



**Regular City Council Meeting Minutes
City Hall Council Chambers, 2660 Civic Center Drive
Monday, April 19, 2021**

Pursuant to Minn. Stat. 13.D.021, City Council members, City Staff, and members of the public participated in this meeting electronically due to the COVID-19 pandemic.

1. Roll Call

Mayor Roe called the meeting to order at approximately 6:12 p.m. Voting and Seating Order: Groff, Willmus, Strahan, Etten, and Roe. City Manager Patrick Trudgeon, Assistant City Manager Rebecca Olson and City Attorney Mark Gaughan were also present.

2. Pledge of Allegiance

3. Approve Agenda

Strahan moved, Groff seconded, approval of the agenda as presented.

Roll Call

Ayes: Groff, Willmus, Strahan, Etten, and Roe.

Nays: None.

4. Public Comment

Mayor Roe called for public comment by members of the audience on any non-agenda items. No one indicated a desire to speak.

5. Recognitions and Donations

6. Items Removed from Consent Agenda

7. Business Items

a. Introduction of Thomas Brooks, Equity, and Inclusion Manager

Assistant City Manager Rebecca Olson introduced Thomas Brooks, Equity, and Inclusion Manager.

Mr. Thomas Brooks reviewed his work history with the City Council and indicated he was excited to start the role of Equity and Inclusion Manger for the City of Roseville.

Mayor Roe welcomed Mr. Brooks.

Mr. Trudgeon was pleased to have already worked with Mr. Brooks for three weeks. He noted staff wants to work through a work plan with Mr. Brooks to make sure his time is being invested wisely because there is so much to take on.

b. Receive Update on DEI Consultant and Strategy Teamwork

Assistant City Manager Olson briefly highlighted this item as detailed in the Request For Council Action and related attachments dated April 19, 2021.

Ms. Lisa Tabor, Culture Brokers, gave a presentation on DEI Consultant and Strategy Teamwork.

Ms. Olson introduced the Strategic Equity Team and made a presentation regarding the Strategic Racial Equity Action Plan (SREAP).

Mr. Bryan Lloyd, Senior Planner continued with the presentation providing the background and history of SREAP.

Ms. Rachel Boggs, Volunteer Coordinator, highlighted the background activities of the Strategic Equity Team.

Ms. Olson reviewed the City's commitments to SREAP.

Assistant Fire Chief Brosnahan reported on the SREAP purpose.

Mr. Matt Johnson, Assistant Parks and Recreation Director, continued with the Equity Plan Development and definitions.

Mr. Thomas Brooks, Equity and Inclusion Manager, reviewed the Guiding Principles section.

Ms. Olson finished the presentation with the next steps staff would like to see from the Council, HRIEC Commission, and Strategy Team. She asked for Council feedback and questions.

Mayor Roe thanked everyone for the information and presentation. He thought the City Manager budget is due in mid-August and there was a check-in with the Council in mid-July as the point where they kick off the process. It may make some sense to think about those dates as it relates to this.

Councilmember Groff stated it was a great presentation and he appreciated the collaborative presentation with everyone. It was really helpful for him to see everyone take part in this and showed all of the work that has been done by staff and others. There was one definition that was not read which really struck him, it was the definition of culture. It states "Culture is a social system that includes a group shared language, customs, beliefs, values and institutions. Culture affects our thoughts

and actions often without us even being aware.” For him, that was a kernel to keep in mind with everything the City is doing because that is what has been ignored so often, because the dominant culture, typically the lighter skin, white people in this country, have been ignoring all of the other aspects and making decisions that do not positively affect other people’s lives. He thought the group was on the right track and having the HRIEC reviewing it is a good idea. He fully supported all of the work being done.

Councilmember Strahan indicated she was curious if the HRIEC’s role will be defined, which she hoped it would be. She wondered how there will be definition around where their job begins and ends, and where this Strategy Team or the City Staff begins and ends.

Ms. Olson stated that is an excellent point and something that needs to be definitely worked out. She did not have an exact answer but as they move through this process, it is going to be a learning experience of what the HRIEC is going to be able to share with the Strategy Team. She thought that identifying what the HRIEC’s role is will be important and is part of what the Strategy Team will be doing as they look at development of its action plan.

Mayor Roe thought it made sense to include the HRIEC in the discussion of what their role is and to have them weigh in.

Councilmember Etten indicated he was very pleased with the work done so far. He thought the narrative made a lot of sense. He wanted to make sure the HRIEC is included in this process as well.

Councilmember Willmus thanked the Strategy Team and staff for their work on this and the presentation. One of the things that caught his attention was some of the differences between how things are being spelled out and the text of the packet versus the PowerPoint presentation. He thought there was some significant detail that has not transferred over. He suggested when they look at things pertaining to their commitments, one of the key things is under the development relationships. Developing those relationships and increasing collaboration with the community, was integral to what they are attempting to do here as they look at equity that will manifest itself and looking at perhaps City issued contracts or other contracts with businesses. He indicated the City will be better served on the front end if it is very proactive about reaching out and getting buy-in from a broader community at the onset. That is one of the things he is not quite sure how the City is going to attain. He would like to hear some feedback on that side of things rather than a presentation when these items come up.

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Ms. Olson indicated as staff and the team work to develop some of its action plan, she can envision methods to engage the community at identifying the potential visioning or community discussion and identifying the areas that are impactful to see changes in.

Mr. Brooks agreed it is important to have the larger communities buy-in. As they continue to go further with this process of identifying what those action items are, having those discussions, engaging the HRIEC, or engaging the larger stakeholder community, he definitely saw an opportunity to get that buy-in, at least as much as possible. He was supportive of engaging the community as much as possible and anyway possible.

Mayor Roe noted the City has been talking about engagement for a long time and need to get in better practice of doing it. This kind of process is one whereby the City can do some learning about how to engage and develop that upfront strategy about engagement. He thought these are going to be action steps and certainly action steps are intended to make a change or move something. He wanted to make sure they are checking in with the community more broadly to make sure the things they are trying to change and the movement they are trying to achieve are in sync with where the community is at and that prioritization matches with their prioritizations.

Ms. Tabor noted that Culture Brokers approach does engage stakeholders, which of course include community members, very actively in helping make decisions. She thought that is the critical function of engagement.

Councilmember Strahan indicated if they were indeed defining the community as live, work, study, or visit, then they would be remiss if they ignored the School District. She noted the City would be hard pressed to find a more data driven organization and with sixty percent or higher families of color in the School District, she suggested there is a strong integration, so they are not duplicating but are actually augmenting and accelerating each other in that process. She commented on the zoning outreach and noted she participated in three of those meetings. She wondered what efforts can be made, are they just going forward and not attend to that or are they going to do some effort to reach out to other people whose voices were not heard.

Mr. Lloyd explained the engagement has not yet produced the kind of numbers and representation and quantities, generally speaking, that staff would hope for and in fact, the nature of the engagement so far, is very preliminary. The current stage of the rezoning effort is essentially putting into place in the Zoning Map, decisions that were made in the Comprehensive Planning process, so the intention for engagement on that has been more to inform and a heads up for staff on things that people are concerned about moving forward with decisions made in the Comprehensive Planning process in 2017/2018 and adopted in 2020. The engagement so

far has begun to address or seek some input regarding equity and inclusion as well as the sustainability and resilience. Those, along with other text changes, will be the focus of the work of the Zoning update.

Mayor Roe added that zoning is sometimes a topic that people are not well steeped in City activities to understand. He thought that could be a barrier for any participation, noting there may have to be an educational component related to that to bring people to the same level of understanding.

Mayor Roe noted there was support for bringing the commitment section to the HRIEC for feedback. He thanked Culture Brokers, the Strategy Team, and City staff for the presentation.

- c. Joint Meeting with Human Rights, Inclusion and Engagement Commission**
Assistant City Manager Olson briefly highlighted this item as detailed in the Request for Council Action and related attachments dated April 19, 2021.

HRIEC Commissioners present were: Chair Djevi, Commissioners Allen, James, Lee, and Youth Commissioner Xie.

HRIEC Chair Djevi presented the 2020 Review including Proclamations.

Youth Commissioner Xie reviewed the Essay Contest process.

Commissioner Lee reviewed the Youth Commissioner voting recommendation, Racial Equity Narrative, and Community Engagement Assessment.

Mayor Roe stated it was unfortunate that the Pandemic shut everything down with the Proclamation projects and he was supportive of continuing with it and would love to see it go forward.

Councilmember Strahan indicated she believed these can be impactful and a way for people in the City to see, in action, what the City is trying to do. She supported that activity or a vision around the Proclamation.

Councilmember Groff agreed with what was stated. The thing he saw, the programming or whatever else is done with the Proclamations, is the educational component and ties in with a broader meaning. He noted that otherwise, the Proclamation just becomes words and he felt they were important. He indicated he would support the continuation.

Councilmember Etten agreed and liked how the HRIEC is thinking about parade participants and things like that. He was very excited about having a cultural event and hopes that after a little more time coming out of the pandemic, there could be more events like this.

Chair Djevi reviewed the 2021 topics the HRIEC is working on. He indicated the Commission Recruitment and Interviews are being worked on by the Strategy Team.

Commissioner James and Youth Commission Xie reviewed the 2021 Essay Contest and Commission Onboarding.

Chair Djevi updated the 2021 Rosefest Parade Engagement with the City Council.

Commissioner Lee went through the Community Feedback Response with the Council.

The Council and Commission discussed Community Feedback response and it was indicated that anyone representing the City, such as the Council, Commission, or staff, can respond to the community on any issue or concern brought forward.

Chair Djevi reviewed Community Engagement with the Council. He indicated there was a question on the previous item about what the role of the HRIEC could be going forward and he wanted to express his thoughts and ideas. He explained as a community member sitting on the HRIEC, the members are kind of the eyes of the community. As such, the HRIEC could be the people doing some of the engagement activities that need to be done as far as going into the community. If the City has a project that is specific that could be planned two or three months ahead of time and input from different communities is necessary, the HRIEC could be tasked to do that engagement ahead of time. If any education needs to be done, the HRIEC could be doing that part of the education. He stated this is one way he viewed this Commission's role.

Mayor Roe thought it might make sense to ask the Commission to have discussion about that and bring back some recommendation to the City Council.

Councilmember Strahan explained this is one of the many reasons she was so excited about the Strategic Team coming to the Council meeting and giving so many ideas for engagement. She saw those as real skills that they brought to the table and she wanted to use them and the feelers they have out in the community. She hoped the City can empower them as much as possible but there should be good conversation about what the expectation boundary would be with Mr. Brooks as he comes to understand his role. She thought the Council empowered them with being on this Commission because the Council saw they had gifts that needed to be brought to the people and she hoped the City will allow them the chance to do that.

Councilmember Groff stated Commissioner James' work on the onboarding was important and anything the Commission can do there is great. He thought Chair

Djevi's work is really good and agreed with the Mayor to bring it to the full Commission, have some discussion, and come back with a formed idea by everybody. He thought the Commission was on the right track and he appreciated everything the Commission has done.

Councilmember Etten thanked the Commission and agreed with Councilmember Groff. He thought that establishing relationships with different cultural groups in the City is important. He would like to create and nurture those relationships to have a two-way communication in the future. He also commented on Commission recruiting and how the City recruits to diversify all of the Commissions, noting that is important and needed.

Chair Djevi indicated in order to do engagement with people and not just have their names on a list, the City needs to find things that are meaningful for them. Something that keeps them engaged and not just showing up when the City needs them, and this is the reason behind the diverse group in the parade. The City needs to find newer ways to engage people in order to keep them interested in City government.

Councilmember Willmus agreed with Councilmember Etten with respect to what the Commissions are intended to be. With regard to the conversation about engagement, specifically Pocahontas Park and what that will be going forward. The City may not have the parade this year, but there is a very good chance the City will have some other park events. He thought there was a very good nexus and potential connection there for this group to make, which would be to discover your parks with various discover your parks events.

Mayor Roe suggested if the parade is cancelled, there will be a Taste of Roseville event in the fall that the Commission and groups in the community could participate in. He thanked the Commission for all the great work that has been done and indicated he looked forward to all that will be accomplished together moving forward.

d. Appoint Members to the Finance, Public Works, Environment and Transportation, and Police Civil Service Commissions

Assistant City Manager Olson briefly highlighted this item as detailed in the Request For Council Action and related attachments dated April 19, 2021.

Willmus moved, Etten seconded, appointing Bryant Ficek to the Public Works, Environment and Transportation Commission for term ending March 31, 2022.

Council Discussion

Councilmember Willmus thought one of the things the PWETC is missing right now is someone that has that solid transportation background and with Mr. Ficek's experience and role with MnDOT, it fits in really well with Public Works.

Councilmember Etten concurred with Councilmember Willmus and felt Mr. Ficek would bring a lot to this and any Commission.

Councilmember Groff indicated he would support this nomination. He explained an amazing group of people applied and he hoped all of them will apply for other Commissions in the future.

Mayor Roe agreed with the Council on this choice.

Roll Call

Ayes: Groff, Willmus, Strahan, Etten, and Roe.

Nays: None

Willmus moved, Groff seconded, appointing Shawna Dees to the Police Civil Service Commission for term ending March 31, 2023.

Council Discussion

Councilmember Willmus thought Councilmember Groff did a good job of highlighting the strength of this pool of applicants and felt Ms. Dees will serve this Commission very well.

Councilmember Groff indicated Ms. Dees stood out to him during the interview and he felt she would do a good job.

Roll Call

Ayes: Groff, Willmus, Strahan, Etten, and Roe.

Nays: None

Groff moved, Willmus seconded, appointing Rachel Japuntich to the Finance Commission for term ending March 31, 2024.

Council Discussion

Councilmember Groff stated Ms. Japuntich was very capable for this position.

Roll Call

Ayes: Groff, Willmus, Strahan, Etten, and Roe.

Nays: None

8. **Approve Minutes**
9. **Approve Consent Agenda**

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10. Future Agenda Review, Communications, Reports, and Announcements – Council and City Manager

City Manager Trudgeon updated the City Council on the April 26, 2021 City Council meeting, May 3, 2021 City Council meeting, May 10, 2021 EDA and City Council meetings and the May 17, 2021 City Council meeting agendas.

Mr. Trudgeon updated the City Council on current events and noted the City is supportive and will help accommodate protests and demonstrate for the legal right to do so.

Councilmember Strahan suggested a couple of proclamations or resolutions. She proposed a resolution that racism is a public health crisis, and she would also like to propose a proclamation stating that National Gun Violence Awareness Day on the first Friday of June is something the City supports and have a discussion on prohibiting the use tear gas and other methods to disperse persons protesting by other law enforcement agencies.

11. Adjourn to Closed Session

Mayor Roe indicated that one of the purposes allowed to city councils by state statutes 13D.05, Subd. 3, is to perform an evaluation of an employee that reports to the city council. The City Manager is the only employee that reports to the city council in Roseville as a Plan B statutory city. Under state statutes, the employee may request the performance review be held in an open session rather than a closed session. City Manager Trudgeon indicated he chose not to request an open session for this review.

Willmus moved, Etten seconded, adjournment of the regular meeting at approximately 8:39 p.m. to go into a closed session for the City Manager Performance Review.

Roll Call

Ayes: Groff, Willmus, Strahan, Etten, and Roe.

Nays: None.

Mayor Roe convened the city council in closed executive session at approximately 8:48 PM for the purpose of reviewing the performance of the City Manager. Councilmembers, the City Manager, and the City Attorney were present.

12. Reconvene Open Session

Etten moved, Willmus seconded, reconvene the regular meeting at approximately 9:44 p.m.

Roll Call

Ayes: Groff, Willmus, Strahan, Etten, and Roe.

Nays: None.

The City Council reconvened in open session at 9:45 p.m.

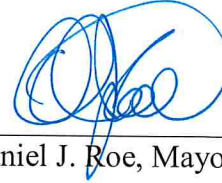
13. Adjourn

Groff moved, Strahan seconded, adjournment of the meeting at approximately 9:46 p.m.

Roll Call

Ayes: Groff, Willmus, Strahan, Etten, and Roe.

Nays: None.



Daniel J. Roe, Mayor

ATTEST:



Patrick J. Trudgeon, City Manager