

February 19, 2024

COUNCIL WORK SESSION
Harold E. Getty Council Chambers
3:30 p.m.

Roll Call

Members present: Mayor Quentin Hart in the Chair. Mr. Boesen, Mr. Chiles, Ms. Wilder and Mr. Feuss. Mr. Nichols arrived at 3:52 p.m. Ms. Creighton-Smith and Mr. Simon arrived at 4:23 p.m.

Agenda, as proposed or amended

Feuss/Chiles

that the agenda, as proposed, be approved. Voice vote-Ayes: Four. Motion carried.

Approval of Minutes of February 5, 2024, as proposed.

Feuss/Chiles

that the minutes of February 5, 2024, as proposed, be approved. Voice vote-Ayes: Four. Motion carried.

Discussion of a Wage and Compensation Survey.

Lance Dunn, Human Resources Director, Missy Gearhart, Assistant Human Resources Director, and Bridgett Wood, Finance Director, provided an overview of the results of the Wage and Compensation Survey. They explained the scope of the project, how employee information was collected, and the scoring process to determine where an individual would fall in regard to compensation. Bridgett Wood reviewed the cost of implementation.

Mayor Hart commented that the study showed that we are pretty close to where we should be for salaries in most cases. He further commented that some of the positions would be within range with the potential of a 3% salary increase recommendation for non-bargaining employees. He explained that there are plans to meet with the consultant again to review a few different scenarios in consideration of the tough budget year.

Mr. Boesen questioned where money would come from to pay for pay adjustments.

Bridgett Wood explained that it would come from different funds, as not all salaries come from the general fund.

Mr. Boesen commented that he appreciates that the study was done.

Discussion of the Downtown Parking Study.

Bridgett Wood, Finance Director, introduced John Forster of Fishbeck Consulting.

John Forster, Fishbeck Consulting, provided an overview of the parking study.

Mr. Nichols questioned why the recommendation was 90 minutes of parking for free.

John Forster, explained the recommendation.

Mr. Boesen questioned the funds to implement the program.

Bridgett Wood, Finance Director, explained that the kiosk is a one-time purchase and that there are bond funds available as well.

Mr. Boesen questioned how revenue would be managed if the state enacted the double-dipping act.

John Forster commented that he is not familiar with the legislation but explained that this program is paid by plate, so someone is paying for their use only and not for the space. There may need to be some consideration to review this, as plate recognition software is becoming more controversial.

Mr. Chiles thanked Mr. Forster for his efforts and work on the parking study. He shared that his main focus is to update the city's infrastructure so we have the ability to be a smart city.

Mr. Boesen thanked Mr. Forster for his comments regarding the need to work together with the convention center on parking issues.

Mayor Hart commented that a meeting was recently held on parking concerns and how to better promote parking options. He shared that he has additional questions and that he would like to have a more in-depth conversation.

Discussion of the FY 2023 Financial Audit.

Bridgett Wood, Finance Director, introduced Dustin Opatz with Bergen KDV to present the FY2023 Financial Audit.

Mayor Hart and Council Members discussed the audit with Mr. Opatz.

Feuss/Chiles

to recess at 4:44 p.m. Voice vote-Ayes: Seven. Motion carried.

Feuss/Boesen

to reconvene at 4:55 p.m. Voice vote-Ayes: Seven. Motion carried.

Discussion of a resolution titled, "Resolution supporting a permanent ceasefire in Palestine and Israel, the return of all hostages, and the delivery of humanitarian aid; and affirming opposition to antisemitism, Islamophobia and anti-arab bigotry with the aim of achieving a just and lasting political solution."

Abraham Funchess, Human Rights Director, provided comments on important elements of the resolution.

Ms. Creighton Smith shared that passing this resolution would speak volumes in showing the city's support for those students in our city who are affected by this conflict.

Mr. Boesen commented that he does not believe the figures are correct that show how much money Waterloo has given to Israel and stated his reasons.

Mr. Simon commented that it is his opinion, and that of his constituents, that the city should not be involved at the level of passing a resolution if the majority of our citizens is not being represented. He stated that a letter from the Waterloo Director of Human Rights would show the support that is being requested.

Abraham Funchess commented that he believes that a resolution passed by the city council would be far more powerful than a letter by a director. He shared additional wording that could be included that might gain wider support of the resolution.

Mr. Boesen questioned when this would come to a vote.

Mayor Hart shared that it is time to come to a vote on this in the next meeting.

Mr. Nichols commented that he has had an opportunity to hear the voice of many who are passionate about how this has affected so many. He agrees that a resolution would be more powerful than a letter from the director or any other singler person within our community. He spoke to the power of joining other cities with similar resolutions. He supports the passing of this resolution.

Mr. Chiles commented that he does support the intent of the resolution, however he does not believe that we would have the impact that is anticipated. He stated that he would support a proclamation.

Ms. Wilder shared that she believes we do have the power to make a difference.

Mr. Feuss concurs with the suggestion of a proclation along with a statement from our Human Rights Director which would still show the council is taking a stand.

Mayor Hart commented that based on council comment, a resolution may not work at this time. He stated that our collective voice does speak volumes but recognizes that it may still not be enough. He suggested that he and Mr. Funchess meet to discuss alternative ways to show the city's support.

ADJOURNMENT

Feuss/Chiles

that the council adjourn at 5:10 p.m. Voice vote-Ayes: Seven. Motion carried.

Kelley Felchle
City Clerk