

City of Cle Elum
Regular City Council Meeting
November 13, 2018

Call to Order – Roll Call of Membership

The meeting was called to order by Mayor McGowan at 7:00 p.m. The Pledge of Allegiance was recited. Members present were Tom Hastings, John Glondo, Ron Spears, Steven Harper, Mickey Holz, Beth Williams and Ken Ratliff. Staff present was City Administrator Robert Omans, City Treasurer Robin Newcomb, City Planner Lucy Temple and City Clerk Kathi Swanson.

Approval of the Meeting Agenda

A motion was made by Steven Harper and seconded by Mickey Holz to approve the agenda with the amendment to rewrite New Business items a and b as “Ordinance 1510 – First Reading” and “Ordinance 1513 – First Reading”; and that action be deferred to the next meeting; and to include Council Comments before “Adjournment by Motion”. Ken Ratliff asked for clarification under Business Requiring Public Hearings that the Budget Committee will present the Budget before discussion. Mayor McGowan explained that he will be recusing himself from the public hearing, as comments could be potentially heated and should be directed to the council and not the mayor. The motion carried unanimously.

Announcements – Appointments, Awards and Recognition

Craig Mabie – Appreciation Presentation – Craig Mabie: Mayor McGowan presented Craig Mabie, who is moving out of state, with a plaque and keys to the City to show the City’s appreciation for all of his volunteer work.

Airport Advisory Board Appointment – Mark Shuler: Mayor McGowan officially appointed Mark Shuler to the Airport Advisory Committee.

Appearance of Fairness: Mayor McGowan noted each council member has been provided with information from the City Attorney regarding the Open Public Meeting Act and the Appearance of Fairness expected from the Council.

Consent Agenda

A motion was made by John Glondo and seconded by Mickey Holz to adopt and approve the consent agenda as presented; which included the minutes of the 10/23/18 Regular Council Meeting; the minutes of the 10/29/18 Special Council Meeting; Vouchers #40447-40523 and EFTs in the amount of \$333,932.36; and 10/31/18 Payroll Vouchers in the amount of \$116,667.64. The motion carried unanimously.

Officer Reports

City Administrator, Building Official and Network Administrator: - Robert Omans:

- Reported issuing 13 building permits in October; year to date permit total is 100 permits at approximately \$113,000.00; up 73% from 2017.
- Reported conducting 45 building inspections in October; up 20% from September.
- Reported manual meter reads for October were 53; down from 68 in September.
- Reported staff is working on 2019 sewer rates for the regional partners.
- Reported attending a KITTCOM board meeting where the 2019 budget was approved.
- Reported the City sponsored a Short Course on Local Planning on 11/07/18, which was attended by about 30 people.
- Reported the First Street and Peoh Avenue Project is moving along; a ribbon cutting ceremony is planned for 11/30/18 at 11:00 am.

City Planner –Lucy Temple:

- Reported the Peoh Avenue Project met the deadline for Complete Streets 2019 eligibility funding which is capped at \$1 million.

- Reported she is working with HLA to apply for 2019 Complete Streets nominations.
- Reported the Planning Commission will form an art committee to dedicate space for public art at each intersection in the downtown.
- Reported the Planning Commission is working on the Land Use Element of the Comprehensive Plan.
- Reported Tesla has installed a super charging station at the east end of town.
- Reported she was appointed to the Leadership Kittitas County program and will be attending day-long sessions one Friday per month.

Public Works – Mike Engelhart:

- Reported he has located a special product that will treat the concrete at the Peoh Avenue Project; the product will keep the salt in ice melt products from damaging the pavers.
- Reported all equipment, including chains, has been prepped and is ready for winter.
- Cautioned the public to let their water drip when temperatures dip below freezing.
- Reported working with WSDOT and Gibson & Sons removing hazard trees along I-90.
- Reported he and the public works crew are trimming trees around alleys and roadways to ensure visibility for the plow drivers.
- Reported alleys are being graded, as time allows.
- Reported the new parking lot on Railroad Street was graded and lights will be installed.
- Reported several more catch basins have been cleaned.
- Reported new signs have been installed in alleys; faded Stop signs have been replaced.
- Asked for the public's help in looking for vandals who have damaged the City restrooms.
- Cautioned the public to watch out for children walking after dark.
- Reported all but 4 water meters have been repaired.

Police Chief - Scott Ferguson:

- Reported attending the FEMA Integrated Emergency Management Course in Ellensburg.
- Reminded the citizens the winter snow ordinances for parking go into effect on 11/15/18.
- Provided copies of the Cle Elum 2nd half activity summary.

Fire Department – Chief Ed Mills:

- Reported 41 calls for the month of October, including 3 fires, 34 EMS calls, 2 hazardous conditions and 2 good intent calls and provided a written breakdown report by incident.
- Reminded citizens to let their water drip during the freezing weather, not to overload power outlets and to be safe with candles and heaters. Chief Mills also recommended practicing fire drills or fire alarm procedures.
- Advised citizens to have reflective house numbers to insure their house can be located in case of an emergency after dark.

Veolia – William LaRue:

- Was unable to attend; however, graphs of the Water Plant Flows, Run Times, Precipitation, Wastewater Flows and Water versus Wastewater Plant Flows for October 2018 were provided in the council packets.

Citizen Comments on Non-agenda Items

Patricia Preston – 906 West Second: Stated people are concerned about the dark streets and alleys, which pose a safety issue. Commented the average wage for Cle Elum is \$25,500 annually and 20% of the Cle Elum population lives in poverty.

Public Appearances

None

Business Requiring Public Hearing

Ordinance No. 1511 –2019 Budget: Mayor McGowan read his budget message into the record. Mayor McGowan asked that all comments must be directed to council. Mayor McGowan recused himself from the public hearing at 7:40 pm, Mayor Pro Tem Ken Ratliff took over.

Ken Ratliff, Mayor Pro-Tem:

- Explained the process of preparing the budget with the help of the Budget Committee.
- Reviewed the highlights of the proposed budget.
- Reported the Budget Committee is proposing the mayor's raise, not the mayor.

Council member Steven Harper:

- Noted the 2019 Budget must be passed before ordinances for the Staff Salaries and for the Mayor/Council member Salaries can be passed.
- Noted the staff went through a wage freeze beginning in 2008 and no raises were given. The Budget Committee proposes bringing the salaries back up to a competitive wage
- Reported the Judge and Prosecutor wages are also being increased.
- Reported no raise in Council pay is being considered.

Council member Mickey Holz:

- Reported the Assistant Librarian will be getting additional hours and medical benefits.
- Reported the Mayor puts in 50 to 60 hours per week and should be compensated accordingly for this type of government. *(Council member Harper commented it would be more accurate to say the Mayor puts in 20 hours per week, with the exception of emergency situations.)*

Mayor Pro-Tem Ratliff opened the meeting for public comment on the 2019 Preliminary Budget at 8:00 pm.

Justin Pederson – 121 N. Pennsylvania Avenue:

- Stated a 400% increase in mayor's salary is insane; but said the Mayor does a great job.
- Asked where the money is coming from and how it will affect the local businesses' taxes.
- Asked the difference between a fire arm and a rifle. *(Chief Ferguson explained budget line items describe a side arm as a fire arm and a rifle is carried in the police vehicle.)*
- Asked the City Council to reevaluate the pay increases, especially the Mayor's salary.

Patsy Preston – 906 West Second:

- Asked that the public be given a copy of the salary survey conducted by the City as a matter of transparency.
- Commented that mayors in other cities do not make \$3,000 per month, although she agrees the mayor needs a raise. Preston suggested giving the mayor a small raise this year and perhaps give another increase next year.
- Asked if the council members not on the committee got a copy of the survey.
- Suggested using some of the money proposed for raises be used for the lower end of the population through a Prop Program.
- Stated some of the council members do not get all of the information other council members get.
- Suggested spending money on street lights and street improvements.
- Stated she agrees with the budgets for Public Works, Fire and Police Departments.
- Asked the council to consider the citizens when discussing the salaries.

Tom Hastings – 1016 Denny Avenue:

- Commented the process is broken; the mayor keeps appointing 3 council members who are in favor of the mayor. The budget committee does not ask council beforehand for input.
- The staff and mayor are getting big pay raises; however, a new mayor may not deserve a \$3,000 monthly salary.
- Appreciates the addition of a new public works employee.
- Asked the Budget Committee to provide the salary study used to determine the new salaries.
- Stated the average rate of pay for a mayor of a town of 1500 to 2500 is less than \$1000.
- Would like council to review the \$2700 in benefits for the mayor as stated in the budget.
- Asked if the mayor will be submitting a time sheet with a minimum number of hours.

- Asked the mayor to consider hiring a City Manager to oversee the staff; if staff cannot do their work, they should get training or be replaced. The mayor should not work 50 hours per week, but should step back and let staff run the city as the mayor directs them to.
- Asked what the cost of the education benefits would be.
- Asked what the total increase in benefits and insurance will be for 2019.
- Stated he is very concerned with the planning budget.
- Stated the staff is appointed and should be exempt and not receive overtime. Current contracts for appointed staff are poorly written.
- Asked what the pay rate is for interns and what the policy is for what volunteers and interns can and cannot do, and what they have access to and not access to.
- Does not believe the salary increases are equal across the board; varying from 6% to 13% for City Hall staff, while members of the crew are receiving only 3%. Paying on longevity is risky and encouraged staff to use education and certifications as a step process. Asked if benefits include vacation, sick leave and insurance.
- Stated he is not in favor of the budget as it is very heavy in pay raises to the mayor and staff. Does not believe the city is being a good steward of the peoples' money and proposed the money be purposed to fix the major water leaks and the INI problem in the sewer system.
- Stated it is ridiculous that the water meters have not been repaired by now.
- Asked the staff to consider adding money to the budget for the purchase of a camera for the sewer system.

Hearing no further comment from the public, Mayor Pro-tem Ratliff closed the public hearing portion of the meeting at 8:23 p.m. The Mayor returned to the meeting. Justin Pederson objected to the Mayor returning to the meeting and Tom Hastings asked the Council to ask the Mayor to stay out. Mayor McGowan remained at the meeting at the request of the rest of the council. Mayor Pro-Tem Ratliff continued to run the closed public hearing.

Robin Newcomb, City Treasurer:

- Commented the citizens don't always understand the different funds and how money is designated in the budget. The City must adhere to specific regulations regarding using money from the various funds.
- Commented if the Council does not want the committees, they should abolish them, but should not "bash" them for the work they do.
- Commented the Administrator is also the IT person and the Building Official; and the mayor is involved in meetings and being a "hands-on" mayor and does not do the Administrator's, or any other member of staff's, job.
- Acknowledged there is a big problem with the water meters, which is nobody's fault, as the company that sold the meters went bankrupt. The City is doing the best they can and have been able to bring the number of meters not reporting down from over 200 to about 40.
- Reported the salary survey was done to bring everyone comparable to other cities.
- Stated the Education incentive will allow non-union employees the same benefits as union employees.
- Commented the proposed increase in the Mayor's salary does not include benefits, which he will not receive.
- Commented City Hall staff never gets a pat on the back from anyone, including council.
- Reported the \$2 million difference in the budget is due to on-going projects.
- Stated the staff is not trying to hide information from anyone and she is always available to answer questions. All City Hall business is public record.

Council member Tom Hastings:

- Commented that Ferguson tried to meet with the City a year ago to try to make things right, but the City refused to work with them.

- Thanked public works for fixing the meters.
- Commented the Administrator is overworked with IT and Building official duties, as well as the Administrative duties, recommending hiring a City Manager to help relieve the work load.
- Commented, as the Education Incentive policy is being presented, any member of the staff or crew with a degree when they are hired would get the percentage increase, even if it does not pertain to the job they are hired to do. Hastings asked that the policy be rewritten to be more specific to the relationship between the job and the degree.
- Asked for a job description for the mayor and a list of expectations.
- Stated \$1,000 is a fair salary for the mayor, referring to the 2018 AWC salary schedule.

Mayor Pro-Tem Ken Ratliff:

- Commented the type of government council member Hastings is suggesting is a Council/Manager type of government. The City is a Mayor/Council form of government.

Council member Ron Spears:

- Questioned the Educational Incentive and asked how the process would work.
- Commented the Salary Survey provided by council member Hastings does not show a salary of \$3,000 for any mayor.
- Commented information regarding the Education Incentive and the Salary Survey was not provided to council and he cannot make a decision on how to vote without it.

Council member Steven Harper:

- Commented that employees could elect to unionize if not paid what they are worth.
- Reported that committees are formed to ease the burden of council, to do the research and make recommendations to council for their consideration.
- Reported the amount of responsibilities that will be added due to the future growth of the City will increase the work load of the mayor and his wage should reflect the added duties.
- Stated the Budget Committee has hidden nothing and being accused in public of doing so is capricious.
- Stated he agrees with public comment that attention should be given to the street lights.
- Commented the planner has many responsibilities and cannot be expected to cease her duties when overtime is reached.
- Commented the roles of the intern staff should be defined.
- Commented council wants to be accountable and good stewards with the citizen's money; any direction should be referred back to the budget committee.

Council member John Glondo:

- Commented he does not need to see the salary survey.
- Commented he does not have a problem with the staff wage increase and believes the mayor warrants a raise, suggesting half the amount of the proposed increase.
- Emphasized the role of the committees is important and that council should not have to duplicate the work those committees do.

Council member Beth Williams:

- Stated she is glad to see the staff will be getting raises commensurate with other cities.
- Commented the mayor position has not received a raise in 14 years, and he oversees the staff, fire, police and administration.
- Commented a weak mayor and City manager would cost more money.

Council member Mickey Holz:

- Commented the staff passed on raises during the recession.

Mayor Pro-Tem Ratliff:

- Commented the Bullfrog Flats and City Heights projects will add much more work to the mayor position and the Budget Committee is planning ahead. There will also be increased work for the Building Department.

Council member Steven Harper:

- Asked for direction from council on how to proceed with regard to the Mayor's salary
- Commented RCW's are the guidelines to determine expected duties and related salaries.
- Commented he does not believe it is the will of the people to have a mayor in a diminished role.

Council member Tom Hastings:

- Commented a salary of \$1,000 is fair for a mayor of a City the size of Cle Elum.

The meeting went into a break at 9:23 pm and reconvened at 9:37 pm.

Mayor Pro-Tem Ratliff directed the council to decide what additional information they require. Council members Hastings, Spears and Williams asked for copies of the Salary Surveys for staff and mayor. Council member Tom Hasting requested total salaries, base pay, steps, education and longevity by position, by employee compared from 2018 to 2019.

Council member Harper suggested the mayor's salary be considered at \$1,150 minimum to coincide with a 3% increase over 14 years over the \$750 current pay rate. *A motion was made by Steven Harper and seconded by Tom Hastings to instruct the budget committee to bring back a revised budget considering the recommendation of a mayor's salary set to \$1,150 versus the draft budget that was set at \$3,000. Ron Spears, Tom Hastings, John Glondo, Beth Williams and Steven Harper voted aye. Ken Ratliff and Mickey Holz voted nay. The motion carried.*

At 9:50 pm, the Mayor Pro-tem handed the meeting back to Mayor McGowan.

Unfinished Business

None

New Business

Mayor McGowan moved agenda items 10c through 10i for discussion at this point.

Agenda Item 10h: Kittitas County Interlocal Agreement – Inmate Housing 2019 through 2020: Chief Scott Ferguson presented the Interlocal agreement, which includes a small increase in the daily rate, to council for approval. *A motion was made by Ron Spears and seconded by Mickey Holz to authorize the mayor to sign the Interlocal Agreement for Inmate Housing. The motion carried unanimously. Councilmember Harper recommended correcting page 4 to remove police departments that no longer exist.*

Agenda Item 10i: Prosecution Services Contract: Chief Scott Ferguson presented the contract, which includes an increase in the monthly payment, to council for approval. *A motion was made by Ron Spears and seconded by Mickey Holz to authorize the mayor to sign the contract for Prosecution Services as presented. The motion carried unanimously.*

Agenda Item 10e: Resolution No. 2018-032 – Disbursement of Funds Policy: City Treasurer Robin Newcomb presented the resolution, which allows disbursement of funds prior to council approval, to the council. *A motion was made by Tom Hastings and seconded by Ron Spears to approve Resolution 2018-032 as presented. The motion carried unanimously.*

Agenda Item 10c: Resolution No. 2018-030 – Alley Vacation – 100 Block of East Third Street. City Planner Lucy Temple presented the Resolution setting a time and date for a public hearing in front of the City Council, for the alley vacation request. *A motion was made by Mickey Holz and seconded by Steven Harper to approve Resolution No. 2018-030 as presented. The motion carried unanimously.*

Agenda Item 10f: Resolution No. 2018-033 – Surplus Public Works Equipment: Public Works Director Mike Engelhart presented the resolution to council, recommending approval. *A motion was made by Tome Hastings and seconded by John Glondo to approve Resolution No. 2018-033 as presented. The motion carried unanimously.*

Agenda Item 10g – PWB Pre-Construction Loan Contract: City Administrator Robert Omans presented the loan document to finance the Downtown Revitalization Design; the loan will be repaid through REET. *A motion was made by Ron Spears and seconded by Steven Harper to authorize the mayor to sign the Public Works Board Pre-Construction Loan Contract as presented. The motion carried unanimously.*

Agenda Item 10d – Resolution No 2018-031 – Education Incentive - Employee Handbook – Discussion only: Council member Hastings asked the Budget Committee to review and make the following changes: strike “regular part time employees” and add language “pertinent field”. Council member Hastings stated education should be tied to a step pay. Council member Hastings asked to have the “Certified Maintenance Worker” added back on the wage scale. Council member Hastings also asked to look at the police contract.

Agenda Item 10a - Ordinance No. 1510 Salary Ordinance – First Reading: Council member Steven Harper commented that, as the ordinance was discussed during public hearing for 2019 Budget, action will be deferred to the 11/27/18 continued public hearing. Staff and the Budget Committee will provide documentation for the next meeting, as requested.

Agenda Item 10b - Ordinance No. 1513 Mayor/Councilmember Salary Ordinance – First Reading: Council member Steven Harper read the ordinance into the record and recommended that action be deferred to the 11/27/18 Council meeting. The Budget Committee will deliberate prior to that and review comments made during the discussion at this meeting.

Committee Reports

- a. Council member Ken Ratliff reported the Lodging Tax Advisory Committee will be attending the Consolidated Lodging Tax Meeting in Ellensburg on 11/16/18.
- b. Council member Steven Harper reported the Airport Advisory Board would like the council to help determine the new design for the Airport logo.

Council Comments and Concerns

Council member Harper noted the City Council meetings should be conducted with order and decorum and council members should not be subjected to arguments and retorts when another councilmember does not agree with what is being said.

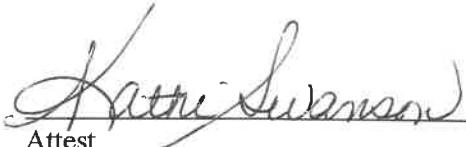
Council member Harper commented the proposed 2019 budget is a good budget and he would like to see it passed before the end of the year.

Motion to Adjourn

A motion was made by Steven Harper and seconded by Ron Spears to adjourn. The motion carried unanimously and the meeting adjourned at 10:40 p.m. The next regular scheduled meeting is Tuesday November 27, 2018 at 7:00 p.m.



Mayor



Attest