

Police Chief Katers stated that the cost for equipment would be approximately \$9,000 per officer. He stated that initially there was a vehicle request for the two officers but there has since been a forfeiture that will offset that cost.

Councilmember Riley stated that two officers are requested this year and asked if zero officers would be requested next year.

Police Chief Katers stated that he would need to review the community information before making that decision. He stated that the community is continuing to grow, and the additional elementary school will most likely bring additional residents as well. He explained that he will receive calls for service on day one and does not like to be behind, noting that the department has already received calls since construction began.

Public Works Superintendent Reimer stated that calls for service continue to increase in all departments as the population continues to grow. He stated that in example the calls for pothole repair in 2016 were 19 and then in 2018 that increased to 29, and so far, this year there have been 57 calls for pothole repair. He reviewed some of the public works duties that the department provides during the different seasons and stated that all of those duties take time and people to complete. He stated that the department is falling behind on the duties to the community and one additional employee would help the department to respond to the department needs. He stated that street sweeping takes three of the four employees to complete and therefore he does not have additional employees to respond to calls for service. He stated that there was only one employee added to the department in the past ten years.

Parks and Assistant Public Works Superintendent Riverblood stated that any public works employee is added to the on-call responders. He stated that someone is available 24/7 to respond to public works needs.

City Administrator Ulrich noted that the start date for this position would be March 1<sup>st</sup> and therefore the impact to the future budgets would be higher.

City Engineer Westby stated that his request falls in the same category as the other departments, noting that the additional employee would help the department meet the needs of the community. He reviewed some of the department duties and responsibilities and stated that there is a lot of demand for staff. He stated that he has been acting as the project manager for the City improvement projects, working to develop the projects and move them through the City Council and then administer and supervise as the projects are in the field. He stated that the department is struggling to keep up with the requests and needs of the residents and to meet deadlines. He reviewed upcoming projects that the department is involved in and stated that he is concerned with the Ramsey Highway 10 plan that the Bolton & Menk consultants are involved with. He stated that he has concerns with his ability to assist with phase one and to be involved with phase two. He stated that his goal would be to transition his project manager duties to the engineer technician but in order to do that, they would need to push some of the technician's duties to the administrative assistant. He stated that increasing the hours of the administrative assistant from 20 to 40 hours per week would allow for the transference of duties.

Councilmember Kuzma asked if the Council approved an administrative assistant last year for 20 hours per week.

City Engineer Westby confirmed that the Council did allow the half-time position and he is requesting to increase the hours for that position beginning in July 2019.

City Administrator Ulrich stated that a portion of the duties would be to assist with sewer, water, and other utilities and therefore part of the position could be funded through the enterprise fund rather than the general fund.

Councilmember Kuzma asked if any of the Highway 10 funds could be used to pay for some of the engineering expenses.

City Engineer Westby stated that he is unsure of whether the City has planned to use the funding for Highway 10 for staffing.

Acting Mayor LeTourneau noted that would be a short-term solution for a long-term problem.

Councilmember Shryock stated that dynamic should be watched if that option is chosen as sometimes staff time is counted towards the City match for grant funds.

Parks and Assistant Public Works Superintendent Riverblood stated that recreational programming responds to one of the City's strategic initiative. He stated that when recreational programming began in 2017, it was cost effective and efficient for one full-time position to handle the programming needs. He explained that in 2018 that position is being filled by three interns, which require training to get up to speed and has not been an efficient method as it has caused him to spend additional time on the programming and takes away from his other duties. He stated that recreational programming is a highly visible service available to all residents and all demographics and is uniquely unifying and positive in terms of building a favorable sense of community. He stated that the recreational specialist proposal as proposed would not increase the 2019 levy. He stated that if the position is not added, it would then be responsible to significantly pull back on the recreational programming offered as he could not continue to run the programming in this method with interns.

Councilmember Shryock stated that there are a number of organizations which the department has partnered with and asked if perhaps those organizations could be tasked to develop programming.

Parks and Assistant Public Works Superintendent Riverblood stated that could be an option, but the City would lose an opportunity for branding. He noted that budgets would need to be set for certain events as the City currently provides staff for certain programming events. He used the example of the Art Fest the City currently holds, noting that this year the cost was \$56 plus staff time and noted that without the staff time the City contributes, that cost would be more.

Councilmember Riley stated that he is impressed that, as proposed, this position would not have a cost to the City.