City Council Budget Retreat
And
Committee of the Whole Budget Workshop
May 6, 2022
Department of Public Works Facility
209 Chestnut Hill Road
PART I
9:30 AM

COUNCILORS PRESENT

Councilor Beaudoin Councilor Berlin

Councilor Desrochers

Councilor Fontneau

Councilor Gilman

Councilor Gray

Councilor Hainey

Councilor Hamann

Councilor Larochelle

Councilor Malone

Councilor Rice

Deputy Mayor Lachapelle

Mayor Callaghan

OTHERS PRESENT

Blaine Cox, City Manager Katie Ambrose, Deputy City Manager Mark Sullivan, Deputy Finance Director Sonja Gonzales, Chief Information Officer Andrew Watkins, Deputy Chief Information Officer

COUNCILORS ABSENT

MINUTES PART I

1. Call to Order

Mayor Callaghan called the meeting to order at 9:30 AM. All Council members were present. Councilors Desrochers and Rice were attending the meeting remotely.

Mayor Callaghan said there would be an opportunity for the public to address the City Council at the end of the meeting. He said each speaker would be limited to five minutes each.

2. Review of Budget Presentation of April 19, 2022

City Manager Cox thanked Peter Nourse, Director of City Services and staff for hosting this year's budget Workshop. He thanked the HR staff and IT Department as well.

City Manager Cox gave a brief overview of the process for the Budget Workshop, which is different from years past. He indicated that the last agenda item is public input and said this would give the public an opportunity to speak about any budgetary concerns presented during the meeting.

City Manager Cox stated that the Committee of the Whole Budget Workshops are designed to allow City Councilors an opportunity to recommend any budget adjustments and a final vote to accept those recommendations would occur prior to the budget adoption. He said this would allow the Finance Department to finalize the figures associated with such recommendations.

City Manager Cox stated that Department Heads would be asked to give a brief overview of any Issues and Options and CIP items. He encouraged City Councilors to ask questions. He reminded the City Council that some Issue and Options proposals are included in the City Manager's Proposed Budget and some items are not (as indicated in the I & O booklet).

City Manager Cox referred to page 1 of the O & M Budget Booklet to review the FY 23 Proposed Tax Cap Calculation – Tax Rate Estimate. He reviewed the figures and said the overall proposed tax rate increase is currently \$25.80; however, that may change once the non-property tax revenue is finalized and the overall assessed values are finalized, typically by November another slight adjustment would occur.

City Manager Cox referred to the summary page of all I & O items, which is for items from individual Department Heads that either exceeded the recommended 2% increase or were proposing new or expanded employee positions. He said each item indicates whether it is included with the City Manager's Proposed Budget or not.

3. O&M & CIP Budget Summary

Deputy City Manager Ambrose provided a brief summary of the O & M and CIP Budgets. She indicated that a bottom-line reduction in the amount of \$7,100 is still needed in order to bring the School Department in-line with the Tax Cap.

Councilor Lachapelle **MOVED** to reduce the bottom line of the School Department's Budget by \$7,100. Councilor Malone seconded the motion. The **MOTION CARRIED** by a unanimous roll call vote as follows: Councilors Berlin, Desrochers, Gray, Fontneau, Hamann, Hainey, Lacahpelle, Larochelle, Beaudoin, Malone, Gilman, Rice, and Mayor Callaghan voted in favor of the motion.

Issues & Options Review and Questions:

3.1. City Clerk

Kelly Walters, City Clerk, presented the following I & O budgetary item:

• Increase Part-Time Administrative Technician to Full-Time (Included with the City Manager's Proposed Budget)

Councilor Beaudoin asked what the total increase cost to the budget would be in order to support this proposal in the budget. Ms. Walters replied \$40,485.

Councilor Hainey asked if additional hours would allow the employee to work in all areas of the job. Ms. Walters replied that the part-time position typically assists with balancing the daily work and small projects. Councilor Hainey said the Right-to-Know requests have also increased and questioned if that employee would be able to assist with that type of work as well as the upcoming elections. Ms. Walters replied yes.

3.2. Finance

Katie Ambrose, Deputy City Manager, presented the following I & O budgetary items:

 Reallocation of Deputy Finance Director -Accounting Funding (Included with the City Manager's Proposed Budget) (Included with the City Manager's Proposed Budget)

No discussion.

3.3. Information Technology

Sonja Gonzalez, Chief Information Officer, IT Services, along with Andrew Watkins, Deputy Chief Information Officer, IT Services presented the following I & O budgetary item:

 Reclass executive Secretary to Business System Analyst

No discussion.

- Desktop Support Specialist
- Upgrade Solutions Architect Grade Scale

Councilor Larochelle recalled that the Police Department had a designated IT support, and that the library had their own IT support staff as well. Ms. Gonzalez replied there is no longer separate support staff for the Police Department or the Library. She stated that Mr. Watkins was the Police Department's support staff; however, he is now serving the City in a more central position. She gave reasons why the changes were made to make all staff centrally positioned.

Councilor Rice asked if the "Upgrade Solutions Architect Grade Scale" would include new personnel or if current personnel would perform the duties. Ms. Gonzalez explained that this is a re-classification for an existing position.

Mayor Callaghan asked Ms. Gonzalez to explain the pro-active stance the City must take while dealing with cyber security. Ms. Gonzalez gave details about the great amount of detail and "patching" that must be completed on each piece of software and devise. She said the City is constantly on top of the security "patching" that must be done. Ms. Gonzalez said IT staff is constantly watching out for its baseline of users. She said most recently, a discovery of many users was found over the weekend at the Rochester Community Center; however, it was justified because there happened to be a City event, which increased the baseline of users at that location. She said this is one area where it is important to identify such increases to the City's baseline users in order to avoid security threats. She gave details about tracking the baseline of email and any other activity that is being utilized at various City locations on a daily basis.

Mr. Watkins gave more details about approximately 1,500 "assets" i.e., laptops/video cameras/printers. The City currently has almost 2,000 variations of software to monitor. He said hiring an entry-level employee would assist in facilitating with response to some of the trouble shooting that occurs on a regular basis. He gave more information about keeping the police cruiser's electronic equipment up to date.

Councilor Hamann asked if the contract with the printer/copier vendor takes care of all updates/troubleshooting matters. Ms. Gonzalez replied that the current vendor does not offer those services. She said staff has struggled to keep up with any problems that occur. She said an RFP is in process to obtain a new vendor, which would offer that type of support.

Councilor Hamann said he understands the importance of keeping City equipment up to date with any/all software updates. He assumed that IT staff

would be monitoring such updates on a regular basis. Mr. Watkins said there is protection in place to allow IT staff to review and evaluate any updates prior to the notifications being sent out to the individual laptop users.

Councilor Hamann asked how many "helpdesk" tickets are being received. Mr. Watkins said there are approximately 40 open tickets. Ms. Gonzalez said an average of approximately 3,700 tickets are processed on an annual basis. She explained that these are not all desktop support tickets. She explained how the tickets are categorized by a 3-tear system.

Councilor Hamann supported the additional position (Desktop Support Specialist). He said the response time involved with answering Help Desk Tickets for individual laptops typically has the most volume of need and can be the most time consuming. Ms. Gonzalez agreed but added that many of the issues could be resolved by preventative maintenance, which is what IT staff has a difficult time scheduling due to the volume of other tickets being processed. She said it would be helpful to have an enterprise system which would update all the firmware from one location. She explained that the City's network environment has expanded with the increased use of laptops. She said staff needs to be equipped with how to manage systems remotely.

Councilor Gray talked about partnering the IT operations with the School Department, which the State law currently allows, as a way to join forces and save some money. Ms. Gonzalez shared her experiences of working as an IT Director in the School Department environment for about 12 years. She is familiar with some of the vendor contracts granted to the School Departments, which were greatly discounted. She said she currently works very closely with the School Department whenever possible; however, there are very different software needs at the school environment compared with the City. She said there are some areas of software overlap between the school and the City. She said the IT Departments would continue to work together whenever it seems reasonable to do so.

Councilor Hainey asked if there has been any tracking of time spent on responding to the help desk tickets. Ms. Gonzalez agreed to get back to the City Council with an estimated time that it takes to respond to various help desk tickets. Councilors Hainey and Fontneau asked questions about reducing the request to part-time hours. Councilor Fontneau questioned the feasibility of hiring an intern. Ms. Gonzalez stated that the IT Department does actually have one Intern on staff at this time, which is helpful; however, she did not believe they could get full time hours from an internship program. She agreed to check on that idea.

Councilor Lachapelle asked about the third issues and options part of

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the presentation as follows:

Upgrade Solutions Architect Grade Scale

Katie Ambrose, Deputy City Manager, said that the Upgrade Solutions Architect Grade Scale is currently excluded from the City Manager's proposed budget; however, staff has recently learned that this position had already been previously approved and reclassified during the non-union classification compensation plan, during the last fiscal year budget. She explained that it was reclassified from a Grade 12 to a Grade 13, and the implementation changes were reflected in that plan after it was adopted by the City Council. She said, unfortunately, this position upgrade was missed during the transition of hiring a new HR Director. She reiterated that this change was previously approved by the City Council. She said the funding needs to be in place for FY 23 because the projection of that salary was based upon the Grade 12 salary. Ms. Ambrose suggested that the City Council could take a vote to increase the IT salary line by \$10,279 or if the City Council takes no action, the City would try to fund the position out of the bottom-line of the budget.

Councilor Hainey asked if there is a current employee in that position. Ms. Ambrose replied yes, and that they would be paid retroactively once funding is in place, since it was adopted/effective for the current fiscal year 2022.

Councilor Hamann **MOVED** to increase the IT Full-Time Salaries Line-Item by \$10,279. Councilor Lachapelle seconded the motion. Councilor Berlin said this person is being paid without the funds being available because it was approved by the City Council, but the allocation of funding fell through the cracks. Ms. Ambrose said that is correct for FY 23. The **MOTION CARRIED** by a unanimous roll call vote. Councilors Rice, Beaudoin, Hamann, Desrochers, Lachapelle, Malone, Berlin, Hainey, Larochelle, Gray, Gilman, Fontneau, and Mayor Callaghan voted in favor of the motion.

Councilor Rice said in the past, if an adjustment was made to increase the budget, subsequently an amendment/adjustment was made to decrease the budget based upon the same amount of money. Ms. Ambrose said the proposed budget is below the Tax Cap, at this time, no off-set adjustment is needed.

Mark Sullivan, Deputy City Finance Director, informed the City Council that he is tracking all proposed budget adjustments and the City Council will be informed of any adjustments as needed. He encouraged Councilors to make budget adjustments as necessary and he would track those changes.

3.4. Planning

Shanna Saunders, Director of Planning and Development, explained that the Planning Department Organizational Chart, which had been included with the budget booklet, has expired. She distributed the revised chart, which includes all present employment positions.

Ms. Saunders spoke about a two-part grant relative to the Historic District Boundaries and conducting a survey of each property within the boundaries, and creating a fact sheet, which outlines exactly what is historic about their property. Ms. Saunders presented the following I & O budgetary item as follows:

• Historic District Commission Funding

Councilor Hainey said she currently serves on the Historic District Commission. She supported the funding. She said having the information about the Historical aspect of such properties and the updated pamphlets would be valuable when making decisions.

Ms. Saunders said the current Historic District pamphlets/original sheets were made on a typewriter back in the 1980's and have been copied so many times that the material is not easy to read. Councilor Beaudoin wished to clarify that the total amount of the two grants is \$40,000 and are being derived from the State of New Hampshire. Ms. Saunders replied that is correct.

Ms. Saunders presented the following I & O budgetary item as follows:

• Arts & Culture Commission Funding

Councilor Fontneau wished to clarify that the Arts and Culture Commission is currently not funded by the City. Ms. Saunders replied that the Planning Department does not currently have a Line Item designated for the Arts and Culture Commission; however, they do receive some funding out of the Economic Development budget. Councilor Fontneau asked what the main purpose of the \$3,500 would be used for. Ms. Saunders replied that it would be utilized to commission artists and to pay for supplies.

Mayor Callaghan questioned what approval process would be in place for expending the funds. Ms. Saunders replied that the City Council approved a Mural Ordinance. She said prior to the creation of this ordinance that "murals" were categorized as "signs". She gave reasons why the murals would follow an application and approval process through the Arts and Culture Commission and to the Planning Board for final approval. She gave details of requirements when dealing with historic structures.

3.5. Police

Gary Boudreau, Police Chief, and Jason Thomas, Deputy Police Chief, presented the following I & O budgetary item:

Juvenile Diversion Coordinator Reclass to Full-Time (Included)

Mayor Callaghan wished to comment that this position has grown in a positive way and there are many success stories to be heard. Chief Boudreau agreed and stated that Nicole Rodler has been working in this position since 2009 and has done a tremendous job.

Gary Boudreau, Police Chief, and Jason Thomas, presented the following I & O budgetary item:

New Part-Time School Resource Officer (Included)

Councilor Hainey said the Full-Time Officer would be hired back in the reclassification as the same job description; however, they would reduce the hours to Part-time employment. She asked if this would impact their retirement plan. Chief Boudreau replied, no.

Councilor Malone asked if the School Department had any input on the matter. Chief Boudreau said the actual "school" days will not be impacted, because the resource officer will be present for all school days; however, they will not be at the school during vacation days/summer vacation.

Gary Boudreau, Police Chief, and Jason Thomas, presented the following I & O budgetary item:

• Police Patrol Officer (Included)

No discussion.

Gary Boudreau, Police Chief, and Jason Thomas, presented the following I & O budgetary item:

• Police Officer Personnel - Paperwork Services (Included)

Councilor Fontneau asked for clarification on paperwork served by the Sheriff Department as opposed to paperwork served by the local Police Department. He further asked if the City would get reimbursed for serving

paperwork to another community. Chief Boudreau said the Sheriff's Department serves civil paperwork but they do not serve subpoenas for the Superior Court because the crimes originate at local communities and it is not reimbursable.

Councilor Lachapelle questioned if this new position would be filled with a certified police officer. Chief Boudreau replied yes.

Councilor Hamann asked what the part-time officer would use for transportation. Chief Boudreau said the officer would use whatever vehicle is available, either from the frontline fleet or backline fleet.

Mayor Callaghan questioned if this part-time Police Officer would also engage in some of the follow-up paperwork for the legal Department. Chief Boudreau replied yes. He said this individual would work closely with the legal department.

Mayor Callaghan asked if there would be a flexible work schedule. Chief Boudreau replied yes. He added that some night-time hours would be required in order to serve paperwork for those folks who are not home during the day.

Councilor Rice asked a question about serving paperwork. He asked if this was exclusively for the City of Rochester's casework and not for another community. He asked who would serve the paperwork if a Rochester resident committed a crime in a different community. Chief Boudreau clarified that if paperwork needed to be served to a resident of Rochester from Farmington PD, then the Farmington PD would send that paperwork to the Rochester PD to be served and vise versa.

Councilor Rice asked what paperwork is served by the County Sherriff's Office. Chief Boudreau explained that the County Sherriff's Department handles any civil cases, not crime related events.

Gary Boudreau, Police Chief, gave a detailed presented of the following I & O budgetary item:

New Lieutenant Position (Excluded)

Councilor Beaudoin requested an organizational chart for the Police Department. Chief Boudreau referred to the chart provided in the Operating Budget Booklet (Page 79). Councilor Beaudoin asked if this was the current positions or if the proposed positions were included. Chief Boudreau replied it was only the current positions. Chief Boudreau agreed to provide a revised chart to the City Council (including new positions).

Councilor Gray asked about the status of the Rochester United Neighborhoods (RUN) meetings. Chief Boudreau said no meetings have been held since the pandemic started. He explained that originally the Police Department intended to work to initiate the RUN meetings for each ward at some point. It was the intention that the Ward Meetings would be run and supported by the residents of each ward and not by the Police Department. He explained that this worked well for a few of the wards, but over the years the interest/attendance has declined. He spoke in favor of the RUN meetings; however, a lot of effort was made by the Police Department with not much participation. He said it did not make sense to continue without the resident participation.

3.6. Fire (pg. 23)

Perry Plummer, Interim Fire Chief, and Tim Wilder, Assistant Fire Chief addressed the City Council about the Issues and Options for the Fire Department.

Mr. Plummer gave information to support reasons why the following Issues and Options proposal is being requested and has been included with the City Manager's Budget as follows:

Advanced Life Support Equipment (Included)

Councilor Larochelle inquired about which type of vehicle is used to respond and how many personnel respond to the call. Mr. Plummer said there are a lot of truck models which could be used; however, currently a fire truck is utilized, along with three firefighters. He gave details of why more equipment and responders are necessary to expedite care these days. He explained that an Engine Truck is always there because once the care has been given and a patient is loaded into an ambulance, the Fire Truck can be instantly ready for the next call. He said the City currently has two Life Support Engines, one at each location for Gonic and Rochester. He gave other options that could be considered, using a different vehicle.

Councilor Larochelle asked if a more suitable vehicle would make more sense. Mr. Plummer said that would be a great question for the next Fire Chief because there are a lot of moving parts to be considered.

Councilor Hamann shared a recent experience he had and explained

that having a Fire Engine Crew played a significant role in getting him to the hospital in a timely manner because his driveway was heavily iced over.

Mayor Callaghan asked for more information about how this equipment and time plays a significant role in life saving measures. Mr. Plummer said the survivability rate for response times that are 4 minutes and below is greatly increased and that starts once the call is received. He said the biggest problem the Department faces is the fact that it is unknown at the time of the call how much time will be a factor, so all calls are handled the same way. He said in true emergencies minutes matter and seconds count the most for an overall recovery and shorter hospital stays, statically proven. He gave more information about the process of utilizing the equipment.

Mr. Plummer said the next Issues and Options that has been included is as follows:

Paramedic School

Councilor Hainey said this is a two-year commitment for the employee. She asked if there is any guarantee for their employment with the City once that commitment has been fulfilled. Mr. Plummer said what is common in the industry is that the employee would sign a contract which outlines an agreement that would ensure the employee would stay employed with the City for at least three years or reimburse the City for expenses paid, which would be negotiated through the Union Contract.

Mr. Plummer gave a lengthy presentation to the City Council about the next Issues and Option as listed below:

Wellness Program (Excluded)

Councilor Desrochers thanked Chief Plummer for bringing this important matter to the City Council awareness.

Councilor Larochelle asked if working a twenty-four-hour shift has added to the stress level of the job. Mr. Plummer said a lot of studies have proven that this is the best structure for the work week.

Councilor Hainey asked if the Union and individual firefighters are on board with participation in this program. Mr. Plummer said absolutely, there have been meetings about a wellness program and the firefighters are on board with this type of program.

Councilor Hainey asked if the facilities are adequate in size to provide

the services in the wellness program. Mr. Plummer said yes and there are some available funds to purchase some of the equipment needed.

Councilor Malone said this is an excluded item. She asked if there could be any compromise with the cost of the program or to break it down into reasonable parts of the program. Mr. Plummer said yes, the Fire Department would certainly utilize any amount of funding to start the program. He said the priority would likely be the psychology piece.

Councilor Rice said this program would basically give an opportunity for an individual firefighter to meet with a licensed psychologist; he asked how the payments would be made if more sessions were deemed necessary. Mr. Plummer said the individual firefighter's insurance would be paid by the individual's insurance.

Councilor Rice asked if this would be based on an annual basis or more of a critical incident follow up. Mr. Plummer said the State already has a critical stress debriefing program, which has been used in Rochester on certain occasions; however, this is more of a cumulative debriefing session. Councilor Rice supported this initiate.

Mr. Plummer said the next item would essentially increase the overtime line item, but would also increase the staffing buffer from eight firefighters to nine firefighters per shift. The Issues & Options item is as listed below:

• Increase Firefighter Overtime

Councilor Fontneau asked if the Fire Chief had any statistics about how often multiple emergency calls are being made at the same time. Chief Plummer said there has not been any specific tracking of those occurrences; however, there is progress being made in the area of gathering more statistics for the Department. He said this could certainly be tracked moving forward. Councilor Larochelle wished to follow-up on that question and asked how many house fires the City has responded to in the past year and if any house fires occurred simultaneously. Chief Plummer said the City of Rochester has about 100 fires a year; however, only a handful are structure fires. He added that there is a mutual-aid support system in place. He recalled at least once, the Rochester Fire Department responded to a structure fire and as they were leaving, another structure fire call came through.

Councilor Fontneau asked about mutual aid for times of simultaneous structure fire events occurring. Chief Plummer said the City of Rochester does not staff its own department with the purpose of not requiring mutual aid for simultaneous structure fires, nor do other local communities. Chief Plummer said with that being said, every call must be measured in response times because fires can double in size with every minute, especially for life saving measures. He gave national statistics.

Councilor Larochelle asked if the City currently has an on-call volunteer firefighter program. Chief Plummer gave reasons why there is not currently a volunteer firefighter program. He said it is mostly due to lack of interest and statutory liability requirements that must be met. He said the last few on-call firefighters recently retired this past December. He said there will be a reduction in the Fire Department's budget reflecting that loss.

Tim Wilder, Assistant Fire Chief gave a lengthy presentation of the importance of fire prevention/safety inspections as outlined in the next Issues and Options item as follows:

• Fire and Life Safety Inspector (Excluded)

Councilor Beaudoin asked how many required statutory inspections are done on an annual basis. Mr. Wilder said there are over 800 place of assembly permits that must be processed as well as all schools and other buildings that must be done on an annual basis. He added that there are thousands of rental units and business properties in the City that are inspected on a case-by-case basis.

Councilor Fontneau asked if any of the inspections were reimbursable. In addition, he asked, if there are any set fees charged for something such as a rental unit inspection or the place of assembly permit. Mr. Wilder replied that the State does not permit that the City charge for Place of Assembly permits; however, the City can charge for the actual inspection. He added this would need to be vetted through the Codes and Ordinances Committee to provide a recommendation for the wage schedule in the City's Ordinances.

Councilor Fontneau asked about being reimbursed for building permit inspections. Mr. Wilder said the Fire Department typically works with the building permit fees to off-set the time associated with the review.

Chief Plummer said the last Issues and Options the Fire Department had requested was the Overtime Funds Fire & Life Safety Training; however, he decided not to follow through with this recommendation. He gave a brief overview of the following Issues and Options:

Overtime Funds Fire & Life Safety Training (withdrawn)

No discussion.

3.7. Recreation Department

Chris Bowlen, Director of the Recreation and Arena Department, introduced Lauren Krans, Assistant Director of the Recreation and Arena Department.

Ms. Krans presented the following I & O budgetary item as follows:

Outside Ice Rink System

Councilor Berlin said there seems to be a lot of support for an actual refrigerated outdoor ice rink in that area. He said a refrigerated rink would not be dependent upon weather and asked if it makes sense to postpone the weather dependent rink until the project could be broadened to the extent of a refrigerated rink. Ms. Krans gave reasons why it would be best to start with the simple Ice Rink Kit in order to see how much support exists prior to a more substantial financial obligation.

Councilor Beaudoin asked the guaranteed lifespan of this proposed rink. Ms. Krans was unsure; however, she said a member of the public donated a liner in the past, which lasted for at least six years.

Councilor Beaudoin asked what is the cost and timeline involved with setting up such a rink. Ms. Krans did not believe the kits were back-ordered at this time and she gave cost associated with the various size rinks. She added that this would be installed with current staffing. Councilor Berlin provided additional information. He said the kit itself last a long time; however, the plastic liner may need to be replaced each year unless there is a way to save the liner. He said the structure is infinite as long as someone does not damage it beyond repair.

Mr. Bowlen said the location of the Common was chosen because it is already level and centrally located, which does help with preserving the liner.

Councilor Larochelle asked if there was an ice rink set up this past year and if so, how many skating days were utilized by how many skaters. Ms. Krans said there was at least a solid month of good skating days; however, this past year, there were no real barriers and water easily escaped. Mr. Bowlen recalled that it was installed in January and lasted through the February School Vacation week.

Mayor Callaghan asked if it would be possible to hold a high school

hockey game at the new rink. Mr. Bowlen replied no, unless the City invested in a refrigerated rink as was referred to by Councilor Berlin. He added that it would be great to hold a Rochester/Dover Hockey game in the future.

Councilor Berlin stated there are current discussion in Durham about the possibility of removing the Mill Pond Dam. As a result, there would be a lot of winter skaters seeking another viable skating rink. Ms. Krans agreed that this would become a destination ice rink for many family friendly folks. Councilor Hainey stated that students were very excited about the ice rink at Nancy Loud School.

Councilor Gray asked about the lighting around the Common. Ms. Krans suggested they may start with some string lighting, which is similar to what is set up for the outdoor dining in the downtown area. Mr. Bowlen said that there was also some snowflake lighting provided this past year, set up by the Public Buildings Department. He added that there is some electrical outlets near the ballfield that were previously set up for the Farmer's Market.

Mayor Callaghan Adjourned Part I of the Committee of the Whole Budget Workshop at 11:41 PM.

Respectfully submitted,

Kelly Walters, City Clerk