



City of Colorado Springs

City Hall
107 N. Nevada Avenue
Colorado Springs, CO
80903

Meeting Minutes Council Work Session

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Monday, January 11, 2021

9:30 AM

Council Chambers

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- CenturyLink Channel 18

1. Call to Order

Present 9 - Councilmember Yolanda Avila, Councilmember Jill Gaebler, Councilmember David Geislinger, Councilmember Don Knight, Councilmember Bill Murray, Councilmember Mike O'Malley, President Richard Skorman, President Pro Tem Tom Strand, and Councilmember Wayne Williams

Councilmember Knight left the meeting at approximately 2:45 PM.

2. Changes to Agenda

There were no Changes to Agenda.

3. Regular Meeting Comments

Councilmember Knight requested items 4B.K., 4B.P., and 4B.Q. be removed from the January 12, 2021 City Council meeting Consent Calendar. Consensus of City Council agreed to these changes.

Councilmember Knight requested the reason behind items 8.A., 8.K., 8.L., and 8.M. being presented at back-to-back meetings. Sarah B. Johnson, stated the item 8.A. is back-to-back in order to allow time for the ballot question to be approved by both readings before it is sent to the contracted ballot printer to be printed and printed for mailing overseas military personnel forty-five days before the election. Councilmember Williams stated back-to-back makes sense to make sure the ballots are printed correctly. Danielle Delgado, Human Resources Manager, stated item 8.K. is scheduled to be back-to-back due to the Healthy Families and Workplaces Act going into effect January 1, 2021 so the City's Civilian and Sworn Policies and Procedures Manuals is compatible. President

Skorman stated items 8.L. and 8.M. are pay changes which they would like to take effect as soon as possible.

4. Review of Previous Meeting Minutes

- 4.A. [21-027](#) City Council Special Work Session Meeting Minutes December 23, 2020

Presenter:
Sarah B. Johnson, City Clerk

Attachments: [12-23-20 Special City Council Work Session Minutes Final](#)

The minutes of the December 23, 2020 Work Session meeting were approved by Consensus of City Council.

5. Executive Session

5A. Open

There was no Open Executive Session.

5B. Closed

- 5B.A. [21-014](#) In accord with City Charter art. III, § 3-60(d) and its incorporated Colorado Open Meetings Act, C.R.S. § 24-6-402(4)(b) and (c), the City Council, in Open Session, is to determine whether it will hold an electronic Closed Executive Session. The issue to be discussed involves consultation with the City Attorney and City staff for the purpose of (1) receiving legal advice regarding regulatory compliance associated with federal litigation; and, (2) matters involving customer billing information required to be kept confidential by state law and enterprise rules and regulations.

The President of Council shall poll the City Councilmembers, and, upon consent of two-thirds of the members present, may conduct an electronic Closed Executive Session. Each City Councilmember participating in the electronic Closed Executive Session shall affirmatively state for the record that no other member of the public not authorized to participate in the electronic Closed Executive Session is present or able to hear the matters discussed as part of the electronic Closed Executive Session. If consent to the electronic Closed Executive Session is not given, the item may be discussed in Open Session or withdrawn from consideration.

Presenter:
Wynetta Massey, City Attorney

Attachments: [01112021Closed](#)

Marc Smith, Corporate Division Chief, Office of the City Attorney, stated in accord with City Charter art. III, § 3-60(d) and its incorporated Colorado Open Meetings Act, C.R.S. § 24-6-402(4)(b) and (e), the City Council, in Open Session, is to determine whether it will hold an electronic Closed Executive Session. The issue to be discussed involves consultation with the City Attorney and City staff for the purpose of (1) receiving legal advice regarding regulatory compliance associated with federal litigation; and, (2) matters involving customer billing information required to be kept confidential by state law and enterprise rules and regulations.

President Skorman polled City Council regarding the desire to proceed with an electronic Closed Executive Session. At least two-thirds of City Council agreed to proceed in an electronic Closed Executive Session. Each City Councilmember participating the electronic Closed Executive Session affirmatively stated for the record that no other member of the public not authorized to participate in the electronic Closed Executive Session was present or able to hear the matters discussed as part of the electronic Closed Executive Session.

6. Staff and Appointee Reports

6.A. [21-026](#) Agenda Planner Review

Presenter:

Sarah B. Johnson, City Clerk

Attachments: [Agenda Planner Review 1-11-21](#)

There were no comments on this item.

7. Presentations for General Information

There were no Presentations for General Information.

8. Items for Introduction

8.A. [21-048](#) Ordinance No. 21-08 submitting a Charter amendment to the registered qualified electors of the City of Colorado Springs, Colorado at the general municipal election conducted by mail ballot to be held on April 6, 2021, amending section 7-90 (c) of the City Charter eliminating a thirty (30) word limitation on ballot titles for tax or bonded debt increases, providing for the form of the ballot title, providing for certain matters with respect to the election, and providing the effective date of this ordinance

Presenter:

Wayne Williams, City Councilmember

Attachments: [Charter-Amendment-TABOR-Word-Limitation-2021-01-04\(2\)_sec-7-90-DRAFT](#)
[2004-PPRTA-Ballot-Language-1](#)

Councilmember Williams gave an overview of the Ordinance submitting a Charter amendment to the April 6, 2021 general municipal election eliminating a thirty-word limitation on ballot titles for tax or bonded debt increases in order to provide greater transparency, accountability, and information to voters. He stated this will not change the required first fifteen words of ballot language for Taxpayer Bill of Rights (TABOR) measures.

President Skorman stated this measure did not pass in 2005 when it was on the ballot, but there was only a seventeen percent voter turnout for that election. He stated he was not aware of any other city or county which has this limitation.

Councilmember Murray stated the clarity of the statement of intent is most important and requested how the descriptions will be determined.

President Skorman stated the purpose of increasing the number of words is not to persuade voters, but to provide clarity to the voters. Marc Smith, Corporate Division Chief, Office of the City Attorney, stated ballot language is drafted to accurately represent what the question is going to do.

Councilmember Knight asked if there should be a specific increase in the number of words instead of leaving it unlimited. Councilmember Williams stated he did not support a specific limit because he wants the questions to be as explanative as possible such as the Rural Transportation Authority (RTA) ballot question.

Councilmember Knight asked if lists related to ballot measures need to be included in the ballot question or if it could be by reference. Mr. Smith stated he will research that information.

8.B. [21-047](#)

Ordinance No. 21-20 amending Section 105 (Candidates for Election) of Part 1 (Employee Rules and Regulations) of Article 4 (City Employees) of Chapter 1 (Administration, Personnel, and Finance) of the Code of the City of Colorado Springs 2001, as amended, pertaining to City Employee Candidacy for Election

Presenter:

Michael Sullivan, Chief Human Resources and Risk Officer
Tracy Lessig, City Attorney's Office

Attachments: [Employee Candidacy Ordinance Final](#)

Tracy Lessig, Division Chief, City Attorney's Office, presented the two proposed Ordinance options amending City Code to address when City employees must terminate employment if they choose to run for elected office. She stated in October, 2020, City Council approved the revisions to the City's Personnel Policies and Procedures Manuals (PPM) (City Sworn PPM Policy # 30 and Civilian PPM Policy # 42), which removed the prohibition of terminating employment upon filing a declaration for candidacy for City Council. Ms. Lessig stated the first proposed option requires a City employee to resign when they decide to run for City-elected office and if they choose to run for State, County, School Board, or Colorado Springs Utilities service area office, they would need to receive permission by the Mayor or City Council and would have to resign once elected into office. She stated the second option states with permission by the Mayor or City Council, a City employee would not have to resign in order to run for any office, including a City-elected office, but would have to resign once elected into office.

Michael Sullivan, Chief Human Resources and Risk Officer, stated the Administration supports the proposed option one.

Dave Padgett, Chief Environmental Officer, Colorado Springs Utilities (CSU), stated CSU has no issue with being consistent with the language in the proposed policy.

Councilmember Geislinger asked how the process for obtaining a waiver would look like. Mr. Sullivan stated the employee would make the initial request and that request would be adjudicated by the appropriate office.

Councilmember Knight stated there is a difference between running for a voluntary position such as a school board and a full-time, paid, position such as working for the County and asked if there was already an objective waiver in place. Ms. Lessig stated there are certain positions that are incompatible under case law and in those situations, the first office held must be terminated.

Councilmember Williams stated it would be challenging to define which

City positions would or would not pose a conflict to running for office and he does not see a reason for employees whose positions are not incompatible to resign based on becoming a candidate.

Councilmember Geislinger stated he supports resignation at the time a City employee declares candidacy, but stated with a waiver process in place, so it can be determined whether or not the City employee's position, employment status, and office they are running for creates a conflict or not.

Councilmember Gaebler stated she supports option one because there should not be any exceptions for City employees running for City-elected offices and they should resign once they declare their candidacy for a City-elected office.

Councilmember Murray stated in order to avoid conflict as public-serving employees, regardless of what office is being ran for, City employees should resign upon declaring candidacy.

President Pro Tem Strand stated he supports option one. He asked when the Mayor or City Council will be responsible for determining a waiver. Ms. Lessig stated the Mayor will make the determination if a City employee works directly for the Executive Branch, City Council will make the determination if the City employee reports directly to City Council, and the CSU Board would make the determination if it is a CSU employee.

Councilmember Williams stated he supports option one, but recommends removing the provision of having to receive permission regarding "running for candidacy" and replacing it with "once elected" in regards to running for offices other than City-elected.

Councilmember Knight stated he supports option one.

Councilmember Avila stated she supports option two to allow additional flexibility during candidacy.

Councilmember Geislinger requested approximately a one month notice be given to the employee running for candidacy regarding the review process and the possibility of resignation.

Councilmember Williams stated there is a general prohibition in Colorado

law for terminating an employee for political activities and the exceptions should be narrowly drawn.

- 8.C. [21-046](#) An Ordinance Amending Section 108 (Ordinance Approval and Adoption; Disapproval or Veto) of Part 1 (Elective Officers) of Article 2 (Officers of the City) of Chapter 1 (Administration, Personnel and Finance) of the Code of the City of Colorado Springs 2001, as amended, Pertaining to City Council Ballot Referrals by Ordinance

Presenter:

Don Knight, City Councilmember

Tom Strand, City Councilmember

Dave Geislinger, City Councilmember

Attachments: [Ballot Meas Ref Ord ORD-2020-12-28-clean](#)

President Pro Tem Strand stated Councilmember Knight was the lead regarding this item because he felt there were inconsistencies with other parts of City Code and wanted to insure the Mayor have some influence with City Council initiated referred ballot measures.

Councilmember Geislinger presented the Ordinance which would require ballot referrals by City Council to be accomplished through Ordinance rather than by Resolution. He stated currently, some ballot issues are referred by Resolution, which restricts the Mayor ability to veto those particular questions. Councilmember Geislinger stated the Mayor's veto would still be subject to City Council override by a vote of six Councilmembers.

Wynetta Massey, City Attorney, stated when the City Charter was amended in 2010 to a Strong-Mayor form of government, the Mayor was given authority of veto over certain Ordinances in section 3-70(e)(2) which excluded an Ordinance submitting a Charter amendment to a vote of the qualified electors, but in 2011, City Council added an Ordinance to the Mayor's veto prohibitions which would refer a initiated Ordinance to the voters. She stated the Code Scrub Committee identified whether or not City Council's determination in 2011 was fair to the Administrative branch and their reasoning behind it is any Ordinance that amends City Code whether it is passed by City Council or is approved by voters through a City Council referred initiative, the Mayor would be required to enforce and administer the City Code.

President Skorman asked if the Mayor would be able to veto referred

Charter Amendments. Ms. Wynetta stated he would not, only City Code amendments for which he is responsible for enforcing it.

Councilmember Knight stated the City Charter does not identify how City Council refers items to the ballot and clarification needs to be made in regards to City Code amendments in order to provide checks and balances between City Council and the Administrative Branch.

Councilmember Gaebler stated she is concerned regarding the timelines involved with elections because there could be a future Mayor who vetos every initiated measure and City Council may not have time to overturn the veto and still get it on the ballot. She stated the balance of power is good at this time and she would be hesitant to change it.

Councilmember Murray stated the Mayor having the ability to veto a City Council referred measure is unfair, it is the people's right to vote on the subjects, and he does not support this item.

President Skorman stated he does not support this proposal because it would change the balance between Legislative and Administrative power too much and the Mayor would have the power to veto everything except land use items.

Councilmember Williams asked if previously referred City Council measures would have been subject to the Mayor's veto under this proposed Ordinance. Ms. Massey stated only the measures referred by Ordinance, but were not Charter amendments. Councilmember Williams requested additional information regarding whether there is an inconsistency between City Charter and City Code in regards to the prohibition of the Mayor's veto power.

Councilmember Geislinger stated he does not believe this item is unfair and the inconsistency between City Charter and City Code needs to be addressed before it becomes a legal issue.

Councilmember Avila asked if a citizen-initiated ballot measure could be referred by City Council by Resolution. Ms. Massey stated if it is a proposed Ordinance which goes through City Council for referral, the Code Scrub Committee has determined it should be referred by City Council by Ordinance and would be subject to the Mayor's veto.

Councilmember Avila stated City Code should be scrubbed to allow City Council to refer all ballot measures with a vote of five Councilmembers.

Councilmember Knight stated if a citizen-initiated Ordinance comes before City Council, City Council will be advised by the City Attorney's Office to refer the measure and if the Mayor vetos that referral, the City Attorney's Office will advise City Council to override the veto. He stated the City Code and City Charter do not define how City Council refers items to the ballot and it needs to be addressed.

Councilmember Williams stated this should be discussed further by the next City Council because there is a conflict with the City Charter which needs to be studied.

Councilmember Geislinger stated there is also the potential for a City Council to abuse their authority by circumventing the Ordinance process by having the citizens initiate the Ordinance.

Councilmember O'Malley stated City Council should take the time to get it right the first time.

President Skorman polled City Council regarding staff and the Code Scrub Committee continuing to study the issue, but postponing further discussion until the new City Council is seated. Consensus of City Council agreed.

8.D. [21-033](#)

Ordinance No. 21-21 Creating Part 14 (Temporary Rebate Of 2% General Fund Portion Of City Sales Tax For Qualifying Restaurants For Lost Revenue As A Result Of The Economic Disruptions Due To The Presence Of Coronavirus Disease 2019 (Covid-19) Of Article 7 (Sales And Use Tax) Of Chapter 2 (Business Licensing Liquor Regulation And Taxation) Of The Code Of The City Of Colorado Springs 2001, As Amended, Pertaining To Temporary Rebate Of City Sales Tax

Presenter:

Charae McDaniel, Chief Financial Officer

Attachments: [SalesTax-RebateCOVID-ORD-2020-01-06](#)

President Skorman recused to himself due to being a restaurant owner.

Charae McDaniel, Chief Financial Officer, stated the proposed Ordinance adds a new temporary section to the Sales Tax Code that provides a

temporary rebate to qualifying restaurants of actual sales tax paid for sales made in November 2020, December 2020, January 2021, and February 2021. She stated the State of Colorado has approved this incentive for all restaurants in the state up to \$70,000 of net taxable sales and El Paso County has approved a similar sales tax rebate program from July 2020 to February 2021 to provide relief to restaurants in the City who were subject to mandatory capacity restrictions or closure. Ms. McDaniel explained the program is limited to the two percent General Fund portion of the City sales tax and the public safety, 2C road tax, and Trails, Open Spaces, and Parks (TOPS) sales tax would not be rebated.

She stated in order to qualify to receive a rebate, the restaurant must be currently doing business in the City at the time of application, are up to date on filing sales tax returns and payment of City sales tax, have either a five percent or greater decrease of net taxable sales in the third quarter of 2020 as compared to third quarter 2019 or opened between November 1, 2019 and October 1, 2020, and must submit a timely application for the rebate. She stated qualifying restaurants may apply for the rebate for up to five business locations, their net taxable sales must be between of less than \$500 and \$70,000 per month, and rebates will range between \$10 per month to \$1,400 per month per location. Ms. McDaniel estimated the total amount of rebates will be less than \$1M for 2020 and less than \$1M for 2021. She stated the program will be administered jointly with the application to El Paso County.

Councilmember Geislinger asked when the budget adjustments will be made. Ms. McDaniel stated based on the savings in expenditures and sales tax revenue received for 2020 and what is anticipated for 2021, both budgets have the capacity to accommodate a rebate of less than \$1M.

Councilmember Williams stated he supports helping the restaurants which have been greatly impacted by the pandemic.

Councilmember Geislinger recommended the City also consider rebates for other industries, such as tourism and hotels, which have been adversely impacted.

Councilmember O'Malley stated he supports this proposal.

8.E. [20-683](#)

Ordinance No. 21-15 amending Ordinance No. 20-92 (2021 Appropriation Ordinance) for a Supplemental Appropriation to the

Memorial Health System Enterprise Fund in the amount of \$3,912,580 to transfer monies received from the periodic reconciliation with UC Health to the Colorado Springs Health Foundation

Presenter:
Charae McDaniel, Chief Financial Officer

Attachments: [Supplemental Approp Ord for MHS for UCH recon payment - 01 11 21](#)

Charae McDaniel, Chief Financial Officer, explained the process for the transfer of \$3,912,580 from the Memorial Health System Enterprise Fund to transfer UC Health margin share proceeds to the Colorado Springs Health Foundation.

There were no comments on this item.

- 8.F.** [20-660](#) Ordinance No. 21-16 amending Ordinance No. 19-87 (2020 Appropriation Ordinance) for a supplemental appropriation to the General Fund in the amount of \$1,862,882, and to the Lodgers and Auto Rental Tax (LART) Fund in the amount of \$72,147, which will be transferred to the General Fund and is included in the \$1,862,882, for the retention of 2019 fiscal year revenue above the 2019 fiscal year revenue and spending limitations (TABOR Cap), approved by voters in the November 2020 coordinated election to be retained and spent for the benefit of public safety

Presenter:
Charae McDaniel, Chief Financial Officer

Attachments: [Ordinance for Supplemental - 2019 TABOR Public Safety](#)

Charae McDaniel, Chief Financial Officer, presented an Ordinance for a supplemental appropriation to the General Fund in the amount of \$1,862,882. She stated at the November 2020 coordinated election, voters approved the City to retain and spend up to \$1.9 million of revenue received during 2019 in excess of the Taxpayers Bill of Rights (TABOR) cap to be spent for public safety. Ms. McDaniel explained the Lodgers and Auto Rental Tax (LART) Fund in the amount of \$72,147, will be transferred to the General Fund and is included in the \$1,862,882 amount.

There were no comments on this item.

- 8.G.** [20-681](#) Ordinance No. 21-17 amending Section 115 (Automated Vehicle Identification System (AVIS)) of Part 1 (General Provisions) of Article 1 (Administration and Enforcement) of Chapter 10 (Motor Vehicles and Traffic) of the Code of the City of Colorado Springs 2001, as amended, pertaining to AVIS Procedures.

Presenter:

Vince Niski, Chief of Police

Jeff Strossner, Commander SED

Attachments: [MuniCt-AVIS AmendmentCh10-1-115-DRAFT.docx](#)

Pat Rigdon, Deputy Chief of Colorado Springs Police Department (CSPD), introduced Jeff Strossner, Commander SED, CSPD, and stated they believe the small language change in City Code section 10.1.115 will allow CSPD more flexibility and efficiency in handling and processing potential photo red light, Automated Vehicle Identification Systems (AVIS), violations.

Commander Strossner gave a brief overview of the process and workload of AVIS violations and the proposed Ordinance to allow non P.O.S.T. certified peace officers to review AVIS violations and issue penalty assessments. He stated this Ordinance amends City Code to change the word “police” to “peace” in order to allow uncertified peace officers to review AVIS violations and issue the penalty assessments and this would allow CSPD to hire non-certified or retired police officers and issue them limited special police or investigator powers to enforce AVIS violations in the Photo Red Enforcement Program.

Councilmember Geislinger stated he fully supports the proposed Ordinance because this is a significant public safety issue.

Councilmember Williams asked if proper training will be provided to peace officers regarding the determination of a violation. Commander Strossner confirmed there will be.

- 8.H.** [21-049](#) A Resolution Authorizing the Disposal of City Real Property to the Colorado Department of Transportation (“CDOT”)

Presenter:

Greg Phillips, Director of Aviation

Colorado Springs Airport

Attachments: [CDOT Resolution_bjb 12.30.20](#)

[Exhibit A - COSA Drainage Parcel](#)

[Resolution 10-21](#)

Greg Phillips, Director of Aviation, Colorado Springs Airport, presented the Resolutions authorizing the disposal of surplus City property to the

Colorado Department of Transportation (CDOT) and the acquisition of property owned by School District No. 11 (SD 11). He identified the size of the parcels, where the parcels are located, and the drainage structures which CDOT will be taking over maintenance on. Mr. Phillips stated the Federal Aviation Administration (FAA) agreed to the acquisition of the SD 11 property for approximately \$88,000 and it is eligible for application for future financial reimbursement.

- 8.I. [21-050](#) A Resolution Authorizing The Acquisition Of Real Property Owned By School District No. 11, a/k/a Colorado Springs School District 11

Presenter:
Greg Phillips, Director of Aviation
Colorado Springs Airport

Attachments: [D-11 Resolution-12.30.20](#)
[Exhibit B - FAA Letter - D11 COS 163 Determination](#)
[Exhibit A - D-11 Property Legal Description](#)
[Resolution 11-21](#)

Please see comments in Agenda item 8.H.

- 8.J. [21-016](#) A resolution designating The Colorado Springs Gazette as the official City of Colorado Springs newspaper for the publication of ordinances, notices, and other legal advertisements.

Presenter:
Bret Waters, Deputy Chief of Staff
Sarah Johnson, City Clerk

Attachments: [PublishingNewspaperDesignationRES-2020-12-17](#)
[City Code of Colorado Springs-1.1.114](#)

Sarah Johnson, City Clerk, gave an overview of the Resolution designating The Colorado Springs Gazette as the official newspaper for the publication of City Ordinances, notices, and other legal advertisements. She explained City Code requires the City from time to time initiate a competitive bid for the publication of Ordinances, notices, and other legal advertisements and through the proper procurement process and evaluation committee, The Colorado Springs Gazette was chosen. Ms. Johnson stated the procurement process has been completed, the contract has been signed for a one-year term, with four to five one-year renewals, performance measures will be assessed every quarter, and there is a state statute which caps the price an entity is authorized to pay.

Councilmember Geislinger requested there should be a future discussion regarding publications being digital rather than printed in a newspaper. Marc Smith, Corporate Division Chief, Office of the City Attorney, stated there are Charter requirements related to publications and newspapers, but they will look into it.

Councilmember Williams asked if The Gazette will also publish the documents digitally. Ms. Johnson stated she will verify that information.

Councilmember Murray asked what criteria was used to choose The Gazette. Ms. Johnson stated two of them were readership levels and availability.

Councilmember Williams stated due to the nature of Ordinances and other notifications, it needs to be a daily newspaper which the Business Journal and Independent do not qualify for, but the documents are already available on the City's website.

- 8.K.** [20-662](#) Proposed updates to the City of Colorado Springs Civilian and Sworn Policies and Procedures Manuals

Presenter:

Danielle Delgado, HR Manager, Human Resources

Attachments: [Q4 2020 PPM Updates - Full Details](#)

Michael Sullivan, Chief Human Resources and Risk Officer, stated the proposed updates to the City of Colorado Springs Civilian and Sworn Policies and Procedures Manuals (PPM) have been reviewed by the Human Resources Department, Councilmember Knight, and President Pro Tem Strand, and are sent out to City employees for comment.

Danielle Delgado, Human Resources Manager, Human Resources Department, presented the details of each of the proposed updates to the PPM.

There were no comments on this item.

- 8.L.** [21-030](#) Ordinance No. 21-06 appointing Jacqueline Rowland as City Auditor and prescribing her duties, compensation and tenure in office

Presenter:

Richard Skorman, City Council President

Attachments: [Ord Appt. Rowland \(Dec 2020 final\)](#)

President Skorman presented the Ordinance appointing Jacqueline Rowland as City Auditor and prescribing her duties, compensation and tenure in office.

There were no comments on this item.

8.M. [21-031](#) Ordinance No. 21-07 repealing Ordinance No. 19-97 and prescribing the salary of the City Council Administrator

Presenter:

Michael Sullivan, Chief Human Resources and Risk Officer
Richard Skorman, City Council President

Attachments: [Salary Ordinance \(Evans - Jan 2021\)](#)

Michael Sullivan, Chief Human Resources (HR) and Risk Officer, presented the Ordinance approving the salary City Council Administrator. He stated the recommended annual salary of the City Council Administrator shall be set one level higher in the salary structure.

Councilmember Murray requested the justification for the increase. Mr. Sullivan stated this is a standard annual HR compensation procedure via salary surveys to make sure the City's positions are in alignment.

Councilmember Geislinger asked if the position was evaluated rather than the employee. Mr. Sullivan confirmed it was.

9. Items Under Study

There were no Items Under Study.

10. Councilmember Reports and Open Discussion

President Pro Tem Strand recognized the passing of former City Councilmember Helen Collins and her many contributions to the community. President Skorman stated they will formally honor her at the January 12, 2021 City Council meeting.

11. Adjourn

There being no further business to come before City Council, Council adjourned.

Sarah B. Johnson, City Clerk