

Roll Call

The Kalamazoo City Commission met in special session as a Committee of the Whole on Saturday, February 18, 2023 at 8:45 a.m. at The Foundry, located at 600 East Michigan Avenue. The purpose of the meeting was a retreat to discuss the City Commission's priorities for Fiscal Year 2024.

COMMISSIONERS PRESENT:

Mayor David Anderson
Vice Mayor Don Cooney
Quiana Decker
Jeanne Hess
Chris Praedel

COMMISSIONERS ABSENT:

Stephanie Hoffman
Esteven Juarez

Also present were City Manager Jim Ritsema, Assistant City Attorney William Bates, and Deputy City Clerk Shelby Moss.

Commissioners
Excused

Vice Mayor Cooney seconded by Commissioner Decker, moved to excuse the absence of Commissioner Hoffman and Commissioner Juarez. With a voice vote the motion passed.

Public Comments

When an opportunity was given for public comments, the following people addressed the City Commission:

Jeff Messer, a City resident, encouraged those present to sign and support a petition for Rank Choice Voting.

Tina McClinton, a City resident, asked the City to address flooding and fix the storm drains in the Crosstown Parkway corridor.

2023-07-01
Introductory Remarks
and Presentation

City Manager Ritsema provided introductory remarks. Deputy City Manager Laura Lam reviewed the meeting agenda and introduced Ashley Brinn Kletke of YOU UNLIMITED, who facilitated the work session portion of the agenda. A copy of the PowerPoint presentation *City Commission Retreat, Saturday, February 18, 2023*, was filed with the papers for this meeting.

At 9:10 a.m. Ms. Kletke divided City Commissioners and staff into small groups for a "mindset exercise." Participants were asked to discuss the following questions within their groups:

- What is one characteristic, trait, or belief that helps define who you are?
- What/who helped shape that in you?
- What is one interest you like to pursue in your personal life, other than friends and family?
- What is one thing you are grateful for?

At 9:26 a.m. Commissioners and staff returned to their seats.

Commissioners were asked to share one activity or interest they like to pursue in their personal life and share something unique they learned about another Commissioner or staff member.

Ms. Kletke provided an overview of the Goal-Outcome-Strategies-Measures framework. Ms. Kletke provided instructions for a table exercise where

Commissioners would clarify goals and develop outcomes for ten areas they had identified as priorities.

The meeting recessed at 9:46 a.m.

The meeting resumed at 10:03 a.m.

At 10:04 a.m. Commissioners and staff dispersed to tables to review and discuss goals and outcomes for the following 2024 priorities:

- **Communications & Community Relationship Building**
Staff: Communications Manager Michael Smith
- **Diversity, Equity, and Inclusion**
Staff: City Manager Jim Ritsema, DEI Director Tanya Hewitt-Smith & Assistant Public Safety Chief Victor Green
- **Environmental Justice**
Staff: Deputy City Manager Jeff Chamberlain
- **Sustainability**
Staff: Deputy Community Planning and Economic Development (CPED) Director Christina Anderson
- **Gun Violence Reduction**
Staff: Deputy City Manager Laura Lam, Public Safety Chief David Boysen and Assistant Chief David Juday
- **Housing**
Staff: Assistant City Manager Rebekah Kik
- **Poverty Reduction & Economic Development**
Staff: CPED Director Antonio Mitchell
- **Safe Streets, Transportation, & Utilities**
Staff: Public Services Director James Baker
- **Youth**
Staff: Parks and Recreation Director Patrick McVerry and Deputy Parks and Recreation Director Ashton Anthony
- **Foundation for Excellence (FFE)**
Staff: FFE Manager Steven Brown

Additional City Staff present: Human Resources Director Shelly Dusek, Management Services Deputy Director Melissa Fuller, and Chief Information Officer Tim Dubois.

At 11:35 a.m. staff and Commissioners returned to their seats.

Ms. Kletke provided an overview of the prioritization exercise that would take place after lunch and highlighted the following constraints that would be in place to guide that discussion:

Recess

2023-07-01

FY 2024 Priorities Table
Exercise

2023-07-01

FY 2024 Priorities Table
Exercise (cont'd)

- Assume capacity is our limiting factor
- Time limit is 12/31/2024
- Assume sphere of influence (role of the City) is current
- Impact – consider lives touched, dials moved, ties to IK 2025
- Difficulty – consider resources needed, magnitude of change, role of the City, resistance, external challenges

Recess

The meeting recessed at 11:44 a.m.

The meeting resumed at 12:39 a.m.

At 12:40 p.m. staff and Commissioners returned to their seats. Staff reported the following measurable outcomes and goals that were developed at their tables:

Communications & Community Relationship Building

- Increase good media (positive stories) exposure by 10%.
- Increase “likes” and clicks on the City’s social media pages by 20%.

Diversity, Equity, and Inclusion

- Increase trust among City employees measured by survey.
- Improve our percentage with scorecard for City of Kalamazoo Top 5 in the human rights campaign.

Environmental Justice

- Remediate two contaminated properties per year.
- Increase amount of water sewer storm lines repaired by 10%.
- Reduce pollution odors; lower H2S less than 1.4 parts per billion.
- 600 Lead Service lines replaced.
- Plant 500 trees per year on City property and in City right-of-way.
- Remediate lead paint in 30 homes in low/moderately low-income neighborhoods per year.

Sustainability

- Convert 10% of the City fleet to electric vehicles to reduce emissions.
- Improve non-motorized network to support other travel options by creating at a minimum of 2 miles of sidewalk per year and 5 miles of bike facilities per year.
- Add one beehive to a city property to support plan diversity and stronger food systems.
- Increase residential usage of solar panels by 10%.
- Reduce City generated emissions from travel to and from work by changing trips generated by 10%.

Gun Violence Reduction

- Reduce juvenile victims of gun violence by 50%.
- Decrease police contacts with at risk youths by 50%.
- Increase number of high-risk youths in City programming by 10%.
- Get off most violent cities list.

Housing

- Create 300 housing units, including 10 single family homes and 4-6 four plex units.
- Reduction in racial income disparities for homeownership.

- 30% increase in low-income housing for both families and seniors.
- Assist two organizations to create housing for those aging out of the foster care system.
- Increase owner occupied housing by 30%. Focusing on building generational wealth through homeownership.
- Assist with a very low-income cottage/small home project.

Economic Development

- Create 1,000 jobs by the end of 2024.
- 30% retention rate on business that receive City funding.
- Retail market study for Kalamazoo City every 3 years.
- Add one family pharmacy in the downtown area.
- Establish and assist more in home childcare businesses.

Poverty Reduction

- More African American men to achieve the Kalamazoo Promise and increase their graduation rates by 10-20%.
- Move 10% of families out of the ALICE income.
- All youth exposed to skilled trades profession by partnering with local trade unions.
- Increase childcare centers in core City neighborhoods.
- Close reading score gap in KPS by 10%.
- Increase utilization of five programs that help lift individuals out of poverty by 10%.

Safe Streets, Transportation, & Utilities

- Make water affordable to all.
- Double the local roads repaired.
- Increase sidewalk network by 2 miles each year.
- Reduce water main breaks by 10% per 100 miles.

Youth

- Increase options for childcare of children ages 0- Pre-Kindergarten.
- Keep youth summer funding at current levels; serve no less than 3400 kids.

Ms. Kletke led Commissioners and staff in a prioritization exercise. A compilation of the input provided during the prioritization exercise was filed with the papers for this meeting.

Deputy City Manager Lam described the next steps after the retreat and thanked the City Commission for their hard work. Deputy City Manager Lam stated the priorities would then be given to staff to develop strategies and performance measures. Deputy City Manager Laura Lam highlighted that today's exercise and conversation were helpful and valuable to staff.

Finally, an opportunity was given for miscellaneous comments from City Commissioners.

Commissioner Decker thanked Ms. Kletke for her time and the City Manager's Office for organizing the retreat.

Commissioner Hess thanked City staff for committing time to the City Commission retreat on a Saturday. Commissioner Hess also thanked the families

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FY 2024 Priorities Table
Exercise (cont'd)

Discussion of Next Steps

City Commissioner
Comments

City Commissioner
Comments (cont'd)

of City staff for being without their loved ones on a Saturday. Commissioner Hess asked her fellow Commissioners and staff to trust the process and thanked the City Manager's Office for their time and efforts in facilitating the meeting.

Commissioner Praedel observed the top priorities for the City Commission had not changed from the year prior and thanked City staff for their work.

Vice Mayor Cooney thanked his fellow Commissioners for coming together to find unity on the process and the priorities.

Mayor Anderson provided thankful remarks and stated it was obvious everyone in the room cared for the City of Kalamazoo and making the City's future bright.

Adjournment

The meeting adjourned at 3:31 p.m.

Respectfully submitted,

Shelby Moss
Deputy City Clerk

Approved by the City Commission on: _____

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