

CITY HALL
EVANSDALE, IOWA, AUGUST 2, 2022
CITY COUNCIL
DEANNE KOBLISKA, MAYOR, PRESIDING

The City Council of the City of Evansdale, Iowa met in regular session, according to law, the rules of said Council and prior notice given each member thereof, in the Council Chambers of City Hall of Evansdale, Iowa at 6:00 p.m. on the above date.

Council members present in order of roll call: Smock, Bergman, Nichols, Seible, and Osborne. Ayes-Five. Quorum present.

Seible/Smock moved to approve the agenda for the August 2, 2022, meeting. Ayes-Five. Motion carried.

Smock/Bergman moved to approve the minutes from the July 12, 2022, special meeting and the July 19, 2022, regular meeting. Roll call vote. Ayes-Five. Motion carried.

Smock/Bergman moved to approve the Consent Agenda – All items listed under the consent agenda will be enacted by one motion. There will be no separate discussion of these items unless a request is made prior to the time Council votes on the motion: a.Request from Knights of Columbus to hold Tootsie Roll Drive on August 12th and 13th 2022 at intersections of Lafayette/Evans Rd. & River Forest Rd./W. Gilbert Dr. b. Liquor License: Evansdale Chamber – Event only August 6, 2022 – Mud Volleyball c.Liquor License: Kwik Star #278 – Effective October 5, 2022. Ayes-Five. Motion carried.

Seible/Nichols to approve the Resolution Calendar will be enacted by one vote: a. Resolution 6626 authorizing payment of bills and transfers. Roll call vote. Ayes-Five.

Smock/Seible to open the Public Hearing for the Central Avenue Overlay Project at 6:03 p.m. Proof of publication on file and no public comments were received. Seible questioned when the project would start. Chris Schares, Public Works Director, responded that the project will start as soon as it is approved. Smock questioned an estimated completion date. Kobliska responded October 31, 2022. Bergman/Smock to close the public hearing at 6:04 p.m. Ayes-Five. Kelly Parker, 117 Marion, thanked the Council for fixing the City's streets.

Seible/Nichols moved that Resolution 6627 for approving the final plans and accepting the low bid with Aspro, Waterloo, IA on the Central Avenue Overlay Project in the amount of \$312,293. Roll call vote. Ayes-Five. Mayor Kobliska informed Council that the project came in under budget.

Seible/Smock moved that Resolution 6628 for accepting the low bid with Denver Underground & Grading, Denver, IA on the Michigan Lift Station Rehabilitation Project in the amount of \$594,000. Osborne stated that the project is close to \$100,000 over budget and questioned how project would be funded as American Rescue Plan funds were being used for both the lining project and lift station project. Mayor Kobliska responded that we budgeted the lining project out of sewer funds. Roll call vote. Ayes-Five.

Bergman/Seible moved to approve the request from Mayor to merge Platinum Money Market and Checking accounts at First Security Savings Bank to increase interest from .30% to 1.22% as interest bearing checking account (based on fed percent). Ayes-Five. Motion carried.

Seible/Bergman moved to approve the request from PeopleService to approve the replacement of the Variable Frequency Drive at the East End Lift Station in the amount not to exceed \$4,941 with Electric Pump (verbally approved 7/20/22). Ayes-Five. Motion carried.

Discussion/possible action: River Road. Land Lease. Mayor Kobliska stated there was nothing that prohibits the City from issuing a lease and she would like to know how Council would like to proceed. Nichols asked if there was any liability for the City. The Mayor assured him that the party signing the lease would have to obtain their own insurance. Osborne stated that she would like the City to reach out to homeowners surrounding the property to be sure they are fine with livestock occupying the area next to them. The Mayor added that the leasing process would need to go out for public bid and the City Attorney would need to be involved with drafting the lease. Smock suggested that the starting bid start at \$500 to cover the legal fees from our Attorney. Council agreed to reach out to the City Attorney to get an estimated cost for fees and reach out to surrounding homeowners.

Discussion/possible action: Amendment to the Police Department Teamsters Contract with Dan Macdonald, Union Representative. Mayor Kobliska opened the discussion by reminding everyone that this discussion is not a Union negotiation, it is merely a discussion on what needs to be done to retain and attract officers. Nichols pointed out that every business is struggling with retaining employees and they are not deciding to raise wages. He also questioned why the Union Representative was at the meeting if it's not a negotiation. Macdonald responded that he is here as the officer's representative because he wants to help. He stressed that the Union does not want to break the current contract but pointed out that because of the issues in how law enforcement is perceived in the last few years, it has been difficult to retain/attract law enforcement. He also stated that some entities have become aggressive in setting wages and benefits, and it has helped smaller communities. Nichols stated that he spoke with over a dozen citizens, and they were opposed to raising taxes to fund police salaries. He also expressed a concern that he was not invited to meetings to discuss the wage increases. The Mayor stated that the meeting invitation was sent via email and reminded him that meetings cannot contain more than two council members otherwise it would be considered an open meeting. Seible announced that he is not against the police, but the Council also must keep the budget in mind. He also stated that he would support a 6% increase. John Peverill, 543 East End, expressed concern that if Council raised wages for one department, would need to raise it for other departments. Osborne stated that because of the lack of law enforcement in the City, the police wages are the priority and then Council will move to other departments. Smock stated that he had spoken with officers about what the City could offer and discovered that wages were the driving factor. He recommended offering \$26.00/hr. as a starting point to fix this issue and would like to discuss benefits during negotiations to see if changes would help the City. Seible expressed that he would like to raise the wages and give incentives for part-time officers. He also indicated benefit negotiations haven't worked in the past. He also stated that he would like to look into ways of recruiting like a video that was done for Mason City. Nichols feared that other departments will ask for raises. Osborne suggested offering a sign on bonus that would be split out between three years and an

opportunity for officers to buy back vacation. Bergman pointed out that the sign on bonus helps with recruiting but not retaining. Seible suggested offering \$24.00/hr. for both part-time and full-time officers. John Peverill, 543 East End, asked if Council knew how much that was going to cost taxpayers. Seible stated that it would cost an additional \$30,000/yr. Nichols repeated his concerns about the Union not holding up their end of the contract. The Mayor reminded Nichols other entities are struggling to retain officers and Black Hawk County already told Evansdale that they could not staff the City's shortage. Chief Dean spoke up and said that he respected the Council's opinion, but he was in fear of still losing three officers based off the current decision. Smock agreed with other Council members that this decision is a gamble, but it needs to be done to continue focusing on the goal of growing the City. Seible voiced that he never heard that the police officers were unhappy with wages until last month, he suggested that we offer \$25/hr. for both full time and part time and the benefit of the lateral years of service transfer to recruit new and certified officers. Smock feared that \$25/hr. would not be enough and suggested \$26.00/hr. which would add \$85,000 to the budget when benefits were included. The Mayor pointed out that Chief Dean expressed wage concerns at a council meeting back in April. Seible/Smock moved to raise the base wage for part-time and full-time officers to \$25.00/hr. with a \$2.16 increase per years of service tier, offering the lateral transfer for years of service for wages and paid time off for new full time certified police officers along with a \$5,000 sign on bonus (split \$1,500 in year one, \$1,500 in year two, and \$2,000 in year three) and amending the contract to give a full week of vacation after 90 day of employment instead of after 1 year of employment. Ayes-Five. Motion carried.

Public Discussion: Tom Nichols, 616 Grand, stated that he would like to make sure that his father, Councilor Nichols, is included in all meetings as he still deserves the same respect as any other council member. Bill Nichols, 221 Oakwood, pointed out that officers considering leaving due to wages, have not taken into consideration the costs of quitting, and relocating.

Mayor/Council Reports: None.

There being no further discussion, Osborne/Nichols moved to adjourn the meeting at 7:51 p.m. Ayes-Five. Motion carried.

ATTEST:

DeAnne Kobliska, Mayor

Dana Laidig, City Clerk