



AGENDA
CITY OF CEDAR FALLS, IOWA
COMMITTEE OF THE WHOLE MEETING
MONDAY, MARCH 04, 2024
5:45 PM AT CITY HALL, 220 CLAY STREET

Call to Order

Roll Call

1. Diversity, Equity & Inclusion (DEI) Update.
(25 Minutes, DEI Specialist Chelsie Luhring)

2. Automated Refuse Collection Rates.
(25 Minutes, Operations and Maintenance Division Manager Brian Heath)

3. Cease Fire Update and Discussion.
(15 Minutes, Mayor Danny Laudick)

Adjournment

Diversity, Equity and Inclusion

DEI Update by Chelsie Luhring

DEI Specialist

- Human Resources team
- Liaison to Human Rights Commission (HRC)
- Providing diverse, equitable and inclusive opportunities for current and future employees and within our community



Diversity

Diversity is made up of what makes us different from each other. It highlights our uniqueness.

- Age
- Sex
- Gender identities
- Race
- Ethnicity
- Sexual orientation
- Ability status
- Neurodiversity (e.g., autistic, HSP, ADHD)
- Religion
- Mental health

Equity

Ensuring a person has what they need to be successful.

- Actively listen
- Be open
- Be flexible
- Be collaborative

Inclusion

Ensuring everyone is welcome, free to be themselves, and feels valued.

- Hosting team celebrations while being cognizant of employees' needs (dietary restrictions, accessibility, etc.)
- Not scheduling meetings on important religious or cultural holidays
- ADA-compliant facilities and parking lots
- Not talking over others in meetings
- Using chosen pronouns

DEI: City Staff

Learning Opportunities

- Trainings:
 - DEI 101 – current staff and new hires
 - DEI Management courses
 - Sexual harassment course
 - Trauma-informed training via Friends of the Family
 - Ongoing educational opportunities on KnowBe4 platform
- DEI Resource Library
- Monthly Mental Health Minute

Recruitment and Retention

- New avenues of recruitment
 - Community connections
 - National diversity recruitment resources
- Updating job application and process
- DEI-focused interview questions in leadership and public-facing roles
- Reviewing job classifications for barriers

Title VI and Americans with Disabilities Act (ADA)

- Title VI and ADA coordinator
 - Notices and grievance procedures on website
 - Completing related tasks for DOT requirements
- ADA team established
- Ongoing transition plan assessments

Ongoing DEI Initiatives

- Utilizing Employee Climate Report feedback
 - Fall of 2022
 - 175 surveys completed
 - Nearly 63% completion rate
- Inclusive language and DEI review:
 - Personnel policies
 - City website
 - Fire and Police standard operating procedures

DEI Committee

Purpose: The Diversity, Equity and Inclusion (DEI) Committee exists to create a workplace where everyone belongs, their ideas are valued and they know they can contribute to the success of the City, and everyone is welcome to be themselves.

- Once-monthly hybrid meetings
- 12 departments represented
- Provides a safe space for learning from and about each other
- Offers connection to coworkers
- Selling point for job seekers
- Idea generator on ways to improve the City's internal culture
- Engages in discussions for enhancing City services for the community, especially historically marginalized groups

DEI: Community

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- Community Resources Informational Directory on SharePoint
- Liaison to the Cedar Falls Human Rights Commission
- Local and statewide groups
 - Liaison to ONE Cedar Valley
 - DEI Cedar Valley group
 - Iowa Equity and Inclusion Officers
 - Workforce Sector for Advancing Equity in the Cedar Valley
 - Cedar Valley SHRM (Society for Human Resource Management)
 - League of Iowa Civil & Human Rights Agencies

Goals

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- Complete Limited English Proficiency (LEP) plan
- Help implement mental wellness peer support program for Public Safety
- Establish a structure for DEI Committee
- Complete ADA assessments of city buildings/sites
- Create accessible job application on website
- Explore ways to track diversity metrics across boards/commissions
- Complete the Human Rights Campaign's Municipal Equality Index
- Review city policies to promote equity and work-life balance

Public Works Department Operations and Maintenance Division

Refuse Section



Automated Refuse Collection

Overfilled Carts & Return for Service Requests



Automated Collection History

- ⦿ Automated “Pay as You Throw” collection began in 1994 as a measure to assist in meeting the state mandated solid waste reduction.
- ⦿ Automated yard waste collection was added in 2002 utilizing RFID technology to charge customers on a per dump basis.
- ⦿ In 2022 the refuse cart tracking software was updated. Part of the update included adding on board truck cameras and RFID tracking to solid waste carts

Advances In Collection Efficiency

RouteWare is a solid waste industry software program that uses GPS technology to enhance refuse collection and reduce operating costs through route optimization and service verification

- RFID technology**
- Photographic evidence of discrepancies**
- Verification of services**
- Complete service history**

Pay as You Throw

- In communities with pay-as-you-throw programs, residents are charged for the collection of municipal solid waste based on the amount they throw away. The program is simple and fair. It is intended to encourage residents generate less waste through recycling and pre-consumer choices.
- PYAT, along with other waste reduction efforts, are incentivized by the Black Hawk County Solid Waste Commission through a grant program that helps offset program costs for municipalities.



Pay as You Throw

- Cedar Falls offers residents three sizes of cart sizes to choose from
- 35 gallon = \$9.46
- 68 gallon = \$17.86
- 95 gallon = \$27.84



Pay as You Throw

- Bag Tag for Extra Garbage
 - One extra bag per collection
 - Bag must be placed on top of cart with tag visible to the route driver
 - Tags can be purchased at transfer station and area retail outlets for \$1.25



Issues With Collection

- Carts being overloaded.
- Carts not being placed to the curb on time



Examples of overfilled carts



Proposes Refuse Rate Modification

- Overloaded carts– Identified by lid open greater than 45 degrees
 - Proposed penalty - \$15.00 each occurrence (also may impact LL accountability points)
- Return Collections – For carts not out at time of service
 - Proposed fee for return service - \$15.00
- All violations to be recorded and must include photographic evidence.
 - Photos captured with onboard camera system integrated into the RouteWare program

Surrounding Municipalities

- City of Waterloo Iowa – \$20.00 service charge for overfilled carts, carts not out, or carts not accessible
- City of Waverly Iowa - \$25.00 service charge for overfilled carts.
- City of Cedar Rapids –\$11.00 service charge for overfull carts verified through the video portion of RouteWare.

Requested Council Action

- Add additional service fees to Chapter 10 - Garbage and Refuse Section 10-5 (g)
- Direct City staff to prepare language to be added to the table in Section 10-5 (g)
 - Overfilled cart \$15.00 each occurrence
 - Return for service (not out on time) \$15.00 each occurrence

Questions/Comments