

**Hastings, Minnesota
City Council Meeting Minutes
July 18, 2022**

The City Council of the City of Hastings, Minnesota met in a regular meeting on Monday, July 18, 2022 at 7:00 p.m. in the Council Chambers at the Hastings City Hall, 101 East 4th Street, Hastings, Minnesota.

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

Members Absent: Councilmember Leifeld.

Staff Present: City Administrator Dan Wietecha
Assistant City Administrator Kelly Murtaugh
City Attorney Korine Land
Community Development Director John Hinzman

Approval of Minutes

Mayor Fasbender asked if there were any additions or corrections to the minutes of the regular City Council meeting on July 5, 2022.

Minutes were approved as presented.

East Hastings Improvement Association President, Peter Likes

Peter Likes would like to commend Parks & Recreation Director Chris Jenkins for his work with the residents on the Lake Isabel park renovation project. The residents of that area would like some modifications to the most recent renovation plan to remove the path along the lake and expand the basketball court to a full court rather than half.

Consent Agenda

1. Pay Bills as Audited
2. Resolution No. 07-03-22: Approve Lawful Gambling Premise Permit for Hill-Murray's Father's Club at Hastings Social, LLC dba Hastings Tavern & Alley Cat Liquor
3. Approve Pay Estimate No. 1 for the 2022 Neighborhood Infrastructure Improvements – Danner, Inc. (\$194,799.00)
4. Approve Pay Estimate No. 2 for the 2022 Mill & Overlay Program – Minnesota Paving and Materials (\$281,286.91)
5. 2022 Budget Amendment: Cybersecurity
6. Approve Unpaid Leave of Absence
7. School Resource Officer and Traffic Control Agent Program Agreement

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

Lake Isabel Park: Budget Amendment and Award Contract

Wietecha provided an overview of the proposed Lake Isabel Park Redevelopment Project. The park was approved for a master planning process which was completed in 2020. After the planning process, ISG, Inc was hired for the design and engineering process. Jenkins shared that bids were returned significantly higher than anticipated, with staff recommendation to wait on the project and re-bid with minor alterations to the specifications and scope. Bids were reopened June 30, 2022 and are still high. Time limit on grant funds is

June 30, 2023. The recommendation is to award the contract and two budget amendments—carry forward funds planning 2021 and add \$172,000 for increase, contingencies and redesign costs. Changes requested by the area homeowners would need to be approved by the selected contractor and the DNR since these would be changes from what was proposed.

Council discussion on the use of park dedication fees as a source of funding. Councilmember Lund asked for clarification on the impact of the trail removal from the map and homeowner's preferences about removing the trail. Lund asked if the revised bid includes the trail going to the lake. Lund asked what the next steps would be given the requests. Wietecha clarified the plan moving forward. Councilmember Folch asked for clarification as to why residents do not want the trail in place. Resident, Tanta Horning, 1319 3rd Street East, described the options for viewing of the lake. Folch asked for clarification on what the vote is in terms of the park plan since the plan in the packet does not contain the trail. Lund provided clarification on the proposed motion: approval of the plan that went for bid, staff will investigate the possibility to make amendments by removing path and adding a full court instead of a half-court. Wietecha provided further clarification and next steps for the contract.

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

Compensation & Classification Study

Wietecha presented an overview of the Compensation & Classification Study. Abdo Solutions was contracted by the City of Hastings to provide an independent position classification and compensation study. The study included: job description review, analysis of current comparable market wages, review of pay equity compliance requirements. Wietecha indicated that the staff recommendation is that this be referred to the Administration Committee for deeper review of implementation options.

Leah Davis, partner with Abdo Solutions, introduced herself and Abdo Solutions. She then presented an overview of the study process, project overview, plan highlights and next steps to Council. She indicated that the outcomes of the study will assist the City in recruiting and retaining talent, especially in this uniquely challenging hiring environment. Davis presented key findings: on average the minimum starting pay across the organization is just below market; on average the maximum is about 5.42% below the market. There can be wide variation among individual positions. She indicated that it is important to consider the cost of living adjustment for 2023 to keep current with the market. Davis reinforced the staff recommendation that the questions for discussion by the Administration Committee.

Council discussion on the importance of going to Administration Committee. Vaughan asked if staff should be look into Ordinance when looking at the study. Land shared that information is in resolution form. Vaughan asked how the study looks at salary employees versus hourly employees. Folch asked about the Public Safety related jobs in relation to the Fire Department and Police Department. Davis shared that the City has market research on those high demand positions so the City can strategically be placed where we want to be. Folch asked if Abdo has seen other communities looking at those positions differently than others including a separate pay structure. Davis clarified that we currently have a different pay structure for those positions since they are negotiated by their collective bargaining agreement which is separate from the rest of the organization. Davis expressed the importance to pay attention to pay equity. Folch asked on future plans to receive feedback from staff and exempt positions to ensure all staff are informed and being listened to and proposed listening sessions for staff. Wietecha clarified the points of the study and that it is to look at the position, not necessarily the individual and shared that general part-time employees were included in this study. Davis shared that it was made very clear that Department Heads are involved in the process and study

who will be well educated in the study and what it means which will allow them to be advocates for their teams.

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

Strategic Initiatives Quarterly Report

Wietecha presented the Strategic Initiatives Quarterly Report, asking for discussion and feedback from Council. City Council and Management Team developed a set of Strategic Initiatives to help guide efforts which were approved in September, 2021. Wietecha provided details of the plan's initiatives and noted two other reports that were included: Parking Lot topics and Additional Initiatives & Efforts that are also occurring alongside the strategic initiatives.

No Council discussion.

2nd Reading \ Adopt Ordinance: Alcoholic Beverages

Murtaugh presented an overview of the proposed ordinance amendment to City Code regarding alcoholic beverages. Council is requested to approve the second reading and adopt the ordinance amending City Code in several chapters to allow new liquor licenses as written in the Omnibus Liquor Bill signed by Governor Walz in May, 2022 which allows a municipality to expand liquor licensing.

No Council discussion.

Councilmember Vaughan motioned to approve as presented, seconded by Councilmember Folch.
5 Ayes, 0 Nays, 1 Abstain (Fox)

Announcements

- Councilmember Folch indicated that she is chairing the League of Mn Cities policy committee Improving Service Delivery. They discuss recent and upcoming legislation. If Council has topics or is interested in participating in subcommittees, let Councilmember Folch know in the next month.
- Tomorrow, July 19, Drawn to the River is a live art presentation featuring Hastings history.
- Summer Rec Programs at Levee Park...
 - Wednesday, July 20, Story time in the Park is "Animals." Recommended for ages 10 and under. A partnership with Pleasant Hill Library.
 - Thursday, July 21, Music in the Park with "Nick Fox and the Metro-Gnomes." Supported by the Ruth and George Doffing Charitable Fund.
 - Tuesday, July 26, Performance in the Park with "Wild Goose Chase Cloggers." Sponsored by SMEAD Manufacturing Company.
 - Thursday, July 28, Music in the Park with "Bok Choy." Supported by the Ruth and George Doffing Charitable Fund.
 - The Parks & Recreation and Police Departments are partnering with the Hastings Prescott Area Arts Council to serve up fun for tweens and teens. This month the Rec + Art +Police event will be Wednesday, July 27, at Sunny Acres Park. Sponsored by SC Toys and Country Financial.

- Makers Alleyway Market returns Thursday, July 21 and July 28. Support area makers and artisans.
- National Night Out is an annual community-building event. Please join us on Tuesday, August 2, at Lions Park or in local neighborhood gatherings.
- Thanks to the Chamber and the Rivertown Days committee for a great Rivertown Days event this past weekend.

Meetings

- Planning Commission Meeting on Monday July 11, 2022 at 7:00 PM
- Parks & Recreation Commission Meeting on Tuesday July 12, 2022 at 7:00 PM
- HEDRA Meeting on Thursday July 14, 2022 at 6:00 PM
- Public Safety Advisory Commission Meeting on Thursday July 16, 2022 at 6:30 PM
- City Council Regular Meeting on Monday July 18, 2022 at 7:00 PM

Councilmember Braucks motioned to adjourn the meeting at 8:20 PM, seconded by Councilmember Folch. Ayes 6; Nays 0.

Kelly Murtaugh, City Clerk

Mary D. Fasbender, Mayor