



Regular City Council Meeting - Monday, January 9, 2023, 5:30 pm, Contois Auditorium OR REMOTELY via ZOOM 1/9/2023

BURLINGTON CITY COUNCIL

CITY HALL, CONTOIS AUDITORIUM *OR*

REMOTE MEETING WITH CALL-IN

BURLINGTON, VERMONT

MINUTES OF MEETING

January 9, 2023

DRAFT

MEMBERS PRESENT: Karen Paul

Joan Shannon

Ali Dieng

Perri Freeman

Sarah E Carpenter

Zoraya Hightower

Mark Barlow

Joe Magee

Gene Bergman

Ben Traverse

Maea Brandt

OTHERS PRESENT: Miro Weinberger

Katherine Schad

Kim Sturtevant

Jordan Redell

Lori Olberg

Derek Libby

Sarah Russell



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Meagan Tuttle

Tom Flanagan

Nathan Lavery

Clare Wool

Brian Pine

Darren Springer

1. CALL TO ORDER and AGENDA

1.01 Motion to amend/adopt agenda

The meeting was called to order by City Council President Paul at 5:50 PM.

MOTION by Councilor Dieng, SECOND by Councilor Magee, to amend and adopt the agenda as follows:

- **remove from the consent agenda item 7.08 Human Resources Director Market Factor Adjustment - Mayor's Office and place it on the deliberative agenda as item 8.10 (per Councilor Dieng).**

VOTING: unanimous; motion carries.

2. WORK SESSION RE: FINANCIAL LITERACY FOR BURLINGTON CITY COUNCILORS UNDERSTANDING THE AUDIT AND ANNUAL COMPREHENSIVE FISCAL REPORT **5:30 PM - 6:15 PM**

2.01 Work Session re: Financial Literacy for Burlington City Councilors Understanding the Audit and Annual Comprehensive Fiscal Report**5:30 pm - 6:15 pm**

Chief Administration Officer Schad began by providing a presentation of key concepts related to financial literacy. She walked through concepts including Generally Accepted Accounting Principles (GAAP), distinguishing characteristics of government accounting, and spent the bulk of the work session providing an overview of the City's annual comprehensive fiscal report.

Chief Administration Officer Schad noted that while the report contains seven sections, she would devote tonight's work session to summarizing the management discussion and analysis and the government-wide financial statements (sections



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2 and 3 of the fiscal report). She said that the management discussion and analysis provides a good overview of the total unassigned fund balance and percentage of general fund expenditures, change in its net position, a propriety funds overview, a list of capital assets, the City's credit rating, and an overview of long-term debt. She said that the report also breaks the fiscal reporting out into a section on government funds (the general fund, largely), propriety (enterprise) funds, and fiduciary funds (which is primarily the pension).

Councilor Barlow asked about the unassigned fund balance, and Chief Administration Officer Schad confirmed that the City can maintain an unassigned fund balance of between 10-15% of the operating budget. She emphasized the importance of the unassigned fund balance, both as a rainy day fund and as a way to improve the City's credit rating.

3. COMMUNICATION: CAO SCHAD, RE: UPDATE ON STATE AUDIT OF WATERFRONT TIF DISTRICT

****VERBAL**EXPECTED EXECUTIVE SESSION**6:20 PM – 6:40 PM****

3.01 Communication: CAO Schad, re: Update on State Audit of the Waterfront TIF Audit**verbal**EXPECTED EXECUTIVE SESSION**6:20 pm - 6:40 pm**

MOTION by Councilor Carpenter, SECOND by Councilor Magee, that the Council find that premature general public knowledge of a discussion involving confidential information from exempt records and attorney-client communications concerning the status of the State Auditor's Burlington Waterfront TIF District Audit would clearly place the City at a substantial disadvantage because it risks disclosing its legal strategy if discussed in public.

VOTING: unanimous; motion carries.

MOTION by Councilor Carpenter, SECOND by Councilor Magee, that the Council find that premature general public knowledge of information concerning a personnel matter would clearly place the City at a substantial disadvantage because the discussion will involve sensitive personal and/or confidential information and the Council must receive confidential attorney-client communications regarding the matter.

VOTING: unanimous; motion carries.

MOTION by Councilor Carpenter, SECOND by Councilor Magee, that based on those findings, the Council go into executive session to receive confidential attorney-client communications regarding the State Auditor's Audit of the Burlington Waterfront TIF District under the provisions of 1 VSA §313(a)(1)(F) and (6), to include Chief Administration Officer Schad, Attorney Richard Haesler, members of the Mayor's staff, Martha Keenan, Jared Pellerin, and Ashley Parker; and to receive confidential attorney-client communications regarding a personnel matter in the form of an attorney-client communication under the provisions of 1 VSA §313(a)(1)(F), to include Pietro Lynn, Acting City Attorney Jared Pellerin, HR Director Kerin Durfee, and members of the Mayor's staff.





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VOTING: unanimous; motion carries.

4. COMMUNICATION: PIETRO LYNN, ESQ., RE: PERSONNEL MATTER **VERBALEXPECTED EXECUTIVE SESSION**6:45 PM – 7:30 PM****

4.01 Communication: Pietro Lynn, Esq., re: Personnel Matter**verbal**EXPECTED EXECUTIVE SESSION**6:45 pm - 7:30 pm**

See above for motions to enter into executive session.

5. PUBLIC FORUM

5.01 Verbal Comments

Forum opened at 8:00 PM.

COMMENTS:

Burlington residents (in person):

- Dean Dowdall Fowler spoke about his school's drama class and said that they will lose this class due to budget cuts. He emphasized the importance of drama class as part of his school's curriculum.
- Christine Kowalski spoke about the City's problem with bedbugs and that there is confusion among tenants and landlords about who would pay for treatment. She expressed concern that if tenants cannot pay for treatment, the problem is not addressed. She asked that the City designate someone to address the problem and address lack of funding.
- Robert Bristow Johnson spoke about clarifying fair voting language.
- Robin Lloyd spoke about her concerns regarding bedbugs. She also spoke about concerns with nuclear weapons, but noted that the United Nations passed a treaty to prohibit nuclear weapons.
- Deborah Clemmer spoke about public transportation and the bus system in Burlington. She spoke positively about increasing bus ridership. She said that a vibrant bus service is important for the community.
- Scarlett Grace spoke about budget cuts at her school (IAA) and expressed concern that her drama class may be discontinued.
- Carlos Esquivel spoke about eliminating minimum parking requirements and that spaces that had previously been used for parking lots could be repurposed to address other important needs in the community.
- Josie Bunnell encouraged the Council to remove minimum parking requirements, saying that those spaces could be repurposed for other uses, and that this in turn could lead to more affordable housing.
- Ryan Horton expressed support for removing minimum parking requirements and establishing a dedicated funding source for public transit.
- Lena Greenberg said that the development that will be occurring in the King/Maple neighborhood in the next few years should be built in a people-centric way.
- Marty Gillies spoke in support of removing parking minimums.
- Evan Calves spoke about minimum parking requirements place antiquated limits on developers and does not put people first when it comes to community development. He encouraged the passage of the ordinance to remove minimum parking requirements.
- Alyssa Faber spoke as a teacher of the Integrated Arts Academy regarding the Burlington School District budget,



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and specifically to do the cuts to the drama department at the IAA. She said that the elimination of this offering is not equitable.

- Jak Tiano in support of the ordinance that would remove minimum parking requirements.
- Colin Larsen expressed support for removing parking minimums, establishing parking maximums, and enacting transportation demand management.
- Dan Castrigano encouraged the Council to remove parking minimums, as well as the resolution to establish a dedicated funding source for public transit.
- Faried spoke about the upcoming ballot question regarding the peoples' power to petition for binding ballot questions. He said that the Mayor expressed concern about this, but said that this does not undermine representative democracy. He urged the Council to educate themselves and their constituents, and noted that neighboring municipalities' allow for similar petitions in their charters.

Burlington residents (online):

- Laura Schweppe spoke in support of the ordinance that would eliminate minimum parking requirements and enacting transportation demand management.
- Nick Persampieri spoke in support of the resolution imposing certain fees on types of carbon heating systems, and addressed several key concerns he had (such as the lack of definition of "renewable energy").
- Gordon Dragoon encouraged the City to pass the ordinance that would remove parking minimums, establish parking maximums, and enact transportation demand management.
- Ashley Adams spoke about the resolution establishing carbon impact fees. She noted that wood is excluded from the list of energy sources that would entail a fee, and expressed concern that cutting down and burning trees contributes significantly to carbon dioxide and other emission generation.
- Denise Dutton spoke about the resolution regarding carbon impact fees. She expressed concern that burning wood is a false climate solution that pumps more emissions into the atmosphere, and asked that the resolution be withdrawn until the code of ordinances is updated to remove wood and wood chips as renewable energy.
- Curt McCormack said that 32% of the households in the Old North End and Downtown are already car-free. He spoke in support of the ordinance change that would remove parking minimums and enact transportation demand management.
- Felipe Hoyos spoke in support of the removal of minimum parking requirements in Burlington.

Non-Burlington residents (in person):

- Latha Mangipudi spoke positively about Burlington.
- Paul Hodes spoke about Burlington's robust civic engagement and its values.

Forum closed at 8:53 PM.

6. CLIMATE EMERGENCY REPORTS

6.01 Climate Emergency Reports

Councilor Bergman said that in order to mitigate climate change, the community needs to work on its mass transit



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infrastructure. He said that there is a resolution on the consent agenda to develop and implement a sustainable mass funding solution. He said that Green Mountain Transit (GMT) will also be returning to the City with an increased assessment of costs, and he urged his colleagues and the public to engage in the legislative process around this.

Mayor Weinberger highlighted a number of climate emergency actions that are supported by his administration, including the carbon impact fee resolution as well as the ordinance to eliminate parking minimums.

7. CONSENT AGENDA

7.01 Motion to adopt the consent agenda (as amended) and take the actions indicated

7.02 Communication: CT Office, re: Accountability List - waive the reading, accept the communication and place it on file.

7.03 Communication: Jabulani Gamache, Member, Police Commission, re: Resignation - waive the reading, accept the communication, place it on file, advertise the vacancy in Seven Days and send a letter of appreciation to Jabulani Gamache thanking him for his time served as a member of the Police Commission.

7.04 Communication: Brad Wiltfong, re: Ethan Allen PKWY Traffic Calming - waive the reading and place it on file.

7.05 115 College Street--Battery Street Jeans--Encumbrance Application – DPW - approve the Encumbrance Application for 115 College Street requesting use of a portion of the sidewalk for for a free clothing closet, as further detailed in Attachment A, and authorize the Mayor to enter into a license agreement with the Applicant for use of the portion of the right-of-way outlined in the Application, subject to review by the City Attorney's Office.

7.06 Roosevelt Park Tennis Courts Reconstruction, Contractor Contract – BPRW - approve and authorize the execution of a contract with Vermont Recreational Surfacing & Fencing Inc., for a price not to exceed \$125,411.00 for the Roosevelt Park Tennis Courts Reconstruction project, plus a project contingency of \$14,589.00, for a total authorized expenditure of \$140,000.00, and to authorize Cindi Wight, Director of Parks and Recreation, to execute the contract and any related documents needed to carry out the project, subject to the review of the City Attorney's Office.

7.07 Request to Execute a Contract with Motorola Solutions for Public Safety Communications System and Services – Fire - approve and retroactively authorize the Chief Administrative Officer to execute a contract with Motorola Solutions for public safety communication system upgrades, with a maximum limiting amount of up to \$3,832,290.00, which is the contract cost and a ten percent (10%) contingency, subject to the review and approval of the City Attorney's Office.

7.08 Human Resources Director Market Factor Adjustment – Mayor's Office **NOW AGENDA ITEM 8.10** - N/A

7.09 FIO Documents – for information only

7.10 Resolution: Selection Of Newspapers For Publication Of 2023 Election Warnings And Notices (Councilor Paul) - waive the reading and adopt the resolution.

7.11 Resolution: Authorization For Reimbursement Of Waterfront TIF District And Downtown TIF District Related Costs For FY 2022 (Board of Finance) - waive the reading and adopt the resolution.

7.12 Resolution: Strengthening Regional Statewide Funding For Public Transit (Transportation, Energy and Utilities Committee) - waive the reading and adopt the resolution.





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MOTION by Councilor Bergman, SECOND by Councilor Traverse, to adopt the consent agenda and take the actions as indicated for items 7.01-7.12.

VOTING: unanimous; motion carries.

8.DELIBERATIVE AGENDA

8.01 Indoor Entertainment Permit Application (2022-2023): Despacito, 294 North Winooski Avenue

MOTION by Councilor Shannon, SECOND by Councilor Traverse, to approve the 2022-2023 Indoor Entertainment Permit Application for Despacito, 294 North Winooski Avenue with all standard conditions.

VOTING: unanimous; motion carries.

8.02 Indoor Entertainment Permit Application (2022-2023): The 126, 126 College Street

MOTION by Councilor Shannon, SECOND by Councilor Traverse, to approve the 2022-2023 Indoor Entertainment Permit Application for The 126, 126 College Street with all standard conditions.

VOTING:

8.03 Public Hearings Regarding ZA-22-07: Maximum Parking & TDM and ZA-22-09: Public Art

City Council President Paul opened the public hearing at 9:07 PM.

Jason van Dreische, a Ward 5 residence, spoke in support of the ordinance that would eliminate minimum parking requirements. He said that parking minimums have been used as a means of exclusion in city planning, and said that voting in favor of this ordinance will help prevent the hollowing out of the City.

Sharon Bushor said that she supports this ordinance but said that it may have unintended consequences regarding parking



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maximums. She also expressed concern that if parking is eliminated for developments, there may not be any associated ADA-compliant parking available. She asked Councilors and the Mayor to think about this with an eye to exclusions of this nature.

City Council President Paul closed the public hearing at 9:15 PM.

8.04 Ordinance: CDO--Parking Minimum and Maximum Parking Requirements and Transportation Demand Management ZA #22-07

(Ordinance Committee)(5th reading)(20 mins.)

MOTION by Councilor Traverse, SECOND by Councilor Hightower, to waive the reading and adopt the ordinance as amended.

DISCUSSION:

- Councilor Traverse noted adjustments and clerical edits, specifically aligning the parking maximum table to the use table, as well as other minor, technical amendments.

MOTION TO AMEND by Councilor Traverse, SECOND by Councilor Bergman, to adopt the final amended version of the ordinance posted on BoardDocs.

VOTING (ON AMENDMENT): unanimous; motion carries.

DISCUSSION (ON MOTION AS AMENDED):

- Councilor Traverse said that this would expand the elimination of parking requirements, which would allow developments more flexibility around parking, not eliminate or prohibit parking entirely. He said that this version of the ordinance also addresses concerns around transportation demand management flexibilities. He noted other municipalities around the country that have acted to eliminate minimum parking requirements over the last five years. He said that many of these municipalities have seen increased vibrancy in their downtowns as a result of the elimination of minimum parking requirements.
- Councilor Hightower said that these changes support the most vulnerable in the community and makes investments in those with the fewest resources.
- Councilor Bergman emphasized the importance of transportation demand management, rather than trying to use a market-driven approach to parking solutions. He expressed support for this resolution, since it will help build the infrastructure to move people around the community in a more sustainable and organized way.
- Councilor Shannon noted both positives and negatives around this proposed ordinance, since it both mitigates problems and creates other problems. She noted concerns raised by constituents. She asked



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whether similarly-sized college towns have enacted similar approaches to parking requirements. Councilor Traverse replied that Ann Arbor, Michigan, is a municipality that comes to mind in terms of a comparable town. Director Tuttle noted that Dover, New Hampshire does not have minimum parking requirements and is of a similar size. She also spoke about other small, more rural communities that have eliminated their minimum parking requirements, as well as communities that have eliminated parking minimums in certain zoning districts or areas of their towns. Councilor Shannon noted challenges around having bicycle lanes installed around the City, if parking is replaced with them. She also noted that the City has zoning that would give height bonuses if they meet certain parking requirements (but this ordinance would remove those requirements, which essentially would mean free height bonuses). She expressed concern about handicapped parking requirements. She said that she will not support this resolution because there has not been a rigorous enough process around addressing these concerns. She suggested waiting until after the transportation demand study results area available to take up this ordinance.

- Councilor Carpenter said that the City needs more specialized transportation in this community, which would address some of former Councilor Bushor's concerns about ADA-compliant parking spaces.
- Councilor Barlow said that he would have liked to decouple the transportation demand management and minimum parking components, but said he would support this ordinance change. He said that this will be a tool to create more density and more housing in the community.
- Councilor Dieng expressed support for the ordinance.
- Mayor Weinberger expressed strong support for the ordinance. He noted that unnecessary parking can raise the cost of housing by 20-30%. He acknowledged that there will be greater parking challenges that arise in the City in future, but there are strategies to mitigate those.

VOTING: 10-1 (Councilor Shannon dissenting); motion carries.

8.05 Ordinance: Comprehensive Development Ordinance - Public Art ZA #22-09 (Office of City Planning, Planning Commission, Ordinance Committee)(2nd reading) (10 mins.)

MOTION by Councilor Traverse, SECOND by Councilor Hightower, to waive the reading and adopt the ordinance.

VOTING: unanimous; motion carries.

8.06 Burlington School District, re: City Council Budget Update January 9, 2023 (30 mins.)

Superintendent Flanagan provided an overview of the presentation, saying that they will discuss budgetary assumptions, enrollment and how it plays into the budget, the equitable budgeting process, baseline staffing allocations, RISE funding, the fund balance, tax variables, and timelines for next steps.

He began by speaking about the budgetary assumptions. He noted that most bargaining agreements are settled in the range of 6%, and that wages, benefits, and the high school are the biggest drivers of the budget. He said that the high



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school is beginning to factor into the budget in FY24. He said that health insurance premiums will increase around 12% and that ARPA funds will sunset after the next school year.

He then spoke about enrollment history, noting a steady (but not significant) decline in elementary school enrollment. He said that they have been able to balance declining elementary school enrollment with enhanced pre-K enrollment.

He spoke briefly about equitable budgeting, noting that BSD began an equitable budgeting model two years ago that would allocate resources to the students who need them the most. He said that the model also includes RISE funds for investments unique to each school community. He spoke briefly about the community survey and feedback related to the equitable budgeting model. He spoke about the model's components, which includes a staffing model, non-personnel funds on a per-student basis, and an equity allocation that provides additional funding using a weighted student formula. He noted that schools have discretion on how best to utilize those funds to serve their students.

He spoke about BSD School Board guidance related to the budget. He said that the guidance is to recognize that staffing must be responsive to enrollment changes, to limit budget growth due to increases in wages/benefits/pending BHS construction costs, to ensure that funding meets strategic plan objectives, to continue to offer robust programming, and to consider the multi-year impacts of changes and minimize annual disruptions.

He provided a summary of anticipated staffing changes. He noted an addition of 4.2 FTEs and a reduction of 10.0 FTEs, for a net reduction of 5.8 FTEs. He noted that they believe that natural attrition will create sufficient vacancies to allow those in eliminated positions to remain in BSD, and that they will reinvest savings from FTE reductions in maintaining school RISE allocations (since it was originally funded through ARPA, which is sunseting). He walked through enrollment-based FTE reductions at individual schools.

Business Manager Lavery walked through the tax variable estimates. He said that of the 4 variables (education spending, equalized pupil count, homestead dollar yield, and common level of appraisal), the only one that BSD controls is the education spending variable. He noted that the decrease in the equalized pupil count and common level of appraisal puts upward pressure on the tax rate. He noted that the current estimated tax implications would have the property tax rate increase by around 4.91%, which would be an increase of \$252 per year in taxes on a \$370,000 homestead. He emphasized that 57% of the tax rate increase is driven by the cost of borrowing for constructing the new BHS/BTC campus, not by spending decisions made by BSD for other areas of the budget.

Superintendent Flanagan noted that there are two major federal funding challenges on the horizon for the FY25 budget cycle, which include the end of federal funding related to ARPA, and that Title 1 funding will not be sufficient to pay for all Title-funded positions due to increases in wages and benefits. He also noted that new pupil weights will begin in FY25, though the implications for the BSD budget will be unknown until December 2023.

Councilor Hightower asked whether the reduction in K-5 enrollment is permanent. Superintendent Flanagan replied that



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staffing at the elementary level is simpler than staffing at secondary education institutions, and said that they are being as careful and intentional as possible. He noted that there are robust levels of enrollment at several schools. Councilor Hightower asked whether they believe that position cuts will reduce morale and potentially impact retention. Superintendent Flanagan replied that they are trying to reduce staffing as thoughtfully as possible and in ways that minimize stress among educators.

Councilor Bergman asked how BSD will be keeping its drama program at IAA, if they are cutting a drama position. Superintendent Flanagan replied that that position was not a permanent position. He added that the RISE funding is flexible enough that the school can make decisions around how to use it and what to put funding toward.

Councilor Brandt said that it is important to ensure that staff have resources necessary for mental health and to combat burnout.

Councilor Barlow asked if borrowing costs are still in line with the estimates used to project tax impacts. Business Manager Lavery replied that there have been some factors, such as increased inflation, that may have impacts, but that they continue to work to reduce the maximum amount that will need to be borrowed, by leveraging other sources.

Councilor Carpenter asked if BSD could provide demographic information at the school level to the Council. She asked if they should be pushing the State to revisit the calculations related to the homestead credit. Business Manager Lavery replied that there is demographic information available by school on the BSD website.

Councilor Dieng asked if there is further detailed information available on the budget, noting that budget presentations in past years have been more detailed. Business Manager Lavery replied that more detailed information is available for Councilors, and that they have worked to streamline presentations and information.

MOTION by Councilor Hightower, SECOND by Councilor Shannon, to suspend the rules and complete the deliberative agenda.

VOTING: unanimous; motion carries.

8.07 Authorization to accept grant funds for the operation of the Elmwood Emergency Shelter - CEDO (10 mins.)

MOTION by Councilor Magee, SECOND by Councilor Carpenter, to approve the acceptance of grant funds in the amount of \$638,147 from the State of Vermont Housing and Opportunities Program for the operations of the Elmwood Emergency Shelter Community and authorize the Director of the Community and authorize the Director



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of the Community and Economic Development Office to execute all documents necessary to accept the funding for the period through June 30, 2023, including retroactive approval for the period from October 1, 2022 to present, subject to the final review and approval of the City Attorney's Office.

DISCUSSION:

- Director Pine said that the schedule for this project has been delayed due to permitting, supply chain, and labor force issues. He said that the common building has been installed today and that they are hoping to install the bathhouse in the next several weeks. He said that Champlain Housing Trust has hired the staff that will be managing the site and that they hope to have the shelter open by the end of the month.

VOTING: unanimous; motion carries.

8.08 Resolution: Burlington Police Commission's Appreciation Of Burlington Police Department's Efforts On Gun-related Events (Councilor Paul) (10 mins.)

MOTION by Councilor Shannon, SECOND by Councilor Brandt, to waive the reading and adopt the resolution ("revised" version).

DISCUSSION:

- Councilor Shannon noted that Burlington lost 5 community-members due to murder but that the Police Department has been able to apprehend the perpetrators of each of these crimes. She thanked the Police Department for their service. She read the resolution into the record.
- Councilor Dieng said that this resolution is not necessary, since the job of the police is to apprehend criminals.

VOTING: unanimous; motion carries.

8.09 Resolution: Implementation Of A Carbon Pollution Impact Fee For New Construction And Large Existing Commercial And Industrial Buildings 50,000 Square Feet Or Larger (Transportation, Energy and Utilities Committee)(15 mins.)

MOTION by Councilor Barlow, SECOND by Councilor Bergman, to waive the reading and adopt the resolution.

DISCUSSION:

- Councilor Barlow said that this will ask for language on the Town Meeting Day Ballot to implement a carbon impact fee for heating and hot water systems. He said that the net zero energy roadmap identifies heating/hot water as the second largest source of emissions in the City. He said that this would specifically impact new construction and existing large commercial/industrial buildings of 50,000 square feet or more.



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He noted that this resolution was referred to the Transportation, Utilities, and Energy Committee (TEUC), which has made several modifications to the draft.

- Councilor Bergman expressed support for this resolution, but noted that the definition of “renewables” includes biomass, and that the City needs to be looking more critically at these definitions. He suggested that the TEUC and Ordinance Committee examine these definitions.
- Councilor Traverse asked about the definition of renewable fuel. General Manager Springer replied that the definitions are consistent with those used Statewide.
- Mayor Weinberger said that carbon pricing is necessary in order to curb emissions and combat climate change. He said that if the voters approve of this, it will pave the way for other cities to adopt measures like this.
- Councilor Freeman noted that this is an individualistic approach to trying to combat climate change, which will require systemic changes.

VOTING: unanimous; motion carries.

8.10 Human Resources Director Market Factor Adjustment - Mayor's Office (WAS AGENDA ITEM 7.08)

MOTION by Councilor Hightower, SECOND by Councilor Traverse, to authorize and approve the reclassification of the position of HR Director consistent with the market factor compensation range of \$119,531 to \$147,233.

DISCUSSION:

- Councilor Dieng said that it will be important to conduct market factor studies and analyses prior to making compensation changes. He added that actions like this should be put into the context and timeline of the City's budget.
- Councilor Freeman said that the minimum wage for City workers is too low and increasing that floor should be prioritized over increasing executive pay.
- Councilor Bergman said that though he tends not to support increases in executive pay, but that he is supportive of this change because it is not significant, and that the expansion of the HR Director's scope of work also warrants this increase.
- Councilor Carpenter said that it is important to set salaries competitively, and that these are tough positions to fill. She acknowledged Councilor Freeman's point about executive salary versus minimum wage, but said that this increase is warranted.

VOTING: 9-2 (Councilors Dieng, Freeman dissenting); motion carries.

9. COMMITTEE REPORTS

9.01 Verbal Reports

No discussion.



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10. CITY COUNCIL – GENERAL AFFAIRS

10.01 Verbal Reports

No discussion.

11. CITY COUNCIL PRESIDENT – COUNCIL UPDATES

11.01 Verbal Reports

No discussion.

12. MAYOR – GENERAL AFFAIRS

12.01 Verbal Reports

No discussion.

13. ADJOURNMENT

13.01 Motion to Adjourn

MOTION by Councilor Magee, SECOND by Councilor Traverse, to adjourn the meeting.

VOTING: unanimous; motion carries.

The City Council meeting adjourned without objection at 11:30 PM.

RScty: AACoonradt