

To City of Cle Elum
 Regular City Council Meeting
 November 27, 2018, 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 and Ken Ratliff. Beth Williams was absent. Staff present was City Administrator Robert Omans, City Planner Lucy Temple, City Treasurer Robin Newcomb and City Clerk Kathi Swanson. *A motion was made by Steven Harper and seconded by John Glondo to excuse Beth Williams. The motion carried unanimously.*

Approval of the Meeting Agenda

A motion was made by Steven Harper and seconded by Tom Hastings to approve the agenda with the amendment to add the Christmas in Cle Elum Variance Application under agenda item 10a to the end of the Public Appearance of Amy McGuffin under Agenda Item 7b. The motion carried unanimously.

Announcements – Appointments, Awards and Recognition

a. Mayor McGowan officially appointed Darrel Ellis as the Municipal Court Judge.

Consent Agenda

A motion was made by John Glondo and seconded by Steven Harper to accept the consent agenda as presented; which included the minutes of the 11/13/18 Regular Council Meeting; Vouchers, Checks and EFTs #40524 - 40565 in the amount of \$214,973.90; and 11/15/18 Payroll Vouchers in the amount of \$66,833.60. The motion carried unanimously.

Officer Reports

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

- Reminded the council of the ribbon cutting ceremony for the First Street and Peoh Avenue Project on 11/30/18 at 11:00 am.
- Reported he is working with County Commissioner Laura Osiadacz for the acquisition of the COKE stage from Kittitas County to the City of Cle Elum.
- Reported a Lean Specialist from the State Auditor's Performance Center will be providing leadership training on 12/5/18.
- Reported McKinstry completed a contractor walk-through for the energy audit for all City buildings.
- Reported asbestos inspection results required by McKinstry revealed one asbestos location in the City Hall building. All the other City buildings are asbestos free.
- Reported he is conducting web-site and Facebook maintenance.

City Planner – Lucy Temple:

- Provided a Report on the 2017-2018 Grant funding applied for and received.
- Provided information regarding the Pine Street Pedestrian Safety Improvements which include 2-crosswalks and rapid flashing beacons located between Safeway and McDonalds on West First Street. The City was awarded a TIB grant in the amount of \$254,157. An additional payment of \$19,378 will be required of the City of Cle Elum, which will be paid out of the street fund. *A motion was made by Steven Harper and seconded by Mickey Holz to authorize the mayor to sign the agreement between the Washington State Transportation Improvement Board and the City of Cle Elum for funding in the amount of \$254,157. The motion carried unanimously.*

Public Works – Mike Engelhart:

- Reported all equipment is ready for winter.
- Reported the crew continues to trim trees around the alleys and roadways to insure visibility for the plow drivers.

- Reported the crew is clearing debris from all the water ways within the City.
- Reported the crew has cleaned several catch basins.
- Reminded the citizens that winter parking ordinances are in effect.
- Reminded the citizens to let water drip during freezing weather.
- Reported all water meters have been repaired. However, as meters are repaired, other meters continue to lose battery power. Those meters are fixed as quickly as it is determined they are not working.

Police Chief - Scott Ferguson:

- No Report

Fire Department – Chief Ed Mills:

- Reported Aid 511 is having electrical issues and is in the Ford Service Center in Ellensburg to have repair costs assessed. The unit purchased 2 years ago from the Hospital District is currently being used as the replacement for Aid 511.
- Reported studded tires have been mounted on the fire equipment for the winter months.
- Introduced Debi Floyd as the newly appointed Personal Information Officer.

Citizen Comments on Non-agenda Items

Douglas Weis – 640 Wadsworth Loop: Asked the City and all interested citizens to attend the Appeal of the Public Facilities Permit for the proposed Upper County Shop Facility. The Closed Public Hearing is being held on Tuesday 12/4/18 at 2:00 pm at the Courthouse in Ellensburg.

Sandra Miedema – 906 East Fourth Street: Reported to Council there are several homes in her neighborhood that are in violation of the City Code by having garbage and wreckage strewn about. Ms. Miedema and her husband are trying to sell their home; however several scheduled showings were cancelled due to the messes on these adjoining properties. Ms. Miedema came to City Hall in June to ask about City codes and was told there was no money to enforce the city codes. Ms. Miedema asked the Council to address the issue.

Katia Merkel – 2141 White Road: Spoke in defense of unions and commented it is offensive for City Staff to threaten to “go union” for their own personal gain.

Jaqualyn Johnson – 333 Watson Cutoff Road: Read a letter of support for the Library from the Friends of the Library. The letter also commented the Friends of the Library are grateful to the City for extending the hours of the Assistant Librarian.

Public Appearances

Amy McGuffin – Director of Tourism – Kittitas County Chamber of Commerce and Executive Director of the Downtown Association:

- Provided a presentation regarding how the Chamber of Commerce works for the community.
- Steven Harper presented the application for a variance to waive the 30-day notification period for the fireworks show during the Christmas in Cle Elum celebration. *A motion was made by Ken Ratliff and seconded by Mickey Holz to grant the variance request. The motion carried unanimously.*

Business Requiring Public Hearing

- Continued Public Hearing – Ordinance No. 1511 – 2019 Final Budget:** Mayor McGowan recused himself from the hearing at 7:55 pm. Mayor Pro-Tem Ken Ratliff opened the Hearing for Public Comment at 7:57 pm.

Patricia Preston – 906 West Second Street:

- 1) Stated she is offended that she was never taken seriously for the past 2 years when she asked the City to fix potholes.
- 2) Stated the City currently has a loss of water at 30% and there is no plan in place to find out where the loss of water is coming from or a solution to the problem.
- 3) Commented that, 2 years ago, 50 families were without water for up to 2 months and the City didn’t do much to help these families. Pipes are deteriorating and need replaced

and/or updated. This issue could become a crisis. Fixing or repairing the pipes would be cost effective for the City.

- 4) Commented there is no transparency within the City and Council; not all information from committee deliberations is provided to all of the council members in their packets. Preston added there is dissention among the council members and there are favorites, which makes her think there are other things going on behind the scenes.
- 5) Asked for information regarding benefits versus wages, citing the Library Aide's salary is listed at \$14,700 and the benefits are listed at \$10,000.
- 6) Commented the Treasurer is an important part of the City and is not being paid enough
- 7) Stated all other wages described in the proposed salary ordinance are too high.
- 8) Commented the percentages in salary increase are not the same for everyone.
- 9) Commented the Planner should not be expected to do more than one job.
- 10) Commented there should be clear lines in job performance.
- 11) Commented everyone works hard and deserves a raise.
- 12) Asked the Council to re-examine the proposed Mayor salary, saying he deserves a raise, but not 300%, and suggested \$1,500 would be a good start.
- 13) Stated it is unconscionable for the City to tell a citizen there isn't enough money to enforce code.
- 14) Stated the staff are not doing their jobs efficiently; and needs to be more organized.

Hearing no further comment from the Public, Mayor Pro-Tem Ratliff closed the Public Hearing for the 2019 Budget at 8:11 pm and opened the meeting for deliberation among council.

Tom Hastings:

- Noted there were no changes to the budget or salary ordinance as discussed at the previous Public Hearing.
- Asked for a dollar figure for what the salaries and benefits would actually cost.
- Thanked staff for the salary survey and commented the Finance Committee should have also done a benefit survey, noting AWC can provide a benefit study.
- Commented indoor employees are paid more than outdoor employees.
- Noted the City of Cle Elum pays well and provides good benefits to their employees.
- Commented he supports a strong mayor form of government but does not want the mayor to work so hard; staff should be doing the bulk of the work.

Steven Harper:

- Commented it is difficult to conduct a benefit survey as there are variables in employees and number of family members.
- Commented there are employees who were not paid on par with their peers. Commented the Mayor works with other cities (Regional Partners) and is a figurehead of many departments bigger than the City itself. The Mayor has to attend many meetings, which will increase as time goes by due to the Bull Frog Development and other Developments.
- Reported the Mayor goes to meetings for COG, Board of County Commissioners and in Olympia to obtain grant funds. The Administration brings in their salaries and more by obtaining large grants, building and planning permits, and has the potential to bring in more and more.
- Commented it is not fair to the people of this community to have a part time mayor. The staff is an A team due to the actions of the mayor. The fact that the staff wears many hats is good for the City; it is one of our strengths, but agreed it needs to be balanced.
- Commented that any committee talking with other council members outside of the public forum regarding proposed recommendations would be illegal.
- Reported discussions have taken place for the raise based on the Mayor's position before Jay McGowan was the mayor.

Mickey Holz:

- Reported the main consideration for these raises is due to the fact that many of the staff turned down raises during the recession. This raise brings them back to what they should be making if they hadn't turned down raises.
- Reported benefits were discussed during the committee meetings, both in previous years and for the current year.

Ron Spears:

- Commented he asked for a raise for the Mayor in past years.
- Commented the raise proposed for the Mayor is enormous; \$1500 would be appropriate.
- Commented that making the mayor full time runs the administration fee up enormously.
- Commented some of the money allotted for the raises should be redirected for use in other areas, such as code enforcement.
- Commented the Treasurer should be making more money.
- Asked what is going on at Bullfrog Flats; he has not heard of any upcoming development.
- Commented the employees knew what their job descriptions, benefits and rates of pay were when they accepted their positions.

Lucy Temple:

- Commented her job is a long range planner and code enforcement official; however, she cannot dedicate all of her time to planning or code enforcement. The code enforcement intern salary line item was set up to make the job easier.

A motion was made by Steven Harper and seconded by Mickey Holz to approve Ordinance No. 1511 for the 2019 Final Budget as presented. A poll vote was taken: All council members voted aye. The motion carried unanimously.

Unfinished Business

a. **Ordinance No. 1510 Salary Ordinance – Steven Harper:** Councilmember Harper presented the Ordinance to the Council, noting the Ordinance proposes to bring employees on par with their counterparts in other cities. Wage increases were figured independently of the benefits.

Tom Hastings:

- Commented he would be more comfortable voting on the ordinance with a benefit survey included.
- Commented the Finance Committee should clarify the increased salaries based on step increases versus cost of living increases.
- Asked if staff was asked if they would take a 100% benefits package and less salary.

Steven Harper:

- Commented differing positions were off parity by different degrees and used the salary survey to determine the degree of increases in salaries. Individuals who were already on par with their peers will still receive a cost of living increase.
- Asked if there are any specific line items where there is lack of parity or the council takes issue with; or issues with the approach in general of the Finance Committee.

Ken Ratliff:

- Commented the motivation of the Finance Committee is to take care of staff.
- A motion was made by Steven Harper and seconded by John Glondo to approve Ordinance 1510 as presented. A poll vote was taken. Tom Hastings – Nay; John Glondo – Aye; Ron Spears – Nay; Steven Harper – Aye; Mickey Holz – Aye; Ken Ratliff – Aye. The motion carried and Ordinance 1510 was passed with a vote of 4 – 2.*

b. **Ordinance No. 1513 Mayor/Councilmember Salary – Steven Harper:** Councilmember Harper presented the Ordinance to the Council, stating the purpose is to consider the role of the Mayor filling the office now and in the future.

Tom Hastings:

- Commented \$3,000 per month is too much; \$1,500 per month would be a fair wage.

- Commented the Mayor's time should be tracked.

Ron Spears:

- Commented \$1,500 would be a fair wage; the mayor should not be full time.
- Commented the average income in the community is \$25,000 and there is a lot of homelessness in this community.

Ken Ratliff:

- Commented Mayor McGowan did not have anything to do with this proposal.

John Glondo:

- Commented \$1,500 would be fair and asked for clarification of what the Mayor's job is and how much time he actually puts in.

Mickey Holz:

- Commented the Mayor is worth \$3,000; as there is a lot of responsibility in being the mayor.

Steven Harper:

- Referred to the RCW's and the duties of a strong mayor, which must be the same in every city and town.
- Commented the Finance Committee recommended this raise for the mayor based on the many departments he oversees.
- Commented the Finance Committee made the deliberations regarding the mayor's duties and salary before it was determined the current mayor would get a raise.
- Commented the wage can be changed at a later day if the mayor is not filling the spot correctly.

A motion was made by Mickey Holz and seconded by Steven Harper to approve Ordinance 1513 as presented. A poll vote was taken. Tom Hastings – Nay; John Glondo – Aye; Ron Spears – Nay; Steven Harper – Aye; Mickey Holz – Aye; Ken Ratliff – Aye. The motion carried and Ordinance 1513 was passed with a vote of 4 – 2.

The meeting went into a break at 9:23 and was reconvened at 9:30 by Mayor McGowan.

- c. Resolution No. 2018-031 – Employee Handbook/Education Incentive – Ken Ratliff:**
Councilmember Ratliff presented the Resolution to the Council for their consideration.

Tom Hastings:

- Asked to strike the words “regular part time employees” from the text of the Resolution.
- Asked that Water Treatment and Wastewater Treatment certifications be figured into the salary steps.

Ken Ratliff:

- Commented the committee did not make add the WTP and WWTP certifications at this time but will look into it in the future, once more research can be done.

Steven Harper:

- Commented the WTP and WWTP certification incentive pay should be left to the discretion of the Administration.
- Asked to leave the text “regular part time employees” in the Resolution to be used for interns being groomed for full time.

Ron Spears:

- Commented the incentive is an insult to working people who cannot afford an education.

A motion was made by Steven Harper and seconded by John Glondo to approve Resolution 2018-031 as presented. A poll vote was taken. Tom Hastings – Nay; John Glondo – Aye; Ron Spears – Nay; Steven Harper – Aye; Mickey Holz – Aye; Ken Ratliff – Aye. The motion carried and Resolution 2018-031 passed with a vote of 4 – 2.

New Business

- a. **Resolution No. 2018-034 – 2019 Water Rates:** *A motion was made by Tom Hastings and seconded by Ron Spears to approve Resolution 2018-034 as presented. The motion carried unanimously.* Councilmember Hastings asked the Mayor to direct staff to do a water/sewer connection rate analysis.
- b. **Resolution No. 2018-035 - 2019 Sewer Rates:** *A motion was made by Ron Spears and seconded by Tom Hastings to approve Resolution 2018-035 as presented. The motion carried unanimously.*
- c. **Ordinance No. 1514 – 2019 Garbage Rates:** *A motion was made by Ron Spears and seconded by John Glondo to approve Ordinance 1514 as presented. The motion carried unanimously.*
- d. **First Street & Peoh Avenue – Advantage Dirt Progress Estimate No 2 - \$162,484.23:** *A motion was made by Steven Harper and seconded by Mickey Holz to approve payment in the amount of \$162,484.23 to Advantage Dirt for Progress Estimate No. 2 on the First Street and Peoh Avenue Project. The motion carried unanimously.*

Committee Reports

- a. Councilmember Ken Ratliff reported a citizen had requested relief from the overage charges on her utilities statement due to a water leak. The criteria of the Municipal Code had been met. *A motion was made by Ken Ratliff and seconded by Ron Spears to grant credit in the amount of \$108.93. The motion carried unanimously.*
- b. Councilmember Steven Harper reported the Consolidated Lodging Tax process was done well; the Interlocal Agreement must be ratified. An agreement will be brought to the council at the next meeting.
- c. Councilmember Ron Spears reported Tesla is putting in an electric charging station at the east end of town.
- d. Councilmember Ken Ratliff reported he will not be at the 12/11/18 meeting.

Motion to Adjourn

A motion was made by John Glondo and seconded by Steven Harper to adjourn. The motion carried unanimously and the meeting adjourned at 9:50 p.m. The next regular scheduled meeting is Tuesday December 11, 2018 at 7:00 p.m.

Mayor



Attest

