

MINUTES OF ELGIN CITY COUNCIL REGULAR MEETING

Meeting Date: July 14th, 2015

Call to order: A regular meeting of the Elgin City Council was held at Elgin City Hall, Elgin, Oregon on July 14th, 2015. The meeting convened at 19:00, Mayor Allan Duffy presiding.

Members in attendance: Councilors Linville, Burgess, Richards, Warren, Miles and Shaffer.
Recorder/Administrator Eckstein, Public Works Director Larman.

Members not in attendance: None

Approval of minutes: Motion was made by Councilor Linville, and seconded by Councilor Warren to approve the minutes of the August 2014 meeting. Motion carried, all in favor.

Reports: (No significant discussion, refer to the meeting packet for the information reported)

- Citizen Complaints – Slight discussion on properties summary abated
- Law Enforcement/Animal Control – Slight discussion on number of hours worked, over by 200 for the month of July
- Ambulance – No significant discussion
- Public Safety – No significant discussion
- Public Works – Started storm water drainage project north of Hartford Street. PW director would like to attend a heavy equipment auction to look at future purchases needed to be made by the City. Councilor Burgess raised concerns about prioritizing what the City of Elgin needs first, a grader or an excavator. Councilor Burgess favored the grader, while councilors Linville and Richards discussed the pros and cons of having them both. It was decided in the end to use the full budgeted amount set aside for public works heavy equipment and seek both purchases this fiscal year. The PW committee would meet with the director and get a plan together to make this happen. Public comment was made by citizens Richard Miller and Toni Olson but was irrelevant to the conversation.
- Library – Librarian Chandler discussed the options of new hours for the library due to increases in both her hours and that of the Assistant Librarians. Refer to the packet for more information.
- Administrator – No significant discussion
- Administration – No significant discussion
- Opera House – Citizen Bottger represented the Friends of the Opera house and stated that they have been awarded \$7,000 in grants thus far and plan on applying them to an in house communication system. She also announced that patrons could purchase a season pass for \$65 and also announced the next few performances.
- Chamber of Commerce – No significant discussion
- Lions Club – Lion Bottger announced a new president, Bob Thomas. They had a successful Riverfest. Nothing really planned until school starts back up and they would be reading to classrooms as well as giving flags to first graders in the Counties schools.
- Stampeders – Councilor Burgess reported that the Stampeders felt the change of dates was an overall success and they planned on sticking to that schedule. They also will be installing a new set of aluminum bleachers they got from Athena for next years show.
- Women's Service Club – No significant discussion

- Economic Development – Mayor Duffy reports a Mayor meeting in Union on July 22nd he and Administrator Eckstein will attend. He also announced the Elgin Health Care Clinic project has received state funding in the total of \$1.25 million dollars. With private and public donations that leaves the project short of completion by \$500,000. The board of directors would like to work with the City of Elgin to find a way to cover this amount possibly through a block grant.
- Student Councilor – No councilor selected yet

Old Business

- Parking Lot on N 8th (Highway 204) – No new developments
- Hiring of Assistant Camp Host – Mike Short has been recommended by the hiring committee to perform the assistant camp host contract. It was also recommended by Administrator Eckstein to keep the assistant there year round. A motion was made by Councilor Burgess to hire Mike Short as the assistant camp host and seconded by Councilor Linville. Motion Carried, all in favor.
- Solid Waste Transfer Station Upgrades – Councilor Richards has been heading up the negotiations and bids for this process. He had secured a couple bids that came in lower on a similar product that Total Scales was offering so he planned on using that to try and negotiate a lower price. It was also determined by consensus that no larger than a 50ft scale would be needed and that should reduce the pricing as well.
- Discussion of New City Employee Waves for Fiscal Year 2015-2016 – Mayor Duffy raised concerns that the increase in the administrators' salary was possibly too much. It didn't leave any room for merit raises. It was roughly an \$11,000 a year increase. Councilor Burgess countered that the wage was started off way to low at \$36,000 per year and he feels like what was proposed was still too. Councilor Warren stated she thought it was ridiculous the administrator position makes less than three of the public works crew when the administrator is put in charge of them. Councilors Linville and Richards also expressed they had no problem with the increase. Councilor Linville indicated if you don't pay someone close to what they are worth what is to stop them from going somewhere that will. Mayor Duffy expressed that he didn't disagree with the increase, but the council needed to come up with an evaluation process that backed up increases to salary like this. The administrator agreed to an annual review by the council and that would be a great way to do this. Councilor Burgess also expressed his apologies for prior wage negotiations as he feels that employees in a supervisor role should be discussed separate from hourly employees. It was the general consensus to do this in the future. The discussion moved to the assistant librarian position.

Councilor Burgess expressed concerns that the City should be more focused on COLA raises for hourly employees. He felt like a \$0.90 boost is too much. He cited that the County raises operate on the CPI and the highest wage increase he ever got was 3% and that was employee wide, no more, no less. Where the CPIS is in the negative this year, the best the county can expect is a 1% raise. Councilor Warren and Richards expressed their concerns that the assistant librarian has not receive a raise in wages for quite some time. Mayor Duffy stated that when the Librarian is gone, she runs the library on her own and very efficiently. Councilor Linville proposed a possible \$0.25 an hour raise raising concerns that if she leaves who do you get to replace her at minimum wage as people generally make more on unemployment. Councilor Richards stated he did not know she had been working for the City for 10 years and he feels she

deserved the increase in hours and wage. Assistant Librarian Timmons spoke on her behalf stating that after 10 years of service to the city she felt it would be nice to be appreciated. Everyone was given at least a COLA last year minus her. Councilor Warren stated that the library is an asset to the city and the learning tools provided to the children are more important than the city garbage. A motion was made by Councilor Shaffer to award both the increase in hours and hourly wage increase of \$0.90 to the assistant librarian. This was seconded by Councilor Richards. All councilors were in favor minus Councilor Burgess, he voted nay. Motion carried.

Administrator Eckstein informed the council that the employee occupying the public works 2 position had been in employment for 1 year and was being recommended by the public works director for an increase in wages. Councilor Linville asked if a review has been performed on the said employee and Administrator Eckstein said yes, and he got very high marks. Councilor Warren moved to increase the PW2 wages from \$18.50 to \$19.00 per hour, Councilor Linville Seconded. All councilors were in favor minus Councilor Miles, she voted nay. Motion carried.

Mayor Duffy requested the final resolution be drawn up to reflect the changes in wages so the council can move forward at the second meeting in July on this.

New Business

- To consider the dismissal or disciplining of, or to hear complaints or charges brought against a public officer, employee, staff member or individual agent who has requested an open hearing –

Refer to Attached Documents

After both statements were read, Administrator Eckstein argued that he can't do his job properly if this "cloak and dagger" method of finding information out is continued to be allowed. He is simply asking councilors to come to him if they have questions at his office so problems can be resolved instead of trying to set people up to be blindsided in open session. If the city is to every move forward, it has to stop. He is not trying to "hide" any information or act like he is on a power trip. He is simply trying to protect the privacy rights of employees as well as protect the councilors from accessing information that would make them liable to damages. Councilor Miles argued that her and past councilors have been accessing this information for approximately 6 years and it was never a problem. Administrator Eckstein stated that I think we can all agree that things done in the past were done wrong. Councilor Shaffer stated that after going to Administrator Eckstein's office and asking the questions she realized that was the right way to do it and should have been done in the first place.

After listening to both sides of the debate, Mayor Duffy asked the council how they would like to move forward. Councilor Richards stated that he would like to see them both resign. Councilor Miles stated the council could request all they want, it's not going to happen. Councilor Linville brought up the possibility of a vote of no confidence in the councilors in question. Councilor Burgess asked that everyone take a step back and look at the situation. As both councilors are elected they can't be forced to resign. The city attorney recommended mandatory ethics training for all of the councilors to prevent this from happening in the future.

Councilor Burgess would like all the council to read the Code of Conduct and ensure they are all operating by it. Councilor Warren then requested to go into executive session and the Mayor moved the council chambers into executive session per ORS 192.660(2)(b)(f)(h)(i)

New Job Descriptions – No significant discussion Councilor Shaffer Moves to accept the descriptions, Councilor Warren seconds, all in favor, motion carried.

Resolution 1364 (2015) A resolution adding a position permanently in administration title Clerk 1 – Councilor Richards reads the resolution, Councilor Burgess moves to accept the resolution with a change to the date it was passed, Councilor Warren Seconds, all in favor motion carried.

Resolution 1367 (2015) A resolution changing the job title of the administration position City Clerk/Receptionist to Clerk 2 and accepting the modified job descriptions for the Clerk 1, Clerk 2, and Recorder/Administrator positions – Councilor Warren reads the resolution, Councilor Warren moves to accept the resolution, Councilor Shaffer seconds, all in favor, motion carried.

Resolution 1366 (2015) A resolution approving the Special City Allotment Grant - Administrator Eckstein stated that this should be a yearly grant the City receives, but they missed a year on it last year. This will be applied to the Cities “Block by Block” project and coupled with another grant should roughly cut the expense of one block of improvements by half. Councilor Richards moves to accept the resolution, Councilor Linville seconded, all in favor, motion carried.

Resolution 1368 (2015) A resolution of the City Council of Elgin imposing the property tax – Administrator Eckstein states that the previous resolution submitted to the county for this was missing some information on the first page the county would like to see instead of just being on the attached LB-50 to mesh with their system a little easier. As it was still before the cut-off date to be turned in a new resolution was composed. Councilor Miles read the resolution, Councilor Warren moved to accept the resolution, Councilor Shaffer seconded, all in favor, motion carried.

Citizen Concerns

Citizen Olson commented that the wordage on the agenda had changed and questioned why. Administrator Eckstein stated that the time allotted for citizen concerns is reserved for future items that a citizen is requesting be on a future agenda. This is per council rules that had been approved in the past. Mayor Duffy confirmed this rule.

Councilor Linville moves to pay the bills and adjourn, Councilor Miles seconded, all in favor, motion carried.

Meeting was adjourned at 11:43pm.

Brock Eckstein

Recorder/Administrator