

A Meeting of the Meridian City Council was called to order at 4:39 p.m. Tuesday, January 23, 2024, by Mayor Robert Simison.

Members Present: Robert Simison, Joe Borton, Luke Cavener, Liz Strader, John Overton, Anne Little Roberts and Doug Taylor.

ROLL-CALL ATTENDANCE

☒ Liz Strader	☒ Joe Borton
☒ Anne Little Roberts	☒ John Overton
☒ Doug Taylor	☒ Luke Cavener
☒ Mayor Robert E. Simison	

Simison: Council, we will call the meeting to order. For the record it is January 23rd, 2024, at 4:39 p.m. We will begin this afternoon's work session with roll call attendance.

ADOPTION OF AGENDA

Simison: Next item up is adoption of the agenda.

Borton: Mr. Mayor?

Simison: Councilman Borton.

Borton: There are no changes to the agenda. I move we adopt it as published.

Strader: Second.

Simison: Have a motion and a second to adopt the agenda as published. Is there any discussion? If not, all in favor signify by saying aye. Opposed nay? The ayes have it and the agenda is agreed to.

MOTION CARRIED: ALL AYES.

CONSENT AGENDA [Action Item]

- 1. Approve Minutes of the January 9, 2024 City Council Work Session**
- 2. Approve Minutes of the January 9, 2024 City Council Regular Meeting**
- 3. New Horizon Academy Water Main Easement No. 1 (ESMT-2024-0001)**

- 4. Records Apartments Full Release of Sanitary Sewer and Water Main Easement (ESMT-2023-0180)**
- 5. Treasure Valley Dermatology Water Main Easement No. 1 (ESMT-2024-0002)**
- 6. Final Plat Approval for Newkirk Subdivision No.1 (FP-2023-0020) by Laren Bailey, Conger Group, located at 4250 W. Franklin Rd.**
- 7. Findings of Fact, Conclusions of Law for Hesperus (SHP-2023-0005) by Antonio Conti, Ackerman-Estvold, located at 1737 S. Meridian Rd.**
- 8. Professional Services Agreement Between Eventageous Idaho, LLC and the City of Meridian for Event Coordination Services for 2024 Meridian Main Street Market**
- 9. Approval of Equipment Purchase Agreement with Kurita American for Well 10b Water Treatment Facility - Filter Equipment for the Not-To-Exceed Amount of \$887,164.00**
- 10. Main Subscription Agreement with Workday, Inc. for Workday Human Resource Management Software Subscription, Training and Consulting Services**
- 11. Approval of Order Form 00433288.0 for Workday Human Resource Management Software ten-year subscription in the not-to-exceed Amount of \$2,557,051, with \$118,665.00 due in Fiscal Year 2024**
- 12. Order Form #433285 for Workday Training in the Not-To-Exceed Amount of \$63,350.00**
- 13. Order Form #431530 for Delivery Assurance (Consulting Services) for the Not-To-Exceed Amount of \$34,000.00**
- 14. Approval of Master Services Agreement and Statement of Work – Workday Deployment Services to Cognizant Technology Solutions U.S. Corporation for a Not-To-Exceed Amount of \$967,436.00**
- 15. Resolution No. 24-2432: A Resolution of the City Council of the City of Meridian, Idaho, Setting Forth Certain Findings and Purposes to Declare Surplus Property and Authorizing the Donation of Certain Office Equipment to the Idaho Youth Ranch**
- 16. Resolution No. 24-2433: A Resolution of the City Council of the City of Meridian, Idaho, Setting Forth Certain Findings and Purposes to**

Declare Surplus Property and Authorizing the Donation of Vehicles to Idaho State Police

17. Resolution No. 24-2434: A Resolution of the Mayor and the City Council of the City of Meridian, Reappointing Maria Lorcher to Seat 2 of the Meridian Planning & Zoning Commission; and Providing an Effective Date

18. City of Meridian Financial Report - December 2023

Simison: Next up is the Consent Agenda.

Borton: Mr. Mayor?

Simison: Councilman Borton.

Borton: Move that we approve the Consent Agenda as published, for the Mayor to sign and Clerk to attest.

Strader: Second.

Simison: Have a motion and a second to approve the Consent Agenda. Is there any discussion? If not, all in favor signify by saying aye. Opposed nay? The ayes have it and the Consent Agenda is agreed to.

MOTION CARRIED: ALL AYES.

ITEMS MOVED FROM THE CONSENT AGENDA [Action Item]

Simison: There were no items moved from the Consent Agenda.

DEPARTMENT / COMMISSION REPORTS [Action Item]

19. Public Meeting Safety Discussion

Simison: So, we go to Department/Commission Reports. Item 19 is Public Meeting Safety Discussion and we will turn this over to Lieutenant Harper.

Harper: Good afternoon, Mayor, Members of Council. I'm just going to provide -- I'm going to provide just a couple of slides talking about workplace safety, kind of explain to you guys what we are doing here in Meridian, as well as the training that we are providing to city staff, as well as just some things to kind of think about as we live our daily lives, not only here tonight, but day to day, whether at the grocery store or going into the theater or church or whatever it may be. So, just a couple of things we are going to go through. So, planning. When we train this to not only city employees, but we do this with businesses all around the city, we really talk about developing a safety

culture and climate and I think a lot of times we get focused on just the training piece and not thinking more holistically about safety in our day-to-day walk. So, part of that is we talk about relationship building. I think at Meridian we do a really good job of building strong relationships, but kind of the Meridian family; right? Regardless of whether we are in Public Works or at the Police Department, we are about the people that -- that we serve and the community that we -- that we work alongside. So, with that comes the active awareness piece. When we are here tonight we all know each other pretty well, but it's really understanding us beyond just the surface level and getting to understand what makes us tick, but how we present ourselves each day, because a lot of times when we are dealing stuff in safety, whether it's acts of violence, you know, the human side or we are dealing with the more disaster response side of things -- when we are dealing with the human side a lot of times we don't do the preventative work on the front end and recognizing when people are hitting their breaking point or are having a rough go in life and are hitting the line in the sand; right? Because we all have a breaking point and -- in our day-to-day walk, but I think the bigger thing is looking out for one another and recognizing when people need help. So, before they get to that point where they are going to do something to potentially self harm or harm others, hopefully, we intervene and -- and redirect them to a more positive solution. So, that talks about the help. The reporting piece, I think a lot of times that is missed. People ignore things that they see. I hear it time and time again -- well, we didn't want to call the police, because we thought it would be a waste of your time. Well, for us that's our job. Our job is to serve the community and regardless of what the call is, we respond to it and we want to continue to keep it that way here in the city. So, that's a big piece of, you know, whether we are walking out to our cars after tonight and we see something suspicious in the parking lot -- at times we ignore it or like, oh, that's probably nothing. Well, if it caught your attention or your interest you should probably let law enforcement know and let us do our job to determine whether it's nothing or it's something more than that. So, that collective effort. In the city we do have an EOP, emergency operations plan. Joe, with Fire, and I worked on that a number of years ago. It's something that is something that -- that we should definitely be looking at a little more frequently and updating based off of what's going on in the world and as our city evolves and changes. So, Joe and I will have to follow up on that. But also making sure that people know where to find it. Making sure our directors are making sure that all of our staff are actually reviewing it and having discussions about it, because if we are expecting people to act or respond to whatever the emergency is, if they don't have the information or the training to back it it makes it very hard to make critical decisions under stress. The training piece goes into preparation. So, throughout the city we have been teaching the CRASE program, the Civilian Response to Active Shooter Events. It has the word shooter in there, but it's much bigger than that. It talks about the mental, physical, emotional preparation behind dealing with any type of emergency, whether it's a natural disaster or it's actually an act of violence. This class is -- is actually taught at a national level. It's taught in all -- every state in America and it's something that we have taught here in every department in the city and hopefully something that we can follow up with at a later time to provide to everybody on Council, because it's about an hour and a half class. I can get it down to about 45 minutes. But really good class, but it really talks about the preparation, but the awareness, prevention and the decision

making behind what you should do in different situations. We have gotten a lot of good feedback. We have been teaching it for probably I would say five years or so and trying to do refreshers every couple of years. There is a group of us in the department that teach it, that are certified to teach it, but there is a lot of people to train in the city, so it usually ends up being about every two years that we do a refresher. So, this three stages -- three stages of disaster response is a big piece. The denial, deliberation, decisive movement. The reason I actually add this in to explain part of this training is this is a really big piece. It's the mindset piece and as we sit here today I will ask each one of you where you sit there. You have denial that nothing's ever going to happen, so why worry about it? Hopefully none of us are living in that -- in that space in our minds day to day. There is the deliberation, which is we live in the kind of the yellow and that's really where each one of us live. The City of Meridian is a safe community. We hope to keep it that way for many generations to come, but we are not immune to acts of violence. We are not immune to bad things happening, just like it happens in any city. So, it's really that -- moving in that that middle phase of being aware of our surroundings, knowing things that could happen and being prepared to act. Decisive movement is, obviously, as it says -- is the action behind that preparation. So, then, the action piece, the planning and preparation improves your ability to act. My favorite part is -- is having a plan, of scripting and role playing. Yes, I have been in law enforcement for several decades, but this is something that my family and I talk about, is a -- if you are at the grocery store and somebody has a medical emergency what are you going to do? Simple as that, because some people will get a little overwhelmed and not know what to do; right? 911. CPR is needed start administering CPR, those types of things. When we are talking about -- if we are at a house of worship and something happens, what is our plan? Do we know our exits? Do we have a plan for our family, myself personally, to remove myself from that situation to keep my family safe or potentially have to act to protect my family? So, what we do teach -- run, hide, fight is what's taught pretty much nationally. Department of Homeland Security came up with it many moons ago. I -- really, the words mean everything and when I look at, run, hide, fight, I can have a very good conversation about why those words don't resonate with different populations in our community. If you are potentially handicapped, some sort of disability, you are elderly, run, hide, fight can be challenging words to resonate within yourself on what you are supposed to do. CRASE supports the avoid and I defend, which is much more -- I think -- I think you can wrap your head around a little better with what that means to you personally. In the schools we -- we developed move, secure defend, because, obviously, we are dealing with a sensitive population from K to 12. So, we needed to find words that resonate with teachers and young people. So, they are just words. The actions behind them are all much the same. But, again, words resonate with people. At the end of -- end of it what each one of you do, whether it's during a Council meeting, the workshop or the regular meeting, you have to do something. We have any type of situation in here we have to act and we should be prepared through our scripting and role playing of knowing what we are going to do, whether we are as an individual or collectively as a group, but at the end of the day that's what we are here for. I take -- take pride in the level of service that we provide as a department and we have always believed that every call is important no matter how small, how big, we are going to respond to it. I put in there if you need us we will

respond and that's -- that's the truth. Our response times aren't getting any better, but we are going to get there and if we are talking about a major emergency you are not only going to have Meridian PD, but you are going to have other -- every other police department in the valley here, probably more than you can shake a stick at. So, getting back to observations. We need each one of you nights -- at night or in your daily lives to be part of a solution and helping us using your eyes, using your ears. If you see something report it and help us to get to that solution. I think in Meridian the training, but we are held to a very high standard in Meridian and we want to keep it that way, but I believe that -- and I think I could prove through the actions of our officers when they respond you are going to get a highly trained, prepared officer who is going to be there to make decisions and, hopefully, resolve the situation. But at the end of the day it goes beyond any of us in this room. It's bigger than that. It's our community as a whole. So, collectively, with all of us together, I think that's really where the safety lies, not only in the workplace, but in our community and, hopefully, I will have an opportunity to share -- share a little more in depth with you guys later. And I will stand for any questions.

Simison: Thanks, lieutenant. Council, any questions? All right. Thank you very much.

EXECUTIVE SESSION per Idaho Code 74-206(1)(d): To consider records that are exempt from disclosure as provided in chapter 1, title 74, Idaho Code

Simison: Well, that was quick, but we have reached the end of our agenda, except for the last item.

Borton: Mr. Mayor?

Simison: Councilman Borton.

Borton: Move we go into Executive Session pursuant to Idaho State Code 74-206(1)(d).

Strader: Second.

Simison: Have a motion and a second to go into Executive Session. Do I have any discussion? If not, Clerk will call the roll.

Roll Call: Borton, yea; Cavener, yea; Strader, yea; Overton, yea; Little Roberts, yea; Taylor, yea.

Simison: All ayes. Motion carries and we will move into Executive Session.

MOTION CARRIED: ALL AYES.

EXECUTIVE SESSION: (4:52 p.m. to 5:20 p.m.)

(Moved to come out of Executive Session: Borton. Strader second.)

(Moved to adjourn - Borton.)

MEETING ADJOURNED AT 5:41 P.M.

(AUDIO RECORDING ON FILE OF THESE PROCEEDINGS)

MAYOR ROBERT SIMISON

_____/_____/_____
DATE APPROVED

ATTEST:

CHRIS JOHNSON - CITY CLERK