

Work Session began at 5:30 p.m.

Present: Allman, Ayers, Harrington, Mapes, Mott, Nyman & Piccolo.

Absent: None.

City Manager Schooley informed the Commissioners of the following items:

Hiring Process: Public Safety and Transportation

The job postings for the Public Safety Administrator and Transportation Director were opened on March 5th. The Public Safety position has been sent out internally and has an application due date of March 16th. Tentative interview dates with the community hiring panel have been set for March 22nd. The Transportation Director position has been posted internally and externally with an application due date of March 28th. Interview dates with the community hiring panel have been tentatively set for April 5th.

Marihuana Ordinance

A reminder that the Planning Commission has set a special meeting for Monday March 12th at 5:30 pm to hear public comments on the draft marihuana ordinance. The Agenda packet that was sent to the Planning Commission contains a memo outlining the Planning Commission's possible recommendations to the City Commission, a presentation on the development timeline that will be presented prior to the public hearing, a comparison table of other communities, zoning maps, and the draft ordinance itself. The Planning Commission tabled the approval of the ordinance until corrections are made to the ordinance.

Breed Specific Update

The bill that would eliminate breed specific language in local ordinances made it through Committee on Tuesday, March 6th with a recommendation for passage. The bill is now headed to the Senate and House. It appears it will be passed and signed in the near future. It may be in our best interest to wait for the passage, then simply pass a resolution that formally takes that section out of our ordinance.

Goal Setting: Roadmap for the Upcoming Year

As I was attending the second portion of the Redevelopment Ready Community Training in Lansing this week, I realized that all of our discussions on goal setting and prioritization tied in to something that you as a City Commission had already resolved to do. The Commission had resolved to participate in the Redevelopment Ready Community program through the Michigan Economic Development Corporation last year. As I was looking at the requirements for that program, certain themes began to emerge. Coincidentally, they were very similar to themes we have been working on over the past couple months. It made it pretty clear that the goals and themes for the City of Alma as discussed by the Commission and Staff are identified in Employee Engagement and Community Engagement. Taking care of the organization, and reaching out to the community must be the priority.

I have started a conversation with one of the speakers from the RRC training that I believe can help guide us as we look to the future. We are beginning to develop a decent road map that will help us move forward. I have sent data from our employee survey that was conducted in October of last year along with the information from our goal setting discussions to Nancy Ohle of the Community Advancement Network. Nancy and I have had a brief conversation about what staff development training and community engagement processes might look like. There is no contract for services at this time, we are only talking right now.

With that in mind, I think it is safe to say that the two major goals for the City of Alma staff in the next year are the development of an Employee Development/Engagement Strategy and the creation of a Community Engagement and Communication Plan. I have outlined below what these may look like.

Employee Engagement: The City of Alma will develop an Employee Development/Engagement Strategy.

- Training and development program for City leaders to define roles, facilitate visioning and develop best practices. This would include organizational development, strategic planning, employee assessment, and leadership.
- Creation of an engagement program that utilizes the 9 Pillars of Employee Engagement
 - Values and Purpose, Communication, Health and Wellness, Workspace/Environment, Well-Defined Roles, Relationships, Recognition and Incentives, Buy-In from Supervisors, Personal Growth and Development

Community Engagement: The City of Alma will develop and implement a Community Engagement and Communication Plan that simultaneously meets the criteria set out in the Redevelopment Ready Communities (RRC) resolution that was approved by the Alma City Commission in February of 2017. The purpose of the Community Engagement and Communication Plan is to improve and strengthen engagement and communication within our community. Effective communication means improving public access to timely, accurate and helpful information about the City and its services; providing a variety of easy, accessible, and meaningful ways to engage with the citizens of Alma, and promoting transparency in the City's decision-making process. When successful we will have:

- Encouraged informed participation. By providing reliable and relevant information consistently, we will establish trust with the community and empower the community to get involved.
- A solid understanding of the community's values and ideas. Effective engagement can provide a broader view of about an issue from the community's perspective.
- Demonstrated the values of City services. The more the community knows about the connection between the services the City provides and the quality of life within the community, as well as the issues that the City staff solves for the community, the better they will feel about their government. By promoting what we do well, we can develop a positive reputation for the City. It's all about leading the way with community pride.
- Improved City decision-making and actions. The community adds an important dimension to our decision-making process. They add a crucial perspective to enrich our thinking and planning. This knowledge, integrated into our processes, helps ensure that the decision we make are in the best interest of the community.
- Higher rates of community participation and leadership development. By offering opportunities for people to take part in different aspects of their community, we encourage broader participation and community ownership in the decision-making process. These experiences help to create future community leaders.
- Built more trust in each other and local government. Good communication and meaningful public engagement enhances understanding and respect. It inspires confidence that problems can be solved by working together. By making community engagement a priority, we can build greater trust and confidence in the City.
- Stimulated a more vibrant community, with happier employees and citizens. A positive community with a good image is one that is stronger.

The March 13, 2018, City Commission work session concluded at 6:00 p.m.

**Alma, Michigan
March 13, 2018**

Mayor Mapes called a regular meeting of the Alma City Commission to order at 6:05 p.m. at the Alma Municipal Building.

Present: Allman, Ayers, Harrington, Mapes, Mott, Nyman & Piccolo.

Absent: None.

Mayor Mapes asked the City Commission and members of the audience to stand and recite the Pledge of Allegiance to the Flag.

Motion by Commissioner Piccolo as supported by Commissioner Ayers to approve the minutes of the February 22, 2018 Special meeting, and the February 27, 2018 regular meeting.

Yes: Allman, Ayers, Harrington, Mapes, Mott, Nyman & Piccolo.

No: None.

Motion by Vice-Mayor Harrington as supported by Commissioner Ayers to approve the request for purchase in the amount of \$2,658.09 to Bell Equipment Company for parts needed for the City of Alma's Street Sweeper.

Yes: Allman, Ayers, Harrington, Mapes, Mott, Nyman & Piccolo.

No: None.

Motion by Commissioner Ayers as supported by Commissioner Piccolo to approve the request for purchase in the amount \$35,474.00 to Shults Equipment, LLC. for 2 salt spreaders with stainless steel leg stand kits.

Yes: Allman, Ayers, Harrington, Mapes, Mott, Nyman & Piccolo.

No: None.

Motion by Commissioner Mott as supported by Commissioner Allman to approve the request for purchase in the amount \$7,725.00 to Bio-Care Medical Examinations for 23 Fire Department firefighters and 2 Police Department employees.

Yes: Allman, Ayers, Harrington, Mapes, , Mott, Nyman & Piccolo.

No: None.

Motion by Commissioner Allman as supported by Commissioner Ayers to approve the request for purchase in the amount of \$3,700.00 to Steve Ley Fencing for the purchase and installation of the fencing for the Toddler Area of the Rebuild Alma's Wright Dream Park project and to authorize payment for ½ the project cost in the amount of \$1,650.00 to book the project, balance due upon completion.

Yes: Allman, Ayers, Harrington, Mapes, Mott, Nyman & Piccolo.

No: None.

Motion by Commissioner Ayers as supported by Commissioner Piccolo to adopt a resolution to amend the Control Substances and Alcohol Misuse Testing Policy for the Alma Transportation Department. As a result of the Federal Transit Administration published final rule on November 13, 2017 the term "opiates" is to be replaced with term "opioids".

Yes: Allman, Ayers, Harrington, Mapes, , Mott, Nyman & Piccolo.

No: None.

Motion by Vice-Mayor Harrington as supported by Commissioner Piccolo to remove the resolution to award the \$10,000 in Grant funds from the Herbert H. and Grace A. Dow Foundation for the funding to Rebuild Alma's Wright Dream Park at the request of the Rebuild Alma's Wright Dream Park Committee.

Yes: Ayers, Allman, Harrington, Mapes, Mott, Nyman and Piccolo.

No: None.

Motion by Commissioner Allman as supported by Vice-Mayor Harrington to adopt a resolution to accept the award of \$10,000 in Grant funds from the Gratiot County Community Foundation for funding to Rebuild Alma's Wright Dream Park per the Rebuild Alma's Wright Dream Park Committee's request and to authorize Mayor Mapes to sign the Grant Agreement.

Yes: Ayers, Allman, Harrington, Mapes, Mott, Nyman and Piccolo.

No: None.

Motion by Commissioner Ayers as supported by Commissioner Piccolo to approve Ordinance #795 to amend Chapter 50 of the Ordinances of the City of Alma to add Section 50-3 making it illegal to knowingly provide or permit incorrect or inaccurate information to the City Assessor.

Yes: Ayers, Allman, Harrington, Mapes, Mott, Nyman and Piccolo.

No: None.

Motion by Vice-Mayor Harrington as supported by Commissioner Allman to adopt a resolution to approve extending a three year contract (2018-2020) with Gawne Trucking, Inc. for the removal and disposal by Soil Injection of Liquid Sludge from the Alma Wastewater Treatment Plant.

Yes: Ayers, Allman, Harrington, Mapes, Mott, Nyman and Piccolo.

No: None.

Motion by Commissioner Allman as supported by Commissioner Ayers to adopt a resolution to approve the Construction Engineering Services Proposal with Rowe Professional Services Co. of Mt. Pleasant in the amount of \$126,000.00 for the Lincoln Avenue Reconstruction project. Proposal includes \$9,000 for construction staking. Administration and observation proposed is based on 16 weeks of full time inspection for the duration of the project.

Yes: Ayers, Allman, Harrington, Mapes, Mott, Nyman and Piccolo.

No: None.

Motion by Vice-Mayor Harrington as supported by Commissioner Piccolo to receive the following reports and place them on file: Alma police report for February 2018; Building Permit February 2018 Report; Code Enforcement report for February 2018 and the Board of Review Organizational Meeting minutes of March 6, 2018.

Yes: Allman, Ayers, Harrington, Mapes, , Mott, Nyman & Piccolo.

No: None.

Motion by Commissioner Allman as supported by Commissioner Ayers to approve the appointment of Andi Whitmore to the City of Alma Parks and Recreation Committee to fulfill the vacancy left by Rob Cook.

Yes: Allman, Ayers, Harrington, Mapes, Mott, Nyman & Piccolo.

No: None.

Motion by Commissioner Ayers as supported by Commissioner Allman to approve Warrant No. 18-15 and to authorize the City Treasurer to issue checks in payment of all claims.

Yes: Allman, Ayers, Harrington, Mapes, Mott, Nyman & Piccolo.

No: None.

Commissioner Ayers commented that he was disappointed in the lack of Community attendance at the last two City meetings. We are hearing that the Community is not being informed of meetings. We will be working to get the public more informed.

City Manager Schooley echoed Commissioner Ayers comments by stating that Community Engagement is one of our major goals for the City. It is a top priority to get information out to the public.

Mayor Mapes stated that the City Web Site as well as the Morning Sun and Gratiot County Herald have information on City events and meetings on a regular basis. Citizens should not rely on "Facebook" as their information central. The facts are not there. He strongly encourages citizens to go out and buy a newspaper to be informed. The free press is a vital and integral part of our democracy.

Mayor Mapes opened the floor for Public comment.

Being no Public comment, Mayor Mapes asked for a motion to adjourn.

Motion by Commissioner Allman as supported by Commissioner Piccolo to adjourn the regular meeting at 6:20 p.m.

Yes: Allman, Ayers, Harrington, Mapes, Mott, Nyman & Piccolo.

No: None.

Gregory S. Mapes, Mayor

Sheila Letourneau, City Clerk