

**MINUTES**  
**PAYETTE CITY COUNCIL**  
**Work Session & Regular Meeting**  
**August 15, 2016**

**6:00 PM – Work Session**

A work session of the Payette City Council was called to order at 6:02 PM by Mayor Jeff Williams in the City Council Chambers of Payette City Hall, 700 Center Avenue.

**ROLL CALL**

Members Present: Mayor Williams, Lee Nelson, Nancy Dale, Kathy Dodson, Alan Massey and Ray Wickersham

Members Absent: Craig Jensen

Staff Present: Mark Clark, Chief of Police; Jamie Couch, Street Supervisor; Randy Schwartz; WWTP Supervisor, Jake Hust; Water Supervisor, Randy Fales; Parks Supervisor Erin Haley; Library Director, Matea Gabiola; Administrative Assistant and Steve Castenada; Fire Chief. (arrived at 6:25pm).

**AGENDA ITEMS**

None

**DEPARTMENT REPORTS**

1. Street Department – Mr. Couch stated that his department just finished chip sealing and painting lines on the City streets, they also will be starting on the light poles. He stated they will be starting a curb & gutter project over on North 4<sup>th</sup> Street and just finished their portion of the Iowa project. Ms. Dale asked Mr. Couch if he had 5-year plan and a list of goals. Mr. Couch stated yes
2. Water Department- Mr. Hust stated his department has been doing a lot of meter pit maintenance, mowing of the reservoirs, updating to radio meters, gathering samples, helped the Street Department with chip sealing, and keeping up on the normal day to day work orders.
3. WWTP Department- Mr. Schwartz stated his department just completed reinstalling a race pump. The received bids for the sewer replacement project on 1<sup>st</sup> Avenue South and HWY 95. They put a building up at vista air lift station to add another oxygen molecule to that pressure main. Other than those projects there are the daily work orders, testing, and collections.
4. Park Department- Mr. Fales stated his department has been very busy keeping water on all the grass in our City Parks. They have gone through a pallet of ironite to keep our grass green and healthy. There are a lot of trees within the City that are hanging down right now due to a lot of fruit, but they will be trimming them soon.
5. Pool Department- Mr. Fales spoke on behalf of the Pool. He stated that last week the boiler had a rollout, and when it gets plugged up the igniter will not work, it needs to be on a cleaning routine. Mr. Massey asked what are the pool temps staying at? Mr. Fales stated currently it is around 79 degrees at 6am in the morning, but he doesn't check it during the day. Ms. Dale asked if the boiler needs maintenance more, to prevent a rollout. Mr. Fales stated having repairs or maintenance every 90 days, would help prevent that issue. Ms. Dale asked if the maintenance is done every 90 days, will it prevent the pool being closed down an entire day for repairs. Mr. Fales stated yes it would prevent that. Ms. Dale asked about the current solar heating system and how it is holding up. Mr. Fales stated that there are some cracks and it is in need of repair.  
Ms. Dale wanted to know the current status on the pool hours and hiring or lifeguards. Mayor Williams stated that the Pool did a lifeguards' certification class and there were 7 in attendance and we have since hired two,

6. Shop Department- Mr. Franek was not in attendance.

### **FUTURE MEETING TOPICS**

Sherri Schuster, 10237 Payette Height Road Payette, ID- Ms. Schuster addressed the Council and stated after returning from vacation, she learned the Pool hours has again changed and still can't take her daycare kids to the pool. There are people who want to use this pool, but can't if the pool is closed. She doesn't understand it, nor does it make any sense to her. Mayor Williams stated there is a group of people that wanted the pool open in the mornings, so after meeting with the pool staff they changed the hours to help the community by keeping the pool open to appeal to them as well. The City has increased the lifeguards' wages, hired more guards, but only have so many to keep the pool open. We at the City will make it whole with any patron that has purchased a pool pass. All she asks is to come together as a community to save this pool.

Mr. Wickersham stated that the Council doesn't want to see the Pool close down.

Ms. Dale stated that this Council wants this Pool to work and stay open, but wants the community to understand that their hands are tied. Ms. Dale asked Mayor Williams if he would be comfortable to appoint a few Council members to help resolve this issue to pursue finding someone to fill the position of Pool Manager. She knows of a few Council members willing to volunteer their time to find this person, because City staff doesn't seem be able to have the time to accomplish this. This community does deserve that. Ms. Dale stated as a Council member she feels responsible to help resolve this.

Ann Schiemer Fitch, 1176 Locust Way Ontario, Oregon - Ms. Schiemer addressed the Council and stated that when she was interviewed for the Pool Manager position, she was asked one question that really disturbed her. The question was, Are you a team player? Ms. Fitch stated she is absolutely, but she thinks in this problem they have forgot that one of the team members is the citizens of this community, and that you are here to serve those people. Both those who are elected as well as hired. The City employees are hired to protect the public and services in such a matter that is satisfactory for this community. Ms. Schiemer is disappointed in this town, we don't want to take care of the City nor do we want any new businesses. If it takes a \$1,000,000 bond to save this pool, then it needs to be done. You can Band-Aid the pool to cover up the problem or fix it entirely.

Liz Amason, 490 North 20<sup>th</sup> Street Payette, addressed the Council and stated that St Luke's has a Community Health Improvement Fund grant that is due by the September 30<sup>th</sup>, 2016, and possibly those funds can help rehabilitate the pool. Ms. Amason is more than happy to help with this grant.

### **ADJOURNMENT**

Mayor Williams adjourned the work session meeting at 6:48 pm

### **7:00 PM – Regular Meeting**

A regular meeting of the Payette City Council was called to order 7:01 PM by Mayor Jeff Williams in the City Council Chambers of Payette City Hall, 700 Center Avenue.

### **ROLL CALL**

Members Present: Mayor Williams, Lee Nelson, Ray Wickersham, Nancy Dale, Kathy Dodson, and Alan Massey  
Members Absent: Craig Jensen,  
Staff Present: Mark Clark, Chief of Police; Steve Castenada, Fire Chief, Jamie Couch, Street Supervisor; Jake Hust; Water Department, Randy Schwartz; WWTP Department, Randy Fales; Parks Department, Ed Franek; Shop Supervisor, Erin

Haley; Library Director, Bert Osborn; City Attorney, Mary Cordova; City Clerk, and Matea Gabiola; Administrative Assistant

### **PLEDGE**

The Pledge of Allegiance was led by Mayor Williams.

### **PUBLIC HEARING FOR BUDGET**

Bert Osborn conducted the public hearing.

Ms. Cordova handed the Council copies of the slideshow presentation. Ms. Cordova informed the public that the current tentative budget is \$ 9,446,737. Ms. Cordova stated that we will have a slight decrease in property tax revenue and our employees' health insurance premiums has will decreased. Ms. Cordova informed the public that the elected officials are in charge of the levying the property tax rate. We do not have any control on what the State gives us in revenue sharing, so the Council determines your City levy rate. Ms. Cordova stated that the majority of the general funds go to the Police Department which is roughly 43%, then Fire Department, Administration, Parks Department, Code Enforcement, and Legislative & Executive. What are our priorities the next budget year?

Ms. Cordova stated that the Council has embarked on a strategic plan to what our City future holds in the next 5 years. The Council's goals are to invest in resources and strategic focus on initiatives that will generate awareness and broaden economic opportunities for this community. The Council is trying to build the budget around the mission statement. Goal # 1 is to facilitate economic development to revitalize the community. Ms. Cordova stated the Council has created a new department in the budget called Economic Development. In this funding is a paid position, that will be meeting goals that is in the strategic plan as well as general marketing. Goal #2 is customer focus. They are wanting to create partnerships with the citizens to ensure their success. Goal # 3 is a future for growth in our youth. The Council wants to ensure that the future generations can enjoy opportunities to live and work in Payette, by forming partnerships with organizations that support growth.

Ms. Cordova stated that each Department tells the Mayor their goals that would they would like to accomplish with next year's budget. In the Administration department some of our goals are working on an innovative government by increasing customer satisfaction, fiscal sustainability and strategic investment in making sure the budget is structurally balanced, incorporating long term financial planning, increasing our operational efficiency through technology, seeking out & fixing processes that don't work and making sure that our staff is trained to provide great customer service to our patrons. The Police Department has 14 certified officers; one officer is grant funded through the Idaho Department of Justice and is focused to be community oriented. There is one year left with that position. Along with the 14 certified officers the department has one code officer, and one administrative support. Chief Clark is only asking for one new police car, one replacement engine for another car and basic equipment. The Fire Department is asking for a Type 6 Brush Truck. Mayor Williams asked Chief Castenada to explain what a brush truck is. Mr. Castenada stated that there are over 700 acres of fields in the rural area and we are in need of this truck. Ms. Cordova stated that in addition to the brush truck, Mr. Castenada is saving for a new engine. There is a position for a part-time employee to continue service in the rescue program.

The Parks Department, has over 50 acres of parks. Their budget includes a dog park, replacing the floor at the band shell and a dredge the pond at the greenway. The Street Department would like to improve River Street, replace, widen and improve other streets, purchase a new Street Sweeper, purchase a new Paint Stripper, and hire on an additional full-time employee. Mr. Couch stated every year that he has to retrain someone to run the Street Sweeper. This has been a seasonal position and we've lost people over the years. He would like to see one full time employee designated as the street sweeper during the summer, then work the rest of the year. Ms. Dale stated that we need to factor in the time it takes to train someone. Mayor Williams stated we can use this person not only for street jobs, but other maintenance around the City. This person is already in the budget. Ms. Cordova stated

that Shop Department is wanting the normal tools and supplies to keep the City running, and is in need a new shop. The current shop isn't big enough to work on our bigger pieces of equipment safely. Ms. Haley, Library Director, spoke on behalf of the Library. The Library is wanting to increase the book and technology budget, to accommodate the volume of patrons coming through the door. Ms. Cordova stated that in the Library budget from last year they added a full-time employee, so currently the Library has 4 full-time and 1 part-time staff. There currently is \$7,000 in the budget for information technology, they are looking in purchasing a projector and some privacy barriers. Ms. Cordova stated that for the Pool there is \$20,000 in the budget for a needs assessment, to hire a professional to come observe our pool and determine how to update the pool. There is money in the budget to resurface the indoor pool and purchase additional lockers for the locker rooms. Ms. Cordova stated that the Airport has the runway extension project out to bid this week, some of the funds will be spent this fiscal year to prevent going over into the next year budget. There is \$25,000 marked for a bigger fuel tank. Jake Hust, Water Supervisor, spoke on behalf of the Water Department. The Water Department has a couple big projects coming up, redoing River Street, updating to bigger water lines on 3<sup>rd</sup> Ave North, roof maintenance and rehabs on shops, reservoirs and well stations, and updating the City to radio meters. Currently 25% of town is done. Randy Schwartz, WWTP Supervisor, spoke on behalf of the WWTP. The WWTP Department will be working on some crossings of 1<sup>st</sup> Ave South and Center, purchasing a new Vac Truck and looking for a new person to add on to staff, due to Mr. Schwartz retiring. Ms. Cordova stated due to a franchise agreement with Hardin Sanitation the Sanitation fund will not be changing. In the Revolving Loan fund there is still a lot of funds in there for façade grants. Ms. Cordova stated that the City will be expending funding from the Impact Fee fund for the Fire Departments brush truck equaling \$12,043, & \$9,000 for Police equipment. Ms. Cordova stated that there is a 3% wage increase in the budget, The City's workers comp went down 38% because employees are working safer. There is a decrease in health insurance by 15%. The insurance is no longer age defined but the employees are now grouped as a composite. Ms. Cordova stated the Mill rate the way it is budgeted right now with the property tax as in the tentative budget, we are looking at 11 Mills. Mr. Nelson asked Ms. Cordova to explain the 3% new construction and foregone. Mr. Nelson asked how much is in the foregone? Ms. Cordova stated she doesn't have an exact estimate but roughly \$80,000, and if the Council decides to use it or keep for the next fiscal year we need to hold a public hearing on that. Ms. Dale was confused that if foregone was a revenue why wasn't it listed. Ms. Cordova stated that you won't see it in your actual budget just the levy calculations.

Mike Campbell, 2072 Center Avenue Payette, addressed the Council, he had a few questions that he wanted to clarify and understand better. Mr. Campbell asked about the 15% increase in the overall budget. He wasn't sure where that extra 15% was going. Ms. Cordova explained there is a 3% wage increase for the employees, there was a projected higher amount for insurance but it has gone down 15% and this budget in front of you doesn't reflect that. He asked about the Economic Development fund and the \$80,000 for that line item. Ms. Cordova stated that the Council put in \$50,000 for a contracted position, then \$20,000 to meet the goals of the strategic plan and then another \$10,000 for general miscellaneous expenses. Mr. Campbell asked about the Airport and \$25,000 for the new fuel tank, and why do we need to spend that much on a tank. Mr. Osborn stated with bigger tank for the Airport it is the easier to get refilled and offer more gas to pilots, which could increase revenue.

Ms. Dodson spoke on behalf of the City's employees' wages verses wages in the surrounding areas. Ms. Dodson stated that after doing this research the Council needs to consider raising base wages to retain our assets.

Chief Clark stated that it is important to keep our current staff and take care of them. He penciled out what it cost to train and hire a new officer. Clark stated that the cost of hiring on a new officer is \$18,000. Mr. Clark stated that the City should offer insurance, that is a good reason as to why people want to work for the City. It is important to invest in our employees. The City's starting wages are below everyone else in the surrounding areas and you can't blame people for leaving, when they have to provide for themselves.

Mr. Schwartz stated that with him retiring the City is now looking at hiring a Class 3 Waste Water Operator, for which the minimum amount of time to acquire is 7 years. There are hours logged, tests taken and certifications that are required. Mr. Schwartz stated that he has two guys right now who have been with him for a few years that make less than the starting wage over at Fruitland.

Chief Castenada stated it is hard to ask for a wage increase when he is asking for such big ticket items, but like Mr. Clark & Mr. Schwartz he said we need to invest in our employees.

Mr. Hust stated that in the Water Department all employees are required to keep up on your licensees and certifications and they are not easy to get. When a potential employee sees a dollar an hour more figure across the river with the same requirements we can't compete. Mr. Hust stated we are trying to train our next generation, if we can't keep them we won't go anywhere.

Mr. Couch stated that like everyone else said you have to treat and take care of your employees right. We have to be competitive to keep someone.

Public hearing closed at 8:12 pm

### **CITIZENS COMMENTS**

None

### **APPROVAL OF MINUTES**

- A. 07-29-2016 – Budget Work Session
- B. 08-01-2016- Work Session & Regular Council

A motion was made by Dodson and seconded by Nelson to approve the minutes of 07-29-2016 Budget Work Session & 08-01-2016 Work Session and Regular Meeting as written.

After a voice vote by the Council, the motion CARRIED.

### **APPROVAL OF BILLS & PAYROLL**

A motion was made by Nelson and seconded by Wickersham to approve the City Bills & Payroll in the amount of \$233,258.43

At the roll call:

Ayes: Dodson, Wickersham, Nelson, Massey and Dale.

Nays: None

The motion CARRIED.

### **SPECIAL ORDERS**

None

### **COMMUNICATIONS**

None

### **PLANNING & ZONING**

- A. July 28, 2016 Meeting Minutes

### **AGENDA ITEMS**

A. Re Appointment Historical Members-

Mr. Nelson abstained from this voting due to a conflict of interest.

A motion was made by Massey and seconded by Dodson to appoint Ann Curtis, Linda Williams, Don Belvoir & Lee Nelson to the Historical Commission with terms to expire 7-31-2019.

After a voice vote by the Council, the motion CARRIED.

B. Utility Assistance Program Dodson & Nelson adopt policy

A motion was made by Dodson and seconded by Nelson to adopt the Utility Assistance Program policy.

After a voice vote by the Council, the motion CARRIED.

C. Agenda Request –WICAP Head Start-

Barbra Cabrera, 2281 7<sup>th</sup> Ave North Payette, addressed the Council on the behalf of WICAP. Ms. Cabrera stated that they are wanting to take the kids to the swimming pool, and is asking that the Council donate Pool passes. Ms. Cabrera stated that on the application she put down 13 children, but there is going to be 16 kids.

A motion was made by Nelson and seconded by Wickersham to approve the donation of 16 one-day pool passes to WICAP headstart for the use of the pool on 8/18/2016 from 10am-11am.

After a voice vote by the Council, the motion CARRIED

D. Agenda Request Jared Blake- Fishing Dock at Greenway- The Council decided to continue this item.

**BOARD & COMMISSION REPORTS**

A. Building & Business Permits- July 2016- Ms. Dodson asked if the business licenses names can be added to this list.

B. Airport Commission – August 8<sup>th</sup>-

**MAYOR'S COMMENT**

Mayor Williams wanted to let Ms. Dale speak on the topic she requested to talk about earlier.

Ms. Dale stated that she never wants the impression sent that the Council doesn't appreciate our employees. The Council walked into this budget year being told that our assessment values were going to be considerably low, and that we were going to have to make up somewhere else. She is resistant to a flat 5% across the board for all employees. Some employees deserve more of a raise and some simply don't deserve a raise at all. The problem with that scenario is how to you determine who gets a raise and who doesn't. The Economic Development position and the reasoning for the \$80,000, is they had to put as much money in that line item as possible while the Council waits for the survey results to come back. She wants your input on how to keep your guys.

Ongoing certifications should warrant raises and those are the incentive that employees need. Ms. Dale wanted to let staff know that they are appreciated in all the hard work they do.

Mr. Wickersham wanted to state not only are they dealing with the employees, but the public too and keeping the levy rate down.

Mr. Massey talked about the benefit package and that is one of the many reasons people like to work for the City. Mr. Massey stated we do appreciate our employees and step raises should be in place.

Mayor Williams asked the Council when they would like to have another work session. Mr. Massey stated he would like to have a Work Session before the strategic plan meeting on the 29<sup>th</sup> at 4pm, as well as another one after the strategic plan meeting. Ms. Dale mentioned the date of the 23<sup>rd</sup> at 4pm. The Council agreed on that tentative date. Mayor Williams stated the Council will approve our tentative budget at the September 6<sup>th</sup> meeting.

**CITIZEN'S COMMENTS**

Bryon Dale, 313 Sunrise Drive Payette, addressed the Council and asked how you can make accommodations for WICAP Kids and not Sherri's daycare Kids. Mayor Williams stated that Ms. Schuster can make a request. Mr. Dale stated that Mayor Williams is making bad decisions. Mr. Nelson stated it wasn't just Mayor William's, we as a Council all voted on it. Mr. Dale stated the whole pool situation was a bad decision on Mayor Williams part. Mayor Williams stated that Mr. Dale is entitled to his own opinion.

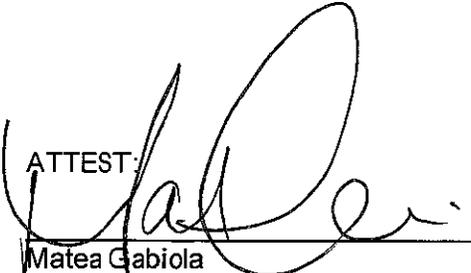
Phillip Smith, 6 North Main Street, Payette, addressed the Council stating that Ms. Schuster did make that request and verbalized it to you all.

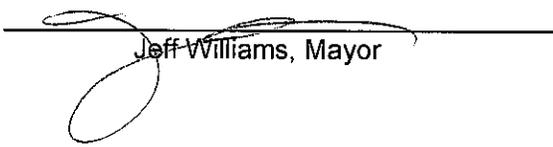
**ADJOURNMENT**

A motion was made by Nelson and seconded by Dodson to adjourn the regular meeting at 8:32 pm.

After a voice vote by the Council, the motion CARRIED.

Signed this 9/7 day of, 2016.

ATTEST:   
\_\_\_\_\_  
Matea Gabiola  
Administrative Assistant

  
\_\_\_\_\_  
Jeff Williams, Mayor