

MINUTES
COMMITTEE-OF-THE-WHOLE WORK SESSION
October 2, 2023
City Council Chambers

MEMBERS PRESENT: Mayor King. Council Members Paul Fischer, Laura Helle, Michael Postma, Jason Baskin, Joyce Poshusta and Council Member-at-Large Jeff Austin

MEMBERS ABSENT:

STAFF PRESENT: City Administrator Craig Clark, Director of Administrative Services Tom Dankert and Police Chief David McKichan
Public Works Director Steven Lang, Fire Chief Jim McCoy, Planning and Zoning Administrator Holly Wallace, Human Resources Director Trish Wiechmann and City Clerk Ann Kasel

APPEARING IN PERSON: Austin Daily Herald,

Mayor King opened the meeting at 6:13 p.m.

Item No. 1 – 2024 Budget Discussion

None.

Item No. 2 – Employee Survey Discussion

City Administrator Craig Clark updated the Council on recent developments from the employee survey. He stated employees have been provided health care numbers for 2024 with the employer paying 75% of the premium. The memorandums have been sent to the eight bargaining units with the expectation they be returned by October 16th for Council approval. He noted there are three informational sessions to learn about the proposed health care plan.

The employee survey meetings are on October 4th with the consultants from Employee Solutions. He stated the City is also planning on forming a wellness committee.

Mr. Clark stated there is a suggestion from the consultants to hold department open houses to increase awareness across departments. Also suggested was a cross-functional two-day retreat at an approximate cost of \$20,000.

He also stated there is \$60,000 in the 2024 budget to respond to areas identified in the survey and \$20,000 for an additional survey at the end of 2024.

Council Member Postma asked how will the wellness committee be selected.

Mr. Clark stated it will be on a volunteer basis.

Council Member Baskin stated the City needs to create a better culture. He would like to identify the overall timing of the project and create milestones to gauge progress. He would also like to determine what the goals are and develop strategies for each goal.

Mayor King stated he would like to quickly move forward with suggestions from the consultant.

Council Member Poshusta asked who will be attending the employee meetings.

Council Member-at-Large Austin stated the City Administrator and Department Heads shouldn't attend so that employees can speak freely.

Council Member Helle stated it was the recommendation of Council that Department Heads not be there.

Mr. Clark stated they will contact the consultants for their opinion on the matter.

Item No. 3 – Administrative Report

None.

Item No. 4 – Open Discussion

Mayor King stated he would like to review the complete streets policy at a future work session.

Administrative Services Director Tom Dankert stated the 5-year Capital Improvement Program will be reviewed at the next work session.

Moved by Council Member-at-Large Austin, seconded by Council Member Postma, adjourning the meeting at 6:38 p.m.

Respectfully Submitted,

Ann M. Kasel
City Clerk