

Councilmember Heineman commented that he personally has never wanted to coerce someone to wear a mask or not to but believed individuals should have freedom to decide for themselves. He didn't want to see language stating that the Council rejects the science behind wearing a mask. He emphasized individual choice.

Mayor Pro Tem Riley asked if City Attorney Knaak had enough direction and reminded Council any changes could be discussed further.

City Administrator Ulrich stated this will be presented at the next regular meeting on February 8, 2022 as a case for the resolution and an introduction of the ordinance.

### **3. TOPICS FOR FUTURE DISCUSSION**

#### **3.01: Review Future Topics/ Calendar**

City Administrator Ulrich stated Administrative Services Director Lasher had sent an email about the Board and Commission interviews on March 15, 2022 after the Public Works Committee and asked if that worked for everyone.

Councilmember Heineman replied he could attend but would be remote.

Mayor Pro Tem Riley stated Administrative Services Director Lasher had a question about the process the Council wanted to use for reappointing existing members. He stated this could include reinterviewing, introducing them as a new candidate, considering the recommendations of the chair and vice chair of the respective groups and reappoint if deemed appropriate.

Councilmember Heineman replied it should be consistent.

Mayor Pro Tem Riley agreed and added that it is his preference that if someone has been serving and it is suggested that they continue to serve that the process not be started over with reinterviewing. He continued that the Council can still decide and there shouldn't be a presumption for reappointment but if the chair and vice chair recommend reappointment that the Council takes that strongly.

Councilmember Howell commented that last year was different for her because she didn't know everyone. Now she has gotten a chance to get to know everyone so there wouldn't be a need to reinterview everyone.

Councilmember Musgrove replied that she remembered a discussion after the interviews last time where it was decided interviews would be done to give Council and idea of what kind of things are being looked at, strengths, weakness, and concerns that are being identified. She stated that those conversations don't typically happen as a Council one on one. She stated that it could be considered a conversation versus an interview.

Councilmember Heineman commented he agreed with that. He stated that the presumption would be that the individuals would be reappointed but he would like a chance to ask questions different

from what would be asked of the regular members. These questions could include what have they liked most, what do they want to see the board do in the future and engage them in conversation.

Councilmember Woestehoff commented he agreed with the suggestion to trust the chair and vice chair because of their relationship among the teams. He stated that he thought the process should be made as easy for board members who are volunteers or who receive a small stipend. He agreed with the idea about having a conversation with them.

Mayor Pro Tem Riley stated that a main problem is retention, not competition for positions. He felt that interviewing people for a position that they are already in and are willing to continue with seems like an issue. He would like the process to be easy.

Councilmember Howell commented the one concern that she has is blocking others from applying in areas where retention isn't an issue because of an automatic reappointment.

Mayor Pro Tem Riley replied that is not a problem, retention is the problem. He stated it is not the case that people are appointed and stay forever.

Councilmember Musgrove asked if it would be good if retention is the issue to have an exit interview with commissioners to find out what their frustrations are and reason for leaving.

Councilmember Heineman asked if the chair does that.

City Administrator Ulrich replied there isn't a formal process for that.

Mayor Pro Tem Riley commented that isn't a bad idea. He asked who the Council thought would be the best to do that.

Councilmember Woestehoff suggested the Councilmember liaison and continued that would be fair and would give the Council information. He understood the reasoning but didn't want to add responsibilities for Administrative Service Director Lasher. He also suggested that the chair and vice chair be brought in to talk about their committees overall to get their perspective as a part of the process rather than the individuals.

Councilmember Musgrove suggested that a one-page questionnaire be created for an exit interview to get information but not be a burden. She also asked if the commissioners were invited to speak directly to the Council versus being required. She felt that may provide information.

Mayor Pro Tem Riley asked if it would be held against them if they didn't attend.

Councilmember Musgrove replied it would be more of a voluntary invitation.

Councilmember Heineman asked if there was consensus for automatic reappointment.

Councilmember Woestehoff added with feedback from the chair and vice chair. Mayor Pro Tem Riley agreed.

Councilmember Specht commented that he has had several people ask him about applying in the last year and believed there should be an opportunity for people who want to serve. He asked if a term limit could be added. He believed there may be more interest in being a part of government.

Councilmember Heineman suggested a compromise of allowing reappointment once by the chair with reapplication after that for a third term.

Councilmember Woestehoff replied for some that is 12 years. He stated he wasn't opposed to it.

There was Council consensus to allow reappointment by the chair after the first term with reapplication required for a third term.

City Administrator Ulrich stated that interviews would be set up for those that have already served two terms and want to serve three or more.

Mayor Pro Tem Riley added the Council would need to hear from the chair and vice chair that give a recommendation for reappointment.

Mayor Pro Tem Riley asked if there were future topics anyone wanted to bring forward.

City Administrator Ulrich stated there were several topics that Councilmember Musgrove had recommended be noted. Topics included: resuming the discussion on MUSA rezoning, Comp Plan discussion; Review policies and the ordinance regarding rental properties throughout the City; and the report on the recycling program costs and trends. He stated if no one had objections those topics would be added to future topics.

Mayor Pro Tem Riley asked if there was a yearly report from Mr. Anderson.

City Administrator Ulrich confirmed this and added it can be included.

Councilmember Specht asked about the details in the recycling ordinance and if changes were going to be discussed.

City Administrator Ulrich replied that wasn't included.

Mayor Pro Tem Riley stated he has heard discussion that some residents want all bins out of sight.

Councilmember Specht replied he had heard that as well.

Mayor Pro Tem Riley stated that the ordinance needed to be clarified.

Councilmember Specht agreed and added simplified. He stated that it wasn't a high priority topic but should be addressed at some point.