



APPROVED

City of Ypsilanti
City Council Regular and Goal Setting Agenda
Tuesday, January 22, 2019
6:00 – 10:00 p.m.
Regular Meeting 6:00 – 7:00 p.m.
Goal Setting 7:00 – 10 p.m.
City Hall Council Chambers - 1 S. Huron Street
Ypsilanti, Michigan 48197

I. CALL TO ORDER –

The meeting was called to order at 6:05 p.m.

II. ROLL CALL –

Council Member Brown	Present	Council Member Symanns (6:06)	Present
Council Member Morgan	Present	Council Member Wilcoxon (6:33)	Present
Council Member Murdock	Absent	Mayor Bashert	Present
Mayor Pro-Tem Richardson	Present		

Mayor Pro-Tem Richardson moved, seconded by Council Member Morgan to excuse the absence of Council Member Murdock.

On a voice vote, the motion carried, and the absence was approved.

III. INVOCATION -

Mayor Bashert asked all to stand for a moment of silence.

IV. PLEDGE OF ALLEGIANCE -

"I pledge allegiance to the flag, of the United States of America, and to the Republic for which it stands, one nation, under God, indivisible, with liberty and justice for all."

V. INTRODUCTIONS –

Mayor Bashert introduced the following individuals; Police Chief Tony DeGiusti, HR Rebecca Craigmile, Interim Fire Chief Ken Hobbs, Fiscal Services Director Marilou Uy, Interim DPS Director Brad Holman, City Manager Darwin McClary, City Attorney John Barr, City Clerk Frances McMullan, Economic Development Director Joe Meyers, Regional Waste Representative Robert Davis, Evan Pratt, Michael Vincent, and Goal Setting Facilitator Morgan Milner.

VI. AGENDA APPROVAL –

Mayor Pro-Tem Richardson moved, seconded by Council Member Brown to approve the agenda.

Mayor Pro-Tem Richardson removed Resolutions No. 2019-012 and 2019-014 from the Consent Agenda.

On a voice vote, the motion carried, and the agenda was approved as amended.

VII. PRESENTATIONS -

1. Proclamation recognizing Finance Director Marilou T. Uy

Mayor Pro-Tem Richardson read aloud a proclamation in dedication to the service of Fiscal Service Director Marilou Uy.

Fiscal Services Director Marilou Uy thanked Council for the sentiments.

- ~~2. OPEB Presentation — Kathleen Manning and Dan Colby~~ **(Postponed)**
3. Regional Waste Authority Articles of Incorporation

Washtenaw County Public Manager Theo Eggermont provided an overview of the Regional Waste Authority Works Articles of Incorporation. Washtenaw County Regional Waste Authority Attorney Robert Davis added information on the legal aspects of the authority.

Council Member Symanns asked if the authority would be managed by a board. Mr. Davis responded in the affirmative. Ms. Symanns asked if there would be a representative for each participating community. Mr. Davis responded in the affirmative, and each member would have one vote. Ms. Symanns stated her concern is a smaller community might have different needs than a larger community. Mr. Davis agreed, and explained every community would have the same rate but each communities differences would need to be addressed. Ms. Symanns asked how that would be addressed. Mr. Davis responded through the contract. Ms. Symanns stated the goal is to save money and the market is not there for recycled materials. Mr. Davis responded either way the city would save money because the more that is recycled the more material is diverted from the landfill. Ms. Symanns asked if the authority requires the city to pay. Mr. Davis responded in the affirmative. Ms. Symanns stated this would be an added expense, and asked how having an extra expense would save money. Mr. Davis replied there is an initial pay in that would be matched by the county, and this money would be to get the organization running, and messaging. This money would be allocated by the board and the city would have a vote, and decide what the expectations are.

Council Member Morgan stated he appreciates the information and understands the benefits, but he asked about the risks of joining the authority. Mr. Davis replied the initial years of this authority will have no ownership, or construction of a landfill. The risks are created through taking on activities such as incineration, which this authority would not do. Mr. Morgan asked if it incineration is an option in the future. Mr. Davis responded no, and there was much discussion to ensure this authority would not take on unneeded liabilities. Mr. Morgan asked how long it took to develop the authority of thirteen jurisdictions in Oakland County. Mr. Davis replied that authority was created either in the late 1940s to early 1950s. Since then only one municipality has left the authority. Washtenaw County Public Works Commissioner Evan Pratt added there is an authority that developed in western Washtenaw County developed in 1991 and it took roughly two years to get up and running. Mr. Morgan asked if a jurisdiction decided to opt out of the authority would it create competition between the remaining jurisdictions. Mr. Davis responded only if the authority has a material contract and the contract was based on the good faith of all authority members. Mr. Morgan asked if this is a way to monopolize recycling. Mr. Davis responded the goal of authority is to get lower rates, which can be done through this process. However, it would not create an issue with lesser known haulers. Mr. Morgan if Ypsilanti decides to opt out of this authority are there guarantees that the city would be able to maintain services without interruption. Mr. Davis responded if the authority is not benefiting the jurisdiction, it should examine other options.

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Council Member Wilcoxon asked if the authority's long term goal is to never own land. Mr. Davis responded if the authority wanted to have a site of its own it would first collaborate with private industry to construct a site specific for the use of the authority. The authority would take all of its materials there and it could be used for the private companies other clients. The authority would not run the site. Mr. Wilcoxon asked if currently recyclable materials are shipped to the west side of the county. Mr. Davis responded in the affirmative. Mr. Wilcoxon asked for clarification on who would be the representatives on the board. Mr. Davis replied the governing body of the jurisdiction would select a board member and an alternate. Membership to these boards ranges from DPW Directors, who are very insightful to these issues, to City Managers, and Council Members. Mr. Davis added representation can be changed every year, or at will of the governing body. Mr. Wilcoxon asked if in other authorities' think that it is unfair for each community have one vote. Mr. Davis responded in the affirmative. Mr. Wilcoxon added larger communities with more volume feel they should have greater membership on the board. Mr. Davis responded in the affirmative, and added if the structure were to be amended it would require unanimous consent. Mr. Wilcoxon stated the initial \$5,000 is for the first year, and asked if there is an estimate for amount for subsequent years. Mr. Davis replied no, but there is a budget process that would inform the jurisdiction the amount due for each year prior to that year. He added if an individual jurisdiction is unhappy with the amount it has the ability to leave the authority. Mr. Wilcoxon stated if the city agrees to the authority the initial amount would be \$5,000, but he expects it to increase. The question is how long it will take to get everything in place for the authority to function. Mr. Davis replied it is estimated to take roughly two years. Mr. Wilcoxon asked for an explanation of the services the authority would provide. Mr. Davis replied it is not known, in the law the contract must allow for the contracting of outside parties and the jurisdictions themselves. The details of that are unknown. Mr. Wilcoxon stated there are certain stipulations what the contracts will look like, and how they harmonize for authority members. Mr. Davis replied the board has to hire a general manager, but if the organization grows there may be a need for additional employees. In that case the authority would be the employer not the member jurisdictions. Mr. Wilcoxon asked if it is possible to include in the contract the hiring process must follow that of the city. Mr. Davis replied the hiring process would not be in contrary to any of the members hiring practices. Mr. Wilcoxon asked how members would share liability. Mr. Davis responded the annual audit would include the details of the total liabilities, and each constituent would share that liability. Meaning each year the city would receive a report regarding its share of the total liability. Mr. Wilcoxon stated he guesses the formulas for the liability have not been developed. Mr. Davis responded in the affirmative, and explained it is uncertain what exactly the authority will do. He added the city does have the ability to remove itself from the liability by leaving the authority. Mr. Wilcoxon asked if it is possible for members to contract for all units and others for only specific units. Mr. Davis responded in the affirmative.

Council Member Morgan asked if the authority would privatize services. Mr. Davis responded no.

Mayor Bashert stated the city collects its own recyclables, and asked if it chooses to be a member of the authority would it still provide that service. Mr. Davis responded it depends on what the city decides to do. Ms. Bashert stated there have been many conversations in this community on how to expand recycling. The idea of this authority is timely for those discussions, and this represents an opportunity if the costs decrease the city could expand.

On the suggestion of the Mayor the Articles of Incorporation were forwarded to the Sustainability Commission for review and recommendation.

VIII. AUDIENCE PARTICIPATION –

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1. Michael Vincent, 302 N. Huron, stated he has lived in the city off and on since he was twenty-one years old. He went to Eastern Michigan University and became an Ypsilanti Police Officer upon graduation, and retired from the Ypsilanti Police Department. He was asked to address Council by the rank and file police officers of this city. The department is in a crisis the department is below thirty police officers, and January of 1970 he was hired as the forty-first officer. It is his understanding the Chief of Police is asking for six additional officers be budgeted. At the current staffing levels officers work overtime and are alone in squad cars, which could lead to a catastrophe. He warned either an officer is going to be killed, or a citizen by a stressed out tired, and overworked officer. It is Council's job to fund the department in at least a scaled basis.
2. Devika Choudhuri, 2116 Roosevelt, stated she is a Human Relations Commissioner and she is here to discuss the request for the Commission to be budgeted \$5,000 for Commission projects. She discussed the potential of building an archive of civil rights in Ypsilanti, build community engagement, to perform more work with the police department and the community, and to address the trauma caused by discrimination through presentations across the community.
3. Amber Fellows, Ward 3, stated she is the Vice-Chair of the Human Relations Commission and supported what was just said by Commission Choudhuri. Last year Council attempted to perform a budget town hall and would support one being held this year.
4. George Hagenauer, 309 N. Grove, stated his background is working with poverty and children and families. He said cities tend to address things that are included in its budget, however, a lot of what is happening in the community are basically effected by state formulas the city has no control over. Poverty needs to be defined as it exists in this community so there can be an examination on how to change it. Having a handle on what low income families need to survive can make a big difference in this community.
5. Lee Tooson, 107 Middle, stated he has been friends with Michael Vincent for many years, and he is a credible man in this city. He was at the 34 District Court today and ran into an acquaintance who is a police officer who asked what is happening in Ypsilanti. The city has quite a few officers leaving the city, or are threatening to leave the city. The issue is not only occurring in the police department, it is happening at City Hall. The root of the problem is at the feet of the City Manager and City Council. Council needs to fix this situation, and he has never seen a situation like this since 1986. There is a lack of communication with administration for the people working for this city. The pressure of police officers can lead to potentially dangerous situations and they need relief. Council has the chance to fix it, and if not the blood will be on the hands of Council. When a City Manager tells a Police Chief he is not concerned with the department's staffing issues.

IX. REMARKS FROM THE MAYOR –

- Thanked those that made comments.
- Council shares the concerns of Mr. Tooson and Mr. Vincent regarding staffing in the Police Department.
- She asked if the Human Relations Commission request for a budget appropriation will be on a future agenda.

City Clerk Frances McMullan responded the HRC approved resolution is included in this packet, and cannot put an item on an agenda without being directed by Council.

- She stated if the HRC would like to collaborate with local museums, or historians to work on the archive. Police engagement is an overlap with the Police Advisory Commission, she asked the HRC to respect those boundaries. She would like to hear more about trauma informed presentations.

- She stated Ms. Fellows would receive a more positive response from Council if she provided an address when making comments.
- She thanked Mr. Hagenauer for his comments and he always gives Council a lot to process.

Council Member Brown stated she would like to see a potential budget breakdown and timeline for how HRC would allocate the \$5,000. She stated it would be helpful for a synopsis for the trauma presentations. She would love to work with the Commission in the development of those presentations. She agrees with the comments made regarding the staffing levels at the Police Department. She will continue to ask for an increase in staffing at that department. Once in goal setting Council can speak more towards staff levels in all city departments.

Mayor Pro-Tem Richardson thanked Mr. Tooson for his comments, and agreed with the comments of Council Member Brown. The city has a problem and it cannot be ignored. Mayor Bashert stated Council cannot speak about staffing issues from the dais. Ms. Richardson asked why, this is Council business. She added when community members present these issues to Council it should be discussed. She has been a member of Council for eighteen years, and she has never seen an exit to this degree. Ms. Bashert interjected Council will not discuss issues with Human Resources from the dais. Ms. Richardson asked when Council will address this. Ms. Bashert stated it would be a violation of employees' privacy. Ms. Richardson replied she is not going to discuss any private matters. She explained Council needs to select a time when it can meet to discuss these issues.

X. CONSENT AGENDA -

Resolution No. 2019-009

1. Resolution No. 2019-010, approving minutes of December 18, 2018 and January 8, 2019.

RESOLVED BY THE COUNCIL OF THE CITY OF YPSILANTI:

THAT the minutes of December 18, 2018 and January 8, 2019 be approved.

2. Resolution No. 2019-011, approving appointment to Boards and Commissions

RESOLVED BY THE COUNCIL OF THE CITY OF YPSILANTI:

THAT, the following individuals be appointed to the City of Ypsilanti Boards and Commissions as indicated below:

<u>NAME</u>	<u>BOARD</u>	<u>EXPIRATION</u>
Andy Fanta (reappointment) 1221 Westmoorland Blvd Ypsilanti, MI 48197	Police Advisory Commission	2/1/2022

- ~~3. Resolution No. 2019-012, approving Human Resources Department budget amendment (moved)~~
4. Resolution No. 2019-013, banning use of single-use plastics

RESOLVED BY THE COUNCIL OF THE CITY OF YPSILANTI:

WHEREAS, the City of Ypsilanti is committed to serving as an effective and careful steward of our natural resources and environment, including the air, water and

soil of our city, state and planet, and believes that doing so is a fundamental responsibility of government at all levels; and

WHEREAS, the reliance on single-use plastics contributes significantly to global warming, landfill size and associated air pollution, and marine plastic pollution; and

WHEREAS, plastic does not biodegrade but instead breaks down into smaller particles that enter the marine food chain and, eventually, into humans, potentially causing as yet unknown health risks; and

WHEREAS, the City of Ypsilanti is committed to environmentally sustainable practices;

NOW THEREFORE BE IT RESOLVED THAT, the Ypsilanti City Council urges all departments and offices to reduce the purchase of single-use plastics, particularly polystyrene, which requires the use of carcinogenic chemicals and other chemicals harmful to humans in its manufacture, which faces a rapidly diminishing recycling market, and which has been identified as a possible human carcinogen.

BE IT FURTHER RESOLVED, the Ypsilanti City Council directs the City Manager to revise the City's current procurement policy and disseminate this to City departments and offices, and ensure adherence to the policy.

BE IT FURTHER RESOLVED, the Ypsilanti City Council directs the City Clerk to send copies of this resolution to the Washtenaw Board of Commissioners, the Ypsilanti Downtown Development Authority, the Ypsilanti Sustainability Commission, and the city's representatives in both the Michigan State House and State Senate.

OFFERED BY: Council Member Morgan

SECONDED BY: Council Member Symanns

On a voice vote, the motion carried, and the Consent Agenda was approved.

~~5. Resolution No. 2019-014, approving the proposal from Plante Moran for temporary services as necessary. (moved)~~

XI. RESOLUTIONS/MOTIONS/DISCUSSIONS

1. Resolution No. 2019-012, approving Human Resources Department budget amendment.

RESOLVED BY THE COUNCIL OF THE CITY OF YPSILANTI:

WHEREAS, the City of Ypsilanti budget for FY 2018/2019 included the projected temporary and contractual services and expenditures; and

WHEREAS, the expenditures projected did not project multiple resignations and retirements as well as the need for interim positions; and

WHEREAS, the expenditures needs to be amended in FY 2018/2019; and

NOW, THEREFORE, BE IT RESOLVED that the City Council approves the budget amendments worksheet for FY 2018-2019 as attached.

OFFERED BY: Council Member Symanns
SECONDED BY: Council Member Morgan

HR Manager Rebecca Craigmile provided an overview to why this resolution has been submitted for approval.

Mayor Pro-Tem Richardson asked who Dr. Danuloff. Ms. Craigmile responded the physiologist that performs the pre-hire testing for the Police and Fire Departments.

Mayor Bashert asked if this is to replace the employees that have recently resigned. Ms. Craigmile responded in the affirmative.

Council Member Symanns asked for an explanation of the recruitment assessment center. Ms. Craigmile stated she, the Department Heads, and City Manager feel the vetting process should be transparent. The assessment center is a third party recruitment piece who perform the preliminary interviews and forward those applicants that best fit. That creates a scenario in which the City Manager does not perform the selection process independently. Ms. Symanns asked if the company is called the recruitment assessment center. Ms. Craigmile replied the company is called Amy Cell. Ms. Symanns asked how Express Personnel was chose to fill temporary positions. Ms. Craigmile responded express employment was one of the companies that bid to fill these positions. They were also the least expensive for the overhead charges.

Council Member Morgan asked how long the recruitment assessment center has been in place. Ms. Craigmile responded it was developed this year resulting from the need to fill department head positions. Mr. Morgan asked if it was \$5,000 per position. Ms. Craigmile responded \$5,000 per Department Head. Mr. Morgan asked if there is measureable data if the recruitment assessment has been effective. Ms. Craigmile responded no. Mr. Morgan asked if the Plante Moran contract is comparable to the compensation of staff. Ms. Craigmile replied the city will make up the wages from staff vacancies. Council Member Symanns asked if the price includes the markup on the hourly rate. Ms. Craigmile responded in the affirmative.

Mayor Pro-Tem Richardson asked if there were bids for the contract. Ms. Craigmile responded in the affirmative. Ms. Richardson stated in the past Council is provided the bids for review and vote to award the contract. She stated the contract amount of \$16,000 per month for Plante Moran seems excessive. She believes there is a cheaper option available. She has heard from staff they were not pleased with the work performed by Plante Moran when they were last contracted. She would like information regarding other companies that submitted bids. Mr. McClary replied the cost of the assessment center is less than \$25,000, which is within the City Manager's purchase power. Plante Moran performed Treasury functions when the previous Treasurer retired, and staff was very happy with its services. The other companies that bid were a little cheaper, but did not have experience in municipal finances. Plante Moran has extensive experience in municipal finances and would require no training time.

Council Member Wilcoxon stated the spreadsheet lists the cost \$72,000 for three months. Ms. Craigmile responded for twenty-four hours a week the fee would be \$16,000 per month. Mr. Wilcoxon asked what the \$72,000 is referencing. Ms. Craigmile responded if time beyond the twenty-four hours is needed the cost could increase.

Mayor Pro-Tem Richardson stated since the Plante Moran contract is higher than the purchase power of Council the other bids should have been brought to Council for review. She would like to see what else was presented prior to approving the contract.

Council Member Brown stated the handout does state \$72,000, yet there is another sheet with a different number that mentions Robert Half. Ms. Craigmile responded Robert Half is another company that bid, but does not have municipal experience. The higher cost is a result of needing to be here five days a week.

Council Member Morgan asked if twenty-four hours a week will be enough time to replicate the work currently being done by city employees. Ms. Craigmile replied staff is confident with Plante Moran, but if they are unable to meet the requirements the contract can be increased. Mr. Morgan replied that would result in higher costs. Ms. Craigmile responded in the affirmative. Mr. McClary stated if that happens the increase in costs would need to come to Council for approval. Mr. Morgan stated in his opinion twenty-four hours a week will not be enough time. Mr. McClary stated staff would like to take this in steps, and measure the progress of Plante Moran. If there is a need for supplemental staff that need might be satisfied from other agencies, not necessarily Plante Moran.

City Clerk Frances McMullan stated when Plante Moran was performing Treasury duties it came to her attention an email was sent blaming city staff for an issue. After the Finance Director completed an audit it was found Plante Moran was responsible for the mistake. Mayor Bashert asked if that is the reason Mayor Pro-Tem is expressing concern. Ms. McMullan responded she is not sure what has caused the Mayor Pro-Tem's concern.

Council Member Symanns stated in her professional life she manages a temporary staff unit. She explained temporary employees are not cheap, there is great cost to training and recruiting these employees. The rates included in the packet are typical to her experiences, and she understands why the city would begin with twenty-four hours a week. The strategy is to allow the temporary employees to perform the bare minimum of work that must get done prior to a full time employee being hired. She appreciates the desire to hire a company with municipal experience because they will be up and running quicker.

Council Member Brown asked if utilizing Amy Cell will speed up the hiring to fill vacant positions, and if there is a discounted rate since the company is being used to fill three positions. Mr. McClary replied the services performed by Amy Cell are not able to be performed by the city because it does not have the capacity. The process is multi-tiered and perform specialized scenarios as a testing process for candidates. If the candidate reaches the second stage they would undergo an interview panel. That panel would be made up of a professional in that area of expertise, the Human Resources Director, and an employee from that department. That panel will present to him the three top choices who he will interview. Mayor Bashert stated one of the goals of Council over the past few years is to contract locally, and Amy Cell is a woman run, local company. Ms. Brown responded she has no issue with the company hired, she just wants to understand the process.

Mayor Pro-Tem Richardson stated she is going to vote no on both resolutions. She does not think the city should be spending this kind of money on these tasks. Money that could be used to enhance on Police Services, since the funding from the Public Safety Millage is being used for other projects. The city needs to be more conscious on spending the money it has.

Council Member Symanns stated she will vote yes because the city needs people to complete this work.

On a roll call, the vote to approve Resolution No. 2019-012 was as follows:

Council Member Brown	No	Council Member Symanns	Yes
Council Member Morgan	No	Mayor Bashert	Yes
Council Member Murdock	Absent	Council Member Wilcoxon	No
Mayor Pro-Tem Richardson	No		

VOTE:

YES: 2 NO: 4 (Brown, Morgan, Richardson, Wilcoxon) ABSENT: 1 (Murdock) VOTE: Failed

Mayor Bashert stated there is no plan to address staffing in this department. Mr. McClary responded in the affirmative. Ms. Bashert stated this will need to come back to staff in order to have an accounting staff. She asked Council to either develop another proposal or to vote to reconsider at the next meeting. Council Member Wilcoxon proposed to add it to the next agenda. Mr. McClary stated as of this Friday the city will not have a Finance Director.

- 2. Resolution No. 2019-014, approving the proposal from Plante Moran for temporary services as necessary.

RESOLVED BY THE COUNCIL OF THE CITY OF YPSILANTI:

WHEREAS, the City of Ypsilanti is in need of services due to; and

NOW, THEREFORE, BE IT RESOLVED that the City Council approves the Proposal from Plante Moran dated January 17, 2019. Be it further resolved the Mayor and Clerk is authorized to execute on behalf of the city.

OFFERED BY: Council Member Symanns
SECONDED BY: Council Member Brown

Council Member Symanns asked what this resolution would approve. Mr. McClary replied this resolution is for the scope of services Plante Moran would provide the city. Council denied the budget amendment so there is not funding available for this contract.

Council Member Morgan moved, seconded by Council Member Symanns to table Resolution No. 2019-014.

On a roll call, the vote to table Resolution No. 2019-014 was as follows:

Council Member Brown	Yes	Council Member Symanns	Yes
Council Member Morgan	Yes	Mayor Bashert	Yes
Council Member Murdock	Absent	Council Member Wilcoxon	Yes
Mayor Pro-Tem Richardson	Yes		

VOTE:

YES: 6 NO: 0 ABSENT: 1 (Murdock) VOTE: Carried

Mayor Bashert cautioned Council it is dangerous scenario going into to budget season without a Finance Director. She cannot imagine Council's plan if this fails during the next meeting. Council Member Morgan responded this is a contract and contracts are negotiable. He asked if the city must except the

amount proposed in this contract. Ms. Bashert replied staff would need feedback on what Council's pleasure is. She stated this is Council micromanaging staff. Council Member Symanns agreed it is micromanaging, and time is of the essence and she does not feel this helps staff morale. She does not know what will be different next week, and Council should not get involved in each contract, and it is frustrating. Mr. Morgan replied the integrity of the office of a Council Member ensure the decisions made are done with credibility. He believes the Plante Moran contract can be renegotiated, and understands this is a dire situation. Ms. Bashert responded it is important to the city to use local businesses, even at a higher cost.

XII. REMARKS FROM THE MAYOR –

Nominations:

Board of Ethics

Brian Geiringer (new appointment)
415 Pearl Street
Ypsilanti, MI 48197

Historic District Commission

Jane Schmiedeke (reappointment)
313 High Street
Ypsilanti, MI 48198

XIII. COMMUNICATIONS –

- Resolution from the Human Relations Commission
- January 15, 2019 Town Hall Notes.

XIV. GOAL SETTING SESSION -

2019/2020 Goal Setting Discussion- Professor Milner, Facilitator

Mayor Bashert stated during this session Council will provide its goals for the next Fiscal Year. The following Tuesday staff will provide its goals and prioritize those goals.

Professor Milner provided an overview of this process.

Council Member Brown stated typically Council would submit its goals prior to this meeting to see if there was any overlap. She prefers to hear what staff's goals are first to see where her goals align with the departmental goals. She then has the chance to support what staff feels is necessary for their individual departments because they are the experts. Mayor Bashert appreciates this process is not exactly the way it has been in the past, and that is fair. She has her own style and perhaps it will be changed next year, and she is open to feedback. Ms. Brown would like to hire additional police officers, the formation of a youth commission/council, she would like to see all open positions filled, interpersonal communication/relationships among Council and staff, and be more positive and proactive. She understands the city is moving into a paperless system, but would like to see it as soon as possible. She would like to see Water Street developed as well as 220 N. Park. She would like to move forward with the train stop, understand funding and have more specific timeframes.

Council Member Symanns stated she would like to make it a priority to enhance the city's public safety function, which would include both police and fire. Staffing as a whole is an issue, with the largest focus being on having the appropriate number of staff. She asked how the pay in the Police Department

compares to other cities. Chief DeGiusti responded it depends on what variables are used for comparable. He stated departments of a similar size to Ypsilanti the pay is average. Ms. Symanns stated she would like to see a wage comparison for staff in general. She understands the city's budgetary concerns will not allow pay to be at the highest level. In order to maintain and attract employees the city needs to have a great working climate. Mr. Milner asked if that would be the public climate. Ms. Symanns responded yes, but also how public safety professionals are treated. She would like to improve the working conditions and morale of city staff. The staff of the city are what make it go, not Council, and she appreciates they work they do. It might be time for a human resources climate study, which would be helpful for Council to have an annual human resources report. She likes to deal in facts and not speculation. The study would not need to be a regular thing possibly annual or biannual. She would like to see a commitment to understanding what goes on with staff. This could be a project for graduate level students at EMU could complete, it could be a beneficial for both the city and EMU. It also might make staff feel better about the collection of that information if it was done by a third party. She would also like to see interns perform smaller tasks to relieve some of the pressure on staff. Council sets the tone for the city, and soon it will be broadcasted. It is important that Council have a respectful tone, even if there is a disagreement. She proposed a DiSC Profile, which is a fairly simple test that gives an idea of an employee's style. With that understanding it would allow Council and staff to work better as a body. She understands employees could go elsewhere and make more money, but are staying with the city for a reason. She wants to make sure that experience is enhanced, and how Council treats employees could cause them to look for other employment. It could also lead to difficulty in recruiting employees if the word spreads Ypsilanti is a difficult place to work. She would like to see economic stability in the city, and Council should be careful with its decisions. She would like to see a balanced budget, and is open to seeing different strategies to ensure that. The train stop is concerning and wants to proceed cautiously, and be mindful and careful with city funds.

Council Member Morgan stated he would like to create fifty parking spaces. He would like to see a study completed for police morale, potentially getting a crisis prevention specialist. He would like as tool to assess how Council is performing their job as well as the City Manager. Mr. Milner asked if the evaluation would be performance based. Mr. Morgan responded it could be performance based. He would like to see some youth programming and support for non-profits. He believes roads in Ward 3 need to be addressed. He would like to see one working water fountain in a park in each Ward. He would like to see a city poverty plan created, potentially a five year plan. That plan could be used to increase equity in planning and development. He would like to see upgrades to senior living, possibly activity rooms. Somehow there needs to be a local media in order to inform the constituents of this city. He would also like to see an updated emergency plan.

Mayor Bashert asked what a poverty plan would entail. Council Member Morgan responded it could be based on the information provided by Mr. Hagenauer. He explained poverty and disparity are problems in this city.

Mayor Pro-Tem Richardson stated she was hoping to examine goals set by Council last year and decide if they had been achieved. If the goals have not been met she would like to see them continued until achieved. She would like to improve working conditions, morale, and working relationships in city government. She would like to improve a working civility within City Council. She would like the city to seek federal grants for the train stop, a youth program, the park system, and any other needs of the city. There needs to be an improved relationship between EMU, the city, and the city residents. She would like to see improvements to the Police and Fire Departments. She would like to see repairs performed on streets in Ward 1, and commended Interim DPS Director Brad Holman and his staff for cleaning the streets after the snow. She would like to evaluate the employee vacancies and the reasons for them. That evaluation would include management style, which was also a goal of Council Member Murdock. It revolves around employee morale and maintaining employees. Water Street needs to be addressed. She would like to begin working on the Community Benefits Ordinance when development occurs in the city.

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Something must be done about affordable housing, and better improve the perception of affordable housing. She mentioned Council Member Murdock would also like to continue working on the train stop that includes a commuter line.

Council Member Wilcoxon stated he used the staff's goals as a model, and he does not have pet projects to add to this list. He is a practical person and he takes the recommendations of staff very seriously. The city has a very tight budget and the city must have the staff to operate properly. He stated the Police and Fire Departments are short on staff. The city also needs more building inspectors to adequately perform their objectives with the amount of housing in this city. From what the department heads have listed as goals staffing is a major issue facing the city. He would like better communication between Council Members, better communication between departments and the city, and better communication between Council Members and the city. He has never had to complete a personality assessment, but recognizes there are many different communication styles. It would be useful to understand differences in order to be more effective. Affordable housing has been on the minds of the people in this room and it needs to be addressed. However, it is not clear what the city's role would be in that situation. He sees environmental issues facing the city needs to be addressed, including Penn Dam. The Sustainability Commission is doing work to address that, but a consensus needs to be made between stakeholders. The Sustainability Commission is also working on a comprehensive recycling system in the city. The Climate Action Plan should be revisited, which he is in the process of doing. There needs to be a comprehensive plan at looking at energy, possibly developing an energy plan. That would be key in saving the city money in cutting costs of operations. A commuter line would serve a much greater benefit to the city than Amtrak. Amtrak would only get riders from Ypsilanti to Detroit and Chicago which is fine, but the goal is to move riders from Ypsilanti to Ann Arbor for work. If Amtrak has a study that concludes this would be a financial benefit they should pay for the stop. Grants still need to be examined for funding, but the city should not need to finance the project.

Mayor Bashert presented Council Member Murdock's remaining goals; he would like to see a path forward for Water Street, establish a CBO Committee, he would like to link the train stop commitment with a commuter rail, he would like to place climate change and reducing carbon emission in city actions, and adopt a Green New Deal. Ms. Bashert stated the Sustainability Commission should address that last goal. Ms. Bashert stated Council Member Murdock also includes affordable housing as a goal, and options include the establishment of a land trust. She explained Council Member Murdock would like to see a plan for routine park maintenance and long term park grants. She explained Council Member Murdock would like to review DPS planning for routine maintenance issues such as crack sealing, line painting, cross walks, and others. She stated parking in the Downtown Development Authority (DDA) Districts is also on Council Member Murdock list of goals.

Mayor Bashert stated she would like the city to engage in public recycling, and have a trial run in tandem with the DDA. She would like to see an Arts and Culture Committee formed with a small budget, with increasing options, increasing spread that is already occurring, and economic development and job creation. She would like to reduce the dependency on Iron Mountain by twenty-five percent. She would like the city to begin implementing the parking strategy this Fiscal Year once it is developed. That should include a plan for total implantation. She would like to see staffing increased, particularly in public safety. She would like that coupled with a community relations plan for the Police Department. She would like to see Water Street appraised and a Request for Proposals (RFP) to market the property. She would like Council to stay big picture and avoid micromanaging. She is conscious Council wanted a pleasant human resources atmosphere, and then micromanaged the HR Manager. She would like to see the city move forward with the train station, and make a decision for that project this Fiscal Year. She would like Council to make a final decision, and implementation on the dam this Fiscal Year. She would like to begin exploring different ideas concerning affordable housing.

Police Chief DeGiusti provided Council with his departments goals for this coming Fiscal Year.

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Council Member Brown stated she is a Certified National First Aid Mental Health Trainer, and can assist with the training of police officers.

Mayor Bashert stated she understands the struggles of getting people to share information about crime. She understands part of that is cultural, but it is also relations related, which is why she is thinking about how to improve community engagement. She realizes it is partly staffing, but wants to continue a conversation on how to bridge those cultural gaps. Chief DeGiusti stated there are other pieces to that lead to bridging that gap, one being the longevity of officers. Officers that have been with the department for some time have built trust in the community. The department is very young and is getting younger, two-thirds of the department are on their probationary part of their training. Ms. Bashert stated police officers are not staying with departments as long as in the past. The current practice for an officer is to shop towns, and it is a problem national. The problem is further exasperated in Ypsilanti because of the low staff levels. Chief DeGiusti responded in the affirmative, and explained it is not only the stabilization of the personnel but the appropriateness of assignment of work. Ms. Bashert asked how many vacancies are there in the department. Chief DeGiusti responded two. Ms. Bashert replied that seems to be an ongoing number. Chief DeGiusti responded in the affirmative because officers are worked very hard in Ypsilanti, and overtime is an issue. Ms. Bashert stated last year two more officers were budgeted for then in previous years. As a result of the staffing turnover the city has not realized the benefit of the two additional officers. Chief DeGiusti responded in the affirmative. Ms. Bashert asked if Council approves the additional six officers as requested it would realistically be eight to twelve months to fill those positions. Chief DeGiusti replied realistically eight to nine months. Ms. Bashert asked what the standard is for employee retention in a city similar to Ypsilanti. Chief DeGiusti responded he is not certain there is one at this point. However, there are several people he has hired that are already gone, and he has only been chief for six years. Ms. Bashert stated Council is very concerned with employ attrition, and in her industry for every three hired one will stay with the company. That one person would stay in the industry but not at that specific location. She asked the average of longevity of an officer is in order to understand the issue. Chief DeGiusti responded in exit interviews given to employees leaving the reasons given are too much overtime and they can never get a vacation day.

Council Member Brown asked how many communities are involved in the Crisis Intervention Program. Chief DeGiusti responded five departments in the state.

Council Member Morgan asked how much the forty hour class would cost per officer. Chief DeGiusti responded it varies, and the department wants to be selective to who takes the class. Mr. Morgan stated it takes eight to nine months to complete the class, prior to being on the street. He asked what would that additional cost. Chief DeGiusti responded the department has only had one individual's training funded by the department. Mr. Morgan asked if the retention of officers is affected by if that officer lives in the city, and how many officers live in the city. Chief DeGiusti responded the department has officers that do not live in the city but did grow up in Ypsilanti. However, it has had no effect on if an officer stays with the department. Mr. Morgan stated he believes the police are doing their jobs, he has lived here for twenty years and has never felt unsafe.

Interim Fire Chief Hobbs provided an overview of the Fire Department goals.

Mayor Bashert asked if exit interviews are being performed at the Fire Department. Interim Chief Hobbs responded in the affirmative, however, he has only been a part of one, but the city is last compared to other jurisdictions in four counties in pay. Ms. Bashert replied her understanding is a firefighter will begin lower and end higher. Interim Chief Hobbs replied even the city's high range is lower than most other jurisdictions. Ms. Bashert asked if the report explores both entry level and senior level employees. Interim Chief Hobbs responded in the affirmative.

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Mayor Pro-Tem Richardson stated she recently met with Former Chief Anthouard and she spoke with two firefighter that informed her by the time they receives their checks one is actually making only ten dollars an hour, and the other nine dollars an hour. She stated considering the job firefighters do and the risks they take its deplorable.

Mayor Bashert asked what happens to the SAFER Grant if the necessary staff is not in place. Interim Chief Hobbs responded he isn't certain and cannot verify until the Federal Government reopens.

Mayor Bashert asked about the broken drain in the Fire Station. Interim Chief Hobbs responded the entire apparatus floor is deteriorating because of its age, and the floor grates are a trip hazard, and continually fills with sand. It is a department priority to fix. Mayor Pro-Tem Richardson asked if the drain continues to fill with sand it sounds like the foundation needs to be checked.

Council Member Brown asked the process to replace a firefighter to the HAZMAT Team. Interim Chief Hobbs responded the training is covered by the HAZMAT Team, the only cost to the city is overtime.

Council Member Morgan stated it is clear the City was not always last on the compensation list, and is curious about compensation for a jurisdiction comparable to Ypsilanti. Mayor Bashert interjected union negotiations are a big factor to why it exists at this time. Mr. Morgan stated his interested is when compensation dropped to this level.

Council Member Wilcoxen stated he was speaking with a former Fire Chief who discussed regional fire departments. He asked if there has been any discussion in the county about developing a regional fire department to absorb costs. Mayor Pro-Tem Richardson stated several years ago the city performed a study regarding a regional fire department. It was determined at the conclusion of the study a regional fire department would not function as desired. Interim Fire Chief Hobbs stated an authority would need to be created. He has been with the department for thirty-two years and this has been discussed many times. To function properly several pieces would need to come together and it would be a very difficult process.

Mayor Bashert thanked Interim Chief Hobbs for his work, commended him on his performance.

XV. COUNCIL BUSINESS –

Brown

- Yesterday she, and others, attended the Martin Luther King Jr. festivities on EMU's campus. It was a great event, and the presenter Keith Boykin comments were very relevant to the current political environment, and it was unfortunate there were not more city representatives present. She explained Mr. Boykin was very insightful, particular the call to action for local leaders and residents looking to make a change in their community. During the luncheon a moment was taken to briefly highlight and celebrate the life of Dr. Judy Sturgis-Hill who passed away on Thursday, January 17, 2019. Ms. Brown stated Dr. Sturgis-Hill was a mentor to her during college, and an advocate of young people of color to graduate. She would like to have a proclamation written for Dr. Sturgis-Hill, she will be terribly missed.

Morgan

- Updated Council he has been developing a research team to analyze information regarding the recent fights at the bus station. His hopes is to get a grasp on what is happening and potential solutions.

Richardson

- In the past Council has approved a resolution recognizing Martin Luther King Jr. Day. Time has been so rushed during meetings, however, she would still like a proclamation prepared, and it should not be only one day he is celebrated.

Mayor Bashert supported the drafting of that proclamation.

Wilcoxon

- He met with the Sustainability Commission during their last meeting. There were presentation form Huron Watershed Commission and Friends of Penn Park. Also, during the meeting was a presentation form a firm that performs energy assessments. He had lunch with the chair of that Commission Keith Michalowski and representatives from Recycle Ann Arbor to discuss recycling at multi-unit dwellings. It was a positive conversation and he obtained a wealth of information.
- He will be attending the Southeast Michigan Stewardship that holds a training for EMU teachers. He will report more at the next meeting.

Bashert

- Stated there are many residents of this community that have been impacted by the government shutdown. She asked all to be kind to those individuals and reach out to them. She reached out to YCUA who will wave payments for those individuals furloughed.
- Informed Council the Police Advisory Commission will hold a Town Hall on Thursday, January 24th, and she is looking forward to the event.
- There is a question if Marsh Plating is contributing to Polyfluoroalkyl Substances (PFAS). She explained plating is a known cause of PFAS.

XVI. ADJOURNMENT –

Resolution No. 2019-015, adjourning City Council Regular and Goal Setting meeting

RESOLVED BY THE COUNCIL OF THE CITY OF YPSILANTI:

That the City Council Meeting be adjourned, on call, by the Mayor or three (3) members of Council.

OFFERED BY: Council Member Brown

SECONDED BY: Council Member Wilcoxon

On a voice vote, the motion carried, and the meeting adjourned at 9:59 p.m.