City of ROSEVILLE Minnesota, USA

Regular City Council Meeting Minutes
City Hall Council Chambers, 2660 Civic Center Drive
Monday, May 13, 2024

1. **Roll Call**
Mayor Roe called the meeting to order at approximately 6:32 p.m. Voting and Seating Order: Groff, Strahan, Etten, Schroeder, and Roe. City Manager Patrick Trudgeon and City Attorney Rachel Tierney were also present.

2. **Pledge of Allegiance**

3. **Approve Agenda**

Schroeder moved, Etten seconded, approval of the agenda as presented.

Roll Call
Ayes: Groff, Strahan, Etten, Schroeder, 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 appeared to speak.

5. **Recognitions, Donations, and Communications**

6. **Items Removed from Consent Agenda**

7. **Business Items**
   a. **Discuss Purpose, Scope and Role of Human Rights, Inclusion and Engagement Commission**
   Assistant City Manager Rebecca Olson briefly highlighted this item as detailed in the Request for Council Action and related attachments dated May 13, 2024.

   Equity and Inclusion Manager Antonio Montez reviewed the Purpose, Scope, and Role of the HRIEC with the City Council. He started the discussion with a relationship builder question which the City Council answered. Mr. Montez explained the goal of the discussion is to find some consensus, purpose and some scope and duties and roles along with some format for the HRIEC.

   Mayor Roe reviewed the background of why this topic has come before the City Council. He reviewed the history and recent discussions between the City Council, City staff, and the Human Rights, Inclusion and Engagement Commission.

Mr. Montez thought the first step was to talk about the vision and where the Council thinks the equity and inclusion work will go across this organization. He noted this will be a high-level review of items and this will come back as a group to share this more in detail with the City Council to give a presentation on where staff feels the work will go as it is built over the next eighteen to twenty-four months. He thought the Equity and Inclusion Commission name is, at this time, a placeholder and was not sure that would be the final name. He indicated this needs to be figured out and is probably the first step in the plan.

Mr. Montez explained the next step will be to start up a steering team internally at the City with the senior leadership team. After that, the Equity, and Inclusion Action Team, which is very similar to the Steering Team but is more across the entire organization, not just inclusion and senior leaders but also leaders from every space in the organization. He noted the City would also like to think about an employee resource group and what that would look like. At the very end, it would be to work towards departmental equity and inclusion action workplans.

Ms. Olson added that this is the overall arching mission of equity and inclusion in the City. She explained each of these groups outlined in the presentation has a role to play and kind of fulfill different areas of how the City can make sure that equity and inclusion are impacting more than just maybe those three problem areas discussed in the SREAP.

Mayor Roe imagined that there was a fair amount of overlap as to who is participating in these various areas, especially at the staff level.

Mr. Montez concurred. He explained that as the purpose and role are discussed by the Council, staff wanted to give the Council some space to talk about what the purpose and the role of this group look like in the Council's eyes, as folks that are representing the community. He gave the Council some recommendations as to what staff felt makes the most sense.

Councilmember Groff thought this sounded good and includes what people want in the city. He also thought it sounded like what the Council and staff have been discussing over the past year and it gives enough leeway in the phrasing of "city policies, procedures, projects, program and initiatives" that people on the Commission would understand those things are valued.

Mayor Roe concurred and as it is the purpose statement there does not need to be a lot of detail but it does provide that framework for the rest of that document. He thought that seemed to be the kind of thing that the Council would be talking about as a part of this discussion.

Councilmember Strahan appreciated that this specifically mentions "to city policies", noting she has looked at the requests for Council actions and the racial equity impact summary on each and wished that there was a bit more input from a certain commission, that they would have somehow taken their voices with that intent of looking at that and truly, not just kind of generically saying "no equity concerns" and applied equity concerns to these policies. She appreciates when those are there and wants them to be meaningful parts of the City policies, things the Council considers, and that these have had thoughtful consideration from the equity point of view. She knows it has not always worked that way but she thought if things were working well, they would have had some kind of voice to that piece and offered, especially things that are potentially looking for reflective voices of more than just one or two City staff, not to diminish, but the more voices the better the relationship.

Mayor Roe indicated he was thinking about some of the same things. From a practical view perhaps, it would be a challenge for every single request for Council action to be pre-reviewed by a commission that meets monthly. It probably makes sense to be a feedback loop mechanism as the commission. On the flip side, if it is a new policy that the City is putting in place, he thought it did make sense to have the pre-review of what the impacts are, figure out how that works, and is that an extra step in the decision-making process that is built in or what does that look like. He could see where it could be both.

Councilmember Etten thought in having discussion with current and previous HRIEC members and other folks in the community, this, and hearing from the HRIEC, people are currently saying this is a much more focused thing that allows more depth. This allows depth on something that he felt was important and multiple people agree that is what should be focused on. He thought it cleared away some of the clutter and confusion of what is currently before the HRIEC and provides a real focus on something that is critical to the future.

Councilmember Schroeder indicated she was going to say something very similar to that where it is very clear but still broad at the same time. She thought that was one thing the Council was hearing very clearly from the different people.
They wanted it to be much clearer as to what they were going to be working on. She also liked what was said about making sure this is something that is going to be, will be some passion around it, but then also get a lot of work done, which she thought was another piece. She noted this would help to show the direction better but broad enough for when things come up it will still be under this umbrella. She noted she has been working with the group on this for a while, so she has had an opportunity to look at it a number of times and she does like it.

Mayor Roe felt this was very reflective of what the Council heard back through this process.

Mr. Montez indicated to the Council's point of where the specifics will come, he thought that looking at some of the scope and duties, at least on the beginning piece, will be something that continues to evolve as their work grows. He thought regarding the initial piece, the recommendation is that this team focus on supporting the equity and inclusion work plans talked about. There will be one for the entire organization and one that will be a little more specific to the departmental level. Staff is going to continue to pull the SREAP through as equity and inclusion is talked about across this organization. That is where the initial focus would be for this group, to work in those two areas. He noted this is going to be a big project.

Mr. Montez indicated there was also discussion about the Equity and Inclusion Action Team, which is going to be a learning and development place for many levels of the organization across every area. He noted staff would like to bring a couple of members along on the journey and embed them in the process in terms of how the City looks at it, how does the City advance, and how does the City focus and lead with an equity and inclusion lens in the City of Roseville. Staff wants the community to be along side them on that journey. At the beginning, those are the three things that he thinks this group should be focused on, how they will embed in the organization.

Ms. Olson noted that staff was pretty intentional with the wording used on reviewing and providing feedback. Depending on what group format the Council takes, there may have some legal implications in making sure they understand what that role is. They are to review and provide some feedback.

Mayor Roe asked if the departmental equity and inclusion plans that were on top of the arrow diagram are something that either eventually gets into this as well or is one of the things that is an equity and inclusion action team piece.

Ms. Olson agreed and explained it is actually the equity and inclusion work plan that was mentioned in the presentation.

Councilmember Etten wanted to specify something around City operations and policies and asked how they could be incorporated.

Ms. Olson thought this could be done. Under the Purpose, there was discussion about adding that. They did not want to get too wordy but could definitely put that under the Scope and Duties, if that is the appropriate place.

Mayor Roe stated that was something he was looking at too.

Councilmember Strahan thought this was a big difference. By taking the word "engagement" out, the City has this Commission that may wonder if they are internal or external. She thought this was a very internal looking place and so it does definitely focus everything quite well. But, possibly, it is a different type of person who would find this of value to them. That would help when people have a better understanding, but she thought the biggest thing, especially on the arrow diagram, is that the goal is clearly toward the organization and not to the public. She thought this was the biggest thing, that the City is not taking the public and trying to figure out how to not so successfully most of the time, figure out how to bring that back in. Staff is trying to bring the public in to figure out this internal plan. She thought that was the biggest thing. If it is in the Scope and Duties, it is clear that the big change from it being an ambassador to it being the thought pool that is drawing from their knowledge to create something.

Mayor Roe thought it was important to say that there isn't some sort of an ambassador role included in this plan that can be a part of what the City does. He noted however there has already been some conversations about what that could look like. Folks that are interested in that area hopefully can find a way to make that connection. It is just not through this specific mechanism anymore.

Councilmember Schroeder explained in the Scope and Duties, it states, "may represent the City at events, where appropriate, and approved by City staff or the City Council," so there is some interaction.

Mayor Roe agreed but it is not being out there trying to engage in a similar ambassador way.

Ms. Olson thought that had been a big push/pull on the Commission. There are people who want to be out and engaging with people and then there are people who want to do more of the review and provide feedback. Trying to capture that all, in one group, has been difficult. So, as the Mayor alluded to, there are some conversations occurring one way that the City can get those who are interested in being out and engaging, doing something, in a different role, a different scope for that. Then also using this group to provide feedback and review. She noted staff is trying to focus on one first and then will get the other one going.

Mayor Roe thought it was important to note that while this group is focusing on this organization's(the City's) policies, procedures, actions, and what the City is doing, the whole purpose of this organization (the City) is to serve the public, and to advance public interest in the community within the parameters of a city. Ultimately, that is what the City staff and Council are trying to do. The key part of it that this group can help with is to make sure that as the City is doing all of the things that are needed it is also addressing those equity and inclusion areas actively, appropriately, and effectively moving forward.

Councilmember Groff explained he understands the ambassador part that staff is talking about but there was also frustration with that because many of the people he talked to stated they did not know why they were doing that. He agreed that this is internally focused. But, through that, he thought they might be able to broaden that part of it through the program and then other parts further on in the process.

Mayor Roe stated the Council wanted to make sure that the City is doing a better job of engaging the public in decision-making and in the government.

Ms. Olson stated this could be the group that makes sure there is engagement with different groups within the city, makes sure the city is being accountable, and makes sure that happens while a review is going on.

Councilmember Strahan thought the City needed to be clear about that focus. It is not that engagement or outward looking; this particular group is about being internal and making what they all produce. She indicated she relies on these Commissioners to be the experts. If there is some group that can take that perspective on, then she can too.

Councilmember Schroeder thought a good point is that it is not the ambassador part so when this group is being built, the City is clear on what they want the group to do. She thought that was where there had been some issues. People were thinking that is what they were going to do once they got on the Commission and then that is not what they got to do, which frustrated them. She thought it was very smart to make it very clear not only what the City wants the group to do but what is not included at this time.

Mayor Roe stated under the Scope and Duties, it might make sense to express the notion of providing feedback as to who the City should be engaging or who should be a part of the work that the City does on a particular policy or particular procedure. He noted it may be tricky wording to make sure that they do not make it sound like the Commissioners are going to be doing the engagement but will actually be providing feedback to the City about what is needed.

Mr. Montez reviewed the role of the commission or group with the City Council.

Councilmember Strahan indicated on the future agenda an item that has been on there for a long time and seems on its own right now, was interest in having a sister city relationship with an Indigenous Tribal Nation in Minnesota. The reason she presented that is because of the Keya Park naming and it comes back to what staff was talking about, building more authentic relationships. It was about not just finding a Native American expert. It seemed like a more authentic way to interact with their City, with some people who may have originally inhabited this land. It was more an idea of something that was authentic in creating that relationship and not just seeking knowledge. She did not know if that fit into something like this but originally she had thought it would live in this type of space because she wanted there to be more relationships around, not just using someone for their knowledge, but actually having something that is shared in that space. She did not know in this new format that would be the right direction so maybe this is not something that would ever come to fruition and sister cities are kind of a thing of the eighties. But, also she did not know in their world there could ever be enough connections to meaningful relationships to other organizations. That was kind of what she thought of but was not sure that fits into here. She still thought that there was an opportunity to create authentic relationships with those connecting groups, whatever those are. She also thought this would fit well with the HRIEC but was not sure if it would work with the group that is being proposed.

Mr. Montez reviewed the group formats with the City Council. He explained the benefits of a commission would be transparency and familiarity and the barriers would be the lack of flexibility, lack of accessibility, and application.

Ms. Olson noted another benefit that came forward from a Commission member is doing the work in a public space. She reviewed the requirements of a Commission and that can be barriers to people who have to participate in the traditional structure.

Mayor Roe stated one of the things he was thinking about was that the childcare and transportation issues were a barrier to some people. He guessed one could argue that having a predictable, regular meeting schedule could potentially help with that and could also be the flip side so it could work both ways. He thought from the accessibility and being on camera, certainly whatever format it is, this group could still have a much more public facing meeting approach as opposed to the MAC where it is a more behind the scenes informal group. The Council can still decide whatever they want to do with is set up. While that is certainly a benefit of the Commission, if the Council decides to go with the other format, he has not made a decision yet himself, noting there are ways to do different things with different formats that may not appear under a benefit or barrier.

Councilmember Strahan asked if the City would be able to record meetings, say those meetings were on Zoom, in a non-commission format and have those recordings available on the City website for people to view after the fact.

Ms. Olson explained the City has the technology to do so if that is something the Council desires to do.

Mr. Montez explained the committee format benefits would include flexibility, accessibility, authenticity, and membership. The barriers would be perceived lack of transparency and lack of familiarity.

Ms. Olson noted the piece on the flexibility with a committee, the committee could do a hybrid model if meeting in person whereas currently, with the structure under a commission, the City does not do a hybrid model. In addition to the barriers, she would also add that there has been concern with making sure this group is sustained and making sure the work is continued and ongoing.

Councilmember Schroeder indicated with a commission the City does a background check on the member and asked if a committee, does the City need to do a background check.

City Attorney Tierney thought that was a decision that the Council could make.

Councilmember Schroeder thought one of the reasons for a background check was because the Commissioners were involved with youth.

City Attorney Tierney noted that was a good point and thought the City might want to do a little research about it. Her instinct is that there may be a way to avoid the background check. But, the other consideration of the background check is that the City wants to be careful about what kind of information is shared with the commissions and that can become an independent reason to want a background check.

Mayor Roe asked if the City established this by a resolution and in the resolution, there is information about how business is done. If it starts to look a lot like a Commission, he asked will it then be subject to the open meeting law and other things.

City Attorney Tierney explained to start with some of the Commissions' work may not actually be legally required to be subject to the open meeting law. The City would need to be careful about the responsibilities that the Council assigned to the Commission. Based on the description, she did not think the Council would need to make this committee subject to the open meeting law. Again, the City would want to be careful about the level of responsibility that the committee is given. The Council would then explicitly state that the committee is not subject to the open meeting law and would also make sure there is some level of transparency built into the structure of the commission.

Councilmember Groff understood people think that Zoom is great, and a lot of work can be done there, but he did not feel that way. He thought Zoom was distancing and hard to read what someone else is thinking or feeling because when the Council used Zoom for its meetings, he was not able to see body language or have those interactions. So, for him, having a total Zoom Commission would be the beginning of the end of this.

Ms. Olson reviewed a hybrid group format with the City Council. She noted it would be in a committee format with ten members, two of them youth, and there would be improved transparency where the meetings would be announced with agendas and meeting minutes.

Mr. Montez explained staff wanted to have the best of both models with transparency, flexibility, and accessibility.

Councilmember Strahan asked in the hybrid format would the public be invited to attend the meetings.

Ms. Olson thought that would be up to the Council.

Councilmember Strahan asked if the members would be appointed by the City Council or if it would be a group created by staff. She wondered if the members would be voting on anything and would it possibly include youth members attending Roseville Area Schools who did not live in Roseville.

Ms. Olson explained staff thoughts are to make it less burdensome, maybe it could be staff appointed with Council input on some of it. In addition, with the voting, staff was talking about reviewing and providing feedback. She did not know that it would be a formal vote. There would not be the issue at that point if the Youth would be able to vote or not. Regarding being open to the public, it could go either way. There could be some conversations that could be difficult that the Commission may not want to but if the City is going to post the meeting, if it is going to be video taped or recorded and then posted on the website, she did not know if there would be any difference to allowing public to attend. But, there are only meeting minutes that would be something different. With City emails, if someone does not have any email and would want one, the City can provide one if that will help them. But, if it is not going to be subject to open meeting law, she will defer that to the City Attorney, but maybe personal email is okay.

City Attorney Tierney thought if the City had the email, it would be public. Under the open meeting law, there is a requirement to have contact information that is accessible to the public so even if that requirement is removed, still it is data that the City has and off the top of her head, she cannot come up with a reason to protect it.

The Council and City Attorney Tierney discussed open meeting law requirements.

City Attorney Tierney explained if the Council is going to take away that kind of regulation, the open meeting law, and not distinguish in a meaningful way ten years from now, when nobody knows why something happened, mistakes could get made with new assignments being given to Commissions. Then it would trigger the open meeting law but it might not occur to anyone to do that review as that is happening. As the City's legal counsel, it makes her a little nervous. It does not mean the City can't do it, but she wanted to mention that.

Mayor Roe thought that meant the City needs to be very explicit in however this is approached.

Councilmember Etten thought that brought up things he had heard from former members of the HRIEC and some people who were in the public who were not a part of the HRIEC. One of the considerations for having this not be a commission and not videotaped is that it allows for more frank and open conversations. He noted an example was given to him as a member of the MAC who has legal trouble in their past and was able to openly talk about that in what that person considers to be a safe space. As soon as there is a video going and make it open meeting law, that does not become a safe space for that person and the person cannot share personal experiences. When the group talks about how a regulation affects people who have experiences like someone in the group, at some point, that is going to be discussed and may not be something the person wants to be videotaped. The City loses that benefit.

Councilmember Etten indicated this is something he heard from people where they felt it was something that changed how that person could talk and operate in the meeting. He thought, for him, it was an important thing to consider. If the City does a commission, then he thought the City cannot have any exceptions to the commission code or it gets very messy. When the person interviews for a position, it will be in front of the Council and that person will need to use *Roberts Rules of Orders*, but he thinks then the City starts making the space less comfortable. When this happens it may not allow the City to get the people that are needed for that type of commission or would allow the person to fully participate in a way that is so useful for the City.

Councilmember Etten indicated he appreciated Councilmember Strahan's point about internal focus that others agreed on. For him, part of the reason this would be different is because of its extreme internal focus and it is thinking about how the City operates and what are the City policies being reviewed versus the very public output that a lot of the City Commissions have. Those are things that are important for him as he thinks forward about why he would lean away from a commission. He explained this is not about him but about the feedback he has heard and why he thought a distinction here is that internal focus and why a committee approach makes more sense for that, a clear distinction line in how these groups would operate, and what the groups would do in the City.

Councilmember Strahan said her biggest concern was that it will get too loose and there is no continuity, because she knows that given changes in the Police Department and having different staff leave, it has had kind of fits and starts. She wants continuity for the people who are involved and an opportunity for it to be successful because the Council is also setting them up for failure if they are not providing an opportunity for it to be consistent. She agreed that setting up a regular meeting and people are a lot better off knowing when this meeting is a set meeting on the calendar. She thought people needed that consistency even if they cannot make it, but she also wanted there to be an expectation that the person is making some type of commitment. She indicated her understanding from the MAC is that it is looser than what the Council probably wants here. She thought it was almost like the hybrid is a third piece that is in the middle somewhere that has some elements of a more formal commission. But, also has the opportunity to create those relationships to which will not be created if some people are on Zoom and some people come whenever they come and that is a part of why this Commission has not been functioning. The HRIEC has not had that continuity of purpose and she wants to set them up for success. She wants to create the right format but was not sure if either of the formats presented is what the City needs. She thought there is something else out there.

Mayor Roe noted the HRIEC has been functioning but there have definitely been challenges.

Councilmember Strahan agreed. She meant not functioning internally because the City see the person as they leave before their term is up or the person does not seek a second term. In other Commissions, the Council has seen much more continuity of people and just in frustration that it does not succeed in the ways that person had hoped. It could be their own perception of what the person had anticipated it to be.

Councilmember Etten stated he agreed, and thought some of the MAC members would agree, and are actually working on more structure right now because of some of these things that Councilmember Strahan talked about. He thought that any group the City has should have a little more formality to it in the application process. But, if the person is working and applying to Mr. Montez and some of the other staff versus sitting around a table, if there is a regular meeting but if it needs to, it could be flexed. With regular meetings, almost everyone works better when they can predict and can adjust. He agreed with having some formality on how the meeting is run but the group does not need *Roberts Rules of Order*. There should be the ability to have that flexibility but with more structure.

Councilmember Strahan wanted to add in what she had heard that staff members often disengaged in what the Commission is. She felt it would benefit the City if there was staff involvement because she felt like staff knows often times what the goals are. Staff does not have to direct the meeting but she felt it would be nice if it was not totally hands off. Maybe that has never been the intent and a perception of some folks, but some folks have indicated that staff is not involved at all and she was hopeful that staff will bring its expertise to that table and help guide folks who maybe have not been trained in as many ways as staff to find some type of end result.

Ms. Olson stated she has only heard from Councilmember Etten and Strahan and maybe others can weigh in as well. But, she is hearing about setting up some distinct parameters for this group so that there is structure to it with a regular meeting schedule, maybe agendas or structured agendas and minutes, and looking at what the commitment to the membership looks like. Staff looked at having a two-year commitment rather than a three-year commitment and then talk about what that membership number is and if youth are available. In addition, she thought conversations staff has had is that staff would like to look at this group as a partner in the work being done so it is not always necessarily the group that is giving their feedback, but staff is maybe giving the group some information. A lot of it is to include some learning opportunities staff has talked about such as getting people up to speed, bringing in people from different departments so the group knows what is going on in different areas, and so it is more rounded rather than just focusing on certain areas in the city. If the Council is leaning more towards that committee version, the resolution used to create that committee is where the specific parameters would be laid out. She asked if that is the direction the Council is leaning towards.

Councilmember Groff indicated he would be concerned about removing the HRIEC from commissions. He would probably vote against that. He thought this was great right now and everyone is all onboard with it. Five years from now, there will be different people in those seats and will probably care less if that committee would disappear. The Commission is not so easily gotten rid of. That is why he would stick with the commission model. He thought the bad part was that it sounds like it does not give staff the information wanted or needed so it and does not work as well as that.

Mayor Roe thought this could certainly start as a Commission and evolve, if needed. That is one way it could be dealt with because the City does not know for sure. He thought that might be one way for the City to ease its way into it and see if some of the concerns being thought about are actually turning up. This could also start as a committee or hybrid and see how that goes. He thought if there was an action by Council to pass a resolution to initiate something, it would be problematic for that thing to go away without further action by the City Council. An ordinance is a permanent thing, and a resolution is not that far away from it necessarily.

Councilmember Groff thought transparency was very important. He understands that some people are uncomfortable being on camera and especially in this Commission. But the word 'secret' was used, and he feels like the public is going to look at this as a secret organization that is within the City, unless the City does a lot of public information out there. Otherwise, he does not think this will be looked at as a commission. Nobody knows much about the MAC, the group that works with it does, but the rest of the community does not.

Councilmember Etten thought 'secret group' was a little far and he would pick up on Councilmember Groff's thing that it does not give staff what it needs so he would not want to create a new group that is not getting the City where it wants to go. If the City has some of that hybrid model, posting agendas and having meeting minutes afterwards, things like that, there is that sense of the City needing to be right there overseeing these. He indicated the MAC has yearly meetings with the

Council and there are ways to keep that as a part of the City's formal process while getting what he thought was the most robust information the City can get, the most important and authentic feedback. For him, if the City is not going to get what it wants out of this, then the City is shooting itself in the foot from the start again.

Councilmember Groff explained part of the problem with this one is that it is also people that have been discriminated against in the past, so they have been told to be quiet in the past. They have been made to feel invisible when he says 'secret.'

Mayor Roe thought visibility of the Commission was important. He clarified that he was not sure staff was saying that if this is in a Commission format, the City is not going to get what it needs. He indicated the Council gets to choose what it wants and theoretically, it should work either way.

Councilmember Schroeder thought that was a good point because the Council wants to make sure that staff would get what is needed out of this so she asked if it mattered which format would work best.

Ms. Olson thought that staff could work with either format. It is going to depend on the membership and making sure the City is representing the people in the community with all different life experiences. She did not know if having it follow the Commission structure was going to make or break the group, as it is going to be the intent of making sure the purpose statement is outlined, making sure that the group is being used appropriately, that the intent of how the City wants to use the group is there. She did not know if there was a make or break for this group and she thought the work that was going to be done was going to be focused on the purpose, on the scope, the duties and the roles, and it will depend on the membership and making sure that the City gets the right people in that group.

Mayor Roe thought the Council should talk about some of things mentioned as barriers: the three-year term on a Commission versus two years on a hybrid; the interview process before the Council; and, the application process. He asked how does the Council feel about those things in terms of what is better for what the Council wants for this group. With the term, he did not know that a three-year term had ever caused somebody to not leave a Commission. He struggled with that a little bit and did not know for sure what the right answer is. Ultimately, the commitment is whatever people can give to the City.

Councilmember Groff explained he struggled with that because whenever a person starts on a Commission, there is a learning curve. If there are two-year terms, the first year is the learning curve and then there is one year left to make a difference. He thought the three-year term brings some continuity.

Mayor Roe asked if it should be unlimited reappointment capability or should the City have term limits. He thought the Council would need to have a discussion on that. He noted there are essentially two, three-year terms now.

Councilmember Strahan explained she could see community concern if they did not see the whole process. As far as the visibility piece, she would not want someone to also feel like they could be falsely looked over. If everyone can see the interviews and how they go, that transparency is helpful for the community to have that opportunity.

Councilmember Etten stated the Council knew how he felt but he wondered if the two-year terms made more sense if a person was a renter and not staying in the community long term. He thought there should be flexibility. He agreed about the continuity with people sticking around longer which would help the group to be more effective and do well, but he did not think that two years was about cutting it off but rather making sure the group is not overwhelming on the front end.

Councilmember Schroeder thought if the term was two years, then the person should be allowed three terms so there would be six years total. That way, if the two years is working out, then additional time in the group would be allowed.

Councilmember Etten thought the City needed to try something different to get a different result.

Mayor Roe thought the question this comes down to is how much different the City needs to go. He understands the City needs to try something different because clearly something did not work. He noted that in science experiments there is a concern about changing too many variables at the same time because one doesn't have a way to know which change produced an impact on the results or which change produced which impact. He would tend to lean towards trying this as a commission to start with.

Councilmember Groff indicated he could go either way.

Councilmember Strahan thought with the cycle, at least with the three years, a third go off every year.

Ms. Olson reviewed the discussion and what the Council preferred.

Councilmember Schroeder thought that starting with a three-year term gives a little more flexibility for the group.

The Council concurred.

Councilmember Strahan indicated she could support either type of group but at this point she is in favor of the commission format.

Councilmember Schroeder indicated she agreed.

Councilmember Etten indicated he could support either way, but thought there were things the Council was ignoring. He asked, if this works with other Commissions in the City, and what do the other Commissions look like? He indicated that is what the City has been struggling with for years. The other Commissions look like the people on the City Council and the Council keeps doing the same thing with the bars around it but are expecting a different answer.

Councilmember Schroeder thought the point was that the City would start there.

Councilmember Etten wondered why the City did not start with a committee and if it did not work, then it could be more constrained in the commission format.

Councilmember Schroeder thought the Council was talking about all of the different variables at once and that is what made her think about this a little bit.

Councilmember Etten thought if this goes to a commission format, then there should not be any exceptions so there would be zero variable changes.

Mayor Roe agreed, other than doing a more overarching look at some of the open meeting law questions related to all of the Commissions.

Councilmember Groff thought the purpose would change.

Councilmember Etten agreed but explained none of the other variables would change.

Mayor Roe thought a case could be made that a lot of the issues the City has had with the Commission has been because the City Code confuses people with too many things and everyone has a different perspective on what the Commission should be doing. If the issue is solved, perhaps that is the thing the Council needs to do. He thought the Council still needed to ensure all of the commissions in the City do not look the same as the City Council. He wondered if the Council needed to go to two-year terms for all commissions. He noted that was just to make a point. He asked if there was consensus on how the Council will take the next step, to build it around the existing commission structure.

Councilmember Strahan indicated the name has changed along with the focus of the Commission.

Mayor Roe noted the name has not changed yet.

Councilmember Strahan thought Human Rights has not been talked about at all and is probably not a part of this group. She thought this was an internal focused group that is advisory to the Council. This is a different type of focus that is being asked of the group. She thought that was a lot of variables right there that have been changed and the Council can come back in six months to discuss and review this.

Ms. Olson explained current commissions are advisory to the City Council. She asked if this was changed to include staff also so would this Commission be expected to provide recommendations rather than reviewing and providing feedback because other Commissions are providing recommendations. She noted that changes some of the scope and duties that have been talked about.

Councilmember Schroeder indicated she would not change any of the scope and duties at all. She thought it should be left as is proposed.

Ms. Olson asked if the Council was okay with following the structure of the Commission completely with application, interview, meeting video, meeting schedule, agenda, and minutes without any changes. The changes being made are to the scope, duties, and functions.

The Council concurred.

Ms. Olson reviewed the next steps moving forward including recognition of the current and past HRIEC members. Open applications for whatever the group will be called and looking to start the new group in September.

Mayor Roe added that if any of the existing Commissioners did want to continue under the new scope, duties, and functions, he would be willing to consider that under the re-appointment process for those individuals.

Councilmember Etten did not agree. He indicated this is a whole new focus and group.

Councilmember Groff thought everyone should start fresh. He thought this whole process was important.

Councilmember Strahan wondered if an Equity Review Commission would be appropriate. She thought it would be nice if it had a new identity.

Ms. Olson thanked the Council for all of the discussion and work done at the meeting. She thought the process so far was good with a lot of listening, revising, and changing.

Public Comment

Mayor Roe offered an opportunity for public comment with no one coming forward.

Mayor Roe thanked everyone with a special thanks to current and past Commissioners and other people that have been consulted throughout this process from the public. He thought that everything had contributed to a good positive outcome for the community.

Recess
Mayor Roe recessed the meeting at approximately 8:25 p.m., and reconvened at approximately 8:30 p.m.

b. Discuss Possible Approaches to Mitigate the Impacts Related to the Potential Loss of Veterans Park

Parks and Recreation Director Matthew Johnson briefly highlighted this item as detailed in the Request for Council Action and related attachments dated May 13, 2024.

The Council discussed with staff possible locations for a replacement park.

Councilmember Groff thought there should be a discussion at some point about lights because when being next to a residential area that is important to keep the lighting to a minimum.

Mayor Roe indicated his initial thought is an all of the above approach seemed to make some sense, from his perspective.

Councilmember Strahan referenced the mockup plan with the maintenance building, and explained for the record that she did not like the maintenance building there at all. She wondered if there would be a possibility of straightening out that road coming through the condominiums to leave Lexington Ave. at a ninety-degree angle and possibly put a half-court basketball court in that space.

Mr. Johnson explained the parcel is not the City's but that would be one potential area. He thought that road was a private road within the development.

Councilmember Schroeder asked how much is in the park dedication fund.

Mr. Johnson indicated there is close to two million dollars in the fund with approximately half a million dollars currently committed to the park being put in Southwest Roseville. That project is currently going very well, and he is optimistic about where that will come in. There has also been discussion about a couple of different uses for that fund including Rosebrook Park. He wanted to be careful not to dip into that fund too much.

Councilmember Schroeder agreed with the Mayor that staff should look at all of the options because until the City has an idea of what it is going to take for all of that, not only costs, but work and everything else and how it will fit together, she thought it made sense for staff to look at all of the options.

Mayor Roe stated Councilmember Schroeder made a good point about the needs ascertainment being done in 2011 as a part of the Master Plan process. He thought it made sense to check back in with the community as part of that holistic approach to have a good understanding because it would make no sense to put a lot of investment in property acquisition and upgrading and find out the City is doing it all around a 2011 plan that does not pertain to the City anymore.

Mr. Trudgeon noted this would be brought to the School District at the end of May.

8. Council Direction on Councilmember Initiated Agenda Items

9. Approve Minutes

10. Approve Consent Agenda

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

City Manager Patrick Trudgeon reviewed the May 20, 2024 City Council meeting, June 3, 2024 City Council meeting, June 17, 2024 City Council Meeting, and the June 24, 2024 Rosefest Parade.

12. Adjourn

Groff moved, Strahan seconded, adjournment of the meeting at approximately 9:09 p.m.

Roll Call

Ayes: Groff, Strahan, Etten, Schroeder, and Roe.
Nays: None.

Daniel J. Roe, Mayor

ATTEST:

Patrick J. Trudgeon, City Manager