

CITY COUNCIL PLANNING SESSION
Tuesday, March 17, 2020 – 5:30 P.M.
Council Chambers – Denison, Iowa

A planning session of the City of Denison, Iowa was held pursuant to law on the above date and hour. Mayor Soseman called the meeting to order with the following members present: CURNYN, GARCIA, GRANZEN, LOESCHEN, MILLER

DISCUSSION ON EARLY RETIREMENT POLICY	Council discussed an Early Retirement Policy. Discussed the cost of a policy. Koch provided council with the cost of benefits, not including insurance or wages, for the employees that would currently be eligible. Employees that have worked for 30+ years get 5 weeks' paid vacation, are paid out for sick time annually, and are paid longevity, and a new employee would not receive those benefits. Council discussed that when Nemitz & Wiebers retire, council will not hire two managers, so that will definitely be a cost savings. Consensus of the council was to change the last proposed amendment for eligibility from age 60 to age 62 with 30 years of consecutive service with the City and 100% of the single premium in effect at the time of retirement to be paid by the City. Any future increases in premium would be the retiree's responsibility. Consensus was to remove the 20-year eligibility with 50% of the single premium being paid. Koch will prepare for the next regular council meeting.
DISCUSSION ON LMI FUND AND PRISON HOMES	Discussed housing regarding the LMI fund and prison homes. The housing board is meeting next week and going to work on putting some guidelines in place to bring to council for the LMI fund. The housing board is working with Region XII and looking at a program where homes are built at the prison and then moved in. There is the possibility of putting one of these homes on the empty lot at 14 th St. & 4 th Ave N.
DISCUSSION ON WELLNESS CENTER	Discussed a wellness center. The next step is to put a business plan together, which Crawford said would cost \$10,000-\$15,000. Council suggested checking with Woodbine to see if they had a business plan and who put it together.
DISCUSSION ON HR MANAGER	Discussed a HR Manager. Would like to check with the county and see what their cost is for the service they use.
DISCUSSION ON BUILDING INSPECTOR AND CODE ENFORCEMENT SUPERVISION	Discussed Building and Code Enforcement supervision coming back under administration since the code enforcement officer is no longer a certified police officer. Mayor Soseman is going to meet with Flattery and Ellis to discuss.
DISCUSSION ON REVIEWING CITY HANDBOOK	Discussed reviewing the city handbook. Granzen will go through it with administration since he is the liaison to city hall. Garcia said she would also review it, if Granzen wanted.

DISCUSSION ON EVALUATIONS Discussed performance evaluations. Dept. Heads do evaluations on an annual basis. Discussed the possibility of full council doing dept. head evaluations again.

DISCUSSION ON CITY MANAGER POSITION Discussed City Manager position. Crawford getting to retire, possibly at the end of the year. Council would like to check with cities our size and see what they do.

DISCUSSION ON SUMMER HELP AND NODES Discussed summer help and the nodes. Mayor Soseman spoke with Kempfert and he thought if we hired someone to take care of the nodes, he might be able to reduce staff by one. Council needs to consider hiring someone to spray the nodes for bind weeds and yellow nut sedge. The Denison hillside has a retaining wall falling down. Mayor Soseman recommends not rebuilding the walls as they deteriorate but just haul them away.

DISCUSSION ON MOWING CONTRACTS Discussed mowing contracts. Koch explained that the mowing of the all the parks is contracted. Public Works takes care of the rest of the mowing and hires summer help to assist.

DISCUSSION ON LEAN EVALUATIONS Pastor Loeschen discussed LEAN evaluations which basically are to evaluate operations and make sure we are doing our jobs the most efficient way.

There was no action taken.

There being no other business, the meeting adjourned at 7:38 p.m.

Pamela Soseman, Mayor

ATTEST:

Lisa K. Koch, City Clerk