

OFFICIALS

Joe Stear, Mayor
Pat Jones, Council President
Briana Buban-Vonder Haar, Council Member
Richard Cardoza, Council Member
Greg McPherson, Council Member



CITY OF KUNA

Kuna City Hall Council Chamber, 751 W 4th Street, Kuna, Idaho

City Council Meeting MINUTES Tuesday, December 6, 2016

Please note the new City Hall location: 751 W 4th Street, Kuna, Idaho

6:00 P.M. REGULAR CITY COUNCIL

1. Call to Order and Roll Call

COUNCIL MEMBERS PRESENT: Mayor Joe Stear
Council President Pat Jones
Council Member Richard Cardoza
Council Member Briana Buban-Vonder Haar
Council Member Greg McPherson

CITY STAFF PRESENT: Richard Roats, City Attorney
Chris Engels, City Clerk
Wendy Howell, P & Z Director
Gordon Law, City Engineer
John Marsh, City Treasurer
Bob Bachman, Fleet/Facilities Director
Bobby Withrow, Parks Director
Troy Behunin, Senior Planner
Trevor Kesner, Planner II

2. **Invocation:** Karen Hernandez, United Methodist Church

3. **Pledge of Allegiance:** Mayor Stear

City Attorney Richard Roats provided a response to the question regarding the Final Plat Process asked by Council President Jones at the November 15, 2016 meeting. Mr. Roats explained the language in Kuna City Code 6-2-4; specifically the portion of the sentence reading prior to the subdivider submitting for final plat approval. He asked if that portion meant everything goes to Council after the final plat is completed with items listed in the code. Subsequent to the November 15, 2016 meeting, staff was able to get together to review the procedure they are following. The procedure is, essentially, Planning and Zoning adheres to Section E of 6-2-4 pertaining to Council action and section H applies to the City Engineer's final plat approval. However, it is ambiguous so

he will make some changes to the code to make the functions of the City Engineer clearer. The issue is holding up final plat approval from Council until all of those items are done delays the developer significantly. He asked that the process be kept as it is and he will tidy up the language in the code to clarify it. He stood for questions.

Council President Jones asked if Mr. Roats was saying when a final plat comes before Council the City Engineer has not received any application for a final plat at that point.

Mr. Roats clarified that the City Engineer will have the final plat but Council is determining if the final plat is in substantial conformance with the preliminary plat. Then the technical details are signed off by the City Engineer when they are completed. That is the process that is currently in place. "Prior to the subdivider submitting for final plat approval" should probably be "prior to the subdivider submitting for final plat approval to the City Engineer for the check off list" which occurs after Council has approved the final plat. The City Engineer then does the approval in the form of a memorandum.

Council President Jones said he understands Council's role. His concern was that the code states those items have to be done before submitting for a final plat. Mr. Roats said he will be changing that but Council President Jones would have it read as those items must be completed before turning in the application for final plat which would solve his concern. That is the way he reads the code as it is now.

Mr. Roats said that is one (1) interpretation but the current procedure is the application is submitted, Council approves it, and then the City Engineer goes through the final checklist and issues a final memorandum confirming that those items have been done. It can be submitted before the items are completed. When those items are completed the City Engineer is the last to sign off and then issue a final memorandum.

Council President Jones said he has no issue with the way the City is processing the applications. He only wants to be sure the applications are being processed per code. He left it up to staff.

4. Consent Agenda:

(Timestamp 00:06:25)

All items listed under the Consent Agenda are considered to be routine and are acted on with one motion by the City Council. There will be no separate discussion on these items unless the Mayor, Council Member, or City Staff requests an item to be removed from the Consent Agenda for discussion. Items removed from the Consent Agenda will be placed on the Regular Agenda under Business or as instructed by the City Council.

A. City Council Meeting Minutes:

1. Regular City Council Minutes, November 15, 2016

B. Accounts Payable Dated December 2, 2016 in the Amount of \$510,714.41

C. Final Plat

1. Consideration to approve 16-12-FP (Final Plat – Ardell Estates Sub No. 1) - Applicant seeks final plat approval for Ardell Estates Sub No. 1. If approved, this will create 43 buildable lots and eight (8) commercial lots, at the south west corner of Linder and Ardell Roads.
2. Consideration to approve 16-13-FP (Final Plat – Silver Trail Sub No. 2) - Applicant seeks final plat approval for Silver Trail Sub No. 2. If approved, this will create 45 buildable lots and six (6) commercial lots, adjacent to Silver Trail No.1 and Applewood Subdivision.

D. Resolutions

1. Consideration to approve Resolution No. R90-2016 - Accepting Sewer Easement for the Orchard Lift Station Project

RESOLUTION APPROVING ACCEPTANCE OF A SEWER EASEMENT ON GRANTOR'S PROPERTY FOR THE PURPOSE OF CONSTRUCTING, OPERATING AND MAINTAINING A SEWER MAIN FOR THE ORCHARD REGIONAL LIFT STATION PROJECT.

2. Consideration to approve Resolution No. R91-2016 - Accepting Temporary Pressure Irrigation Easement for the Greyhawk Subdivision No. 5 Project

RESOLUTION APPROVING ACCEPTANCE OF A TEMPORARY EASEMENT ON PROPERTY OF JERRY HESS AND JOAN HESS LIVING TRUST FOR THE PURPOSE OF CONSTRUCTING AND MAINTAINING A PRESSURE IRRIGATION MAIN FOR THE GREYHAWK SUBDIVISION NO. 5 PROJECT.

3. Consideration to approve Resolution No. R92-2016 - Approving Terms of a Letter of Credit for Timbermist Subdivision No. 3 Project

A RESOLUTION OF THE CITY OF KUNA, IDAHO APPROVING A BOND FOR COMPLETION OF CONSTRUCTION BY COLEMAN HOMES INC. FOR THE TIMBERMIST NO. 3 SUBDIVISION FOR UNCOMPLETED WORK INCLUDING LANDSCAPING AS REQUIRED FOR PHASE NO. 3 PURSUANT TO THE TERMS OF THIS RESOLUTION.

4. Consideration to approve Resolution No. R93-2016 - Approving Terms of a Letter of Credit for Timbermist Subdivision No. 4 Project

A RESOLUTION OF THE CITY OF KUNA, IDAHO APPROVING A BOND FOR COMPLETION OF CONSTRUCTION BY COLEMAN HOMES INC. FOR THE TIMBERMIST NO. 4 SUBDIVISION FOR UNCOMPLETED

WORK INCLUDING LANDSCAPING AS REQUIRED FOR PHASE NO. 4 PURSUANT TO THE TERMS OF THIS RESOLUTION.

5. Consideration to approve Resolution No. R94-2016 – Approving the Purchase of a 2016 Big Tex Dump Trailer as Approved in the Fiscal Year 2017 Budget

A RESOLUTION OF THE CITY COUNCIL OF KUNA, IDAHO AUTHORIZING THE CITY OF KUNA, IDAHO'S FACILITIES DIRECTOR, BOB BACHMAN TO NEGOTIATE THE PURCHASE OF A 2016 BIG TEX DUMP TRAILER FOR THE SUM OF \$7,571.00; AUTHORIZING THE MAYOR TO EXECUTE THE PURCHASE AGREEMENT; AND AUTHORIZING THE CITY OF KUNA, IDAHO'S TREASURER, JOHN MARSH TO PAY THE INVOICE.

6. Consideration to approve Resolution No. R95-2016 - Approving the Purchase of a 2016 John Deere 35G Compact Excavator as Approved in the Fiscal Year 2017 Budget

A RESOLUTION OF THE CITY COUNCIL OF KUNA, IDAHO AUTHORIZING THE CITY OF KUNA, IDAHO'S FACILITIES DIRECTOR, BOB BACHMAN TO NEGOTIATE THE PURCHASE OF A 2016 JOHN DEERE 35G COMPACT EXCAVATOR FOR THE SUM OF \$48,300.00; AUTHORIZING THE MAYOR TO EXECUTE THE PURCHASE AGREEMENT; AND AUTHORIZING THE CITY OF KUNA, IDAHO'S TREASURER, JOHN MARSH TO PAY THE INVOICE.

7. Consideration to approve Resolution No. R96-2016 – Approving the Cost of Living Increase and the 2016-2017 Step and Grade Chart as Approved in the Fiscal Year 2017 Budget

A RESOLUTION OF THE CITY COUNCIL OF KUNA, IDAHO APPROVING THE COST OF LIVING INCREASE OF ONE AND ONE HALF PERCENT (1.5%) FOR ALL FULL-TIME CITY EMPLOYEES; ADOPTING THE 2016-2017 STEP AND GRADE CHART FOR ALL FULL-TIME NON-DIRECTOR EMPLOYEES AS ATTACHED HERETO AS EXHIBIT A; AND DECLARING THE EFFECTIVE DATE.

E. Findings of Fact and Conclusions of Law

1. Consideration to approve the Findings of Fact and Conclusions of Law for Case No.s 16-02-S and 16-02-ZC – Subdivision and rezone for Airenal Park Subdivision

Council President Jones disclosed one (1) of the accounts payable is to a business his wife works at. It looks to be a normal day to day operation that he has no input on but his association should be noted.

Council Member Buban-Vonder Haar moved to approve the consent agenda. Seconded by Council Member McPherson. Approved by the following roll call vote:

Voting Aye: Council Members Cardoza, Jones, Buban-Vonder Haar, and McPherson.

Voting No: None

Motion carried 4-0.

5. Community Reports or Requests:

6. Public Hearings: (6:00 p.m. or as soon thereafter as matters may be heard.)
(Timestamp 00:07:41)

A. Public Hearing and Consideration to approve 16-03-ZC – Trevor Kesner, Planner II

A request from Michael Larson to rezone approximately 0.283 acres in City limits from the current R-6 residential zone to a CBD (Central Business District) commercial zoning designation. The site is located at 368 N. Linder Avenue, Kuna, Idaho.

Planner II Trevor Kesner explained the details of the application and that the applicant had met the requirements. Staff believes the application aligns with the current downtown and other plans. He stood for questions.

Council President Jones said he didn't see any comments from the neighborhood meeting. He asked if there were any.

Mr. Kesner responded that he did not see any written there. There were only two (2) attendees; one (1) of which was the day care property owner. He was not aware of any comments being noted.

Council Member Buban-Vonder Haar moved to open the public hearing. Seconded by Council President Jones. Motion carried 4-0.

In Favor: None

Neutral: None

In Opposition: None

Council Member Buban-Vonder Haar moved to close the public hearing. Seconded by Council President Jones. Approved by the following roll call vote:

Voting Aye: Council Members Cardoza, Jones, Buban-Vonder Haar, and McPherson.

Voting No: None

Motion carried 4-0.

Council Member Cardoza asked a question. (*Unintelligible – mic was not on*)

Mayor Stear responded that a lot of the design specifics will have to come up through the design review process and he did not think they could answer specific questions at that point.

Council Member Cardoza asked if there would be a discussion if parking didn't meet code and who makes the final decision.

Planning and Zoning Director Wendy Howell said parking would be discussed as part of the design review.

Council President Jones moved to approve 16-03-ZC (Rezone). Seconded by Council Member Buban-Vonder Haar. Motion carried 4-0.

7. Business Items:

(*Timestamp 00:14:51*)

A. Continued from the November 15, 2016 Kuna City Council Meeting

Consideration to approve 16-14-FP (Final Plat) – B & A Engineers representing CBH Homes, Inc d.b.a. Challenger Development, LLC: Applicant requests Final Plat approval for Arbor Ridge Subdivision No. 3. The Final Plat for Arbor Ridge Subdivision No. 3 proposes 49 residential lots and two (2) common lots. — Richard Roats, City Attorney

Mayor Stear said this was the final plat that was pulled from the agenda at the last meeting because of the discussion and question regarding the final plat process. He asked that if there were no more questions Council approve 16-14-FP.

Council President Jones moved to approve 16-14-FP (Final Plat). Seconded by Council Member Buban-Vonder Haar. Motion carried 4-0.

B. Consideration to approve 16-04-LLA (Lot Line Adjustment) – Nancy Stauffer, Planning Technician
(*Timestamp 00:15:37*)

The applicants seek LLA approval to finalize the mutual solution agreed upon by both parties to solve an encroachment issue on Mr. Smart's property. Mr. Cronin at 556 W. Trini St. unknowingly had structures which were situated on a portion of Mr. Smart's parcel at 925 N. Goiri St. Upon both parties' discovery of the encroachments; rather than move the fence to correct the issue, they negotiated an agreement to record a new record of survey to move said property line, eliminating the encroachments.

Mayor Stear said it appears both parties are happy with their own solution.

Council Member Buban-Vonder Haar moved to approve 16-04-LLA (Lot Line Adjustment). Seconded by Council President Jones. Motion carried 4-0.

- C. *Continued from the November 15, 2016 Kuna City Council Meeting*
Consideration to approve Resolution No. R88-2016 – Awarding a Bid to Thueson Construction, Inc. in the Amount of \$440,432.63 for the Lake Hazel Sewer Main Project — Gordon Law, City Engineer
(Timestamp 00:17:07)

RESOLUTION AWARDING BID FOR THE LAKE HAZEL SEWER MAIN PROJECT TO THUESON CONSTRUCTION, INC. IN THE ADJUSTED AMOUNT OF \$440,432.63; DIRECTING EXPENDITURE OF FUNDS FROM THE SEWER FUND, WATER FUND AND IRRIGATION FUND FOR SAID PROJECT; AND AUTHORIZING THE MAYOR, CITY CLERK AND CITY ENGINEER TO EXECUTE CONTRACT DOCUMENTS WITH SAID BIDDER.

City Engineer Gordon Law stood for questions.

Council Member Cardoza clarified that the previous bid was \$615,267.00 and not \$440,433.00.

Mr. Law responded that per the discussion at the previous meeting the intent was to negotiate a reduced project to get within budgeted funds. That was accomplished by some negotiation on unit prices partly because not all feet of pipe are the same, some are deeper or shallower and some have deeper rock, so that did not all stay the same. There had to be an adjustment in unit prices and quantities and there is somewhat of an accounting in the memorandum included in the Council Packet to show where it fits with respected budgeted funds.

Council President Jones moved to approve Resolution No. R88-2016. Seconded by Council Member Buban-Vonder Haar. Approved by the following roll call vote:

Voting Aye: Council Members Cardoza, Jones, Buban-Vonder Haar, and McPherson.

Voting No: None

Motion carried 4-0.

- D. Direction from Council on directives to a committee and appoint two council persons for the committee for Special Event Ordinance amendments – Mayor Stear
(Timestamp 00:20:17)

A committee is assembling consisting of staff, two (2) council members and Police/Fire/EMS to review the Special Event Ordinance. Council Member Greg McPherson and Council Member Pat Jones have expressed interest in the committee. A preliminary draft has been provided to the proposed committee. The purpose of the amendment is to address portions of the current code that encumber required users of Special Event Plans, staff processing, liability protection for the city and evaluate the city's level of permitting on private property events that allow public participation.

Mayor Stear explained the request is for approval to form the committee including the two (2) Council members, staff, and Police/Fire/EMS.

Council Member Cardoza asked if there would be a conflict of interest since Council President Jones is part of Kuna Days.

Council President Jones said he did not think there is considering the chamber runs it and his responsibilities are very limited but he will go with whatever Council decides. He said he did have some concerns that could be addressed at that point. He thought there should be some directives regarding it from Council possibly coming at a later date.

City Attorney Richard Roats said that he did not believe it would be a conflict of interest. *(The end of his comment was unintelligible – mic was not on)*

Council Member Cardoza asked if Council needs to vote to form the committee or if the Mayor had the authority to do it.

Mayor Stear said usually committees are formed by Council vote.

Council Member Buban-Vonder Haar moved to form a special event ordinance amendment committee consisting of staff, two (2) council members, specifically Council Member McPherson and Council President Jones, Police/Fire/EMS, and other members as needed. Seconded by Council Member Cardoza. Motion carried 4-0.

**E. Discussion on Splash Pad (*No Action Required*) – Bobby Withrow, Parks Director
(Timestamp 00:24:08)**

Parks Director Bobby Withrow explained to Council he was looking for their input on locations and basic design for the splash pad. He did not have anything for Council to decide on yet but was working on it and getting close. He had a couple pictures available for Council if they wanted to see them. There was a public outreach meeting but no one came. The meeting had been posted on Facebook and there were a lot of comments. A great deal of people were in favor of the project and there were questions about the location. Staff has liked the idea of putting the splash pad where the old BMX track was because it would bring more people to downtown and keep them there. Idaho Pizza and Hippie Swirl are also close by so they would get some more business as well. However anything is open for discussion at the moment.

Mayor Stear added that the location where the old BMX track was is also easily accessible from anywhere downtown. When people come from downtown they would not have to cross the road; they can go under the bridge. The design also calls for a fence to keep kids from running off into the creek. The only thing is Union Pacific Railroad would have to be contacted if the splash pad goes in that spot. It appears the City only has a couple of years left in the contract with them regarding

the Greenbelt easements so discussions will need to be started regarding those anyways but the splash pad should not go on property the City does not have control over in a few years. It will need to be taken care of before continuing that direction.

Council Member Cardoza was concerned about adequate parking without infringing on Sandstone Plaza.

Mayor Stear said staff has looked at expanding the parking lot at the end of Avenue E making it a good size parking lot directly above the splash pad. There is also plenty of parking at City Hall.

Mr. Withrow explained he had done a mockup of the parking. The area originally planned for allows for approximately 48 parking spaces.

Council Member Cardoza clarified that Mr. Withrow was referring to the cul-de-sac.

Mr. Withrow said yes, it would go into that area a little bit but not too much.

Council Member Cardoza asked if 48 spaces would fit in the cul-de-sac area just by infringing a little bit onto the dirt area.

Mr. Withrow said not in the cul-de-sac itself but going deeper into where the race track used to be. That will allow for the 48 spaces. It won't be a giant parking lot but it will be a decent size.

Council Member Cardoza asked if Mr. Withrow had spoken to the Chief of Police in regards to location.

Mr. Withrow said he had not.

Council Member Cardoza asked if Police Chief Justin Dusseau had any preference in location in regards to what would be easiest for enforcement.

Chief Dusseau said safety is the most important thing; getting in and out, people crossing the roads, etc. He would be happy to talk with Mr. Withrow about it. The old BMX area could work as long as the parking is addressed.

Council Member Buban-Vonder Haar asked if Union Pacific would need to be conferred with before this option could be considered a viable option.

Mayor Stear said yes, staff will make sure it is viable before getting to the point of deciding a final location.

Council Member Cardoza asked about seeing a price before Mr. Withrow starts.

Mr. Withrow responded yes, he would be bringing everything before Council for approval.

Council Member Cardoza asked if that would be at the next meeting.

Mr. Withrow said no, it will probably take a couple meetings.

Mayor Stear said that was one (1) of the reasons Mr. Withrow wanted to get the discussion started.

Council Member Buban-Vonder Haar asked if the public was provided with a list of potential sites when asked for their input.

Mr. Withrow said he left that open. Some people asked about location and staff responded that they were looking at this particular site but did not say they weren't considering other sites. He was hoping people would say if they wanted it somewhere else.

Council Member Buban-Vonder Haar said she sometimes finds it challenging when the City refers to park names and assumes that everybody in Council Chambers knows where they are but not necessarily everybody else does or they may refer to them by a different name. She asked that Mr. Withrow come up with a few different locations that might work out pretty well or are located in areas that have a significant enough population within a mile of it and include a map showing side streets so people will know what park is being discussed.

Mr. Withrow asked if Council Member Buban-Vonder Haar would like him to post location options with a mockup on social media.

Council Member Buban-Vonder Haar suggested doing that while the City is in discussion with Union Pacific that way everything is not riding on the old BMX track location when it may not really be an option at all. This way the City would not have to start over completely if that is the case. Some public feedback could help with exploring other options all at once.

Council President Jones said the splash pad is an opportunity to create another destination point in Kuna. The City is already putting a substantial amount of money into downtown to make it a destination and he did not want to rule out the possibility of creating another destination point with the splash pad. He thought it would be well used and a benefit to the town. He would like to see multiple destinations so recommended coming up with a couple different options and possibly a preference from Mr. Withrow since he is the Parks Director.

Council Member Buban-Vonder Haar suggested Mr. Withrow come up with the top two (2) to four (4) sites. It would help people give targeted feedback instead of just asking them to pick a location. It could be set up as a poll on the City's Facebook

page and it could be set up so people can add in an option if they have a different location in mind they think would be great. This would allow for easy to digest feedback as well in terms of percentages of responses.

Council Member Cardoza asked about restroom availability. He was concerned about imposing on downtown businesses. Since there are restrooms located on the eastern part of the park maybe a location down by the restrooms and ball parks would be a good site for the splash pad.

Mr. Withrow said ok.

Council Member Buban-Vonder Haar mentioned that the huge lot behind the grange has no irrigation and is not used at all. She did not know if they had any interest in holding on to it but Bernie Fisher Park is used for so much and the City may not want to encroach on that. She has no idea what the acquisition cost would look like or if they are even interested in selling it but it would keep another thing down in an area where people already go with lots of parking and follow Council Member Cardoza's suggestion without taking up any of the existing park.

Mayor Stear said all of those suggestions would be looked into and thanked Mr. Withrow.

F. Discussion on Health, Dental, Vision, Life, and AD&D Insurance Renewals – John Marsh, City Treasurer
(Timestamp 00:35:41)

City Treasurer John Marsh presented that the health, dental, vision, life, and accidental death & dismemberment insurance renewals are all occurring very close together; in January and February. All of that information is in the Council Packet. The primary one (1) is health. The information on health insurance in the packet has changed a little. Revised composite rates came in from select health, the City's current provider and the change is very slight. The rate increase on health insurance is 11.9%. The City had planned for 11% so it is very close and it was not unexpected. Select Health said the majority of the increase was due to market adjustment; they had to adjust their rates to align with market prices. The additional increase was related to their increase which was about 3.1%. As long as the City's claims don't blow up this next year they expect the increase to be around 3% next year but they cannot quote or guarantee that. There were some requests from the department of insurance for a 20-30% increase or more for certain providers so Mr. Marsh felt the City was pretty fortunate in that regard. The City planned for a 1% increase in regards to dental insurance and it came in at 2%, which is a pretty minor change. Vision insurance was planned at 1% and it was a 0% increase. Life insurance did not increase either, so between vision, dental, and life it is probably pretty close to a wash as far as dollars and cents go. In regards to health insurance, he estimated what the .9% difference would be by the end of the year, which is really hard to tell before going through open enrollment. It is about \$8,171.00 so it is certainly absorbable. He stood for questions.

Mr. Marsh moved on to health, dental, and vision benefits regarding domestic partners. He told Council that domestic partners are not legally recognized by the state of Idaho so insurance providers do not legally have to allow it. Select Health, the City's provider, will allow it as long as the City's employer sponsored plan will allow it. There is a form and qualifying factors. It is just a matter of whether or not Council is interested in allowing domestic partners. He brought it up because two (2) employees had approached him about it. Both employees have a domestic partner and a child. He did not ask Council to decide right away but to consider it and be ready to hopefully make a decision at the next Council meeting so those folks can get an answer during open enrollment. He stood for questions.

Council Member Buban-Vonder Haar asked how domestic partnership is being defined and what is needed to qualify as a domestic partner.

Mr. Marsh handed out a document with Select Health's definition of a domestic partner. He explained that on the front of the document was an Affidavit of Qualifying Domestic Partnership. Select Health put it together as something the questor could present to the City's plan to find out if they qualify for domestic partnership. The definition is on the same page and covers quite a bit. The back of the document goes over the domestic partner benefits. It is specific while still being generic to all Select Health plans that can use it. Council can look at it, take it with them, and draft questions to be addressed at the next meeting. It could certainly become a sticky subject. The legislator found it to be so and did not address it.

Council Member Buban-Vonder Haar asked if proof that individuals meet the criteria was required. She noted the financial interdependent proof but was asking about proof of sharing a permanent residence and having resided together for at least a year.

Mr. Marsh said if it was decided to allow this in the plan he would think Council could add that in. They could say, "Yes, we would like you to prove these things" and how they would prove that; such as bill. It is fairly open ended to that degree but it is well defined.

Council Member Cardoza asked about item 1F on the back of the document. He wanted to know if there was a requirement to register with the state and how the City would declare this.

Mr. Marsh said he did not believe there is anything in the state of Idaho because the state does not recognize domestic partners. The form is generic because Select Health is in multiple states. What would apply is the Affidavit of Qualifying Domestic Partnership which would be the proof of domestic partnership. He said he would check on it but he was fairly certain that was the case.

Council President Jones asked when this would go into effect.

Mr. Marsh said open enrollment for health insurance is now until the end of January, renewal is February 1, 2017, but sooner than later is better to get everyone in and reported to Select Health. Dental and vision, where this would also apply, renews in January so enrollment is right now. If Council were able to make a decision by the conclusion of the next meeting, the City could tell the two (2) parties at least that Council is asking if it is a viable option or not.

Council Member Cardoza asked if the other providers for health and dental have to have similar programs and if that was possible.

Mr. Marsh said yes, in other words, for this generic form to apply to all of them they would need to have a similar requirement with nothing contradictory between the plans.

Council Member Buban-Vonder Haar asked if all of the different benefits provide for this.

Mr. Marsh said they do as long as the plan allows it. He did not have an exact copy of the language to make sure but he was pretty sure.

Council President Jones asked if they were seeking the ability to place their domestic partner on the City's insurance at 100% their cost or considered as a dependent where the City would be paying 50% of the cost.

Mr. Marsh said it would be where the second option where the domestic partner would be treated as a spouse which is 50%.

Council Member Cardoza asked what the other cities are doing.

Mr. Marsh said he had not benchmarked this but he could ask around and check. He could also ask Select Health if they could relay any information about generics and if any of their other plans have addressed it. He just didn't know for sure.

Council Member Buban-Vonder Haar said it would be nice if there was a mail group for all the city treasurers in the state of Idaho. She suggested Mr. Marsh start one (1) if it doesn't exist.

Mr. Marsh said yes, maybe he would start one (1).

Council Member Buban-Vonder Haar said it would be nice for city clerks too.

City Clerk Chris Engels said there is one (1) for city clerks and one (1) for city treasurers.

Council Member Buban-Vonder Haar said it came to mind because it seems like the least labor intensive way to retrieve this information to find out what other cities are doing.

Mr. Marsh said he has the contact information from when the actual health insurance was benchmarked last time so he can reach out to them again.

Council Member Cardoza asked if this kind of information would be available through COMPASS.

Mayor Stear said he did not think so.

Mr. Marsh said probably not. When the City was trying to benchmark health insurance alone staff would go through three (3) to five (5) requests before getting a response and then the response was fully inadequate so it was a very labor intensive process just to get information. He was not sure why the information was so guarded.

Mr. Marsh had one (1) last thing to mention. There was an insurance committee meeting Wednesday, November 30, 2016 at City Hall. He wanted to be sure it was put on the record. Mr. Marsh, Council President Jones, and Council Member Cardoza were in attendance. They discussed the same things being discussed with Council that evening. He wanted to be sure the committee was aware of the new rates and the domestic partner issue and various other minor things associated with it. The idea was for the insurance committee to start digesting it and begin to help explain some things to people.

G. Discussion on utility indigent accounts and how Kuna City Council wants to address them – John Marsh, City Treasurer
(Timestamp 00:50:00)

City Treasurer John Marsh explained the utility billing code payment arrangements provided in house were done away with. Staff no longer addresses payment arrangements from utility customers. It was moved to an indigency request which would put it in the hands of the Council to address at a closed meeting. How this is going to work has not been addressed yet and staff does not know what to expect as far as requests go. There is an event coming up December 21, 2016. It will be the first time a fair amount of folks will likely be turned off and they will not be turned back on until the last of what they owe is paid. That might stimulate some indigency requests. Staff wanted to find out how Council would like to address that. If they shut someone off it will require a pretty short turn around for Council to meet again to determine whether or not they want address it or leave them shut off or look into an arrangement, but they probably don't want to leave them sitting in the dark with no water. As those requests come in, staff could accumulate them and at the very next Council Meeting they could be addressed in a closed session. That way Council would have the information and be able to look at the different variables in play, the

volume of the requests, and what they want to do about it. He wanted to open it up for discussion so staff would know how to address it as the requests come in. There had not been a request as of the publishing of the agenda for this meeting but one (1) did come in the Friday before the meeting.

Council Member Buban-Vonder Haar said she likes having defined specific criteria because it takes the guess work out of everything and makes sure that Council is not being subjective or treating people differently. Her gut reaction would be to set up some sort of parameters where if the bill exceeds a certain amount then this happens, if it is between this number and this number then this happens, and if it is between this higher number and this number this happens. It would help her to suggest what these dollar ranges should look like if Mr. Marsh could give a general description of the situation regarding the request he received and how much is owed.

Mr. Marsh said the request received had an overall balance of \$130.00 give or take a few dollars. They came in and paid between \$60.00 and \$70.00. It left \$76.00 remaining on the account. This situation has the person unemployed with a significant other living with them bringing in \$X every two (2) weeks. This person is looking for employment but is struggling to pay all of their bills. They want to avoid shut off but the balance is \$76.00. Technically they could be shut off for as little as \$10.00 because they are not necessarily far enough behind to meet the parameters of code. One (1) of their requests is to use their security deposit sitting on their account to get the account paid down, however, Mr. Marsh was not sure that would solve the problem going forward. It is an interim, temporary solution but creates the problem of the water deposit no longer existing and essentially violating Kuna code. That is the only example he had but all kinds of things can happen. The idea would be to set up a parameter similar to the county's financial parameter and approving factor. It would give Council an objective approach instead of making a decision on something that is not black and white. He said he would try to have it back to Council before the next meeting on December 20, 2016. That would give Council a chance to add some of these parameters in. He wanted to know if there was anything in particular that concerns Council or if there was a different direction they wanted to go.

Council Member Buban-Vonder Haar said she would like to see what other people have already come up with. There is no point in reinventing the wheel if someone already has. One (1) of the first things that popped in her mind for a situation like the one (1) presented was if Council would consider setting an amount in arrears that cannot be exceeded; basically saying something like they will be given six months of this payment plan, or whatever they want to call it, where the amount overdue is not to exceed whatever Council thinks they can afford; like \$75.00. Basically one (1) months' worth and then, hopefully, for this specific situation it is an unemployment issue, the issue is resolved by then so with the conclusion of the six (6) months the expectation is they are basically back in the position they were in today which is to say it will be shut off if it is not paid in full or they could be reconsidered for another year. That was just the first thing that popped in her head and she didn't know what

everyone else thought but that would at least keep it from ballooning into 100s of dollars.

Mr. Marsh agreed there has to be a parameter and if they don't meet the parameter there has to be a deterrent. Those are the things the City ran into before.

Council Member Buban-Vonder Haar said she would love to know what others require in terms of proof as well. She thought that was important too and hoped it would keep them from getting overwhelmed with requests.

Mr. Marsh said, based on experience, he did not think they would be overwhelmed but he could be wrong.

Council Member Buban-Vonder Haar said she has now received her second bill with the prorated amount of the irrigation assessment included. It is spread out over nine (9) months but it can be paid in one (1) chunk on request and is not actually due until April. She asked about suggesting paying the full amount at one time to customers. It would shave off \$100.00 over the next several months.

Mr. Marsh said it is not necessarily something that is suggested. Normally some people want to pre-pay it so the payment to that service has to be manually forced and the credit provided has to be babysat. Everything is allocated together in the system so things don't have to be billed in ten (10) different billings. He said he would have to look at it but he does not recall if the way the language is written will allow staff to lop off the irrigation but it could probably be done. It may require some finagling of the language because of the way the City receipts.

Council Member Buban-Vonder Haar said she did not want to create a whole other headache. She was just wondering if that would help.

Mr. Marsh said it was a great question. He then reminded Council that the cutoffs are occurring the 21st, just a few days before Christmas, which is something Council may want to consider.

Council Member Cardoza asked if Council could allocate a line item of a certain fund in an amount like \$5,000.00 and leave these decisions to the Mayor since he deals with them when they come in rather than having it come before Council.

Mayor Stear explained the way this was done in the fire district regarding ambulance billing. A staff member would talk to people who really couldn't afford it and gather information regarding parameters that had to be met before they could qualify. Staff would make a recommendation to the entire board and then the board would decide whether to write those things off or what the appropriate action would be. He would not mind doing that as long as those parameters are set so there is less subjectivity and it doesn't look like he is favoring one (1) person over another.

Council Member Cardoza asked if Council would have any objections to setting aside a certain amount per year in the budget for the Mayor to use in these situations to keep them from coming before Council and to expedite the problem. He suggested the City Treasurer could also make the decisions; it just needs to be in house. Time could be of the essence given different types of situations. He thought Kuna is a small enough city these kinds of problems could be compensated for.

Mayor Stear said that would address the issue of timing. If the request has to go before Council the shutoffs would probably have to be timed to coincide with those.

Council Member Buban-Vonder Haar added that there are months with five (5) weeks that create a long time between meetings. She asked if the implementation of the shutoffs should be delayed since this has not been figured out yet.

Mr. Marsh suggested staff work with Mayor Stear and put together a solution or a couple of solutions before the next meeting on December 20, 2016. That would still be before shut off which is on the 21st.

Council Member Buban-Vonder Haar said she just wanted to be sure there was a plan in place for anyone who has a shutoff on the 21st so they have a more definite idea of when turn on would happen if they can't pay it.

Mr. Marsh said the City certainly wouldn't want to have someone shutoff and left off without addressing it before Christmas. He asked if Council would be alright with him coming back at the next Council Meeting with a course of action for them to consider.

Council agreed.

Council Member Cardoza asked if Council would like to determine a certain financial amount to set aside in case this does materialize.

Council Member Buban-Vonder Haar said she would like to see what other entities have come up with to address it and go from there. Depending on what Council ends up implementing, like allowing them to carry a balance not to exceed a certain amount for a certain number of months as she suggested, in theory they would not need to give them money; just extend the amount of time in which they have to figure things out. She was not opposed to setting aside funds but wanted to wait to make that decision along with everything else at the next meeting.

Mr. Marsh said there are two (2) options; write offs and payment arrangements. Council Member Buban-Vonder Haar was talking about payment arrangements and Council Member Cardoza was talking about write offs for certain reasons.

Council Member Cardoza said he thought it would be better to just have a line item included in the budget every year.

Mayor Stear agreed. He said that is a better way of doing it than having the City Engineer adjust his budget to make up for unexpected non-payments.

Council Member Cardoza said money could come out of contingency for that line item.

Council thanked Mr. Marsh.

- H.** Consideration to approve Resolution No. R97-2016 – Approving Additional J&M Sanitation Rates – John Marsh, City Treasurer
(Timestamp 01:06:16)

A RESOLUTION OF THE CITY OF KUNA, IDAHO ADOPTING THE FOLLOWING FEE SCHEDULE WITH J&M SANITATION, INC.

Mayor Stear explained this is basically J&M Sanitation adding a service they have not previously offered which is a four (4) yard dumpster. The math on that works out the same as what it costs per yard for a three (3) yard dumpster. Rates and fees are not really being changed.

City Treasurer John Marsh confirmed Mayor Stear's statement.

Council Member Cardoza clarified that this was in addition to the 1.5 rate increase approved recently.

Mr. Marsh said it is, in the fact that it is an addition to the rate chart. In other words, if there is a customer who has to use a three (3) or five (5) yard dumpster which is either too big or too small; this would give them the option to switch to a four (4) yard dumpster. As the Mayor stated it is reflective of the increase of all the other rates. It is right in line.

Council Member Cardoza asked if a rate increase like this had to be published.

Mayor Stear explained it is not a rate increase but an additional service option and how the new option's rate works.

Council Member Buban-Vonder Haar moved to approve Resolution No. R97-2016. Seconded by Council President Jones. Motion carried 4-0.

- I.** Consideration to approve Resolution No. R98-2016 – Approving Contracts with Xpress Bill Pay and Chase Paymentech for Providing Electronic Gateway, Administrative, and Merchant Services for the City Billing and Receipting Processes – John Marsh, City Treasurer
(Timestamp 01:09:31)

A RESOLUTION OF THE CITY OF KUNA, IDAHO AUTHORIZING THE MAYOR TO EXECUTE CONTRACTS WITH XPRESS BILL PAY AND CHASE

PAYMENTECH TO PROVIDE ELECTRONIC GATEWAY, ADMINISTRATIVE, AND MERCHANT SERVICES FOR THE CITY BILLING AND RECEIPTING PROCESSES.

City Treasurer John Marsh summarized how these agreements are the jumping off point for taking the City's utility billing, additional items down the road, billing process, and electronic payment process more electronic than the clunky process being used currently. Xpress Bill Pay interfaces with Caselle, the City's ERP system. It is about as real time as possible. When a customer signs up to get their bill electronically they can see in real time what is going on with their account past and present. Currently there is a lag that depends on how readily the third party billing service updates the website for user interface. The added feature is that it allows property owners who setup to receive and pay bills electronically to setup their tenant to receive the same electronic bill so they are getting noticed at the same time. This will slowly decrease the shutoff rate. A significant amount of the City's shutoff folks are in that landlord/tenant situation. It also allows the City to set up an automated auto dialer and customize e-mail messages, text messages, and phone calls to those who set up electronic bill pay. This will allow for electronic notices and reminders which will also assist in lowering the number of shutoffs. Another benefit is the cost savings. The more the City signs up electronically the more the City saves. He touched on a conversation occurring on social media regarding why the City has its customers send their bills to a Caldwell P.O. Box. The answer is simple; it is cost effective. The City partners with a third party entity that handles lock box services. Meridian and Idaho Power do the same thing. The last time these analytics were run it was about a \$50,000.00 a year savings for the City to go with that program versus bringing it in-house. The staff and equipment to handle the receipting, billing, stuffing, and mailing is about a \$50,000.00 a year bill. By the time this is taken electronic and the City gets to a certain point the savings will be even greater. Training through Xpress Bill Pay is December 20th, 2016. From that point on the City will go live. Marketing materials will be put out and staff can start signing people up for electronic bill pay.

Council President Jones asked if it would go through the City's servers.

Mr. Marsh said yes, the City's ERP system, Caselle, is housed in-house. All of the transactions take place there, all the history is there, but Xpress Bill Pay is the gateway service, which is the same thing the City has now with another entity. Xpress Bill Pay is on steroids compared to what the City has now. When an electronic transaction occurs it goes through their process just like it does currently. It takes the PCI off the City's back and puts it on Xpress Bill Pay. If there was some sort of credit card fraud and the City was found at fault; the City would be liable, but with this it would be on Xpress Bill Pay. Basically a transaction happens with Xpress and when it is done processing electronically it ends up back on the City's side.

Council President Jones asked if there would be a fee charged to the consumer.

Mr. Marsh said no. Any fee would be brought before Council for approval. The City does have the ability to charge an administrative fee. There are things that the City cannot do based on the agreements with Visa and MasterCard. Government entities do have the ability to do certain things like charge a fee for credit card transactions which he is wholly opposed to because the objective is to get people on credit card transactions and away from check. If they are charged to use their card they won't use it. The City's expenditures take into account merchant service fees so those costs are being accounted for in the City's fees.

Mayor Stear said the City is hoping for a reduction in costs by doing things this way.

Mr. Marsh concurred, every account that signs up for this process will save the City money.

Council Member Buban-Vonder Haar asked if Mr. Marsh knew exactly how much.

Mr. Marsh said he did not have it in front of him but he did have it on his PC.

Council Member Buban-Vonder Haar said she was asking because she has suggested in the past doing an incentive for those who sign up for electronic bill pay by doing some sort of bill credit if they sign up and continue to use it for a certain period of time. If the City knows the savings are 35 cents a month, or whatever amount it is, and calculate that out for a year, use that amount for an incentive for those who sign up and use electronic bill pay for six (6) months with the idea that after six (6) months the customer would be so accustomed to using it that they will continue using it and therefore it would have made sense to do it, even it is just \$5.00 off.

Mr. Marsh said absolutely, he can provide that information at the next meeting. It would not be rolled out until after the 20th so there is time to do it. He can run some more numbers and see what it comes to. He asked Council if they would be interested in offering a one (1) time incentive or an annual incentive.

Mayor Stear said he thought a one (1) time incentive would be beneficial.

Council Member Buban-Vonder Haar said Council may want to discuss the period of time electronic bill pay has to be used in order to get the incentive. If the incentive is received the very first time they use it they could easily sign up for that month only and then go back to paper. That is why she was thinking the incentive could be tied to using the online bill pay for a designated period of time that would hopefully get people accustomed to paying this way and get them wanting to continue with it. The credit could be applied at the front end but the customer would need to sign something that makes it very clear that if they don't use bill pay for six (6) months that credit will be recharged to their account. She wanted to be sure the City does not lose money on the whole proposition.

Mr. Marsh said he would put together models showing both options to see how they work.

Council Member Buban-Vonder Haar said, as long as it is not to administratively difficult, the City could offer the reduction on the first use with a note that they have to continue using it or else the discount will be taken back. That might end up being enticing enough because people don't like deferred gratification.

Council President Jones asked about the Monthly Account Keeping Fee on page 8 of 35. It says it can be waived if a minimum balance of \$25,000.00 is kept. He wanted to know if the City was doing that or if the City could not legally hold that type of money in an account.

Mr. Marsh said some of those fees, and that fee in particular, are charged only if the City is having them do certain administrative services meaning, the City uses them as a lock box service. People will continue to send checks in and those have to go to the P.O. Box, like the City does now, and that is a lock box service. They take it, apply it to the account, and send the City a flat file which gets imported. It is kind of clunky. The City could use them but then the checks go to Utah. People already have a problem sending checks to Caldwell so he did not think they would want to send checks to Utah. That is what that fee applies to. The fees are listed kind of generically and do not all apply.

Council Member Buban-Vonder Haar asked if Mr. Marsh was aware that this was an older agreement.

Mr. Marsh said he was. City Attorney Richard Roats had pointed that out previously. There were some other changes made to the agreement that Mr. Marsh did not receive until the previous Friday so there wasn't a chance to edit out the little things but they will be fixed.

Council Member Buban-Vonder Haar noted the physical address, website, and e-mail address need to be changed as well.

Mr. Marsh said ok. He added that he was looking for approval for the Mayor to sign the agreements with Xpress Bill Pay and Chase Bank Paymentech in order to move forward.

Council Member Buban-Vonder Haar moved to approve Resolution No. R98-2016. Seconded by Council Member McPherson. Motion carried 4-0.

8. Ordinances:

(Timestamp 01:22:04)

- A. Consideration to approve Ordinance No. 2016-34 – Repealing Kuna City Code Title 7, Chapter 4, Entitled “Railroads”

Mayor Stear noted that Council President Jones found this code. It is an ambiguous code that states a train can't block a crossing for more than five (5) minutes which is almost impossible because it takes a train longer than that to drive by. He asked if City Attorney Richard Roats would like to explain what he came up with for a solution.

Mr. Roats said he noticed there was a merge issue with the ordinance in the packet. The verbiage in blue should not be there and he will correct it. Council President Jones inquired about this code, if it was being forced, and the potential liability to the City. Essentially it says a vehicle or train can't block a crossing for more than five (5) minutes. He spent some time on the internet looking into federal preemption, the railroad, and the FRA. The Federal government did a study of the different jurisdictions and realized there is problem but they didn't know what to do with it. The time limits vary typically from fifteen (15) to twenty (20) minutes. Kuna is the only one (1) he could find with a five (5) minute limit. The question was, if Kuna did not enforce this, what the potential liability would be if an emergency vehicle were delayed. State Code in Title 49 has it as twenty (20) minutes so the City is covered by State Code. Based on that, the decision was made to repeal the City Code and let the State Code deal with it, which has a more reasonable period of time and is within the range almost every jurisdiction that has dealt with this has determined to be appropriate. A train going twenty (20) miles would block the crossing regardless of whether they are stopping or not. He stood for questions.

Council Member Buban-Vonder Haar asked what Idaho State Law says regarding this.

Mr. Roats said about twenty (20) minutes.

Mayor Stear confirmed that the request was to repeal the code by taking it out entirely.

Mr. Roats said that is correct.

Council Member Buban-Vonder Haar confirmed it would be repealed by ordinance.

Mr. Roats said yes.

Consideration to waive three readings

Consideration to approve ordinance

Consideration to approve a summary publication of ordinance

AN ORDINANCE OF THE CITY COUNCIL FOR KUNA, IDAHO REPEALING TITLE 7, CHAPTER 4, ENTITLED "RAILROADS" IN ITS ENTIRETY; AND PROVIDING AN EFFECTIVE DATE.

Council Member Buban-Vonder Haar moved to waive three readings of Ordinance No. 2016-34. Seconded by Council President Jones. Motion carried 4-0.

Council Member Buban-Vonder Haar moved to approve Ordinance No. 2016-34. Seconded by Council President Jones. Approved by the following roll call vote:

Voting Aye: Council Members Cardoza, Jones, Buban-Vonder Haar, and McPherson.

Voting No: None

Motion carried 4-0.

Council Member Buban-Vonder Haar moved to approve the summary publication of Ordinance No. 2016-34. Seconded by Council President Jones. Motion carried 4-0.

**B. Consideration to approve Ordinance No. 2016-35 – Repealing Ordinance 2012-14
(Timestamp 01:26:08)**

Mayor Stear explained this ordinance was put together when the City was trying to promote for contractors to build in the City of Kuna by offering to allow them to wait to pay all their permitting fees until an occupancy permit was issued for residences and that type of thing. The process is actually quite ambiguous for staff to follow up on. He did not think it was needed any more. There seems to be no problem promoting for builders to build in Kuna at this point. The request is to take this back off the books.

Consideration to waive three readings

Consideration to approve ordinance

Consideration to approve a summary publication of ordinance

AN ORDINANCE OF THE CITY COUNCIL FOR KUNA, IDAHO REPEALING ORDINANCE NO. 2012-14 THAT AMENDED TITLE 4, CHAPTER 1, SECTION 3, PART B.1 OF THE KUNA CITY CODE (AS AMENDED), WHICH PROVIDED THAT CERTAIN FEES ASSOCIATED WITH THE APPLICATION FOR A NEW RESIDENTIAL CONSTRUCTION BUILDING PERMIT BE DEFERRED UNTIL ISSUANCE OF THE CERTIFICATE OF OCCUPANCY; CLARIFYING WHEN PERMIT AND PLAN REVIEW FEES ARE PAYABLE; AND PROVIDING AN EFFECTIVE DATE.

Council Member Buban-Vonder Haar moved to waive three readings of Ordinance No. 2016-35. Seconded by Council President Jones. Motion carried 4-0.

Council Member Buban-Vonder Haar moved to approve Ordinance No. 2016-35. Seconded by Council President Jones. Approved by the following roll call vote:

Voting Aye: Council Members Cardoza, Jones, Buban-Vonder Haar, and McPherson.

Voting No: None

Motion carried 4-0.

**Council Member Buban-Vonder Haar moved to approve the summary publication of Ordinance No. 2016-35. Seconded by Council President Jones
Motion carried 4-0.**

9. Mayor/Council Discussion Items:

- A. Discussion on a way to use the funds from the scrap iron bins to create a dedicated fund for employee lunches or banquets – Mayor Stear
(Timestamp 01:28:09)

Mayor Stear shared that he was approached by employees asking if it was possible to use the funds collected from the City's scrap iron bins to create a dedicated fund for employee lunches and banquets and that type of thing. There are scrap iron bins where old pipe and hydrants and the like get put for recycling. It does not really cost the City anything. He thought the City uses Pacific Recycling to drop off those bins. They pick up the full bins and leave empty bins. The request came and it was mentioned it would be a good thing to make employees more apt to recycle when the normally might not be. He brought the idea before Council to see if they would be in favor of it. The City has not had a fund like this for several years and has been unable to have those kinds of lunches and banquets. He personally thought it would be a good thing to give employees a kudo every once in a while. It doesn't actually cost the City anything and in his opinion it would be appropriate.

Council Member Buban-Vonder Haar asked if the employee appreciation luncheons had stopped. The last one she was invited to was in the park. She thought it was an employee appreciation/going away party for someone.

City Clerk Chris Engels said it was the City Barbecue with Linda's retirement incorporated in. It was done potluck style or people paid for their own food. She could not recall for sure if there was City contribution but she did not think so.

Council Member Buban-Vonder Haar said she knew they were not City funded but she recalled that on the day of the luncheon or barbecue everyone who attended got to go home afterwards so they were given a paid afternoon off.

Ms. Engels said that is correct but it has not been done in a couple years; it was discontinued.

Mayor Stear said the last time there was a funded banquet or anything of the like it was funded through donations from Mayor Nelson, Mayor Stear, Council Member Cardoza, and others.

Council Member Buban-Vonder Haar said she was the one who had issues with the old process and was probably the catalyst for it coming to an end. Her perspective comes from the federal government where it is completely forbidden for the government to spend money on feeding its employees with some exceptions such as being away from an employee's duty station in which case the employee would get a per diem since they are not close enough to home to feed themselves and they are forcing the employee to be away from home. She felt like the City tries very hard to be fair and generous to employees. The City pays 100% of insurance premiums and she was not aware of any other employer doing that. The federal government doesn't do anything remotely close to that. The City pays half for spouses and dependents to get coverage. Employees get thirteen (13) days of paid sick leave per year plus a minimum of thirteen (13) days of vacation a year with the ability to get much higher than that as they work longer, up to 26 days of paid vacation a year, seven (7) to ten (10) paid holidays, and, when these appreciation banquets were occurring, employees were getting a full half day paid off. She had issues with the idea that the entirety of the population of Kuna has to pay for the City's employees to have lunch on any given day when, normally, employees would be responsible for paying for their own lunch. She did not think it would be difficult to do potlucks. She was not able to come to the potluck Thanksgiving luncheon but she thought it had been done the last couple years now and seemed to be working out ok. That is how the federal government does holiday and other parties; everybody pitches in. Usually the lunches end up running longer than the allotted lunch time and leave time is not required to cover it and that is nice too. Her preference was to continue that. She also had a strong expectation that, if the scrap metal is City property, employees would always be required to recycle it. It is City property and should not just be thrown away if it has any value.

Mayor Stear said he was referring to things like small fittings. Rather than walking something little like that out to a scrap bin they might just throw it out. The thought process would be to stack them up then take them out. Council Member Buban-Vonder Haar is correct that employees should be doing that anyways though. His thought was that this would be a good way to do employee appreciation without spending any money on it.

Council President Jones said he concurred with Council Member Buban-Vonder Haar. His other issue with it is all the funding used to create the scrap metal is tax payer money and he felt it should go back to the tax payer.

Council Member Buban-Vonder Haar reiterated that it was not her intent to discontinue employee appreciation day. She thought it would still be fun to do some sort of potluck to acknowledge the hard work of the City's employees and if Mayor

Stear felt it was appropriate to give employees the afternoon off that is a nice little perk. She is in favor of continuing that sort of tradition.

Council Member Cardoza said for the last ten (10) years he has gone to the picnics in the park. He thought it was nice to have a little town atmosphere where the Council can meet some of the employees. He had a feeling the scrap metal would be deep sixed if there is no recycle bin. It will be easier to deep six it if employees think that money will go towards a get together. More scrap iron would be recycled. Kuna is still a small town and the size of the town and work load should be appreciated. Sometimes he sees two (2) or three (3) employees in a pickup going to the same job. Kuna may pay a little better than other towns but there is a lot of loyalty that this little town depends on because there aren't the supervisors that big cities would have. Allocating one (1) day in the summer for employees to all get together paid for by recycling money could be good. He was not sure the recycling money was all City money. He thought most of it was brought in by employees. What little is purchased (*the rest of the comment was unintelligible – not on the mic*). He felt Kuna is still small enough that these banquets should still be held. If they are done away with, the City will start to lose the loyalty of small town employee based benefits. When he first started they would have steak and prime rib at Christmas. He was the first to do away with that because he felt guilty eating it when some of the tax payers were home eating hamburger but he did not believe these funds come from the general fund. They are just funds arranged by the employees for their own benefit.

Council Member McPherson said he agreed with Council Member Cardoza. The Fire Department would use donated cars. People would sign their titles over to the department itself allowing them to cut the car up and recycle the vehicle. There were times cars would be \$250.00 to \$300.00 each and pickups were a lot more. The department would then allow the employees association to spend that money as they saw fit because it was not something they budgeted on getting. They did not know how many cars they would get a year; much like the scrap metal bin. Some years not even \$150.00 would come in but it would go a long way towards moral. They would use that money to go towards items they felt they needed; more stuff in the kitchen, an offsite picnic, and things like that. It is a great moral booster for employees. He did not know about the half day off. He did not want to weigh in on that just yet but a get together funded off something that essentially wouldn't cost anybody anything and it is not something the budget of the City needs to sustain itself; he has no issue with it. He asked what kind of dollar figure they were looking at.

Mayor Stear did not know. If the scrap bin is minimally heavy it would be around \$150.00 and it is picked up a couple times a year. It would not be a substantial amount.

Council Member McPherson said potluck style may still be needed then.

Council Member Buban-Vonder Haar suggested using the money for \$20.00 gift cards for everybody instead of doing the luncheon.

Mayor Stear said he just thought it was an employee idea worthy of discussion.

Council President Jones said he was concerned. What Council Member McPherson said about people donating cars is in line because people are giving up their right to that car. The metal in the scrap bin is not donated; it is purchased with money the City has taken from people. That is where he hesitates. He also is concerned about rewarding people to do the right thing. He did not see why people need to be rewarded for doing the right thing or for being loyal. Everything the City has offered through the benefit package should be enough.

Mayor Stear said that is why this is a discussion. The City does not have to do this. It is the level of reward they are discussing and he thought it was worth bringing up.

Council Member Cardoza said reward may not be the right word. It costs the City a lot of money to train their employees with schooling and on the job training; whenever an employer, City or private, makes an individual feel welcome they are more apt to retain that employee in the long run. If it only takes a picnic to feel welcome he thinks it is well worth it. It is City products but if there is no incentive to recycle he could almost guarantee he would throw the items in the trash. It is not the right thing to do but it is the simple, easy thing to do. The City gives benefits and expects loyalty but giving more nonpaying benefits builds on that loyalty. It lets employees know their employer is thinking of them that one (1) time a year. The City used to give the picnic and the Christmas dinner. He was against the Christmas dinner because it was \$1,500.00 to \$2,000.00 which came from the tax payers. He did not think the scrap metal bin was coming out of the budget. It is just the accumulation of scrap iron that could just be thrown away.

Council Member Buban-Vonder Haar shared that at her work place they have a best practices month where they can submit ideas throughout the year and during that month all of the ideas submitted for the preceding year are reviewed and they decide if there are any best practices. Her agency chooses to reward those with a cash reward. She said it sounds like the City has already been doing the scrap metal recycling so it is not a new idea but, keeping in mind that the City is the steward of the public fisc and should be making sure good decisions are being made and money is being spent thoughtfully, she would be willing to entertain some sort of proposal related to a best practice program where employees could come up with ways to work smarter or faster or to save money. Employees can submit their ideas throughout the year or implement ideas they have already had and share how much money they saved. At the end of the year Council can pick one (1) or a handful, depending on how good the year was or how good the ideas are, and give rewards. If that is something the City would be interested in she would be happy to share how her agency structures theirs.

Council President Jones said he thought that was a great idea.

Council Member Buban-Vonder Haar said sometimes it is hard to be innovative and this can help.

Mayor Stear thanked Council.

Mayor Stear shared that he attended the Boys and Girls Club Grand Opening at the Ross Elementary School just before this meeting. The school provided some rooms for the club. There is a room with a pool table and foosball tables. The kids were there enjoying it and it is exciting to see that Kuna as something that reaches beyond the summer program. The Gordons, Yamamotos, Thorntons, and quite a few other people have worked very hard over the past ten (10) years to bring something to Kuna and this is finally a beginning to that.

Mayor Stear added that he gets to brag a little. He was actually the winner for Kuna's division for the Mayors Walking Challenge. He won \$2,000.00 for health and fitness projects for the youth council to figure out.

Council Member Cardoza joked that Mayor Stear could put that money towards the City picnic.

Council Member Buban-Vonder Haar said it would have to be a track meet.

Mayor Stear said Blue Cross put sideboards on the check. He was told they actually used to make the check out to the specific mayor that won and then they were supposed to donate it to their city. They always did but it was always around election time so it didn't look good and they quit doing it. His check was made out to the City of Kuna. He added that he put in a million steps in a month and 500 miles.

Council President Jones asked if the City was still going to do employee badges.

Parks Director Bobby Withrow apologized. He dropped the ball on that issue and would have an update on the software and card printer at the next Council Meeting.

10. Announcements:

11. Executive Session:

12. Adjournment: 7:52 pm



Joe L. Stear, Mayor

ATTEST:


Chris Engels, City Clerk



*Minutes prepared by Ariana Welker, Customer Service Specialist
Date Approved: CCM 12.20.2016*

