

**City of Decorah Council Work Session
Monday, February 22, 2021 – 5:15pm**

Electronic meeting pursuant to Iowa Code section 21.8 – In circumstances where such a meeting is impossible or impractical due to concerns about COVID-19 and social distancing for the safety of Council members and the public.

In support of Iowa Governor Kim Reynolds' proclamation declaring a State of Public Health Disaster Emergency in Iowa, the current COVID-19 situation makes it "impossible and impractical" to meet in one location. Due to this the Decorah City Hall was open to the public for the February 22, 2021 City Council work session meeting. However, seating was limited to ensure proper social distancing. Seating was available on a first-come, first served basis. However, the meeting was made available telephonically.

The City of Decorah Council Work Session was held on Monday, February 22, 2021 at 5:15pm.

The City Council met in a work session on Monday, February 22, 2021 at 5:15pm. Mayor Lorraine Borowski called the meeting to order and the following answered roll: Randy Schissel, Emily Neal, Steve Luse, Ross Hadley, and Steve Zittergruen.

Absent: Andy Carlson and Kirk Johnson

Others in attendance: City Manager Chad Bird and several department heads.
There were 12 people on Zoom.

Agenda

Discussion regarding Line of Duty Policy

Hemesath reviewed the policy and the genesis behind the policy make-up. She noted she had heard of a similar policy during a continuing education session and believed it a good fit for Decorah.

During discussion, it was thought the policy should include a limit on city vehicle and equipment travel to about a 25-mile radius from Decorah, the policy benefits should coincide with IMWCA and MFPRSI standards for line of duty deaths and determinations.

The council thanked Hemesath for bringing the policy forward.

Discussion regarding City's personnel compensation plan

Bird reviewed the policy's creation and history and then reviewed the several sections he and Hemesath believed needed to be amended to provide for clarity and equity in relation to the union / bargaining agreement position and to align steps and grades with each other.

He mentioned:

Phase I

No actual salary adjustments in phase I, fix the system and matrix first.

Phase II

Market and salary adjustments at budget time, this fall.

Bird noted several issues with the current system.

- 1) The matrix is complicated and confusing to navigate
 - a. Simplify it
 - b. Less steps and no "zones" – the city most likely won't hire at step one or two, so why have them?
 - i. This is a competitive market place – this ups the ranges a little
- 2) The ranges between steps is out of sync, not steps are equal or consistent between grades.
 - a. All steps are now 1.5% between

- 3) The union bargaining agreement and covered positions
 - a. The union covered positions are growing at a faster rate than non-union positions
 - i. This needs correction
 1. Positions out gain supervisors
 2. Position lose ground on market comparable
- 4) Previous market adjustments quickly become outdated because of the above

The council discussed waiting for the City of Grinnell salary study before making final changes to the plan.

There was discussion and concern about how the union negotiations occur and who sits in on them.

There was discussion about the pay plan and the COLA adjustments, some discussion about how adjustments are determined.

The council advised waiting for the study before making final adjustments, they also wanted to see the actual salary impacts of the proposed adjustment before taking action.

Discussion stormwater management ordinance

City Engineer Jeremy Brill presented a new ordinance for council consideration; a stormwater management ordinance aimed to provide design guidance and requirements for construction of stormwater mitigation infrastructure for new commercial and residential subdivision developments.

There was some council discussion about the reduction in fees for those projects that might go above and beyond the requirements of the code. Credits would be offered for water quality and water quantity reductions for "above and beyond" improvements that impact stormwater discharge.

Bird noted the Sustainability Commission had seen the ordinance and he and staff plan on presenting the ordinance to the Planning & Zoning Commission for their review and comment as well.

There was no other business and the meeting adjourned at 7:28pm.

Respectfully submitted,



Council Work Session Meetings

Special work sessions are scheduled for the fourth Monday of each month at a time agreeable by council or set by the Mayor. The purpose of the work session is to review upcoming action items, to plan and conduct research, or review items for possible action. A special work session may be called by the Mayor or upon petition of three members of the council and shall require notice in compliance with Iowa law; a verbal / written notification shall be given by the Mayor to each Council member. Only matters placed on the agenda for the work session meeting shall be discussed.