-21 Approving the Final Plat of "Hardy Plat 1" located on the north side of Highway KK and approximately 3,200 feet west of Scott Boulevard (5971 S. Highway KK) (Case No. 318-2021).

The bills were given second reading by the City Clerk.

Community Development Director Tim Teddy provided a staff report.

TEDDY: 5971 South Highway KK, here. It's a little over five acres. And this applicant is proposing a two-lot subdivision. They're reconfiguring two existing parcels, and with that, they're requesting a design adjustment that would waive installation of sidewalk. When they went to the Planning and Zoning Commission with this request, at that time, they were requesting what we call a full waiver, meaning there would be no sidewalk built as a result of this subdivision, nor would they have to pay any cash in lieu of construction. We did receive communication today in our office indicating that they're in agreement with the ordinance that has been prepared which reflects the Planning and Zoning Commission's majority recommendation to waive construction conditioned upon payment of a fee in lieu of \$18,216. So I want to make Council aware of that, but at the time we had the hearing before the Planning and Zoning Commission, the statements indicated that they would wish to have a full waiver and have no obligation for sidewalk. That's the site and overview, it's a little bit of a dated aerial there, but you can see a couple of phases of Thornbrook Subdivision, the abutting cul-de-sacs on the east and also on the west side of this location, and you can see the almost 90 degree bend in State Route KK, just turning away, west of the site. Again, it's two lots. There was three feet of additional right-a-way taken per our ordinance and the classification standards for KK as part of that platting. The design adjustment is from a particular section of the Unified Development Code. They cited topographic challenges as the primary reason for waiving construction. And again, at the Commission date, which was November 4, at that time, they weren't proposing any kind of fee in lieu arrangement. These are the criteria that we and the Planning and Zoning Commission examined. When it's a so-called unimproved road, which basically means a rural type cross section where there's no curbs and gutters, storm sewers, and it basically runs as a country road. So we look at the cost relative to the development or value the development, terrain considerations meaning topography, but also natural resources that might be on the site, especially in the path of this sidewalk, surrounding development, and the road and street type. Here we have a collector classification, but low actual traffic I would say on Route KK. The traffic counts aren't high. And then you look at nearby pedestrian generators, and staff and Planning and Zoning Commission noted with Beulah Ralph School directly east along KK that there is a pedestrian generator to the east of this. It could benefit from a sidewalk. And then if sidewalks are found to be warranted, they can either be constructed or in cases where it's agreed that conditions for building the

sidewalks are difficult, we'll accept or Council has the option of accepting cash in lieu. We use a figure that's based on the City's cost to build sidewalk in the last two years so that's kind of a rolling average. So currently, \$69 per linear foot, and that's arbitrary as it's applied to any given property. Because, I think we would agree and the Planning and Zoning Commission members agreed, it's probably one of the more expensive sidewalks to build in this location. And then here's some additional criteria that are in the Unified Development Code itself that are weighed by staff and the Planning Commission when formulating recommendations on sidewalk waivers. Several photos of the area, so we'll see in a second that it's really a split frontage here. This would be the west portion and the larger portion of the frontage, but you can see how Route KK -- you're looking east here, you can see how it's curving and it's descending in topographic elevation. And then the house you see there is not involved in this request, but it's in the middle -- it's surrounded by the land to be subdivided. Then this portion on the lower right hand photo is just that small bit of eastern frontage that's part of this same tract. The double headed arrows there give a rough indication of where the frontage of the subject property is, and that's what would be subject to the sidewalk, so if built, it would be too disconnected sidewalk segments -- disconnected from one another and also from the nearest sidewalk, which is almost 200 feet to the east, I believe. And this is just, this is from their own exhibit -- they provide now what's called a land analysis map. It shows sensitive features, and by code they're required to identify where there are significant trees, which are defined as 20 inch diameter and greater, so you can see some of those are actually close to the right-a-way. And then staff gave an indication of what the grade is of that descending slope on Route KK -- it measures about 17 percent on this west portion of frontage here. There's generally not a lot of development in the vicinity, but of course to the east you have Thornbrook Subdivision and Beulah Ralph as mentioned. So this is where we arrived -- Commission recommended by a 6-3 vote to approve the design adjustment but only on the condition that applicant pay a fee in lieu of construction, and then they also recommended the plat by a 7-2 vote. So, I'll try and answer any questions you may have.

PITZER: So the plat here -- they're combining two lots or what's going on?

TEDDY: There's two distinct lots that are -- it's a plat of two lots. So, there's parcels that exist that have to be platted cause they haven't been. They don't show up as legal lots, so to speak so there -- our understanding is it's the owners desire to convey a portion but not all the property to another individual.

PITZER: And there was some discussion in the Planning and Zoning meeting about being impractical to build anything on the lot?

TEDDY: Yeah, there's some access challenges, particularly on the east lot.

PITZER: That's the narrow sliver?

TEDDY: Yeah. There is a driveway that serves the second lot, the west lot. So there's a driveway that serves that.

PITZER: And there's a sewer easement right through the middle of it?

TEDDY: Yeah, there's a whole easement exhibit. I think it's the second page of your plat. It shows a variety of the easements that crisscross the lot. So, yeah, there's some constraints on it.

PITZER: So they're prohibited from building within a certain distance from that easement or what?

TEDDY: Yeah, you wouldn't build something over an easement.

PITZER: And so the lot directly to the east of the eastern part of this plot, kind of to the lower right there in the part that's not shaded in blue -- there's no sidewalk on that lot, either. Correct?

TEDDY: There's no sidewalk here, and there's no sidewalk on --

PITZER: -- there. Do we know why? Why is there no sidewalk on that second lot?

TEDDY: That is Thornbrook Plat 8. All the other lots on that particular street do have sidewalk on Route KK. It is puzzling why the one that faces the cul-de-sac does not have it. I can tell you that examining an aerial from 2002 when grading work was done, that had been set up as a landscape preservation area. You'll notice a small area of tree growth there, and you can see it very distinctly in 2002 aerial. So, it would be my belief that that was set aside as a preservation area in that plat. And that would have been indicated differently than we do today through Code, but there would have been an exhibit, part of their land disturbance plan, that was reviewed and approved. We did not find, however, that there was a formal request to waive that sidewalk so it's a little bit irregular, but I think the belief was -- there was that conflict between trees and running the sidewalk all the way to the end of the property.

PITZER: Okay. Because, yeah, that would have provided connection to that little sliver at least. And then on the western side, there's a couple more lots within the city limits. Is that right? To the west, yeah, kind of around that turn.

TEDDY: Yeah, you're going to see - where you see the [Inaudible].

PITZER: So that thick black dashed line.

TEDDY: Yeah, so there's an R-1 there in the City. Yeah.

PITZER: Have you looked at whether, you know, if those are developed, if those would be suitable for sidewalks there?

TEDDY: We didn't really do the, what you might call a corridor analysis of the feasibility of sidewalk. I mean, the conditions probably are somewhat difficult along a good portion of it. They managed to it as part of Thornbrook 8-- those other lots.

PITZER: Yeah, it's an odd case all around.

SKALA: Can I just ask a question and that is -- can you remind me about the disposition and the rules regarding the payment in lieu, and, you know, what that can be used for -- that funding -- and is there time limits, those kinds of things?

TEDDY: As written by the Law Department, anywhere within a mile radius of this location. So I think the thought is that it could be used for an area where there's a more urgent need. I'd recognize a need here in the sense that it would be ideal to have sidewalks radiating out from the elementary school in all directions, but in terms of residential density and vehicular traffic, there's just not a lot. So there might be an area that's more better suited to this expenditure.

SKALA: Is there a time limit in terms of the disposition?

TEDDY: Well, I don't know if Ms. Thompson would like to comment on that, but I'm thinking 7-8 years is kind of a limitation on it. It's principle that you don't just collect the money as if you've paid a fee. I mean, it's meant to be used toward a sidewalk project.

Caleb Colbert spoke.

COLBERT: Good evening, Mr. Mayor. Caleb Colbert, attorney at 827 East Broadway. I'm here tonight on behalf of the applicant. And just to kind of reiterate what Mr. Teddy indicated, we are agreeable to paying the fee in lieu, so we're not making the request for a full waiver. The site is encumbered by a stream buffer so that really limits the development potential of this particular site. And ultimately, if we built the sidewalk now and KK is ever expanded, the sidewalk gets torn out. So in our view, the fee in lieu makes more sense right now than trying to build the sidewalk, particularly given the constraints of the sites. But I'd be happy to answer any questions.

TREECE: Can you comment on what the intended or projected use of it is?

COLBERT: I can't. So I represent -- Mr. Hardy is the contract buyer of Lot 2 and he is going to locate an accessory structure kind of in the northwest corner, so the site is not intended for any type of residential development.

TREECE: He have adjoining property?

COLBERT: Pardon?

TREECE: Does he own adjoining property?

COLBERT: He does. He owns the lot in Thornbrook.

TREECE: Very good. Thank you for clarifying that.

The Council made comments.

PITZER: Yeah, I mean like I said, it's kind of a strange case. It's a strange piece of land, but, you know, it's probably reasonable to waive the requirement there just given the lack of connection, the lack of density, and the lack of use.

PETERS: And Planning and Zoning looked at this, and they seem to think it was reasonable. I sort of trust them, and they're pretty meticulous about a lot of this, so.

PITZER: Yeah, I agree.

B388-21 was given third reading by the City Clerk with the vote recorded as follows: VOTING YES: PETERS, TREECE, WANER, SKALA, THOMAS, PITZER. VOTING NO: NO ONE. ABSENT: FOWLER. Bill declared enacted, reading as follows:

B389-21 was given third reading by the City Clerk with the vote recorded as follows: VOTING YES: PETERS, TREECE, WANER, SKALA, THOMAS, PITZER. VOTING NO: NO ONE. ABSENT: FOWLER. Bill declared enacted, reading as follows:

VII. CONSENT AGENDA

The following bills were given second reading and the resolutions were read by the City Clerk.

B390-21 Authorizing reconstruction of the pavement, curb, gutter, sidewalk and driveway approaches along Walnut Street between College Avenue and Old Highway 63 North; calling for bids through the Purchasing Division.

B391-21 Authorizing a right of use license permit with Missouri Alpha Chapter of Pi Beta Phi House Corporation for the installation, maintenance and operation of parking spaces and landscaping within a portion of the rights-of-way on the north side of Rollins Street and the alleyway behind

- 511 Rollins Street.
- B392-21 Authorizing application to the United States Department of Transportation Federal Aviation Administration and the Missouri Department of Transportation for airport capital assistance grants in 2022.
- B393-21 Authorizing a program services contract with the Missouri Department of Health and Senior Services for maternal child health services.
- B394-21 Authorizing a program services contract with the Missouri Department of Health and Senior Services for epidemiology and laboratory capacity enhancing detection expansion services for the provision or implementation of COVID-19 response activities; amending the FY 2022 Annual Budget by appropriating funds.
- B395-21 Amending the FY 2022 Annual Budget by appropriating funds for expenses associated with the overdose data to action program services contract with the Missouri Department of Health and Senior Services.
- B396-21 Amending the FY 2022 Annual Budget by appropriating funds for the Fire Department's bay heater maintenance and replacement project.
- B397-21 Authorizing an agreement with Boone County, Missouri, on behalf of its Office of Emergency Management, for the installation of an emergency siren and supporting infrastructure in Louisville Park.
- B398-21 Approving the Final Plat of "Concorde Office & Industrial Plaza Plat 12-A" located on the east side of Maguire Boulevard and approximately 0.7 miles south of Stadium Boulevard; authorizing performance contracts (Case No. 302-2021).
- R191-21 Setting a public hearing: proposed removal and construction of a replacement bridge on Ridgemont Road over the County House Branch.
- R192-21 Setting a public hearing: proposed construction of the Hinkson Creek stream bank stabilization project adjacent to the Clear Creek sewer force main and gravity sewer main located east of Boulder Drive and west of Rock Quarry Road.
- R193-21 Setting a public hearing: voluntary annexation of property located on the west side of Scott Boulevard, approximately 900 feet south of Sawgrass Drive (5025 Scott Boulevard) (Case No. 47-2022).
- R194-21 Authorizing Amendment 2 to The Right Time Initiative Participation contract with the Missouri Family Health Council, Inc. for family planning services.
- R195-21 Authorizing the use of a design/build process for the design and construction of an additional electrical generation unit at the Landfill Gas Electric Generation Plant.
- R196-21 Authorizing Amendment No. 2 to the software service agreement with ReCollect Systems Inc. to add a module to allow City utility customers to schedule the special collection of bulky items and major appliances.
- R197-21 Authorizing an enterprise software license agreement with ArchiveSocial, Inc. to capture and archive City of Columbia online social media communication and internet website records.

R198-21 Authorizing FY 2022 social services provider agreements; authorizing the form and content of a business associate agreement for applicable social service providers.

The bills were given third reading and the resolutions read by the City Clerk with the vote recorded as follows: VOTING YES: PETERS, TREECE, WANER (except for R194-21 on which she abstained), SKALA, THOMAS, PITZER. VOTING NO: NO ONE. ABSENT: FOWLER. Bills declared enacted and resolutions declared adopted, reading as follows:

VIII. NEW BUSINESS

None.

IX. INTRODUCTION AND FIRST READING

The following bills were introduced by the Mayor unless otherwise indicated, and all were given first reading.

- B399-21 Calling a special election, to be held on April 5, 2022, on the question whether to impose a local use tax.
- B400-21 Authorizing an annexation agreement with James F. Harasha and Rita F. Harasha for property located south of the intersection of Richland Road and Trade Winds Parkway (8100 E. Richland Road); directing the City Clerk to have the agreement recorded (Case No. 284-2021).
- B401-21 Approving the PD Planned Development of "Lot 2 of Providence South Plaza, Plat 2" located on the north side of Green Meadows Road and west of Carter Lane (511 E. Green Meadows Road); approving a statement of intent (Case No. 03-2022).
- B402-21 Approving the PD Planned Development of "The Kitchen & Discovery Offices" located on the southwest corner of Discovery Parkway and Endeavor Avenue; approving a revised statement of intent (Case No. 06-2022).
- B403-21 Approving the Final Plat of "Woodrail - Plat No. 6A" located on the east side of Westcreek Circle (3300 Westcreek Circle) (Case No. 300-2021).
- B404-21 Authorizing a second amendment to the consultant services agreement with Center for Transportation and the Environment, Inc. to extend the term of service for reporting on key performance indicators on all transit fixed route buses to include diesel, compressed natural gas and electric vehicles.
- B405-21 Authorizing a right of use permit with Boone County, Missouri, on behalf of its Office of Emergency Management, for the construction, improvement, operation and maintenance of a warning siren and supporting infrastructure within a portion of the St. Charles right-of-way.
- B406-21 Accepting conveyances for street purposes.
- B407-21 Authorizing a first amendment to the power purchase agreement with Boone Stephens Solar I, LLC.
- B408-21 Authorizing Amendment No. 2 to the Software as a Service (SaaS)

- agreement with N. Harris Computer Corporation to remove the Energy Star Portfolio Manager module.
- B409-21 Accepting conveyances for temporary construction and sewer purposes; accepting Stormwater Management/BMP Facilities Covenants.
- B410-21 Accepting conveyances for underground electric utility purposes.
- B411-21 Authorizing an agreement with The Curators of the University of Missouri, on behalf of the University of Missouri Fire and Rescue Training Institute, to provide live fire instructor training at the City of Columbia Fire Training Academy.
- B412-21 Authorizing an intergovernmental cooperative agreement with The Curators of the University of Missouri, on behalf of the MU Institute for Public Policy, for social and economic data collection, analysis and representation services relating to the Boone Indicators Dashboard program.
- B413-21 Amending the FY 2022 Annual Budget by appropriating funds for a property evaluation of City-owned buildings.
- B414-21 Authorizing an amendment to the administrative services agreement with The Columbia Community Land Trust, Inc.
- B415-21 Amending Chapter 29 of the City Code to revise the definitions for gas station or fueling station and light vehicle service and repair (Case No. 24-2022).
- B416-21 Amending Chapter 29 of the City Code to add “gas station or fueling center” to the permitted use table and revising the associated use-specific standards (Case No. 24-2022).
- B417-21 Amending Chapter 29 of the City Code relating to parking requirements for gas station or fueling center and light vehicle service or repair uses (Case No. 24-2022).

X. REPORTS

- REP99-21 The American Rescue Plan Act of 2021 Funding for Columbia’s Recovery and Economic Stimulus Plan.
- Economic Development Director Stacey Button provided a staff report. Steve Smith, Jeff Lashley, Susan Hart, and James Gruender spoke, and the Council asked questions and discussed the report.

BUTTON: Good evening, Mayor and Council, Stacey Button Director of Economic Development. So at the pre-council meeting on October 4, Council identified American Rescue Plan Act or ARPA dollars as an opportunity to make catalytic investments in Columbia to transform the local economy and make us even stronger in the future by addressing disparities exposed by the pandemic. So specific to workforce development, ARPA funds are intended to support those individuals who may have been laid off, experienced reduced hours, or whose job may have changed, and that is done by preparing future workers, retraining dislocated workers, and encouraging entrepreneurship, especially in industries that are impacted by the pandemic. So tonight, we have three programs that are

requesting ARPA funding under the Workforce Development Initiative, which will stimulate economic activity. These three programs, MACC, Job Point, and the COMO Cooks Kitchen, are currently providing these services and training opportunities to the community. Additional ARPA funds will allow them to expand their offerings and ability to reach and train more citizens, especially those who are traditionally underrepresented in post-secondary education and/or are impacted by racial, social, and economic inequalities. The MACC proposal includes the expansion of the mechatronics and makerspace programs, as well as customized training in early college career and technical education scholarships. The Job Point proposal is for the purchase and renovation of a new training facility and purchase of software and a commercial driver's license simulator. The COMO Cooks proposal is actually a revised proposal, which I believe you received via email from both the REDI and Loop CID executive boards over the weekend. Their proposal allows for the purchase of additional equipment and renovation of space and a new permanent location, as well as increased program offerings, including business coaching, workshops, and trainings. And representatives from each of the organizations are present this evening to answer any questions that you all have. Jeff Lashley is here MACC, Steve Smith is here from Job Point, and Susan Hart and James Gruender from the REDI and Loop CID are here respectively. So, with that, I'll turn that over to you for discussion.

TREECE: Council, what's your pleasure here? Do you want to hear a quick thumbnail from each of the applicants? Do you want to discuss this and direct staff to come back with contracts that we then put on the agenda and have that dialogue there? Do you have any feedback that you want to give them before that? What's your pleasure?

SKALA: I think a thumbnail would be useful, just in terms of conveying some information to the public as well the Council here, and then I think we will work through the process with contracts and so on and so forth.

THOMAS: Brian, I'd like to ask just a context setting question to the City Manager, if I may? So, at the pre-council work session that's been referred to, there were four areas of investment that Council asked to move forward on, homeless services, mental health services, violence prevention, and workforce development. I believe I've seen an RFP for homeless services. Is that still open or have you received bids, and what's the status of community violence and mental health services?

GLASCOCK: I'd have to get with Stephanie Browning who's been on vacation last week. I haven't gotten an update to where we're at.

THOMAS: Okay, and it looks as if different process is being proposed here that doesn't involve issuing an RFP. What's the rationale for that?

GLASCOCK: Well, we didn't -- we went out to the people that we knew about that did these types of services and didn't feel like we needed an RFP at this time because they already have programs that we could sponsor.

TREECE: One thing I'll point out on that is that the ARPA funds for workforce development are for the expansion of existing workforce development programs -- is my understanding. Is that right? These are really -- the workforce development infrastructure of our community that -- it's who REDI and Route B manufacturers rely on with respect to Moberly Area Community College and the mechatronics program, and there may be others out there. I'm not aware of that.

PITZER: So there were no other programs that you considered and didn't include

other than these three?

GLASCOCK: I'll let Stacy answer that.

BUTTON: This is not an exhaustive list, but at this time, based on the input from October 4, and then staff also had further discussions with City Management, Deputy City Manager, Finance Director as well as procurement to look at, again, as the Mayor referenced, existing programs for trainings that already exist in our community that can be enhanced. So at that point in time we identified these three.

TREECE: I'll just go in order of the agenda, if Steve Smith is available with Job Point, we could just start there. Maybe take 2-3, 3-5 minutes.

SMITH: Steven A. Smith, 1603 Canton Drive, President and CEO of Job Point. The items we've requested are to purchase an adjoining house at 410 Wilkes. It's adjacent to our property, same ownership as the building that you all assisted us in purchasing at 400 Wilkes. Same ownership so we know the folks there. It would allow us to -- we are currently overcapacity as far as not having an office for additional people that we need to hire. This would allow us, after review with the City, appropriate City staff -- we would need to replat, rezone, and possibly talk about vacating an alleyway, but we'd need to definitely replat and rezone so it would take some time. The seller is willing to sign a contract subject to that. We don't know exactly total renovation costs until we talk with City staff. So, trying to do things in appropriate order here, but the bulk of the repairs -- our instructors feel that we and our students could do, and we could actually include this in our youth build program construction projects. We would plan to move our noisy power saws and so forth from the education building where it can disrupt classes fairly routinely and put those next door so it'd be less disruptive and open up for other programming that we are working on, including working with the SCWIB Central Workforce Investment Board. They have applied with three other workforce investment boards in the State for a warehousing program, which I think would fit in very well with particularly some of the newer employers coming to town. And they've asked us, Job Point, to be the primary instructor for that course. The commercial driver's license simulator -- there's huge demand, of course, for CDL's, including with the City, among other employers. We would open that up, and by having the property next door, that would free up space in our existing building to have that there. I did put an asterisk. In the middle of a pandemic, the rules are being changed and it's going to be harder for people to get their permits and commercial driver's licenses. Those rules take effect in February and we do not know all the details to that yet. We would certainly not buy a simulator until we know what the new rules are. It's our -- we're pretty confident that we'll be able to contribute to folks education of obtaining permits, but until we know the exact rules, we would not use those funds. And we would wait, get the rules, see how we fit in that, and then request those funds.

LASHLEY: Good evening, my name is Jeff Lashley, and I serve as President for MACC. My address is 1191 County Road 2328 in Moberly. So what we are proposing is expansion of some existing programs that we have. I'll start with our mechatronics program. Our mechatronics program is designed to prepare our students for advanced manufacturing jobs, but along the way we have certificates that are shorter term. And this program has been extremely successful, and business and industry is calling for us to open up more seats. So, with a part of this proposal, we

intend to open up an evening cohort of our mechatronics program. The second program is related to an expansion of our early college. Our early college program is a program we have with Columbia Public Schools, where juniors and seniors attend full time at MACC. We're in the second year of that program. Right now these students are taking traditional transfer degrees. So, we'll have students graduating, sometimes with their full Associate of Arts degree earned at the same time that they're earning their high school diploma. Some earn less. Currently we do not have students in our career and technical programs, which would be, for example, the mechatronics program, our programs related to cybersecurity, related to infrastructure of technology, and several others. We're in conversations with CPS. We want to expand the early college programs to the CTE programs. And so these programs are much more expensive. At this point, we have our dual credit rate with CPS which is greatly reduced. It would be difficult for us to do that with the current technical programs. So we're proposing we would be able to scholarship the remaining amount of the tuition and fees for the career technical programs so early college students would continue to be able to take it, it would continue to be 100 percent free for them, would be no extra cost for CPS. And then we are looking at providing an expanding customized training. Customized training is something -- it's a program with the State of Missouri. We do a lot of customized training in our service region, including Columbia, but it's limited dollars. And so, one of the things -- handouts you just got talked about the different kinds of programs that we could do with the customized training. So again, these funds would be used to pay for those services so the businesses and industries would be able to get that training at no cost. And then the other expansion is of our makerspace, and I gave you a brochure related to the makerspace as well. This is a brand new space that we've just opened, and it's built to help entrepreneurs come in, develop ideas, take prototypes, and potentially, ideally, create new businesses. They'll be able to use the space, actually, continue to produce whatever their ideas are, as well. They'll just have to continue to have a membership and come up with the consumables.

PETERS: Can you give me an idea of how many students you think you would be able to -- you could increase -- I mean, how many students come through your program? What do you think you'll be able to do with this?

LASHLEY: Okay, in each program? Well, the mechatronics program, right now, we have essentially a cohort of about fourteen students that goes through together and we start a second cohort so we have two at any given time. We would want to start at least an evening cohort right away, possibly, a second cohort. I mean, we want to hit the level where we don't have students who can't get into the program because there aren't spots for them. With the early college, we're at about 150 students right now. I think we would continue to have that number in the Associate of Arts degree, and then we would look to expand that number into the career and technical programs.

HART: Good evening. I'm Susan Hart. I'm at 3719 Bray Court, and I'm here tonight in my capacity as the REDI Chair of the Board. CoMo Cooks Shared Kitchen is a joint partnership between REDI and the Loop CID. It is located currently in Mizzou North. We've been operating since March, and we have been very successful since then, serving -- currently, we have fourteen clients and a percentage of those -- a large percent of those are women and minority owned businesses. This is a startup. It is an entrepreneurship-based program to encourage entrepreneurship startup

food-based industries. We would utilize the ARPA funds to purchase additional equipment, and we would also use it to build out a permanent space. Mizzou North is slated to be taken offline by the University in early spring, and we have identified a permanent location and we need to expand that and put the permanent funds in there. We would also increase our program offerings that include business coaching, which is instrumental in this. You know, it's not just start up a business and you're on your own. Business coaching is very important for the success for making these businesses sustainable and continue on. We'd also provide additional workshops and training. We specifically feel these ARPA workforce funds are applicable to the kitchen. We're a unique program in Columbia, and we are -- the ARPA funds say for the workforce development "to encourage entrepreneurship." That's what we're doing. That's what we are asking -- that these individuals can start their food-based industries and the pandemic hit this industry hard. Our food-based hospitality [Inaudible] difficult so this provides some sustainability and some reliability for future training and getting these businesses up and going. So, we are encouraged by the possibility of receiving these ARRA funds to enhance this existing program and make it even stronger, and serve more citizens quicker by what we're doing over there.

TREECE: Susan, give me a sense of how many current clients the kitchen has?

HART: So we've been operating since March, so we haven't been operating that long, but we are right now at 14 and we have more capacity. But it's been great. We have over, like three-fourths of our clients are women or minority owned startups in there.

PETERS: Can I just ask if we're -- when you're having to move your kitchen, are you going to be able to take the appliances that you have?

HART: Yes, great question. We -- when we knew -- when we signed the lease with Mizzou North, with Mizzou, that they were planning on -- it wasn't a long term. We were figuring it would be 18 to 24 months, but the pandemic slowed us because we signed the lease and one month later everything's shut down. So, we were able then to get back in there and get -- do our build out, and when we did that, we were very thoughtful about the purchase of equipment because we wanted to make sure we could plug and play, like the grills, the griddles, the things. Now, what was good about Mizzou North was the existing infrastructure. The two most expensive things in the kitchen are the walk in freezer cooler, and the type one hood with the ansul system. Those were existing at Mizzou North, which made it a great way to launch quickly this program. Of course, the permanent location will need to have that infrastructure put in there. We can't take that with us necessarily. But the other things that we purchased during the -- when we were starting it, we did -- probably \$75,000 worth of equipment that we can take with us.

PITZER: Did you talk to MACC about their makerspace?

HART: Yes, we've worked -- I was personally on a committee that was an advisory committee for the makerspace. So it is -- the makerspace is not a kitchen necessarily, which has the infrastructure, but it's the same basis of startups with that maker community. We are just the food maker community and the CoMo Cooks.

PITZER: But it would be in a separate location then what they're doing with their makerspace.

HART: Right because their space is -- they are right in the middle in the basement of

Parkade and they're kind of landlocked where they are right there.

PITZER: And then with the costs associated with standing up a new location, are REDI or the Loop participating and sharing those costs.

HART: We both are, it is a shared -- it will be a shared endeavor together.

PITZER: And how much have they committed to or pledged?

HART: At this point it's -- we haven't worked out the exact details on that, but it is a shared endeavor.

GRUENDER: [James Gruender] The Loop has already identified \$50,000 to help with buildout if needed, and we will do the staffing and the management of the program, and that will be Loop CID funds.

PITZER: So your request was for \$250K and then that \$50K would be on top of that.

GRUENDER: If needed, or we would use that for temporary -- or we would use the \$50K for a temporary location because it will take time to build the kitchen out. We need to be out of Mizzou North by February 29. So we're going to have to have some overlap of funds to utilize to be able to operate the kitchen in the meantime because we can't have our fourteen clients not a place to cook for any period of time or else, you know -- their businesses, they have to run, and we have that location identified as well.

TREECE: Thanks James. James Gruender is the Chair of the Loop CID committee.

GRUENDER: James Gruender, 1108 Business Loop 70 East.

TREECE: So what's Council's pleasure on this.

SKALA: Are we being asked to give a recommendation or develop some of the contract? What is -- what's the next step?

TREECE: So I would say the next step would be -- if we want to do this that we direct staff to come back with contracts for each of those organizations. And then those will be placed on the council agenda, just like we approve other contracts for a public hearing.

PETERS: I think that would be a good idea.

SKALA: That would be appropriate.

PITZER: And I'd like to -- I mean, as part of that, I'd like to get a little better sense for the potential impact, numbers of people who would be able to participate, kind of goals or metrics that you're looking for in terms of success. You know, with the kitchen proposal, maybe getting a little -- being a little bit more firm about how that's coming together and things like that.

WANER: I think these are all really great and exciting opportunities for us to invest. I do have a little bit of an issue with how we're doing this because we had talked initially about a request for an RFP put out and getting those responses, and even Ms. Button just said this isn't an exhaustive list. There are other people that are doing this work in the community I'm sure, so I just want to put that out there -- that I'm not entirely comfortable with how we're moving forward with this because it feels antithetical to what we've discussed. But I do think the projects are worthwhile so holding space for both of those sentiments at the same time.

THOMAS: And I share your views almost exactly, Andrea. I think these are excellent projects. I love the shared space opportunity for capacity building, training, and building a business, and they're all important projects. But our process has been not close to what I would have preferred. It's been very top down. We've only had one public hearing about how the ARPA funds should be spent on June 21. I looked back at my notes, and there were about a half a dozen comments supportive of job

training as a sort of a general bucket area. There were a lot more than that -- comments about things like housing and homelessness and mental health services and violence reduction. And really, it seems to me there's been just an inability to communicate across some kind of chasm. I feel like Andrea, Pat, and I have a vision for a really grassroots focused community engagement process -- to really hear what people who are struggling with inequality are experiencing and need most in terms of investment of these funds, which is specifically to address economic inequality. And we haven't been able to do that, and other cities have. But I feel like we've asked and asked, and most recently at that work session, these four areas were identified for earliest processes -- for earlier kind of decision making, and so that's good. I'm going to support this process for sure. But we also -- there was going to be the design of that more community focused engagement process, and Stephanie was going to meet with us and this was months ago. I know she's busy. Can we not hire more capacity so we can manage the, you know, the Health and Human Services management and get this important community engagement process going, John?

GLASCOCK: You know, as I state -- as you stated, you all asked Health and Human Services to do it, and so Stephanie runs that department. She's, you know, she feels like she's a one person person trying to do all this because that's what you all requested. And I told you at the time, it's going to take for her to get all this done, and you have to be patient. The RFP, one of them's out -- should be done in January, but, you know, she's going to struggle to get through what you want to get done as quickly as you want it. And, you just can't go out and hire people to do some of this stuff because, you know, there's a process for which we have to follow.

THOMAS: Yeah, well, I guess, I just want to say from the point of view of people in the community, this looks very top down, and that's not the way I want us to look.

SKALA: My recollection of the conversation that at least at the City Council had here, separate from the work session, but the conversation that we had here was that certainly for the first tranche of this \$12.5 million dollars that was the bank, there were going to be some staff limitations in terms of what we could develop. We were going to have to get a consultant on board essentially and/or assign some of this to Stephanie Browning for RFP development, and all of that's true. And that certainly is true of the second tranche of this money that's coming through. And it was in the context of that discussion that all of that old stuff about the potential for three underserved areas and community development and emergent leadership and all of those kinds -- the kinds of things that you're talking about, that you've been trying to press for, which I think, are absolutely think are necessary and I think are coming. On the other hand, we do have these limits, staff limitations I guess, and some of the RFPs are out. And I guess I would have been a little bit happier in having a broader net to see what these requests were going to be like. These are substantive -- at least it addresses the argument -- I think it addresses the arguments, my own opinion, -- of this controversy that we were talking about with the people versus projects because I really do think that these are people projects, if you will, and do affect some of the folks that were adversely affected by COVID, which is what the ARPA funding was all about. We haven't even -- we didn't even get to the priority in terms of broadband and all of that kind of thing that was kind of left probably for the second tranche, but. Although I'm a little bit uncomfortable

with just having -- suggesting the image that people are just making applications for this and we're just satisfying some of these applications. I think, given the planning that we're talking about, about what to do with the bulk of this funding, this is really talking -- I guess it's \$1.6 million were talking out of the \$12.5 million our first tranche. So I do also concur that these are good projects. I think they deserve funding. We can sort some of this out I believe in the contracting, but I think we need to move ahead with this because we've been sitting on this \$12.5 million dollars for some period of time.

PETERS: I would sort of second what Karl's saying. To me, going ahead with these three projects does not mean that we aren't going to look at any other workforce projects or we're not going to ask people in the community what else they want. I feel like we need to start moving forward with some of this. You know, if it's \$1.6 million, then that's not that much of that \$25 million. I feel like we have heard what people have said, but we can get paralyzed by having a public hearing after public hearing after public hearing. We're not moving forward and this takes time and people need help. So, I think, we can do both. I don't see this meaning that we can't do anything else. So, I hear what you're saying and I would hope that we can do both.

THOMAS: So, there's two separate issues. There's the deep community focused engagement, which we have agreed we're going to try to accomplish for the second half, so put that aside. The second issue, which concerns me, is the lack of an RFP process, and, you know, how much would it delay us to do a standard RFP the same as you did for homeless services. All of these worthy projects could apply. We just have to have a set of rules, and it's open to other good ideas around workforce development and job training.

GLASCOCK: It can be as fast as you want. I mean you got to write things that -- I mean, how would you write everything that they're doing in an RFP of these three processes. Stacy and I struggled with how you write a workforce development RFP, other than just say propose something.

THOMAS: Well, I think that would be a start, and because, I mean, there may be other great ideas out there.

GLASCOCK: She has expertise in all the workforce development, and that's why I assigned it to her -- to go out and find the ones that are ready to go. We could get in here fast and do it. And she did that, and she's done a great job with that. And so, you know, there's other things out there. As all of you've said, there's other things out there, but these are the ones that are easy to do, go forward, and they meet what we're trying to get accomplished with the money.

THOMAS: Well, I'll be interested to hear public comment about this proposal.

REP100-21 Business Loop Community Improvement District (CID) Board of Directors -
Membership Change Due to a Resignation.

Mayor Treece appointed Jay Rader to the Business Loop CID Board with the consent of the Council.

TREECE: Business Loop has a vacancy. They've had one applicant after looking. I did speak to the applicant, Jay Rader, and had a good conversation today about his priorities for the Loop, and I would like to appoint Mr. Jay Rader to the Loop CID Board. I don't know if that's consent of Council or if it's just my appointment.

AMIN: It takes consent of the Council.

TREECE: May I have consent of Council? No Objection? Thank you.

REP101-21 Downtown Community Improvement District - End of Year Fiscal Report.

Discussion shown with REP102-21.

REP102-21 North 763 Community Improvement District - End of Year Fiscal Report.

Mayor Treece made a comment.

TREECE: Also attached -- tis the season -- is the end of the year fiscal report for the Downtown CID and the North 763 CID, and again, these are important documents because this is really their only accountability to taxpayers on the tax money they collect and how it's spent.

REP103-21 Budget Billing Program Changes.

The Council discussed the report.

TREECE: The budget billing program -- we received a council memo on that -- changes. Anybody want to add anything to that? Are there any questions? Andrea's giving me a thumbs up. Anybody else?

PITZER: Nope, glad to see it's happening.

TREECE: Right, good changes.

REP104-21 Annual Report of Volunteer Service to the City.

Leigh Kottwitz, the Manager of the Office of Neighborhood Services provided a staff report.

KOTTWITZ: Hello, I'm Leigh Kottwitz. I'm the Neighborhood Services Manager, and it's the most wonderful night of the year. It's when we get to talk about the great work of volunteers. Thanks Tim -- I have some photos to share with you. We'll just let you take a look at these while I tell you about the report. The report on tonight's agenda is one opportunity for us to recognize and appreciate the work of the more than 5,500 volunteers who serve the City of Columbia. In fiscal year 2021, volunteers shared more than 29,800 hours of service with 10 City departments. We continue to see the impact of COVID-19 on the level of service from volunteers. Our 2021 service hours increased by 18 percent over 2020, but are still at only 75 percent of what volunteers gave us in 2019. We believe volunteer service to the City continues to be strong in many areas because we offer residents opportunities to serve outside and work safely apart from others or independently. In the FY22 budget, there was a volunteer program specialist position added back, which will allow us to add additional staff support to the City's adopt-a-spot beautification program, Parks and Recreation events and programs, and overall program support. That staff person will start with us in a couple of weeks. Please know this report does not reflect the many hours that you put as City Council Members or the hours that are given by board and commission members. And I also want to point out that we have many staff across the City that support volunteer activities, and they really make those opportunities happen for volunteers to serve the City. So, as we share the photos tonight, this is a reminder that the real value of volunteer service is far beyond the number of hours or the dollar value of that time. Volunteering allows

volunteers to have hands on involvement in their local government and to build relationships with other volunteers and with staff. Volunteers tell us they value the opportunity for public service, to work outdoors, and to make social connections along the way. Thank you for your support of the City's volunteer program, and also thank you for the volunteer service that you provide above and beyond what you do on City Council.

TREECE: Thank you. I appreciate your summary of the report. I didn't get a chance to come out and thank the volunteers this year. I think Mr. Skala did. And we appreciate everything you do to motivate them, keep them organized, keep them on task, and keep them coming back because we all benefit from their hours of service. So, thank you.

REP105-21 Monthly Finance Report.

The Council asked questions and discussed the report.

PITZER: Yeah, I do have question for Mr. Lue just because we've been talking about, you know, kind of where we stand at the end of the year, you know, kind of financially, and I know you're still putting that together, but I went to the last page of your financial report where you had the fiscal year comparison. And so it looked - - am I ready this right? Revenue over expenses, almost \$10 million dollars last year?

LUE: Yes, that's correct.

PITZER: And that looks like it came from a variety of sources, right?

LUE: Yes it is. A lot of a these funds though are CARES fund related as you can see in that revenue from other governmental units. But then again, we are up in sales tax as well. And so staff has been sort of researching that, and we feel that a lot of that sales tax money is due to increased funding in the economy, but also some is due to inflation.

PITZER: Okay, so just when we talk about like, you know, the excess reserves in general fund -- so it's safe to assume that we added roughly \$10 million to that last year -- is that right?

LUE: The way it looks right now, that is correct.

PITZER: And this does not include the \$12.5 million from the ARPA right? That's separate.

LUE: Right.

PITZER: Okay, thanks.

REP106-21 Amendment to the FY22 Annual Budget - Intra-Departmental Transfer of Funds.

Mayor Treece asked if there were any questions, and there were none.

XI. GENERAL COMMENTS BY PUBLIC, COUNCIL AND STAFF

Rebecca Shaw, Traci Wilson-Kleekamp, Susan Renee Carter, Jeanne Mihail, and Karen Sicheneder spoke, and the Council discussed various topics.

SHAW: Rebecca Shaw, 2615 Vail Drive. I come here many times during every month. I sit and I listen, and I am really angry tonight at the direction our City is taking. For you to sit on \$15-20 million, and then not pay those gentleman that are

out there slinging our trash the extra \$3-\$4 an hour that they deserve is ridiculous. For Dave Sorrell to stand up here for the last year and tell us that Solid Waste is just great, everything is just fine -- oh, but we can't get workers -- and then to have those men out there for three years on temporary pay. What in the heck is wrong with us? People deserve to make a living, period. People deserve to have health care, people deserve to have dental insurance, and by God, you are holding them back from bettering themselves and bettering the City because you're not putting a job out online for them to apply for? We have you been for the last six months? And Mr. Glascock I know you have a foot out the door, but --

TREECE: Please do not make your comments personal and don't assume that we don't disagree with you.

SHAW: I'm very angry. I usually stand up here and I'm very polite, and I talk to you and I try to gently persuade things, but tonight -- this really angers me because this gets at the heart of what all of us have been coming here for the last year to say. For us to have had this discussion about ARPA funds for the last nine months, and then for three companies to come up here and get a contract with no input from anyone else -- why do we not have an RFP out? In the time that I sat in that chair, Love Coffee, Safi Sana, The ROC -- there are places in the City that are doing job development and training that you guys are skipping over, and guess what -- those companies help the least empowered in this City. I -- don't let the door hit you on the way out.

WILSON-KLEEKAMP: Good evening, Tracy Wilson-Kleekamp, Race Matters, Friends. Yes, we have been coming here religiously, and we have only had one public input meeting, only one. I think it's unfair for the Mayor to get to pick and choose who gets money, because that's what's happening, and I don't think it's fair that we're doing this in a piecemeal way, in a dysfunctional confusion way that the public can't even follow. At the last meeting you were at, you were confused about if you decided this in the work session or regular session, making it really hard for the community to follow. You're also not putting together data in a way that's helpful for making a decision. We don't know how many people you're serving, we don't know who's benefitting -- there's no metrics tied to anything. I don't know how you can be giving out contracts, or even saying you're going to give out contracts. There's not even any metrics in the backup data. What are we doing? Also, your employees who are picking up your trash are having to buy their own equipment because we're not taking care of them that way either. It's almost like you enjoy having a sharecropping plantation in the 21st century. That's what it looks and feels like. Why can you not accept that people in this community want to spend money on people who really need it? All the people that came up here were white. I don't know if you invited anybody else. I don't know. This seems more like the -- Mayor, this seems like this is your money and you've made it about what you wanted. And I don't think it's your money and I don't think it's your piggy bank. I went back and looked at the minutes all the way back in May, and back in May Mr. Glascock said you should have a public process. What happened? Not our fault. We did our part. We showed up. So he said you should have a public process. He had some ideas about some things he wanted. You all had some ideas. But, the other thing that's just crazy is we're in a pandemic, and people have been coming here talking about the homeless, and what do we do? We work on business first. And I'm not even

sure that this is really truly workforce development because I don't see our career center involved and I don't see an overall thrust to get people to work together as a collaborative effort. So, if you're going to put out together an RFP, maybe that's one of the things you say is -- we want you to maximize working together for this money. If you want to do this other stuff because Mr. Mayor thinks it's his money, why don't you use this out of your surplus money that you have, but quit fooling around with the ARPA money. Quit fooling around with the ARPA money. It's not our fault. Now, one thing that was said at the end of the last Council Meeting -- is Stephanie Browning came up here, and you guys didn't give her any instructions. She gave you some information, she told you what you needed, but you didn't give her any instructions. That's your fault. It's not our fault. It's your fault. So, if you want to keep us from getting angry, get your [expletive] together, and give Stephanie directions. Make some decisions.

CARTER: Susan Renee Carter, 2105 Hillsboro Drive. One thing I would like to see happen, to add to all the other comments, is -- I spoke the last time about the CARE program and how it's shifting to paying youth at-risk subminimum wage. I discussed last time, and I talked about my concerns about what that does to someone when you take what their work they're doing and devalue it. If we have \$10 million excess, I would really like to see that you think about helping these youth see what they're worth is and taking that back up to at least minimum wage. I know it sounds very expensive because I calculated -- if you did the full 200 because you've reduced it to 150, it isn't inexpensive, but you have \$10 million excess, and we really need to start when people are young so that we can help ward off some of the issues that we are running into later on. Thirty percent of the people that were doing CARE ended up with jobs at the places that they did as an internship there or as, you know, a job training program. It also provides them, you know, with other kinds of training in order to keep their jobs. It's not just a work program in terms of they just work. They also learn skills. And I'm really committed to this and I'm going to keep coming up here saying this because it's very important. Our youth need you to invest in them. Our at-risk youth need you, so please do that, okay. Thank you.

MIHAIL: Jeanne Mihail, 3101 Crawford Street. I wanted to start by saying I agreed with Council Person Thomas and Waner, and their comments about the process for approving these applications. And when I read it over the weekend when this was posted and I printed out the applications, I will have to admit I was stunned. I spent 30 years writing grants to support research at the University and to apply for even a \$50,000 or \$100,000 grant, I was looking at 10 or 20 pages of application work just explaining what I was going to do, exactly how much it was going to cost, and providing pages and pages of budget. And while I have no quarrel at all with the worth of the value to a community of projects, notwithstanding the comments of these Council People, the notion that you can get \$1.37 million -- two and a half pages with no detail was just stunning to me. And I feel like if we want, as a government, to have our citizen's trust that we are taking the best possible care of the resources we have, we need to show applications that actually have evaluation metrics and have enough detail to be convincing. And maybe it doesn't have to be an NSF proposal, but it seems like it really needs to be a whole lot more than this. Thank you.

SICHENER: Karen Sichener, 1817 Timber Creek. I wanted to get up and give my support in favor of what REDI and Susan Hart spoke about when it comes to funding for their project. As a small business owner, one of the things that I saw that kind of made me really angry was specifically women and minority owned businesses that were excluded from any sort of pandemic relief because they were too small, because we largely don't have W-2 employees because we can't get the financial backing because of inherent racism and sexism built into the system. So, being able to actually put funds forward toward something like this that largely supports women and minority owned businesses in order to help kind of band-aid what we were excluded from -- even in the microloans that the City was giving out, many of us were largely excluded from those because of how that process was done and it unfairly impacted people like myself -- so being able to rectify some of that is something that I think the City should seriously put a lot of weight into. And not only that, but helping these sorts of businesses is the thing that helps get a lot of these people up out of poverty, out of relying on jobs that don't pay enough for a living wage. These are the ways that we're going to help rectify some of these income issues and inequalities that we see across the City. So, while I do agree that the process could probably be better, I think that you should strongly, strongly, strongly consider these proposals from REDI and from the CID.

TREECE: Any comments by Council? Let me go first. And that is on the issue of the refuse collectors. I was shocked to hear what I heard and the conversations I had leading up to the scheduled public comment this morning, and there's at least two issues here. First of all, this council has said repeatedly that we want a \$15 minimum hour wage for all City employees, not \$14.50, not \$13.50 with a \$1.50 add pay. These people are providing real work and real value, and they deserve to be compensated, they deserve to have health care, they deserve to have access to union representation. For the last two years, this Council has been told that we do not have enough staff to pick up recycling every week. It seems like there are plenty of temporary staff people there that if we changed the business model, if we change the management model, we might be able to get better value out of it. And I'm -- I don't know whether Council agrees with me or not, but I'm more upset now than I was.

WANER: I would have to say that I do agree with you. I mean, currently, our solid waste is being subsidized on the backs of people who aren't even being paid livable wages. I also met with folks, and if we've got somebody who is a temp employee who gets cut on the job, down to his muscle, doesn't have health insurance and is still dealing with that months later, that's a problem. We have people who are being exposed to COVID on the job. They're being expected to take their quarantine, rightfully so as Mr. Hutchinson said, 10-14 days, no pay. I get it if temporary employees are three months, six months, whatever, but we've got temporary employees who are training our new employees because they've been there longer. That's a problem. So I would like to see, you know -- how do we get this fixed? Do we do a hiring day where we're just doing throwing positions? Not everybody wants a CDL or capable of getting a CDL right now. What is the solution?

TREECE: I agree.

THOMAS: Yeah, I guess I have questions. I mean, it was my understanding that we

have lots of vacancies in solid waste collections, positions advertised and open, and nobody applying. Is that true? And let me ask another question -- temporary workers -- are these provided through the employment agency that we kind of have an arrangement with?

GLASCOCK: I think they're provided both ways. I think we have temps that we hire and we have temps through employment agencies.

THOMAS: And is there a prohibition, any kind of barrier preventing the temporary workers applying for the permanent jobs?

GLASCOCK: No, but I think our requirements are -- they have to get their CDL first, and the reason you have to get your CDL was first -- if you hire all temps that don't have a CDL, then you have not drivers, and therefore -- that's why the process is there. So we can keep that.

THOMAS: I thought we provided training to get the CDL.

GLASCOCK: We do, but some people don't want to get a CDL.

WANER: Or cannot get a CDL.

GLASCOCK: Yeah.

WANER: Let's be clear.

THOMAS: Because of a criminal record or something?

WANER: Yes.

TREECE: But if you've had someone slinging trash for three years as a temporary employee, why wouldn't we hire them permanently and give the benefits to keep them.

THOMAS: Right. Well, I agree. I don't really think we should require them to have a CDL to come or to necessarily get a CDL if they're satisfied to do the work of throwing the trash, I would think we should add them for that.

GLASCOCK: What if they were all satisfied with not having a CDL? Then you have no drivers. You have no way to pick up the trash. You have to have rules in how we do it.

THOMAS: Well, we only have the right number of openings for people that don't have CDLs. I mean we have plenty of people working there right now that don't have CDLs, so we obviously, you know --

GLASCOCK: And that's our problem. We can't get enough drivers. I mean, that's our problem. That's why we went to every other week recycling. We don't have the drivers to drive the trucks.

THOMAS: So, every issue that Andrew Hutchinson is referring to here is somebody who is not able to apply because either they don't have a CDL or they're not able to get one even if they were hired.

GLASCOCK: Or don't want one.

THOMAS: Or don't want one. We just don't have any positions that don't require -- open positions that don't require CDL.

GLASCOCK: I'm not saying we don't. I'm telling you, not -- the reason we have rules is so we can have enough drivers to drive the trucks.

TREECE: But obviously we have a need for non-CDL drivers or else these people wouldn't be temporary employees.

THOMAS: Right.

TREECE: And maybe we need to change the model because maybe the add pay is creating a reverse incentive that the driver wants to rotate out on the back so he gets the extra \$1.50, and they can't do that as long as there's someone who can't

rotate into the cab. And maybe we need to change the whole thing. Maybe we need a change of management because what we're doing now isn't working at solid waste. The workers are not happy, and in a pandemic, when these are essential workers that are hard to keep, it means we have to do things differently to keep them happy.

SKALA: Well, I just -- I concur with a lot of my colleagues here. I think it's pretty outrageous. The whole idea was to pay all of the employees that work for the City \$15 an hour. That was the bottom line initially, and then we increased some of the wages to try and encourage people, encourage staffing, or to resolve some of the staffing issues -- that didn't seem to help. But, this CDL business is getting in the way of people working very hard. It's kind of outrageous that there are temps who are, for whatever reason, are having to do that, and not be compensated the same way any full time employee would be compensated when we need full time employees to help with this situation. We need to fix this. This is -- and I don't -- I'm not presuming to know what the solution is, but it doesn't appear to be even as complicated as the work session that we just went through with all of the solid waste and sewer issues and all the rest of it. It seems like it's just a matter of making sure that temp workers who are working hard ought to be offered a position. They ought to be able to get some gloves, they ought to have some health care, and they ought to make the same kind of wages that every -- it's hard work. [Inaudible from the audience.]

TREECE: Stop, please.

SKALA: We need to fix this.

PETERS: Well, I'm sorry to be the one to recommend this then, but could we get a report back explaining exactly what we're doing and exactly how we change it? Do you think we could that in the next month?

GLASCOCK: Sure.

PETERS: I realize that doesn't fix this tonight, but we need to fix it, and I don't think we can do that on the dais tonight because we need more information, or we need the expertise of the management with, as the Mayor points out, proper management to address this issue, which I don't think any of us knew about.

TREECE: Does that exercise help management solve this problem?

PETERS: I don't know.

TREECE: I mean, I'd rather not wait. I'd like to see a report. I'd like to see, frankly, the department's excuse. I want to hear. I want it fixed. [Inaudible from the audience.] Please, would you step outside, please?

PETERS: I mean, I just don't think that we -- we can't fix it tonight because I don't think we know enough about this.

TREECE: No we can't.

PETERS: However, we need to not just like ask for a report and do it in three months or something. We need to really fix this and it's over the holidays, so I think we're going to have to say we need to fix this sooner rather than later, but we need more information or at least -- and the expertise.

GLASCOCK: I think you at least need to talk to the staff management about what's going on. I think taking it at the microphone and taking it for gospel is a mistake.

TREECE: I believe what I heard. I believe the workers I have spoken with.

GLASCOCK: I believe they believe that, yes. I don't believe that all that is going on.

PETERS: Can we get information back like for the next meeting? I mean would staff

have time?

GLASCOCK: I can try.

PETERS: -- to tell us what's actually going on and then what they can do about it? What our options are?

GLASCOCK: I will talk to staff. I'll try to get something.

PETERS: That would be helpful. As you've heard, we need to do a better job than obviously we've been doing.

TREECE: At this point, I believe them more than I believe staff that tells me they can't hire enough people to pick up the trash. That's where I am. That's where I am.

WANER: If we can't make those decisions from here, what can we do except talk in circles?

PETERS: I think we can get more information so we that can maybe not talk in circles, but we can speak with information not just from one side, but from both sides. And try and figure out, as Mr. Skala said, do we, by giving them extra money if they're CDL drivers, is that a mistake? You know, like, what is it that we've either created or has been happening in solid waste that we need to fix. But I don't have enough information to do that tonight.

SKALA: Somehow, we need to fix this scheme. That is hiring temps when we need full time staff, and these temps ought to have the opportunity, at least to share in the same kinds of benefits and healthcare and the wages and so on that everybody else does. That's what we need to fix. And if it's going to take a conversation with the staff because -- I mean, I was introduced to this a couple of weeks ago with a conversation with some of the folks that were -- and I was -- my first reaction was outrage. I mean why are there -- why are we short of staffing when temps are working on the back of trucks and somehow it almost seems like a scheme rather than a management decision. I'm willing to listen to what -- that there may be differences beyond whoever comes to the dais, but I'm not willing to wait for a long time because I think the whole situation is pretty outrageous.

WANER: How do we get them health insurance in the meantime? Can we do that? I mean, we do have -- there is precedence that temp workers can have health insurance, not in every setting, but that exists. Can we get them health insurance? Can we say we're going to bring you up to \$15 per hour so that Charles is making more than \$80 a day. That's not -- who lives on \$80 a day?

GLASCOCK: Are we going to bring all temps up to \$15?

WANER: would argue we should. That's our policy.

GLASCOCK: Does that include the CARE people in Parks and Rec?

TREECE: I think that's a little different, but at least with trash --

GLASCOCK: I'm just saying, when you start saying just temps, that means across all lines. I'm sorry. I mean it does for us

WANER: That's fair.

TREECE: You have temps --

GLASCOCK: Cause that's what you're going to get the next time is the next temps coming up saying we deserve it too.

WANER: They do.

TREECE: But you have a temporary worker working side by side on a trash truck and with unequal pay and unequal benefits.

GLASCOCK: Most all temps work side by side with people that work full time doing the same job.

SKALA: Why are they temps? If we need staffing, I don't understand.

WANER: We need to change the model.

TREECE: I agree.

PETERS: That just sounds like a mistake in the way the management is set up.

THOMAS: I think it's an internal policy that the staff are following, and I agree that it needs to be changed, and I think we should task the staff to come up with a proposal for changing it so that people who are throwing the bags are full time employees. I think that's authority that we have as the Council to direct that if that's what we believe. And if you disagree John, then you can make the case in the report.

GLASCOCK: I think we can hire them as full time. I will tell you, you know, that won't solve all your problems. I mean there are bigger problems than just was heard here today, but we can hire them full time, no doubt. Our issue will come -- who's driving? How do we get the truck driven if you make that change?

THOMAS: And the reason that we only have recycling pickup every two weeks is because there's not enough CDL drivers.

GLASCOCK: Correct. There's not enough drivers to drive all the trucks.

PETERS: And I'm not even trying to fix the every other week recycling. That seems to be working, but what we're trying to address is the temporary employees that we've had for two years that have been throwing trash or throwing recycling. So to me that's apples and oranges. Again, let's stick with the apples.

GLASCOCK: So this week, I had to cut roll-off drivers because I didn't have enough drivers and had to force them over to recycling so we could continue recycling. We are cutting drivers this week because we don't have enough drivers. We're cutting things that we normally do because we don't have enough drivers.

TREECE: But part of that is on the commercial recycling side -- they never have to get out of the truck, and you're short of commercial drivers on the residential pickup, so you pull the commercial guys off.

GLASCOCK: I'm pulling the roll-off guys now, which are doing construction. It's the roll-off stuff that they don't pick up. That's what I'm not doing. I'm going out of that business saying we're not going to do it. We're not doing new ones. We're forcing them over to recycling.

TREECE: It just seem like there could be a better management model that uses non-CDL drivers where appropriate, and I guess that's what I'd like to explore, but you know, how someone can work for the City for more than three or four months and not be considered a permanent employee I don't know. Whatever that waiting period is for a temporary employee -- I don't know how we define that. I think that's the next step, but.

SKALA: I'm willing to listen to what some of the rest of the arguments are and some of the complexities here, but I'm also willing to -- part of that recommendation that comes in that report should, if we get a report, should be -- one of the alternatives should be to pay all temp workers \$15 an hour. That was the whole point of the \$15 wage for workers in this City anyway.

GLASCOCK: I'll go back to the CARE thing. It's fewer CARE people that we're doing if we're doing \$15. I know it's a different animal, but that's why we don't pay \$15 an hour. We're doing more people, so --

TREECE: That's an inelastic revenue. This is an enterprise fund.

GLASCOCK: I understand and they talked about the \$10 million that you have. That's

general fund and they want to use it to pay, and so we got --

TREECE: Solid waste is asking for a rate increase and I will not support a rate increase when they do this. If they want to come back and say they need more money to pay their temp workers \$15 an hour, tell me what that number is. I'm not --

SKALA: I think you know where we want to go. I just need some information as to how to get there and as quickly as possible because it just seems pretty outrageous to me.

TREECE: I agree.

PETERS: So, do we want to bring this back on Jan 3 with more information and --

GLASCOCK: I will try and have something on the next meeting.

PETERS: At the next City Council meeting?

TREECE: I think the City Manager can make a decision anytime he wants. I'd like to know more on Jan 3-- what he did or what changes were made or what it will cost us, but he can make the changes any time.

PETERS: And the temporary employees we're talking about right now are sold waste, right? I mean, we can -- we don't need to confuse it with the CARE folks today. We can do that --

TREECE: And I know the City Manager cares because he went out there and met with the drivers without management and he learned a lot, and I would encourage you to go do that again.

SKALA: I was going to say something very different, and that is Merry Christmas and Happy Holidays and stay safe, and I wanted to get that in before we adjourn because we won't be with the rest of these folks, but that's a very different message than what we've just been discussing.

THOMAS: I just have one item. John, I understand it has been the practice this winter and previous winters on Saturday mornings that the Room at the Inn program drops some of the homeless guests at the ARC where they wait inside the building until a little later and then make their way to other places, and that last Saturday, they were asked to leave.

GLASCOCK: I don't know that they were asked to leave. They did leave. I talked to Mike Griggs about it. Yes, they are still allowed to sit in the lobby. They just can't go in the paid area. One gentleman, I believe, asked to go in the paid area, paid his \$6 and went in. And so, I don't know if that was misunderstanding on the rests' part or whatever, but yes, they are allowed to do that.

THOMAS: Thanks for clarifying that.

TREECE: I had quick year end thing. So we're a few meetings behind on minutes, and the Clerk's office is understaffed. Candidate filing, sunshine requests, all take priority over this. Could I ask for a one time dispensation to have verbatim minutes for the meetings that we hadn't had, just so we can get caught up. I'm afraid the City Clerk is -- if we don't clean out the end of 2021 and do the verbatim minutes, which can be just done by transcription. We can contract it out just like Planning and Zoning minutes are done. That brings us ahead of schedule, and it's our fault meetings. We have eight hour council meetings and 8 hour budget meetings, and she needs a day for every hour of meeting to do those minutes, which she doesn't

have.

THOMAS: We all talk too much.

TREECE: Right, and I know we don't prefer the verbatim minutes, but I think it's one of those things we may have to do even if they're inconsistent for a little window. Does anybody object to that?

THOMAS: No objection.

SKALA: That's a good idea.

THOMAS: At some point in the future, maybe when there's more capacity in the Clerk's Office or a really great intern or something, somebody could go back and redo these verbatim minutes to the proper style.

TREECE: That's a great idea.

PETERS: Before they're approved. I'm not sure we can them after they're approved, but either we need to get this done.

THOMAS: Ah, that's a good point.

TREECE: Alright, thank you.

XII. ADJOURNMENT

Mayor Treece adjourned the meeting without objection at 9:04 p.m.