

**Hastings, Minnesota**  
**City Council Meeting Minutes**  
**February 7, 2022**

The City Council of the City of Hastings, Minnesota met in a regular meeting on Monday, February 7, 2022 at 7:10 p.m. in the Council Chambers at the Hastings City Hall, 101 East 4<sup>th</sup> Street, Hastings, Minnesota.

**Members Present:** Mayor Fasbender, Councilmembers Braucks, Folch, Fox, Leifeld, Lund and Vaughan

**Members Absent:** Councilmember Leifeld

**Staff Present:** City Administrator Dan Wietecha  
Assistant City Administrator Kelly Murtaugh  
Attorney Pete Mikhail  
Community Development Director John Hinzman  
Police Chief Bryan Schafer  
Public Works Director Ryan Stempki  
Deputy Chief Dave Wilske

**Proclamation: Black History Month**

Each Councilmember participated in the reading of the proclamation recognizing Black History Month, historic injustices faced by black members of the community, and re-affirming the City's commitment to be welcoming for all.

**New Employee Recognition**

The following new employees were recognized and welcomed by Councilmembers: Bo Schuette (Engineering Tech) with Public Works, and Stephanie Taylor (Receptionist), Georgeann Freeman Denn and Matthew Green (Patrol Officers) with the Police Department.

**Approval of Minutes**

Mayor Fasbender asked if there were any additions or corrections to the minutes of the regular City Council meeting and Council Workshop on January 18, 2022.

Minutes were approved as presented.

**Consent Agenda**

1. Pay Bills as Audited
2. Approve Joint Powers Agreement between Dakota County and City of Hastings for Wetland Health Evaluation Program
3. Resolution No. 02-01-22: Accept Feasibility & Assessments Report and Order Public Hearings for Project Scope and for Assessments – 2022 Neighborhood Infrastructure Improvements
4. Approve 2022 Fire Captains Agreement with Stipulation
5. Approve Price Lock for Community Survey
6. Resolution No. 02-02-22: Assignment of Approvals - Heritage Ridge 3<sup>rd</sup> Addition – General Sieben Drive and Fallbrooke Drive
7. Resolution No. 02-03-22: Acceptance and Appreciation for a Donation to the Fire Department from the Fraternal Order of Eagles Ladies' Auxiliary Club
8. Declare Vehicle as Surplus Property and Authorize for Public Sale
9. Resolution No. 02-04-22: Authorize Signature: 1<sup>st</sup> Amendment to Development Contract - NJS

Councilmember Vaughan motioned to approve as presented, seconded by Councilmember Braucks. Ayes 6; Nays 0.

**Public Hearing, Continued\Table Ordinance Amendment – Annexation – Best Development (TH 316 & Michael Ave)**

Hinzman reviewed the proposed ordinance amendment, recommending the continuation of the public hearing originally opened January 18. The action was tabled until this meeting. He then recommended holding the public hearing, closing the hearing, and tabling the annexation request until an agreement is reached for the sale of the property and concept plan is submitted. Prior to the next possible action, affected parties would again be notified.

Mayor Fasbender opened the public hearing at 7:23 p.m., and hearing no comments closed the public hearing at 7:24 p.m.

Councilmember Folch motioned to table the proposal, seconded by Councilmember Braucks. Ayes 6; Nays 0.

**Public Hearing\2<sup>nd</sup> Reading to Adopt Ordinance 2022-01: City Code Chapter 34–Building Department Fees**

Hinzman asked Council to consider adoption of the Building Department fees per Chapter 34 of the Hastings City Code. He highlighted the fee changes and identified the ones that had not been codified in the past. Some fee categories have been eliminated or combined with others. Minimal impact but wanted to make sure that Council had an opportunity to address.

Mayor Fasbender opened the public hearing at 7:26 p.m., and hearing no comments closed the public hearing at 7:27 p.m.

Councilmember Fox motioned to approve as presented, seconded by Councilmember Folch. Ayes 6; Nays 0.

**Public Hearing\2<sup>nd</sup> Reading to Adopt Ordinance 2022-02: City Code Chapter 70 – Micromobility Vehicles**

Hinzman explained what a micromobility vehicle is. He indicated that it is in response to a scooter operation request that has come to the City for action within the City Right-of-Way. A code amendment puts regulations in place for organizations operating where vehicles are left within the right-of-way, not applicable to store fronts that may rent these types of vehicles. He asked Council to consider adoption of the amendment to Chapter 70 of the Hastings City Code pertaining to micromobility vehicles.

Mayor Fasbender opened the public hearing at 7:31 p.m., and hearing no comments closed the public hearing at 7:31 p.m.

Council discussion about this item and promoting tourism, the liability for vehicle users to be the appropriate age and suitability to operate. Hinzman indicated that licensee will be responsible for the liability related to users of the vehicles. Council voiced concerns about how the scooters are parked/left and how this is managed. Hinzman indicated that provisions in the ordinance regulate where scooters are left. Users have to take a picture of where they leave the scooter as part of the agreement. The licensee can geo-fence the area to prevent use in prohibited areas. There may be hubs where the scooters are parked.

Councilmember Fox motioned to approve as presented, seconded by Councilmember Vaughan.  
Ayes 6; Nays 0.

### **Affirm Continuation of Employee Vaccination Incentive**

Wietecha reviewed the change in OSHA regulation since an earlier policy was proposed. The Supreme Court stayed the order and OSHA revoked the order. The policy was not enforced. The incentive was not part of the original requirement and was put in place for employees to disclose their vaccination status to promote wellness among employees. He asked Council to affirm continuation of employee vaccination incentive through June 30, 2022.

Council discussion on value of this information in case the regulations change in the future where this information may be required. Rochester instituted emergency leave bank as Hastings did, but required that vaccination status was required to access that bank of leave. Other incentives may need to be reviewed in the future.

Councilmember Fox motioned to approve as presented, seconded by Councilmember Folch.  
Ayes 6; Nays 0.

### **Compensation and Classification Study**

Wietecha asked Council to consider several pieces of the Compensation and Classification study. Some of these items have been discussed by Administration Committee or discussed by Council. Wietecha reviewed the consultant review process. The original plan for the budget was insufficient based on the proposals received, so some additional funds will be needed. In adding the City Council wage review and the process for placement of new or reorganized jobs. Finally, an earlier Council passed a resolution in 2007 defining the comparable cities as having a population of 15,000-35,000 and within the 7-county metropolitan area. The Administration Committee recommended adding Cottage Grove, Northfield, Red Wing, and Cannon Falls due to their proximity. The earlier resolution indicated using the average. It is being recommended that the median is used—which would take out the impact of outliers that may skew the average. The importance of communication around this process will be critical because it can impact everyone. The study is looking at positions, not individuals in the position.

- a. Agreement for Services
- b. Budget Amendment
- c. Resolution No. 02-05-22 Amending Resolution No. 12-23-07 of the City of Hastings Establishing Criteria for Compensation

Council discussion who is included in the scope of the study. If they are in a union, does that part of the contract get revisited this year or is it addressed in the next contract. Negotiations to date have been reopened conversation on wages. Council stipends will be included in the study. Understands that it will be a challenge to implement, but we need to be competitive with our neighboring cities. Average wage –shoot for 50% or be more competitive? Our employees are valued—but do we want to do better than the median/average? Have heard from many departments on the difficulty in attracting new employees and have concerns about losing existing staff to other cities. Need more conversation about this aspect, which could occur after the study is completed.

Councilmember Vaughan motioned to approve as presented, seconded by Councilmember Braucks.

Council question about setting the standard with the motion or having time to review. Councilmember Folch requested follow-up conversation from the study data to discuss the factors in determining compensation schedule. Public safety recruitment is especially competitive.

6 Ayes, 0 Nays

Mayor Fasbender and Councilmembers made the following announcements:

Concern raised by Councilmember Folch: In 2020, residents in the neighborhood were expressing complaints about the noise levels from Ardent Mills. After efforts to reach out directly to Ardent Mills, complaints were filed with the MPCA against Ardent Mills regarding excessive noise. Councilmember Folch asked for future discussion. City Administrator Wietecha indicated that staff will follow-up with the MPCA.

#### Announcements

- Ice Fishing Adventures at Lake Rebecca, Saturday, February 12. Bait, tackle, and instruction provided. Attendees can fish without a fishing license during this event. This event is in partnership with Carpenter Nature Center, Hometown Ace Hardware, Get the Lead Out, Rapala, Vexilar, and the National Parks Service. Free of charge, but registration is required and time slots are limited.
- “Love Local – Downtown Hastings.” Celebrate the season of love on Saturday, February 12, with a DJ, horse and carriage rides, and ice sculptures throughout our historic downtown.
- City Offices will be closed Monday, February 17 in observance of Presidents Day.
- Happy Birthday next week to Councilmember Leifeld.
- Parks and Recreation Commission Meeting on Tuesday, February 8, 2022 at 7:00 pm

#### Meetings

- HEDRA Meeting on Thursday, February 10, 2022 at 6:00 pm
- Planning Commission on Monday, February 14, 2022 at 7:00 pm
- Heritage Preservation Commission on Tuesday, February 15 at 7:00 pm
- Arts Task Force on Wednesday, February 16 at 6:00 pm
- Public Safety Advisory Commission on Thursday, February 17 at 6:30 pm
- City Council Community Development Department Workshop on Tuesday, February 22, 2022 at 5:30 pm
- City Council meeting on Tuesday, February 22, 2022 at 7:00 pm

Councilmember Vaughan motioned to adjourn the meeting at 8:06 p.m., seconded by Councilmember Folch. Ayes 6; Nays 0.

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Mary Fasbender, Mayor

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Kelly Murtaugh, City Clerk