

09/01/2022

A regular meeting of the Keene City Council was held on Thursday, September 1, 2022. The Honorable Mayor George S. Hansel called the meeting to order at 7:00 PM. Roll called: Bryan J. Lake, Michael J. Remy, Gladys Johnsen, Michael Giacomo, Randy L. Filiault, Robert C. Williams, Philip M. Jones, Andrew M. Madison, Kris E. Roberts, Bettina A. Chadbourne, Mitchell H. Greenwald, and Thomas F. Powers were present. Kate M. Bosley, Raleigh C. Ormerod, and Catherine I. Workman were absent. Councilor Giacomo led the Pledge of Allegiance.

#### ANNOUNCEMENTS

Mayor Hansel provided a reminder that the Public Hearing and Site Visit for the Magnolia Way and Matthews Road had been canceled for this evening and the petitions and various resolutions had been withdrawn.

#### MINUTES FROM THE PRECEDING MEETING

A motion by Councilor Powers to adopt the August 18, 2022, meeting minutes as printed was duly seconded by Councilor Giacomo. The motion carried unanimously with 12 Councilors present and voting in favor.

#### PRESENTATION – BRAND DESIGN PRESENTATION – GUIDE STUDIO

Mayor Hansel welcomed the Communications Director/Assistant City Manager, Rebecca Landry, who introduced consultants from Guide Studios, Allyson Watson-Brunette and Catherine Fromet.

Ms. Fromet began by describing what they mean by a “brand” as more than logo; it is more importantly about understanding how the brand can be the symbolic embodiment of all the information that is connected to Keene. The brand serves to help create and most importantly to manage the associations that people have with this City and community. A brand is an image management tool, but it is also an important decision-making tool for the City as to how to deliver on things. Ms. Fromet said that a lot of conversations the consultants had with Staff covered what it means to deliver the services to people that Keene does. Further, what are the things the City can do build trust and loyalty within the members of the community. They started this process by identifying specific objectives to work toward. During this process, what was identified by the Steering Committee and stakeholders’ committees was to create a brand that helps maintain the City’s status as a top sustainability City that is differentiated from the Chamber of Commerce’s regional brand. All the work that went into this brand was supported by a Communications Plan, meaning the consultants were not putting something forward and ending the process. Rather, they were truly trying to understand how Keene can move forward, including proactive communication that brings cohesiveness and uniformity of documents, so people always understand that a service is being delivered by the City of Keene, and portraying to users that Keene is a family friendly place.

Ms. Fromet continued that this process began with the consultants doing their own research on the City, including news articles, etc., that provided them a high-level understanding of the City. However, the biggest component was coming back to the City and spending time with the community, Staff, and Council, and taking tours of the City. All of this provided them the high-level understanding needed of how the various stakeholders view the City so they could help articulate them and build them into tools to help with communication and engagement. The consultants' jobs were to articulate this information back to the Council to ensure they have heard the community correctly and that they are representing Keene in the right way, which they do via a deliverable called a brand platform.

Ms. Fromet continued that the brand platform is one of many touch points discussed with the Steering Committee. What the consultants heard from those meetings was that this is the correct representation of what the City is, which is then transferred into very important story and messaging tools. Those interpretations were shared with the general public via a survey, which received 270 responses to the pieces of the brand platform presented. The consultants had a series of meetings on this day to share results with Staff and receive their input on how to move forward implementing this brand, what it will mean to communications, and what tools need to be implemented to ensure this is used appropriately moving forward.

Ms. Fromet continued highlighting the brand strategy. One of the first things consultants do is to help the Council and Staff to understand their particular audiences—businesses, residents, potential residents, and visitors. This required a deeper understanding of who the actual audiences are, what their motivations are, and what their expectations are of the relationship they have for their City and community. Part of the exercise with all stakeholders was identifying those target audiences, their motivations, and their attitudes about the City to help ensure communications are appropriately targeted moving forward. Another thing the consultants tried to do was to find the City's distinct advantages—the unique mix of advantages that make Keene special and different than other communities in the area. Ms. Fromet read the distinct advantages of Keene that arose through this process:

1. Enthusiastic Civic Engagement—Volunteerism and civic engagement are the way of life and people in Keene are good stewards of their community, taking it upon themselves to address and solve problems, rather than waxing poetic and waiting for the City to intervene. The City views their citizens as crucial partners in the careful and deliberate planning that makes Keene a progressive and well-run community.
2. Sustainability—Sustainability and environmental health are important to Keene citizens. Whether a business utilizes renewable energy sources or practices waste reduction through composting, sustainability is not a trend, it is simply the right thing to do. This conscientious approach to daily life is exemplified in local businesses like the Monadnock Food Co-Op and Country Living Bulk Food Store.
3. Built for an Active Lifestyle—Keene residents are active, starting with access to the mountain bike trails and hiking at Mount Monadnock, and a connective trail system that is well-maintained in well-outfitted parks. A robust recreational program is complementary to the whole City. The City's active lifestyle amenities include Keene's

beautiful and walkable downtown and Main Street set-up for exploration without the need for a car.

4. Arts & Cultural Hub—Keene’s beloved downtown Main Street is the cultural center, not only for the City but also for the regional residents. Keene takes pride in its Colonial Theater that hosts big name performers. A growing number of creative businesses have opened downtown, including a number of galleries. The cultural amenities extend to the culinary arts, including the Taste of Keene and a growing number of destination restaurants, breweries, and coffee shops that people are attracted to and love about Keene.

Ms. Fromet said the aforementioned statements were heard consistently across the stakeholder and Steering Committee groups, and through the online survey. The consultants also did work on the City’s personality and who Keene is as a community, because it is important to present that in communications and visuals. The words highlighted most by the various groups were: *friendly, visionary, creative, authentic, and relaxed*. Others included collaborative, innovative, welcoming, down to earth, and open-minded. These descriptors make-up how the City is viewed, and how it should behave and operate.

From the strategy standpoints reviewed, Ms. Fromet said comes the positioning statement, which is an internal statement mean for those stakeholders and Staff to read, understand, and emulate. It is aspirational but should be steeped in a realistic foundation of who the City really is. The positioning statement presented is as follows:

*Keene is a progressive City with the heart of a town attracting people who seek to shape their community. We value and practice sustainability, innovative problem solving, and highly collaborative engagement with our residents and businesses, creating a resilient and self-reliant community nestled in southwestern NH’s idyllic landscape. Keene features a strong business space, vibrant downtown, and amazing parks and trails, built to encourage active lifestyles and experiences. Advancing our City as the cultural and economic hub of the Monadnock region.*

Ms. Fromet said the Steering Committee discussed this positioning statement extensively.

Ms. Fromet continued that all of this work culminated in a new logo and brand that is representative of the positioning set in place and how the City should be presented moving forward, which should be clear and consistent. The logo symbol is a K as a simple and recognizable icon. The positioning of Keene on its side as well as dimensional arrows formed by the point of the K speak to Keene as an activity hub in the Monadnock Region. The arrows represent the City’s progressive movement, nature, active lifestyle, and innovative spirit. The type is simple, bold, and friendly, with a color palette that is both vibrant and connected to the earth. Being so simple, it allows for creative executions. Beyond the main mark, the parks, trails, and sustainability are represented in the primary color iteration, but the full brand palette allows for additional colors to be used. The key words chosen were: active, creative, welcoming, collaborative, innovative, impact, and vibrant. Part of this is exploring how that main mark can be easily recognized, so there is color flexibility depending on how the logo needs to be

presented, especially in the most publicly oriented departments. Ms. Fromet noted that the brand is more than just a singular mark. It is also understanding the color palette and type face. She said it was important to note that this logo would not likely ever live on its own; it would be rare to see it by itself. It will always be incorporated into diverse uses and materials. Thus, it was important for the consultants to explore how the brand could be presented in a variety of ways, including how the City promotes itself as a destination, for example. They also considered how the community will see this logo in everyday life, such as on City vehicles, signage, and City promotional materials. Concluding her presentation, Ms. Fromet welcomed questions.

Councilor Johnsen said she appreciated all this work and asked how this logo was voted upon. Ms. Fromet replied that there were five initial logos presented to the Steering Committee, which went through a lengthy process on how they felt about it; they heard commentary from every member. This developed from what the Steering Committee thought and felt through a process of elimination. Ultimately, this was the logo they chose because they felt it was flexible, iconic, simple, bold, and progressive. Ms. Fromet said it was also simple enough to not compete with other identities it might have to coexist with. Ms. Watson-Burnett added the Steering Committee really stressed that they wanted something bold that would stand out in a landscape of other municipal brands, while still being friendly, approachable, and warm, with a sustainability focus. The Steering Committee thought this logo embodied the promise of who the City serves and embodies what the City wants to deliver to the community.

Councilor Roberts said he found the presentation really good but found something missing. He referred to all the wonderful events and festivals the City continues to have despite the bad Pumpkin Festival activities and press in 2013–2014. Before those events, parents wanted to send their kids to Keene outside of the college and now if we want to grow as a community we need to get back to having parents want to send their kids for college and hopefully those kids choose to then live and work in Keene. He asked how to communicate that. Ms. Fromet said right now they are telling the story and it will need to be determined how to implement, such as drawing people and children to Keene. Ms. Fromet said that is a huge part of the communication effort in the communication plan they are working on currently with the Steering Committee to build. She said there needs to be some very specific messaging that highlights a specific audience the City is trying to attract. Ms. Watson-Brunette said sometimes the brand comes down to just the message and logo. Still, she is a big believer in that the brand informs or reiterates the City's values and every element of customer service to the regional workforce, students that live here and their families that visit, etc. The consultants challenged Staff on this, stating that it should be more than a mark on a business card, they want it to have meaning when City employees display it. These are the values the City represents, and this is the service experience we want so that every person who interacts with the City understands it. She said that since 2013, there is a robust process to ensure safety and positive experiences at community events that are building blocks of memorable experiences. When people think of the City, they will think of those powerful memorable experiences and the human element. A brand cannot necessarily solve the challenges that have been years in the making, but it can be a powerful tool to help the City reach goals and be on the same page about values, and what that means to someone in Keene customer

service. Councilor Roberts followed-up discussing an upcoming event that would attract people from surrounding towns, stating that there must be a way to convince those people to come back to town when it is not busy.

Councilor Jones said that during these marketing exercises, like one at the Airport, the consultants asked about all the positives of Keene but not about the negatives. While he felt it was a great positioning statement, he added to Councilor Roberts' comments, stating that some negatives can be turned into positives. For example, while people say Keene is too far from airports, he argued that it is well situated 90 minutes from two airports. He thought those negatives could be turned into positives in the positioning statement. Ms. Fromet said that Councilor Jones was referring less to the positioning statement and more to what the consultants call key messaging around the brand. Some pieces were not shared in this presentation, but many of the negatives Councilor Jones mentioned were discussed as perception issues. The City has used key messaging around some of those perceptions so they all align. She does not believe a tag line is needed because she thinks cities are far too complex for one statement to address the variety of communication issues that the City needs to and the audiences they need to. Part of this presentation was to identify some of the key messages, including perception issues. Councilor Jones agreed about taglines and finding the right one. Ms. Fromet feels that taglines should happen organically, meaning that after some time when one of the specific messages the City uses resonates so much that people adopt it.

With no further comments or questions, Mayor Hansel thanked Ms. Fromet and Ms. Watson-Brunette for their presentation.

#### PUBLIC HEARING – O-2022-09-A: AMENDMENTS TO LAND DEVELOPMENT CODE

The City Clerk read the public hearing notice and Mayor Hansel called the hearing to order at 7:32 PM. Mayor Hansel welcomed Community Development Director, Jesse Rounds, and Senior Planner, Mari Brunner.

Ms. Brunner began by providing some history of the Land Development Code and high-level context for this proposed Ordinance. This Ordinance is a part of the larger initiative to modernize and streamline City regulations. This came from the Comprehensive Master Plan, in which the top strategy was to rewrite the City's Land Use and Zoning regulations to proactively achieve the community's goals. The first step in that effort was the Land Development Code project, which was a multi-year effort. The Land Development Code (LDC) went into effect one year before this meeting. As a part of streamlining the regulations into the LDC, a major focus was determining the boundaries of the downtown. Zoning downtown was completely overhauled and form-based codes were established to promote more development downtown—building heights increased to 93' or 7 stories and the area where no parking is required was expanded. However, the initial LDC effort largely overlooked zoning districts outside of the downtown, so Staff have been reviewing those opportunities to modernize the Code and promote the community's goals, particularly those related to the housing crisis.

Ms. Brunner continued with a high-level overview of what is proposed in this Ordinance:

1. Reduce the minimum lot size in the Rural District from five acres to two acres. That was the only dimensional change proposed—no changes to setbacks, percentage minimum lot size, etc.
2. In the Conservation Residential District (CRD) subdivision regulations, change the density factor to in the rural district to two acres per unit to be consistent with the proposed change in lot size in addition to changing the CRD minimum lot size to 32,000 square feet.
3. Add three density incentive actions to the CRD regulations:
  - a. An open space density incentive to promote more open space and more conservation.
  - b. A solar incentive to promote renewable energy.
  - c. A workforce housing incentive to promote housing development.
4. Modify the permitted uses within the CRD regulations specifically for the Rural District and Low-Density District to permit triplexes only in the instance where a workforce housing incentive is requested.
5. Additional submittal and filing requirements for the CRD applications that include a request for one of those density incentives.
6. In reviewing these regulations, Staff identified some unintentional errors that are proposed to be fixed in this Ordinance.
  - a. Amendment to Table 8 and the permitted uses section of the Rural, Low Density, Low Density 1 Districts, and Article 3: ensuring that any uses permitted in the CRD regulations are in the Zoning Ordinance as well.
  - b. Remove the requirement to submit a yield analysis as a part of the CRD application.

Ms. Brunner said the intent of the proposed changes is to expand opportunities for housing development within the Rural District, while maintaining and protecting environmentally sensitive areas like steep slopes and wetlands the community has identified for preservation. The proposed density incentive options within the CRD regulations are to promote community goals related to open space, preservation, renewable energy, and to provide a balanced and diverse housing stack.

Ms. Brunner recalled that when this Ordinance was first introduced, it went to City Council for first reading, before a July 20, 2022, public workshop, and extensive deliberations by the Planning Board, which determined that it was consistent with the Comprehensive Master Plan. The Planning, Licenses, and Development Committee voted to request that the Mayor set this public hearing.

Mayor Hansel heard no comments or questions from the Council. As such, the Mayor opened the floor to public comment.

Eloise Clark of 1185 Roxbury Road, which is in the Rural District, said she has served on the Keene Conservation Commission twice from 2005–2010 and 2017 to the present; she was Chair for much her first appointment and served as Vice Chair the second time until recently. She also served on the committee that developed the Hillside Protection Ordinance and was an active member of the Friends of Open Space in Keene for 12 years. She complemented the City Staff and Joint Committee for revisions to the CRD incentives; creative thinking and thoughtful problem solving went into the new incentives of land conservation solar applications and affordable housing. She was particularly pleased about the identification of primary and secondary conservation areas, although she really would like to see development have to abide by both primary and secondary standards, not just if it is convenient for the applicant. She wishes the same sort of safeguards would be adopted for new development in Rural and Low Density Districts. However, she was specifically very concerned with reduction of lot sizes in the Rural District from five acres to two acres. She said this momentous shift in the LDC will really change the character of Keene and bring the busyness of the valley floor onto the hillside surrounding the City. She said if you have ever been to a metropolitan area, you will notice houses and development has crept up the hillsides. She questioned whether we really want or need suburban sprawl in our rural areas? Do we really want to lose the wonderful mix of urban and rural areas we have now? She cited attending a session several years ago, seeking citizen input about our City-wide vision for how Keene should look in preparation for the 2010 Comprehensive Master Plan; the Rural District was much valued by participants and people really appreciated that Keene was not like other cities with suburban sprawl. Ms. Clark asked why we suddenly veered toward this, which she called a radical new vision for the City? Why can we not have a City-wide discussion about the Zoning Districts before these amendments are adopted? Ms. Clark reminded the Council of its goal and commitment to prevent flooding and Keene. She called forested hillsides and wetlands natural infrastructure. These are the best protections Keene has from flooding on the valley floor. She asked if we want development on our hillsides. She understood the urge to solve a pressing social problem, namely, affordable housing. Still, she did not think development on the hillsides was a rational idea. She said these amendments allow two acre lots to be prohibited from development only if the slopes are greater than 25%; less than 25% could be developed with up to 20% of each lot covered with impermeable surface. She said 50% remains open space and presumably the other 30% holds the septic system. It seemed to her that requirements for hook-up to City water and sewer have been eliminated altogether, unlike in the previous requirements. For those who did not know, Ms. Clark stated that impermeable surfaces in the form of driveways, parking areas, and buildings shed water when it rains, increasing the runoff that flows downhill. She said we know trees slow the flow, some percolates into the soil or accumulates in vernal pools or other wetlands; but in intense storm events the water gushes downhill, soil is eroded, and flood water accumulates at the bottom of the bowl, namely, the valley floor of populated Keene. Furthermore, parcels that are grandfathered in, as the expression goes, do not have to abide by the Hillside Protection Ordinance adopted in 2009 or the Surface Water Protection Ordinance of 2000. She asked, if the property was owned prior to those dates, what protections will be in place for that land? She asked how long it will be before new owners ask for exemptions, and how often are exemptions granted? She believes the environmental quality of Keene will suffer as the result of this

ambitious plan. Furthermore, she asked what this will mean to the taxpayers of the Rural District? Will they see an increase in taxes because we now have developable land? For example, if a property owner has 200 feet of road frontage, will they be taxed as having three developable lots, plus their own home? She said this was an extremely important question that needs to be answered before these amendments are adopted. She asked if one of the goals of these revisions is to force landowners in the Rural District to sell because of increased land value in taxes. Ms. Clark said this outcome would be a rude surprise to many in the Rural District. She asked the City Councilors to slow this process down and answer a few questions:

1. What would the changes in property valuations be should these amendments be adopted for property owners in a Rural District?
2. How many two-acre lots would actually be able to be developed given the modest environmental protections that are proposed?
3. Most importantly, how do we really want our City to be? What do we want our City to look like in 20 or 30 years?

Ms. Clark continued that the trumpet of affordable housing is strong right now, just as concerns with flooding have been, while affordable housing is a lot of the goal. She questioned whether this edict would achieve that. She cautioned the City Council to be careful what they wish for. She asserted that unintended consequences are a definite possibility if these amendments are adopted.

Ed Haas of Jordan Road spoke in opposition. Mr. Haas said he had no experience in planning but had great regard for the work that goes into these things. He said the Planning Board and City Planners had done a great job putting this all together; he could imagine how difficult it is. He also knew that there are always a lot of decisions along the way in developing any kind of plan like this. He said that his experience with two-acre lots is that kind of zoning invites the development of McMansions and he did not know how the City would control this spread out over the Rural District. Mr. Haas said the credits for solar and conservation areas are great, except that they create so much more pressure on a lot as we give credits for more units and more occupancy. He said it would increase the demands for the utilities for septic, for wells, and largely for runoff. He said runoff could be handled and designed well on one site, but the capabilities of handling runoff will decrease moving downstream. He complimented the incentives for solar, but he did not know how well they would work on two-acre lots in forested areas on hillsides without cutting trees. He said developing more affordable workforce housing is essential because the population in 20 years might double or triple, and there will be huge pressure on the Rural District to become more involved in growth in development, and we may have the houses up and down the hillsides. He said it is fine if our population grows that way, but in the meantime the City should focus on density development in the Central Business District and in the surrounding areas to grow the density out from there and make the interior of Keene a desirable place to be, live, and grow. He suggested creating affordable housing by creating market affordable units, not by artificially imposing income limitations that are full of complications. He said to keep it simple, and if anything, separate these things—affordable housing, rezoning, and incentives—now. He said there would be too many complications in how this is administered and what developers come looking to do.

Matthew Hall of 431 Hurricane Road said he would keep it simple. He said that this discussion was about quality of life; he said that is what keeps the “old timers” here and the people who were born here, and what attracts newcomers a lot. He said it would seem selfish if only the Rural District benefitted from this. However, he said he observes what happens on the road; he sees a lot of mountain bikers, road bikers, runners, and walkers. Now there are e-bikes and motorcycles that like to tour through, and Sunday divers enjoy the Rural District. In the presentation, he did not hear anything about the actual road frontage that would be permitted, which was confirmed to be 50’. He asked the Council to picture some of these areas with the sufficient acreage having a driveway every 50 feet long on Peg Shop Road, Jordan Road, and Langley Road, etc. He asked if anyone thought that additional traffic flow would be friendly to the pedestrians and some bicycles? He said traffic goes too fast. Already we used to average about one car off the road at his house per year, which eased with a new sign, but is creeping up again. Mr. Hall said the whole community benefits from the current regulations and the joggers will be shocked, especially if they are running like a lot of them do before or after work in the dark; there would be a stream of cars and bicyclists at the same time. He thought the whole community would benefit from safer roads. He noted dangers of pushing cyclists into the downtown with traffic. Ultimately, Mr. Hall thought this was shortsighted. He thought some of the older people and their heirs could cash out and walk away, and the people that stay could take care of the mess. He urged the Council to think long-term like other nations do and consider the next two or three generations when planning.

Peter Hansel of 61 Bradford Road spoke both as a former member of the Friends of Open Space and the Conservation Commission. He said that when formulating the Friends of Open Space less than 20 years ago, they had full support of the City. The City Manager was one of the members and initially the City Planner came to the meetings. It was established after a public meeting that said people in Keene are very interested in maintaining the value of open space. So, the group was formed to educate and advocate for open space. The group participated in passing some of the ordinances for hillside protection and they have had educational programs on what happens when our hillsides and our lands are overdeveloped, such as flood runoff. While the Friends of Open Space had disbanded, there are fortunately other groups in Keene that have taken the mantle, like the Conservation Commission, in addition to other local organizations like the Monadnock Conservancy. Mr. Hansel said these groups push daily to educate us and work towards maintaining the type of open space that we need in in our communities all around Keene. He said one of the key foundations is keeping our development in a core of the City and allowing the surrounding areas to be left undeveloped for the use of not only human populations, but the wildlife. Mr. Hansel continued that Keene has done a terrific job and that our whole region could be commended on keeping in mind the needs for open space. Next, Mr. Hansel spoke as a landowner, with 150 acres of land in the Rural District on Hurricane Road. While the City would profit from building a lot of houses there, he did not think it would be good for Keene in general to see that type of development. He was reminded of 2001, when the City Council and Planning Department created Low Density One, which was the former Ellis Farm, which he said opens a way to allow the type of increased growth sought without infringing on

the open space we value. He continued that Low Density One is a little less dense than Low Density, only allowing one-acre lot sizes with 100-foot frontages if it has no water or sewer, and if it has water and sewer, it is roughly 20,000 square foot lot size with 75' of frontage. He said using Low Density One would be a compromise. Mr. Hansel applauded the work of the Community Development Department to revise the LDC; they have done a commendable job. The only thing Mr. Hansel disagreed with was changing the minimum lot size from five acres to two acres in the Rural District. He was curious about the fact that frontage in the Low Density District would be larger (100') than in the Rural District (50' proposed). He suggested considering open space in Keene as a virtue and value to protect. There was a reason the Rural District was increased from two acres to five acres approximately 30 years ago and he did not think those reasons had changed. He thought it was shortsighted to just say we need more development. He thought more of the same objectives for intense affordable housing could be accomplished by developing the Low Density One District or others within the core of the City.

Thomas Lacey of 241 Daniels Hill Road was opposed to these proposals, especially changing the minimum lot size from five acres to two acres in the Rural District, based on the Master Plan. Keene's LDC was rewritten just last year, and a change of this magnitude was never even mentioned, which he found shocking. He did participate in the planning process for the Master Plan and had been on the Conservation Commission and Assessing Board. He said this proposal encourages sprawl he has seen around the City. He said one of the City's primary themes was always—right up until this moment—to avoid sprawl. This proposal encourages sprawl, saturating the Rural Zone with housing and ignoring open space, which is not in the spirit of the Master Plan, which clearly calls for a balance between open space and other land uses. Mr. Lacey continued that this proposal was creating suburbia, which he said was not an exaggeration, and mimics what used to be called planned unit development. He said two acres is not real open space, it is a big residential yard. Driving through the Rural zone currently, you see patches of open space, which is all vulnerable if all you need is 50' of frontage. Worse still, he said that in this proposal you can start stacking lots one behind the other. He noted that five-acre zoning is common in NH and is not a barrier to home ownership. He said City Staff and others had represented the fact that open space is often the attraction. It provides traditional farm-forest use, landscape cluster, open space, wildlife habitat and corridors, water infiltration and storage, as well as the backdrop of what people know this area to be and why people visit. Regarding taxes, Mr. Lacey said part of his profession was valuing and selling land. He said this zoning proposal would be the property tax hike of 2022. This proposal provides a new avenue for property taxes to increase for those with 4–10 acres, who cannot enroll in the current use program like properties over 10 acres can. Current Use provides an open space assessment rather than a development potential assessment. The Current Use Assessment was instituted in 1973 as a fair way to provide relief from exactly the pressures that this proposal will impose. If you have the potential for a house lot, your taxes are going up, period. Taxes go up due to increased demands for education, protection, law, enforcement, and emergency services. He said this would increase road maintenance, often four or five miles from the center of town. He stated that this is an unpredictable tool, and it is time to stick with the plan we have, "It is not up to the City to think it can jigger natural economic forces and serve up development on a silver platter." He continued

that there are subdivisions, both active and in the pipeline, and there is not a shortage of land suitable for housing in either the Low Density or Rural Zones. Workforce housing incentives should be inside the existing municipal infrastructure. Mr. Lacey continued that this proposal should not move forward. If recent house sales are any indication, accelerating the number of lots in the Rural zone will only add to the disparity between those who can afford new housing and those who unfortunately cannot. Also, open space runs at a profit and residential development runs at a deficit. He said people should think about that.

Paul Venezia of 75 Nims Road also voiced opposition. He thought the issues had been stated clearly already. He said this is a bad idea and the ramifications of this far outweigh any benefits. It struck him that when he flies into some metropolitan areas around the country, it is all cookie cutter McMansions; it is anonymous, and this would turn Keene into that. He does not want to fly over Keene and see that.

Gary Wehrmein of 411 Hurricane Road also spoke in opposition of reducing the minimum lot size in the Rural District to two acres. He felt compelled to speak on this issue, whereas he had not had to get involved with politics over the years. He echoed the previous speakers. He wanted to talk about vision. He said development would not solve the problem of funds for education, for example. He asked if anyone had considered climate change in relation to this proposed change; where will the water run in 25–50 years? He thinks the environmental impact would be significant and Keene is not immune to those threats. He questioned the bike paths, which he does not want to change. He cited the Troy Mall that brings the community together and his fantasy would be that those communities would benefit the regional trails and paths as well as Keene would benefit, and as well as the land that would benefit from each kind of these things. Regarding transportation, Mr. Wehrmein said there are many styles of electric vehicles that can drive between these communities without doing damage. He thinks those two things could be married together in a way that everybody benefits. He also stated that he was angry about the taxes for education in NH; we do not have enough taxes to pay for decent education here. He continued that we have very good teachers and a very good system, but we cannot maintain it. He suggested finding the money for education a different way than this increased development. Finally, he reminded himself and the audience that they sat on native land that we took it from them. He suggested that rather than taking more land from them, that we try to figure out some ways to give back. He concluded that the earth cannot sustain with the way we are currently treating it.

State Representative Sparky Von Plinsky, IV, of 18 Allen Court. He represents Keene's Ward Four for a few more weeks and he is Chair of the Keene Conservation Commission, though he did not speak on their behalf. He was a big fan of the CRD ideas. He voiced his opposition specifically to the five acres down to two acres. He said reducing a lot size is something like putting a band aid on somebody's cheek after they broke both their legs; it makes you look like you are doing something, but it does not really accomplish anything. He continued that it is worse than that though because it is like putting that band aid on with super glue. We are going to be stuck with the decisions that are made here for generations long past. He recalled moving to

Keene because of its character, without urban sprawl, and he would hate to see Keene lose that character that is several hundred years in the making, which he thinks this LDC change would do faster than we all think.

Nathaniel Stout of 446 Hurricane Road was a former City Councilor, Planning and Zoning Boards member, and a liaison to the Conservation Commission, among other boards. He is also a member of the New England Mountain Biking Association and has lived in Keene for 37 years. He expressed concern and asked the Council and Staff to consider five rhetorical questions, though he said they deserve answering:

1. How many CRDs have actually been implemented?
  - a. He stated that CRDs are difficult to implement they are no panacea; we have seen them go wrong. He said to keep that in mind when thinking about development as a percentage of the overall housing need.
2. How much would the reduction to two acres really relieve the housing crisis?
  - a. He did not think it would and questioned the impact on the tax rate. With increased population, more kids will need to go to school, there will be more need for emergency services, etc. We do not need to exacerbate the State's "archaic" tax system.
3. What is the method of change to two acres? How will it be implemented?
  - a. He recalled his participation on the Comprehensive Master Plan, and he said that many ordinances take years to implement. So, he was unsure why this 2-acre change was being proposed at such an accelerated rate. He did not recall hearing about other advanced meetings on this issue.
4. Why had there not been better notice of advanced meetings on this issue?
  - a. He noted that he and his wife are privileged and happy to live in the Rural District, which is a love he thinks is shared by those who drive through the Rural District. His neighborhood is full of joggers, cyclists, and walkers. He added that this would change the tax rate in unclear ways. He also saw the potential for someone with five acres now to decide to subdivide. He cited the increase of impermeable land that would result. He did not see how this would alleviate workforce housing.
5. What are the effects on the wildlife corridors?
  - a. He cited the privilege of experiencing wildlife from your home in the Rural District.

Mr. Stout concluded that this seemed like an accelerated decision that would have poor outcomes.

Gary Tochterman of 74 Nims Road said this was not on his radar until he saw it in the paper. He imagined this change taking effect on Nims Road, which is a small road with only eight houses. He would continue thinking about what he learned at this meeting. Still, he hoped the Council would be very deliberative on this matter and not move forward too quickly, because it sounded like there could be many ramifications. He did not want to see this move too quickly.

Walter Lacey of 230 Daniels Hill Road questioned where this change came from and whose personal idea it was for this to be fast tracked. What is the statutory rush? Mayor Hansel commented that this did not come out of nowhere; there have been workshops before the Planning Board and Planning, Licenses, and Development Committees and so this was not the first time it was before the public. Mr. Lacey said those meetings had not been advertised well and it felt troubling to him that this was being pushed through so quickly. He continued that this matter should be scrutinized better. He said this was unrealistic and denies that people live in the Rural District currently who are in opposition to this. He suggested reconsidering whether this was an appropriate change toward affordable housing. Mr. Lacey said Keene is a special place and part of the appeal is its rural nature and hillsides surrounding the bustling downtown. The five-acre minimum lot size is essential and reducing it to two acres will destroy that rural appeal. He said this would also increase tax pressure on the Rural District for an opportunity to make quick money. He noted that conservation is a City goal. He accepted that development would change in the future, but he said it should be evolutionary not revolutionary. He said that pursuing individual targeted projects would be a far better development strategy. The Zoning Variance had accomplished value and preserved things that make Keene special. If the City follows the Comprehensive Master Plan and develop outwardly from the City core; he said a wholesale change to the Rural District like this throws the Master Plan out the window. The farming, energy, infrastructure, and transportation needs of Keene's future require more methodological, prudent development. He assumed this change would not benefit his family and would increase land values, which he does not want. He hopes his grandchildren and great grandchildren will continue to enjoy Keene and the quality of life that has been defined here. He provided his comments in writing.

Cole Mills of 68 Langley Road asserted that there was only one person in the audience in support of this Ordinance. He presented his comments in writing. He shared in the previous commentators' opposition on changing from five acres to two acres. He said this would be like putting a parking lot in paradise. He said this would cause his property value to increase by almost \$50,000, when he had done nothing to change it. This would cause an approximate \$1,500 increase in his taxes. He cited an example of subdividing five-acre lots. He knew when he moved to Keene that there would be some development in his neighborhood, but he pointed out examples of how crowded the neighborhood could become with this Ordinance; and it would be even more complicated if affordable duplexes and triplexes were constructed on those new subdivided parcels. He added that Nims Road, for example, is a very dark road and new services would be needed to keep the non-motor vehicle users safe with increased traffic; there is also no sewer service. Increased traffic would be significant. He said this would destroy the hill. He cited examples of other towns adding housing and losing land. Mr. Mills noted that increased housing will increase the number of kids in Keene schools and would raise the already high portion of the school's tax base. Where would the money come from to fund all the new children? It would fall on all the taxpayers in Keene. Increase services would be needed from the Police force, Fire Department, and the Public Works Department. Langley Road would have to be widened, for example. He cited an example to prove that smaller lot sizes would not increase workforce housing. He said this increased development would increase the number of impervious surfaces

in the area and that the beautiful appearances of the neighborhoods and destroy them. He said the five-acre zoning works and allows it to be a more environmental City. This Ordinance would create more environmental problems—water runoff, traffic, etc. He cited the great development that has occurred downtown over the last 20 years and cited various development projects. He suggested focusing on what had already been approved for development and then if there is still need, this Ordinance could be brought back to the table. He cited his opposition again to allowing developers to alter these rural areas. He thinks this is a mistake that would undo what the last group of individuals working for the City fought hard to protect. He hoped the Council would vote against this Ordinance.

Eileen Sarson of 36 Nims Road said she heard the branding presentation that mentioned all the unique qualities of Keene and the people that live and work here—the concerned engaged citizens the City considers as crucial partners. She said growth should be slow enough so that those who move here have time to fit in with the town’s collaborative, friendly ways. She posed a few rhetorical questions:

1. What is the number of lots that can be built under the new rules?
2. What would the impact be on the quality of life in the Rural District?
3. What will happen to the wildlife in the Rural District?

Ms. Sarson continued that she looked at this amendment before the meeting and found information missing and insufficient for a citizen looking for these things—where is Article 3, for example? Without such information, she could not form a full opinion. She said the public engagement for this was insufficient compared to something like the engagement for the Walldogs Festival. There should be more public engagement and solicitation and she urged caution until that occurs. She urged controlling how Keene implements housing for workers and not “just filling the bank account” of a developer from outside Keene.

Jim Phippard of Brickstone Land Consultants in Keene has been a professional for 46 years, since the 1970s, when two-acre minimum lot sizes were allowed in the Rural District. Even smaller lots were allowed depending on many factors. Developers had to think of what those properties could support for a septic system or well to allow a new single-family dwelling unit; that is how subdivisions were made at that time. Developers had to prove to NH Department of Environmental Services (DES) that the soils on site could support a septic system. He worked on a few of these lots in his early career, such as those that are less than two acres on West Surrey Road, for example. He said the NH DES requirements for soils to be able to support these systems are even stricter now than they were in the 1970s, and in such conditions where the soils cannot support systems, they cannot be developed. Mr. Phippard continued that he understood the fears he was hearing from landowners. He does not love being the only voice in the room supporting such an amendment. He said the speakers were expressing concern because they did not understand the bigger picture or limitations built into the system. Keene could not divide all the 14,000 acres of rural land into two-acre lots; it would not happen because NH would not allow it because so many lots would be too weak to support the development. He said it was extremely difficult for Staff to specify a number of lots that could be created but he said it would be nothing like the fears expressed at this meeting. He understood that areas of Keene have

become denser over time. He has seen and felt the changes like everyone else; he is also not in favor of losing significant open space. He said there is limited and non-traditional workforce housing in Keene, but when companies try to bring a workforce to Keene, most want to live downtown where there are many new apartments available, many of which are nearly full. There is certainly demand, which he thinks is broader than affordable and workforce housing. He said you have to look at the bigger demand and ordinances presented. He thought the Community Development Department did a wonderful job updating the Land Development Code; he served on that committee. He said this is a complicated matter and decision for the Council, which is forced to deal with the emotional frustration. He shared concerns of other landowners about increased traffic but said that not bringing companies to Keene and allowing them to have a workforce the City would be moving backwards. He hoped a balance would be struck. He agreed that it is best to develop the residential areas closer to town. He cited outcry that would come from neighbors when trying to develop an infill lot in a subdivision because they do not want to lose that green space, while that would be permitted by zoning. He said a subdivision does not substantially increase traffic or make a major impact. Mr. Phippard used examples of his past work to indicate the limitations of these developments, such as having to prove to the Planning Board that it would not increase runoff onto adjacent properties or that wetlands would not be impacted, for example. A two-acre lot would only be approved by NH DES if the developer proves the soils can support septic and safe drinking water. Just because zoning says two acres are allowed does not mean it would be possible on all two acres. He hoped the Council would recognize the balance that helps provide the housing needed.

Parker Hansel of 233 Hurricane Road has lived in Keene 40 years and wanted to be on the record expressing his objection to this zoning change. He asked if the goal was to develop any developable land. He asked the criteria. He did not see the need for this change. There had been a lot of great concentrated development, which is needed. He said he would like to see more affordable housing, but this change would not provide that. He loves the City and wants to see it succeed but getting rid of rural areas would not succeed. He hoped the Council would make the right decision.

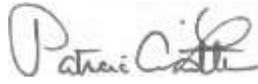
Hearing no further comments, Mayor Hansel closed the public hearing at 9:04 PM. Written public comments would be accepted up until 1:00 PM on Tuesday, September 6. Written comments must be signed and submitted to the City Clerk by that date and time to be included in the record.

Discussion ensued about the process to divide this question and separate the rural portion from the Ordinance at hand for special consideration. The City Attorney said that would constitute a material change of the Ordinance and it would be sent back to the Joint Committee for a repeated public workshop; if they decided to remove that requirement, then it would move forward as a B version, with another public hearing. Mayor Hansel said it would be reviewed at the Planning, Licenses, and Development Committee meeting on September 7, which would not be another opportunity for the public to speak.

09/01/2022

Councilor Johnsen cited her respect of the Planners for this work over the last two years. She questioned where the public had been during this whole process of developing the Ordinance and urged further participation if there is another public comment.

A true record, attest:

  
City Clerk

## NOMINATIONS

Mayor Hansel nominated Clair Oursler to change from an alternate to regular member of the Energy and Climate Committee, with a term to expire December 31, 2022. He also nominated Charles Redfern to serve as an alternate to the Energy and Climate Committee, with a term to expire December 31, 2023. Mayor Hansel tabled the nominations until the next regular meeting.

## COMMUNICATION – COLE MILLS – IN OPPOSITION TO CHANGE IN MINIMUM LOT SIZE – RURAL ZONE – ORDINANCE O-2022-09-A

A communication was received from Cole Mills, stating his opposition to amending minimum lot size in the Rural zone from 5 acres to two, as proposed in Ordinance O-2022-09. Mayor Hansel accepted the communication and filed it into the record.

## MSFI REPORT – IN SUPPORT OF A “PROTECT OUR POLICE BILL” – COUNCILOR PHILIP JONES

A Municipal Services, Facilities, and Infrastructure Committee report read on a vote of 4–0, recommending that staff be directed to draft a communication in support of a “Protect our Police Bill” requesting that legislation be enacted and supported which would outlaw the owning, storing buying, selling, distributing, manufacturing, or custom making of any gun loading ammunition designed to penetrate bulletproof armor and that the communication be sent to the Keene Legislative Delegation and that the remainder of the General Court receive the communication electronically. A motion by Councilor Greenwald to carry out the intent of the Committee report was duly seconded by Councilor Filiault. Discussion ensued.

Councilor Jones said he read through the State codes and RSA159A-18, which say that the only time armor piercing ammunition is illegal is when it is used for a crime. It struck him as confusing that the public even be allowed to have this ammunition, questioning why it should be recreational and why it is needed. He said he was not asking for a social issue, but rather that the City Council is the steward of the Police Department and should do all they can to protect the Keene Police and all other agencies in the State. He wanted to see this move forward, though he would have preferred a Resolution so it was easier to find. He said there had been inquiries about this; the NH Association of Police Officers and NH Police Chiefs’ Association want to know the

result of this Council decision. He said this is waking people up across the State and it would be great if Keene initiated this discussion.

Councilor Remy was supportive of the concept that people do not need this ammunition. Still, he said he did not want to legislate for legislating's sake. He said these bullets are incredibly rare and that the Police Chief said he had never seen them. He did not like the idea of the City Council telling the State what to legislate on when they are already illegal to use. He supported the idea of protecting our Police, but not with sending a letter for a letter's sake.

The motion carried with 11 Councilors present and voting in favor and 1 voting in opposition. Councilor Remy voted in the minority.

#### FOP REPORT – COMPREHENSIVE HOUSING NEEDS ANALYSIS – SENIOR PLANNER

A Finance, Organization, and Personnel Committee report read on a vote of 5–0, recommending that the City Manager be authorized to do all things necessary to negotiate and execute a professional services contract with Camoin Associates for consulting services for an amount not to exceed \$45,000.00. In the event that negotiations with the preferred vendor are not successful, the City Manager is authorized to do all things necessary to negotiate and execute a professional services contract with Stantec Consulting Services, Inc. for an amount not to exceed \$45,000.00. A motion by Councilor Powers to carry out the intent of the Committee report was duly seconded by Councilor Remy. The motion carried unanimously with 12 Councilors present and voting in favor.

#### FOP REPORT – CHESHIRE RAIL TRAIL PHASE 3, CONSTRUCTION ENGINEERING CHANGE ORDER #2 – CITY ENGINEER

A Finance, Organization, and Personnel Committee report read on a vote of 5–0, recommending that the City Manager be authorized to do all things necessary to negotiate and execute a contract Change Order with Greenman, Pedersen Inc. for an amount not to exceed \$4,000 (Subject to NHDOT approval). Funding is to be provided by Project Cost Center 75J0004A-300-O-541020. A motion by Councilor Powers to carry out the intent of the Committee report was duly seconded by Councilor Remy. The motion carried unanimously with 12 Councilors present and voting in favor.

#### FOP REPORT – MUNICIPAL SERVICES AGREEMENT – KEENE STATE COLLEGE – CITY MANAGER

A Finance, Organization, and Personnel Committee report read on a vote of 5–0, recommending that the City Council authorize the City Manager to do all things necessary to execute the Fifth Amendment to the Municipal Services Agreement with Keene State College to extend the term of the agreement for one additional year. A motion by Councilor Powers to carry out the intent of

the Committee report was duly seconded by Councilor Remy. The motion carried unanimously with 12 Councilors present and voting in favor.

#### CITY MANAGER COMMENTS

The City Manager reported that the Gilbo Avenue and Water Street property swap is complete. The closing was on Tuesday August 30. The former skate park location on Gilbo Avenue was closed the day before due to damage done by a vehicle. However, it would have closed the next day anyway when the property was transferred. The next step is to work with our consultant on the design for the skate park at the Water Street location. During the design phase there will be lots of opportunity for public input and outreach to the Water Street neighborhood. Right now, it is expected that the new skate park located adjacent to the Pat Russell Park will be open in the spring.

The City Manager continued reporting on the Highway Block grant additional onetime payment as a result of Senate Bill 401. The state distributed \$30 million to NH municipalities utilizing the same distribution methods of our annual Highway Block Grant Aid. Highway Block Grant Aid is distributed based on mileage of Class 4 and 5 highways in the community and our population. This additional aid to communities provided an additional payment to Keene in the amount of \$414,152.19. In accordance with fiscal policy, these unanticipated funds will be deposited in a reserve to offset debt. In particular, the Council recently authorized \$500,000 of unexpended funds to design the repair reconstruction necessary for Thompson road. These unanticipated dollars would go a long way toward those upcoming debt expenses.

The City Manager concluded sharing that Chief Russo's retirement luncheon was on August 31. Captain Todd Lawrence is the Interim Police Chief while the City Manager completes the process to select a replacement. She is currently completing an internal recruitment process. Captain Lawrence has not applied for the permanent position of Chief. Interview processes will take place during the week of Sept 16.

The City Attorney reported that there was a settlement with the State and Johnson & Johnson on one of the pieces of opioid litigation. The State of NH did not participate in the global settlement in connection with Johnson & Johnson; there is a trial on September 27. He knows there had been negotiations toward settlement, which was ultimately \$31.5 million, which will drop into the State's Opioid Trust Fund. He noted that the 23 municipalities that were initially on board take the first 15% of the settlement proceeds that go into the Trust based on the population formula.

The City Manager agreed to have the newest piece of City property mowed and cleaned.

MORE TIME – MSFI REPORT – DESIGNATING CITY PARKS – DRUG-FREE AND SMOKE-FREE ZONES – COUNCILOR MITCH GREENWALD; FOP REPORT –

09/01/2022

SPECTRUM SERVICE ISSUES – COUNCILOR RANDY FILIAULT; FOP REPORT –  
RELATING TO WATER AND SEWER UTILITY CHARGES – ORDINANCE O-2022-10

A Municipal Service, Facilities, and Infrastructure Committee report read on a vote of 4–0, recommending that the communication from Councilor Greenwald be placed on more time to allow the City Attorney to research the issues associated with Councilor Greenwald’s request. Mayor Hansel granted more time.

A Finance, Organization, and Personnel Committee report read on a vote of 5–0, recommending that this item be put on more time until its next regularly scheduled meeting on September 8 at 6 pm. Mayor Hansel granted more time.

A Finance, Organization, and Personnel Committee report read on a vote of 5–0, recommending putting this item on more time. Mayor Hansel granted more time.

ORDINANCE FOR FIRST READING – RELATING TO CHAPTER 22 – CEMETERIES –  
ORDINANCE O-2022-12

A memorandum read from the Director of Parks, Recreation, and Facilities Director, Andy Bohannon, recommending that Ordinance O-2022-12, which would revise the fee structure for the Cemetery Division, be referred to the Finance, Organization and Personnel Committee for review and recommendation. Mayor Hansel referred Ordinance O-2022-12 to the Finance, Organization, and Personnel Committee.

ORDINANCE FOR SECOND READING – RELATED TO PARKING RATES –  
ORDINANCE O-2022-08

A Finance, Organization, and Personnel Committee report read on a vote of 5–0, recommending the adoption of Ordinance O-2022-08. Mayor Hansel filed the report. A motion by Councilor Powers to adopt Ordinance O-2022-08 with an effective date of January 1, 2023, was duly seconded by Councilor Remy.

Discussion ensued. Councilor Jones understood the increase in parking fees but felt the increase in ticket fees was too soon after they were just raised the previous year; he would vote in opposition. Councilor Filiault expressed opposition; he was not in favor of raising the ticket prices because he does not think it can be enforced. Councilor Filiault said Keene’s strength is the downtown, with people coming from all over New England for events, during which parking tickets will be handed out, which he was opposed to; this will push people out of Keene and there should be other options. Councilor Greenwald understood the need to be self-sustaining, but was thinking about the whole downtown, where businesses already face stressors. He added that the community is already affected by inflation and taxes. Councilor Greenwald would vote in opposition. Councilor Chadbourne suggested splitting the issue of ticket fees from the parking rates. The City Manager reminded that no one likes raising fees, but the parking fund must be

self-sustaining; this increase is needed to ensure the Capital and Operating Budgets are not in a deficit. She understood this would be hard for people to accept, which is why fees will be reviewed periodically. The City Manager added that the parking tickets are less about revenue and more about moving cars with the two-hour limit, which was not happening with \$10 tickets. Councilor Giacomo asked, and Mayor Hansel and the City Manager confirmed that this did not apply to permit parking, which was adjusted last year. The City Manager reiterated that these fees would be reassessed regularly, and these fees balance the CIP budget; rental fees would be reassessed in a few years as housing demand increases. Councilor Filiault understood balancing the budget but said it was a slippery slope with other increased rates and taxes in the City, while constituents are under pressure that the Council should try to offset. Councilor Roberts spoke in support of the increases, citing an example from when he last served on the Council. He said it is difficult to tell constituents he voted for an increase, but he agreed with the City Manager that the purpose of raising ticket fees is for turnover downtown to support businesses.

The motion carried on a roll call vote with 9 Councilors voting in favor and 3 voting in opposition. Councilors Jones, Greenwald, and Filiault voted in the minority. Councilors Workman, Bosley, and Ormerod were absent.

**RESOLUTION - IN APPRECIATION OF MARY E. ALTHER UPON HER RETIREMENT  
RESOLUTION – R-2022-29**

A memorandum read from the Director of HR/Assistant City Manager, Elizabeth Fox, recommending the adoption of Resolution R-2022-29. A motion by Councilor Powers to adopt Resolution R-2022-29 was duly seconded by Councilor Giacomo. The motion carried unanimously with 12 Councilors present and voting in favor.

**RESOLUTION - IN APPRECIATION OF STEVEN RUSSO UPON HIS RETIREMENT  
RESOLUTION – R-2022-31**

A memorandum read from the Director of HR/Assistant City Manager, Elizabeth Fox, recommending the adoption of Resolution R-2022-31. A motion by Councilor Powers to adopt Resolution R-2022-31 was duly seconded by Councilor Giacomo. The motion carried unanimously with 12 Councilors present and voting in favor.

**RESOLUTION - RELATING TO APPROPRIATION AND EXPENDITURE OF FUNDS  
FROM THE SALE OF PROPERTY TO PROVIDE FUNDS FOR THE AIRPORT FUEL  
FARM CAPITAL PROJECT RESOLUTION – R-2022-32**

A memorandum read from the Airport Director, David Hickling, recommending that Resolution R-2022-32 relating to the Appropriation and Expenditure of Funds from the Sale of Property to Provide Funds for the Airport Fuel Farm Capital Project have a first reading in front of the City Council and that it be referred to the Finance, Organization and Personnel Committee for their

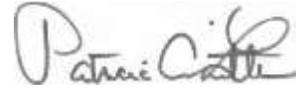
09/01/2022

recommendation. Mayor Hansel referred Resolution R-2022-32 to the Finance, Organization, and Personnel Committee.

ADJOURNMENT

There being no further business, Mayor Hansel adjourned the meeting at 9:44 PM.

A true record, attest:

A handwritten signature in black ink, appearing to read "Patricia Castle". The signature is written in a cursive style with a large initial "P".

City Clerk