

**INVER GROVE HEIGHTS SPECIAL CITY COUNCIL MEETING
MONDAY, OCTOBER 4, 2021 - 8150 BARBARA AVENUE**

A. Call to Order and Roll Call:

The City Council of Inver Grove Heights met in a Special Session on Monday, October 4, 2021, in the City Council Chambers. Mayor Bartholomew called the meeting to order at 5:30 p.m. The Pledge of Allegiance was recited.

Present In-Person: Council Members: Piekarski Krech, Dietrich, Gliva, and Murphy (present off camera); City Administrator Kris Wilson, City Clerk Rebecca Kiernan, City Attorney Bridget McCauley Nason, Fire Chief Judy Thill, and Police Chief Melissa Chiodo.

1. Continued SAFER Grant Discussion; consider acceptance of SAFER Grant

City Administrator Kris Wilson stated Stewart Gary with Citygate Associates will be attending this meeting remotely from out of State. Citygate has been contracted by the city to complete an assessment of the Fire Department Service, staffing, deployment methods, and response time. She stated the study is not complete yet, Mr. Gary has done some preliminary data regarding call volumes, call types, response times, and travel distances. Mr. Gary has agreed to give preliminary findings from the data analysis. Regardless of the decision made regarding the SAFER Grant, the study with Citygate will continue, the Council will see a comprehensive report at the end of this year or early next year.

Stewart Gary, Citygate Associates, LLC, stated he is a long time Fire Officer up through the ranks. This is his 51st year in the Fire Service. He has served in volunteer combination departments, went up through the ranks in career departments, and retired as Chief of a department. He has been consulting full time for 15 years in fire services with hundreds of clients throughout the western United States, and many around the Twin Cities area. He discussed the following items via Power Point presentation:

Policy Framework:

- Fire and EMS services are locally determined. There are no Federal or State minimum standards for staffing and response times.
- National Best Practices are published and are advisory. Communities can adopt all, some, or none of them. Some of the two largest of three Best Practice Advisories lean to substantially all career departments or all volunteer or paid-call departments.
 - 21 years ago, when the current set of standards were first published, they did not try to look at population, density, zoning, or urban/suburban/rural.
- Suburban cities in greater metropolitan areas tend to desire more urban outcomes and better response capacity.
 - This is not about becoming a career department. It asks what are the outcomes wanted for customer service. The outcomes desired keep small fires small and help patients medically when 911 is called.
 - From those outcomes, they help design a response system of staffing, paid on call, and career personnel and Police Officers to deliver that customer service.
- The Fire Master Plan will look at the risks to be protected, desired outcomes, and then design a response over time and distance.

Home Fire Timeline:

- Something is reported.
- Dispatch responds to the call, asks what the problem is, gets units moving.
- For Paid on Call, this means getting to the Fire Station.
- Protective clothing needs to be donned.
- Wheels rolling.
- Set up, assess the problem, mitigate the problem.

Fire, in a building room, once becoming open flame:

- Typically takes a single room to complete engulfment in 8-10 minutes from open flame.
- If people are trapped, time is of the essence to keep that 1-2 room fire from destroying the building of origin.
- When an acute EMS event occurs, the brain can only go 6-8 minutes without oxygen.
- A city can have a longer, slower, faster response system. It's a local choice and an ability to fund issue.

2 fundamentals to deployment:

1. The speed of the attack.

Want to get a small crew to each neighborhood quickly to minimize and terminate basic smaller day to day emergencies without going to catastrophic proportions.

2. The weight of the attack.

Massing several crews and multiple personnel to keep a serious fire from becoming a greater alarm, where involving more than the building of origin.

Response Times and Best Practices - 911 to Arrival:

- Urban area, 1st unit. Career and urban departments tend to settle on 7 minutes 30 seconds to 8 minutes in 90% of incidents.
 - First Responder arrives at the address.
 - If looking at National Best Practices for Volunteer Department/Paid on Call: 15 Firefighters within 10 minutes and 30 seconds to 90% of critical emergencies.
 - Average response time measures are no longer used or considered Best Practice in the National Advisory documents and in the Commission on Fire Accreditation in the United States.
 - Looks at getting to 90% of the serious emergencies city-wide in time to deliver the right staffing for the right outcome.
 - City response times at present 2020/2021:
 - Duty Crew (3 Firefighters) got to 90% of the incidents, especially if from Station 2, in 11 minutes from the time of call.
 - Some of this is due to location.
 - The Duty Crew is fairly busy during daylight hours, going to First Responder/EMF events all over the city.
 - 33 square miles is the large footprint for one company to cover.
 - Paid on Call (POC) units (2 Firefighters).
 - There is not any hard data on how many people are on which rig. Attendance is taken later, not at immediate dispatch.
 - Strong healthy POC program. Citywide, coming from 1 of 3 locations, is getting in there 8 ½ minutes to 90%.
 - Some of this is helped by the Duty Crew.

- Serious building fire (1st Alarm) requires companies from all 3 Fire Stations, multiple units, in 13 to 18 minutes at 90%.
 - In an urban area, downtown Minneapolis/St. Paul, would want all units on scene, 15 Firefighters within 11 minutes time of call.
 - This city is a little bit longer than that. There is more distance to cover, waiting for staffing to get from home or work back to the Fire Station.
 - This does not mean the response times in this city are broken or bad, they are not. They are more emerging suburban to heavy rural population density travel/response times. The question would be can/should the city do better.

Risks and Incident History:

- 35,000 +/- resident population. Slowly growing in the next 3-5 years.
- Businesses and institutions to protect.
- Mobile populations/visitors.
- 2,429 incidents of all types in the Fire Department in 2020/2021.
- Daily average demand of 6.65 incidents.
- 70% of those were to EMS. Those have increased year over year the last 3 years.
 - Prior to, and especially during Covid, as things got busier for both public safety teams, more and more First Responder/EMS was shifted to Fire.
- Atypical of other clients in the metro area, averaging about 38 building fires per year.
 - Bit higher structure fire rate.
- Six fire deaths in recent years.

Benefits of Duty Crew(s):

- Stabilizing force, ensure rapid response. Certain immediate response.
- Two Duty Crews, totaling 4 career Staff per day, plus a volunteer stipend to be the 3rd on each Crew, if no volunteer ever showed up, 2 Duty Crews of 4 career Firefighters would meet the Occupational Safety Standard of 2 in/2 out.
 - Cannot do interior firefighting inside of a building in the United States without 2 Firefighters outside to rescue a 2 Firefighter team or greater on the inside.
 - If showing up with 2-3 people, cannot go into a burning building unless there is a first-person visual sidewalk statement to say, "my child is trapped in the back bedroom".
 - Newspaper on the lawn or car in the driveway does not meet OSHA requirements to enter a burning building unless there is a minimum of 4 fully configured Firefighters at the incident.
- A few more career Staff allows program support instead of more Headquarters Staff - for training, logistics, fleet, building/station maintenance.
- Two Duty Crews at 6 personnel total (4 career plus 2 stipend Paid on Calls) would definitely balance the weight of attack needed if POC response is low.

Policy Choice:

- If fire continues to shift to EMS.
- Enables improved Police response times to non-EMS calls, increasing proactive patrol time and community engagement.
 - First Responder/EMS needs something more, who should that be, at what cost burden (in dollars and type of time).

- A 2nd Duty Crew on a Grant improves citywide access to care and response times.
 - This city is too big for just 1 unit.
 - There is not one dead even central Fire Station. (Even if there was one, the outskirts of the city are too far).
 - Over the next 3 years, in his early opinion of city data and working with Staff, is that better data and measures would allow a long-term staffing model decision as part of a Master Plan.
 - This would be a pilot program.

He stated he is also an ex-Elected Official in his second career. He knows it is tough sometimes to cut off a Grant, or cut part of a Grant back, at this point the city is innovating and doing a Master Plan. The city was one of the few awarded a Grant; do they want to continue to see what a 2nd Duty Crew does. He said the city needs a Paid-on Call program; they have a Paid-on Call program. Keep them engaged and train. If continuing to shift to EMS, in other departments in the Midwest and elsewhere, the more the daily mild acuity EMS patients need a Paid-on Call response from home or work starts to fray the ability of the Paid-on Call force to go to less acute or non-acute emergencies. They get tired. He said this city is in their “teen years”, there is a good system today if wanting to bet the Paid-on Call force will always be there to get to the right situation in the right timeframe.

Councilmember Piekarski Krech asked if it is being said that the current 3 new Lieutenants and 6 Firefighters is what the city needs. Mr. Gary responded yes, if fielding 4 career a day for 3 shifts, 24on/24off. If having 12 career, 4 per day, with the 3rd person on each crew being a Paid-on Call member on stipend, there would be 2 units spread apart each covering 50% of the city. Many of the EMS calls are daytime and the fact the single Duty Crew unit is substantially busy from 10:00 a.m. to 6:00 p.m. If a second or third call happens when they are already on the first call, the entire response burden falls to the Paid-on Call force to return to the Station. He said it is a good bridging solution, could be all the city needs, could be the final recommendation of the Master Plan. Continue to keep 52 Paid on Call members for as long as they are willing to serve the community. Keep them forever as a cost avoidance and catastrophic response force but have a smaller guaranteed on duty force 24 hours a day, seven days a week.

Councilmember Piekarski Krech asked if EMS was a critical part. Mr. Gary responded yes, the weight of more EMS calls transferring from Police to Fire raises the number of Fire Department responses per day. Its not that there are more EMS incidents. The First Responder meeting the Ambulance has been shifted substantially from Police to Fire. That means a volunteer who may have signed up 5 years ago to go to a few fires a month, signs up for a stipend shift assignment, is now possibly getting tasked, if not having a Duty Crew, to volunteer on average 6 times a day. That may be a commitment burden they didn't see coming when they first walked in the door.

Councilmember Piekarski Krech stated her concerns are lack of transparency. There is not a lot of information about the plan. She was unsure how Paid on Call would be integrated. She said Mr. Gray brought up the EMS issue. Regarding that, her question was with Police and Fire and what the city would do regarding this. If approved, she asked if this would free up Police time, would they need less Police Officers because Fire is going to be going to calls. She said she doesn't know how the system works. She commented when her husband was severely ill and she called 911, a Police Officer and

Ambulance showed up. She commented that the Fire Department does a fantastic job, she is super impressed with them, has been a recipient of their work, they were terrific. She realizes the importance and would like to say yes but needs to know how it is going to work. She stated the Duty Crew was started because they didn't have enough Paid on Call. Then they got Captains because the Duty Crew wasn't functioning the way they thought it should. She wanted to know that this whole plan is going to work, that they would not come up with some other huge issue in a year or two. She asked how Paid on Call would be kept in. She asked what happens with the Relief Association. She said there are so many questions.

Fire Chief Judy Thill stated when it comes to medicals, Police and Fire go to the more serious calls. She said she doesn't believe the Police would need to reduce their force because they are at capacity. Police need more people to help be proactive just like the Fire Department does.

Councilmember Piekarski Krech responded she didn't know if that relieves some of the pressure on Police. If they would be able to do other things the Police Chief has said she wants to get done. Fire Chief Thill responded it would help give Police a little more capacity.

Councilmember Piekarski Krech asked the following questions:

- What the plan was for
- How it would be integrated
- If accepting this Grant, what would the Grant do for the city
- What is the benefit
- How do they justify this benefit
- It's needed now, why
- How would it benefit Paid-on Call. Would it make more of them stay

She stated this plan still has Paid-on Call people coming. She asked how they would make sure they maintain their value.

Fire Chief Thill stated the Duty Crew was put together to help stabilize the Paid-on Call because they were losing some based on the increase in calls the city had. The Duty Crew helped absorb the increase in calls. The Captains were put in to help stabilize the leadership. She responded to how the Paid-on Call would be integrated saying that it would be no different than they are right now; still part of the group, training. She said as Mr. Gary stated, this could be all the Fire Department needs to help stabilize the Paid-on Call going forward. Currently it is needed to stabilize the Paid-on Call force. There are a lot of simultaneous calls, there has been rescue situations and fires where there were only 2 people searching, putting out the fire, and pulling people. It's not just for the safety of the Firefighters, its also for the safety of residents.

Councilmember Piekarski Krech questioned if having problems recruiting and maintaining Paid on Call Firefighters now, what is it about this Grant that would alleviate some of that problem. Fire Chief Thill responded they are still able to maintain 50+ Firefighters. This would relieve some of the call backs so people that do join are not called out at 2:00 a.m. For example, last Friday there were 18 calls in one day. There is no time to do anything else, they don't have time to rest as Paid on Call or full time. It would help split some of the Paid-on Call duties that Mr. Gary spoke of. It would help with their

knowledge and retention. Having two full time and one Paid on Call helps get the one Paid on Call up to speed faster. Currently there are two Paid on Call and one Captain. Despite turnovers for Paid on Call, this would help with safety; feeling more comfortable and safer in their jobs is a big part of retention.

Councilmember Piekarski Krech asked if there was a plan showing how it would be integrated in, how it would work, how Paid on Call would work. She said one of the reasons they lost a lot of people was due to the time required when they went to the Duty Crew. She said it seemed like they were required more time, all of the time and that is where it became a problem. Fire Chief Thill responded they didn't lose a lot of people when they started the Duty Crew, they ended up keeping a lot of the senior people because they were able to schedule their time. They lost people when they had to require a call back percentage. The call back percentage is still on because there isn't a second crew available. She said they lost 6 people when instituting the call back percentage.

Councilmember Piekarski Krech asked if the call back percentage would go away if this Grant goes through. Fire Chief Thill responded they would be looking at that. She can't be sure it would go away.

Councilmember Piekarski Krech stated there isn't a plan yet for what would be done. Fire Chief Thill responded there is a general plan/idea, not a written plan. They have integrated Paid on Call and full time with the Captains. There hasn't been an issue but there could be a couple of people that likely didn't like it. Some may have applied for the positions and did not get them. She commented there are good working relationships with the Captains and Paid on Call they have.

Mayor Bartholomew stated they can come back to this topic for further discussion. There is a Swearing In of six Police Officers to take part in at 6:00 p.m.

The Swearing In Ceremony took place in Agenda Item 2 (below) from 6:00 to 6:21 p.m.

The Council continued the discussion regarding the SAFER Grant at 6:21 p.m.

City Administrator Wilson stated the Council can resume the conversation regarding the SAFER Grant. She mentioned that Councilmember Murphy is in the building. He is actively listening to the presentations and discussion. He is keeping himself separate from other members due to safety reasons. She said Councilmember Murphy will enter the room to cast a vote when the time comes.

Mayor Bartholomew stated they have heard from Mr. Gary regarding this plan and how he sees it as a possible good bridge that gets the city in a better position. He requested an understanding of how they can foster a relationship between the Paid-on Call and full time Firefighters, so they don't get a divisive Fire Department. He said if taking this path, they head towards a Combination Fire Department and sit that way. He said there is a location nearby that went to Combination and then to full time, he doesn't think that is the intent. He asked for word from the Fire Chief and the commitment of the department to culture and foster with Paid on Call and full time Staff members.

Fire Chief Thill responded in anticipation of questions and possible acceptance of this Grant, she reached out to other Fire Chiefs. Some recommendations were:

- Make sure they continue to have self-worth.
- One of the biggest things is that they continue to train together.
 - Some Departments have Paid on Call train differently than full time.
 - Captains are responsible for training the Paid-on Call.
- Another suggestion was if hiring from within, to make sure they don't forget where they came from.

She said they have pushed hard with whether full time or Paid on Call, this is one single Fire Department. Placing labels such as volunteer, full time, and combination is for Grant purposes and other things. They are a Fire Department and would maintain being a Fire Department. She said she felt they have done a decent job of how the Paid-on Call has been treated with the Captains they have. They will continue that, ask for input, make sure to note concerns, what others may be hearing, and address those concerns with the Firefighters. This is what she was told by other Fire Chiefs to help make it a cohesive environment.

Mayor Bartholomew asked, in the Fire Chief's opinion, if it would be a strong Combination force of Paid on Call and full time. Fire Chief Thill responded yes.

Councilmember Glia asked if having Paid on Call be considered for a full-time role was something that doesn't happen traditionally. Fire Chief Thill responded it would be their preference to get as many, if not all of them, from their Paid-on Call ranks. If hiring from the outside, sometimes they get those that say they are a full time Firefighter and that is all they are here to do. The Paid-on Call have grown up, trained with the city, understand the system and the culture. Hiring from within is very important to the cohesiveness.

Councilmember Dietrich thanked the Fire Chief for the job she has done integrating the Captains. She said the city is growing, the northwest area in particular, the need is obvious in the growth and numbers the Consultant presented. She said a good check on how things are going to progress is looking at past recent successes, which is why she mentioned integrating the Captains. She said she has no doubt that Fire Chief Thill can run these paid positions with the Paid-on Call. She said she has seen the continuity between the Firefighters, it's very impressive.

Mayor Bartholomew requested additional information from the City Administrator on the Grant itself. He wanted all to understand this is a reimbursement Grant. These are not solid numbers. The ultimate Grant amount may be less than what is requested.

City Administrator Wilson responded at the time a Grant Application is put in, placeholders are put in for wage and benefit amounts. When getting closer to the Grant period and hire, they would solidify a market based competitive wage for a Firefighter in this area of Minnesota. That is what they would advertise for the position and hire at. She said that may turn out to be lower than what the Grant was calculated around. In that case the city would be reimbursed for costs actually experienced. She stated they want to manage this wisely as these positions will be a part of the city budget in year 4 and beyond. They want to make sure they start them competitively and fairly from a market rate in the Twin

Cities area and relative to the other employees with the city. She said they would make sure due diligence is done and the wage scales they actually set are fair and reasonable.

Councilmember Piekarski Krech stated in the interest of transparency they need to make this process and what goes forward, far more transparent. There are too many questions. She commented the other city in Minnesota that received this Grant had far more planning and much more detail on what they were going to do and how they were going to do it. Their Grant was for less, yet they are hiring more. She said she looks for this study to be finished, that would tell them where their spaces are. She requested seeing a firmer plan going forward, what is going to happen, how they are going to do things, and what the contingencies are. She said they need to be more open. She said very few of the public knew this would be discussed this evening, she has received equal responses pro and con. This is committing a huge amount of money in future years. She said there are other departments that also need money. She said they need to be responsible and judicious with the use of City money. She needs guarantees that they are going to stay on top of this. She said she would like to know how this would be evaluated whether or not this is was successful. She would like some sort of evaluation, for example with: how many more calls, do they do EMS, if they do the EMS how does that relate to what the Police service looks like and where the coordination is.

Fire Chief Thill responded the other community that received a Grant had a considerable contingent of full time. They pay a Cadet wage at the beginning, and they had no Officers. Overall, it would be a lower amount for higher people because they are paying low to start. This would be market rate. She responded in regard to concerns with planning, she is very willing and gives her promise to keep the communication lines open between the Fire Department and Council so there is an understanding of what they are doing and how. She said now that City Administrator Wilson is on board, they would work together to make sure the communication lines are kept open with the Council.

Councilmember Gliva mentioned the public and getting the Special Meeting on the calendar, it's not like they were sitting on this for a month. She said they put information out as soon as they found out they needed to make a decision. The decision had to be made in a short period of time. She said for her personally, public safety has always been a priority. Based on the information she has; it makes sense to start planning. The city isn't going to get smaller, there is 33 square miles of land to cover. She said she is in favor and agrees with Councilmember Piekarski Krech's comments that they need to keep track of this. They should still be keeping track in how well they are doing and the measures. She requested some type of metrics that they make the best decision.

Mayor Bartholomew wanted to make sure who would be caring for this chronologically, to make sure of the milestones, hiring dates, the proposal to the Council, rates, roles, presented on time, and stay in compliance with the Grant. He said he would like to know of any other milestones. He wanted to make sure all are on board and who that timekeeper would be.

City Administrator Wilson stated the Council has made their interest in greater levels of transparency and accountability very clear, it is her job to make sure they are getting that level of transparency and accountability they are looking for. She said there are a couple built in mechanisms to the Grant, they may not be the most user friendly. The city is required to file a quarterly report throughout the life of

the Grant with FEMA, the Agency awarding the Grant. She said they would be gathering the information required and submitting it. She said that would be a good time to provide information to the community of where things stand and what they are doing. A decision needs to be made by 6:00 a.m. this Sunday to accept or decline the Grant. She proposed that Fire Chief Thill and herself would be back at the City Council's December Work Session to come up with a more comprehensive plan with how to measure out success. They would show sample reports and see if that would be the right amount of data the Council is looking for, or not enough. She said with the short window to accept or decline the Grant they are aiming to have the Firefighters hired and working sometime in February. That is when the actual period starts for which they would reimburse. She said if the Council accepts this Grant there is time to make sure all information is compiled.

Councilmember Piekarski Krech stated that brings up the issue of timing. She asked if, in 2022, 2023, and 2024, Firefighters would be paid under the Grant. She commented there wouldn't be anyone hired in 2021. Fire Chief Thill responded the performance period would start no later than February 27, 2022. It would be into 2025 before the city would have to start paying anything.

Motion by Dietrich, second by Gliva, to approve acceptance of the SAFER Grant.

Ayes: 5

Nays: 0 Motion carried.

2. Swearing in of Police Officers at 6:00 p.m.

Police Chief Melissa Chiodo stated over the past 18 months the Police Department has continued to operate 24/7 during a World Pandemic. While many businesses had to close, the Police Department kept working and had to change practices and procedures while continuing to operate with compassion. During this time, they experienced retirements and staffing changes. They held competitive processes to hire the best people to join the team. All roles are equally valued employees who work as one team to serve the Community. She said one thing they were not able to do during the last 18 months was to formally introduce all of the new employees they have had or have a public Swearing In.

She stated she would be introducing Staff that was hired and trained during the Pandemic and Swear In 5 Police Officers that were hired in the past 18 months. First, she thanked all the family and friends in attendance to celebrate with them. Without their support and trust in the Department to take care of their employees during the Pandemic, they would not have continued to serve the community at the same level as Pre-Pandemic levels. All of the team truly cares about the health and safety of all employees, so they go home healthy and safe to their families every night.

Police Chief Chiodo stated during the last 18 months they have had two Police Office Support Employees that have retired. They had competitive processes to fill those roles. Each time they hired one of their support Staff, they had over 100 qualified Applicant's that applied. Sarah Urbas had a family commitment and could not be in attendance this evening. Sarah was the first person hired during the Pandemic. In March 2020 during full lock down Sarah had to come in and learn how to do

the job while the rest of the employees worked from home. All Staff, including Civilian Staff, stepped up and were creative with the welcoming and training of new employees.

She stated In June 2021, Emily Heidelberg was hired. She made the transition from Non-Profit work to Government work look easy. The Department is lucky to have her as a part of the team. Emily's willingness to take on a new role during these unusual times is unbelievable. They also appreciate her sharing her adventures with her one-year-old boy.

Police Chief Chiodo welcomed the Cadets stating the city also started a brand-new Police Cadet Program during the Pandemic in 2020. Four individuals were hired that are all going to school to become a Police Officer. The Cadets will be out and about in the community in the white pickup truck wearing their light blue uniform shirts. The Cadets assist Officers, handle animal control calls, set up and attend community events, and do so much more. She said their goal is that these Cadets would work for the city, gaining invaluable Police exposure while going to school for Law Enforcement. When they complete their Skills Certification, they are hoping the Cadets will join the city Police Department as full time Officers.

She stated Chue Vang and Tommy Schiltz were the very first Cadets in August 2020 that were hired. Soon after Faith Kowitz and Steve Quinones joined the team in June. These four are the first ever Police Cadets in the City of Inver Grove Heights.

Police Chief Chiodo stated in a time that is difficult to be a Police Officer for many reasons, the Pandemic, Civil unrest, movements to defund Police in America, major changes in how they Police, and the laws they have to follow, to name a few. She said they have been lucky to hire some great people that despite all of the things going on in Law Enforcement, they want to serve the citizens of Inver Grove Heights to the best of their ability each shift that they work. These Officers believe in Public Service and embody the core values of respect, integrity, service, and empathy. In April 2020, Joe DeRosier joined the City Police Department and had been serving Carver County as a Sheriff's Deputy. Leaving one Agency for another is never an easy decision. She said at the same time he did this he was going through a big transition; he was having another baby with his wife. After the birth of his child and beginning with the city, Joe has never missed a step and has done a great job.

She stated Tristan Jakobson joined as a brand-new Officer in April. He was a recent graduate of the University of St. Thomas and also an east coast transplant. She joked that he heard the weather was great in Minnesota and decided that's where he wanted to stay forever but she figured his wife Rebecca is probably what made him want to stay in Minnesota. They are happy to have him with the Department, he is working great.

She introduced Ashley Leschyshyn who joined the team in November 2020. She came from the Minneapolis Police Department, so they know she is a great catch.

In June 2021 Steve Kuzel joined the Police Department. Steve was a Detention Deputy for Dakota County. He would cross paths with our Officers at work on a regular basis and would talk to them about our department. She said they are very happy he left Dakota County to work here.

She introduced Charlie Possert, stating he joined in July 2021. He was also a Sheriff's Deputy for Carver County and worked with Joe DeRosier. She commented that obviously word has gotten out in Carver County that Inver Grove Heights is the place to work.

Police Chief Chiodo thanked the current Officers that were in attendance, Staff, FTO's, and community members that helped with the hiring process and training of all their new employees. She said all have helped set them up for a successful career with the city. She said taking on training duties during a stressful time has not gone un-noticed by herself and the Command Staff.

She mentioned that after the Officers are Sworn In, all family, friends, and Staff are welcome to join them in the Police Department Training Room for a welcome reception. She thanked Katrina Lee who put all of it together. She thanked them again for joining this family.

Mayor Bartholomew began the Swearing In Ceremony.

Mayor Bartholomew stated on behalf of the city, City Council, Staff, and residents of Inver Grove Heights, thank you and welcome aboard.

After the Swearing In, the City Council resumed the discussion of the above Agenda Item 1. Continued SAFER Grant Discussion; consider acceptance of SAFER Grant.

3. Adjourn to Work Session (The City Council Work Session will begin following a short break).

B. ADJOURN:

Motion by Piekarski Krech second by Gliva to adjourn the Special Session at 6:41 p.m.

Minutes prepared by Recording Clerk Sheri Yourczek