

OFFICIALS

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



CITY OF KUNA

Kuna City Hall Council Chamber, 763 W. Avalon Street, Kuna, Idaho

**City Council Meeting
MINUTES
Tuesday, January 5, 2016**

7:00 P.M. REGULAR CITY COUNCIL

1. Call to Order and Roll Call

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

CITY STAFF PRESENT: Richard Roats, City Attorney
Chris Engels, City Clerk
Wendy Howell, P & Z Director
Bob Bachman, Facilities Director
Bobby Withrow, Parks Director
Gordon Law, City Engineer
Linda Mayhugh, Deputy Treasurer

2. Invocation: Marcus Omdahl, New Beginnings Christian Church

3. Pledge of Allegiance: Mayor Nelson

Consideration to Amend the Agenda

(Council must move to amend the agenda per IC 74-204(4)(b))

Deputy Treasurer Linda Mayhugh has requested to amend the agenda that was originally posted on December 31, 2015 to change item 4B with a new amount of \$258,517.88

City Clerk was notified of the request on Tuesday, January 5, 2016.

**Council Member Buban-Vonder Haar moved to approve the agenda as amended.
Seconded by Council Member Stear with the following roll call vote:
Voting Aye: Council Members Cardoza, Jones, Buban-Vonder Haar and Stear
Voting No: None
Absent: None**

Motion carried 4-0.

4. Consent Agenda:

(Timestamp 00:04:23)

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. Employee Insurance Workshop Minutes, December 15, 2015
2. Regular City Council Minutes, December 15, 2015

B. Accounts Payable Dated December 31, 2015 in the Amount of \$231,906.71

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

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

Voting No: None

Absent: None

Motion carried 4-0.

A. Recognition Plaque for Council Member Stear – Mayor Nelson

B. Recognition Certificate for Mayor Nelson – Council President Cardoza

Mayor Nelson said he appreciates the sentiment. The 24 years he has served as Mayor has been a pleasure and he takes pride in where Kuna is today and how we got there. Mayor Nelson is confident Joe will lead us to even better heights.

C. Swear in Newly Elected Officials – Joe Stear, Briana Buban-Vonder Haar, Greg McPherson

D. Recess for Change of Mayor and Council

OFFICIALS

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



CITY OF KUNA

Kuna City Hall Council Chamber, 763 W. Avalon Street, Kuna, Idaho

**City Council Meeting
MINUTES
Tuesday, January 5, 2016**

A. Reconvene Council Meeting
(Timestamp 00:12:38)

B. Roll Call and Call to Order

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
Bob Bachman, Facilities Director
Bobby Withrow, Parks Director
Gordon Law, City Engineer
Linda Mayhugh, Deputy Treasurer

C. Elect Council President

Mayor Stear asked for nominations to elect a Council President.

Council Member Buban-Vonder Haar nominated Council Member Jones as Council President, Seconded by Council Member Cardoza.
Motion carried 4-0

5. Citizen's Reports or Requests:

6. Public Hearings: (7:00 p.m. or as soon thereafter as matters may be heard.)

- A. Consideration to approve Case 15-02-S, Journey's End Subdivision – Trevor Kesner, P & Z Planner
(Timestamp 00:13:45)

Applicant requests approval of a Preliminary Plat to create a 145 lot residential subdivision (Journey's End). The applicant proposes to develop 87 single family lots, 20 townhome lots, 25 multi-family (four-plex) lots and 13 common lots in seven (7) phases of development, which will be driven by the consumer market.

P & Z Planner Trevor Kesner explained to Council the details of the project and the applicant meets all requirements. Staff recommends approval based on the staff report.

Support:

Steve Arnold with A Team Land Consultants representing the project indicated Mr. Kesner covered all the basics of the project. Mr. Arnold reviewed the project in further detail and described the intent of the project. He stood for questions.

Council Member Buban-Vonder Haar asked if there was a specific builder.

Mr. Arnold said it would be a mix of builders. There will be an architectural committee and builders will need approval from the committee.

Council Member Buban-Vonder Haar asked about the size of the homes.

Mr. Arnold responded there would be a range of 1400 sq. ft. to 3000 sq. ft.

Council Member Cardoza asked who would landscape and pave the greenbelt.

Mr. Arnold said the developer will provide the landscaping to city standards.

Council President Jones asked if there would be garages on the four-plex homes and what size they would be.

Mr. Arnold responded yes, a mix of single and double car with additional parking available at the clubhouse as well as on street parking.

Council President Jones wanted to confirm the two adjoining HOA's would be working together on parking.

Mr. Arnold confirmed they are working together and would continue to do so.

Council President Jones asked for clarification on the amount of the greenspace; the amount listed in a letter from June 12th and on the application is 5.65 acres but the staff report lists 7.54 acres.

Mr. Arnold wasn't sure and explained how the amount was calculated.

Council President Jones asked Mr. Arnold about turn arounds on Kay St and Sailer Place.

Mr. Arnold said they are working with ACHD. ACHD has added a condition to put a turnaround on Kay St but does not believe there is one on Sailer Place.

Against:

Neutral:

Mayor Stear closed the public hearing.

Council President Jones asked Mr. Kesner about city code 6.4.2 requiring a staging location for busses. He knows this has been discussed in P & Z meetings and in Council meetings. He asked if this could be looked into before the final stage.

Mr. Kesner said that staff would be happy to provide the information. He further explained there are continued conversations in reference to the matter. Mr. Kesner also asked if he could address Council President Jones previous question about open space. He explained on the preliminary plat in the upper right corner there is a breakdown under site details with notations regarding the open space.

Council President Jones asked about lot 13 being a flag lot with a 100 foot drive way. He doesn't know where the fire hydrant is located and if that is a safety issue.

Mayor Stear explained accesses are looked at along with hydrants placed a certain distance apart. He assumes the fire department has looked at the plans.

Mr. Arnold provided the location of the fire hydrant and that the distance meets the fire code.

Council Member Cardoza said he has concerns with the intersection of Kay and Avalon and isn't sure why ACHD doesn't view that as a major intersection.

Mr. Arnold said they did a traffic study that included this development as well as Merlin Point. The through traffic on Avalon doesn't warrant a signal light at this time. There are plans for a traffic signal in the future.

Council Member Buban-Vonder Haar moved to approve Case 15-02-S. Seconded by Council President Jones with the following roll call vote:

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

Voting No: None

Absent: None

Motion carried 4-0.

7. Business Items:

- A. Consideration to Approve Resolution R01-2016 Awarding Bid for Pond 7 Blower Room and Air Piping Modifications Project to the Challenger Companies, Inc. – Gordon Law, City Engineer
(Timestamp 00:22:13)

City Engineer Gordon Law explained the bids received and recommends the less expensive bid and approval of the resolution. The low bidder has done work for the city before.

RESOLUTION AWARDING BID FOR THE POND 7 BLOWER ROOM AND AIR PIPING MODIFICATIONS PROJECT TO THE CHALLENGER COMPANIES, INC. IN THE AMOUNT OF \$8,795.00; DIRECTING EXPENDITURE OF FUNDS OF \$8,795.00 FROM THE SEWER FUND FOR SAID PROJECT; AND AUTHORIZING THE MAYOR, CITY CLERK AND CITY ENGINEER TO EXECUTE CONTRACT DOCUMENTS WITH SAID BIDDER.

Council President Jones moved to approve R01-2016. Seconded by Council Member Buban-Vonder Haar. Motion carried 4-0.

- B. Consideration to Approve Resolution R90-2015 Awarding Bid for Butler Standby Generator to EC Power Systems – Gordon Law, City Engineer
(Continued from 12.15.2015 City Council Meeting)
(Timestamp 00:24:02)

City Engineer Gordon Law explained this was discussed at a previous meeting. Council requested further research on the John Deere customer feedback. Mr. Law checked with other municipalities/companies and received successful installation reports. The second item requested by Council was an indemnity clause in the contract. City Attorney Richard Roats has been working with EC Power Systems on that item.

Mr. Roats explained the revisions were received late yesterday. All the terms requested by the city were accepted.

RESOLUTION AWARDING BID FOR THE BUTLER WELL SITE STANDBY GENERATOR TO EC POWER SYSTEMS IN THE AMOUNT OF \$57,591.00 FOR THE PURCHASE OF A REPLACEMENT STANDBY GENERATOR; DIRECTING EXPENDITURE OF FUNDS OF \$57,591.00 FROM THE WATER FUND FOR SAID PROJECT; AND AUTHORIZING THE MAYOR, CITY CLERK AND CITY ENGINEER TO EXECUTE CONTRACT DOCUMENTS WITH SAID BIDDER.

**Council President Jones moved to approve R90-2015. Seconded by Council Member Buban-Vonder Haar.
Motion carried 4-0.**

- C. Request for a Wastewater Reuse Workshop – Gordon Law, City Engineer
(Continued from 12.15.2015)
(Timestamp 00:27:50)

City Engineer Gordon Law said the matter is from a previous meeting. This workshop would be about issues surrounding reusing wastewater and the permit we received.

Mayor Stear said that he has had success using committees in the past rather than workshops. Two council members could sit in on the committee and work with staff.

Council Members Buban-Vonder Haar and Cardoza volunteered to serve on the committee.

Mayor Stear asked Council Members Buban-Vonder Haar and Cardoza to work out a time with Mr. Law to begin the process.

- D. December Construction Report – Gordon Law, City Engineer
(No Action Required)
(Timestamp 00:29:42)

City Engineer Gordon Law stood for questions regarding the Construction Report.

Mayor Stear asked Council if they wanted to see this on agenda or would they prefer to receive the report and ask questions if needed during the discussion portion of the agenda. Council agreed to just receive the reports outside of Council meeting.

Council Member Cardoza asked Mr. Law if the membranes at the Treatment Plant clog or wear out. Or, are they replaced on a maintenance schedule?

Mr. Law responded they do deteriorate but they try to replace them on a maintenance schedule.

- E. Final approval of Personnel Manual pending ICRMP review – Richard Roats, City Attorney
(Timestamp 00:31:42)

Resolution will follow after ICRMP review

City Attorney Richard Roats explained the manual contains edits and corrections as directed by Council in previous meetings. Mr. Roats has the numbers on vacation accrual. There were some options discussed at the last Council meeting. Direction needs to be given on excess accrual of vacation and payout.

If 120 hours of overage were placed in a bucket, the balance payout would be \$122,000. 30% of that cost would be general funds; the balance would be enterprise funds.

Council Member Buban-Vonder Haar asked if the numbers were included in the packet.

Mr. Roats said they were not; he just received them this evening.

Council President Jones has a concern about the verbiage in section 12.2.2. He would like a time limit for reserving time in the bucket.

Mayor Stear said he understands Council President Jones' point.

Mr. Roats asked if Council wanted two buckets with 120 hours in one and the excess amount in the other bucket to be paid off over time effective March 1, 2016.

Council was agreeable to that process.

Mr. Law confirmed the amount included FICA and PERSI.

Mr. Roats confirmed it did.

Mr. Roats said the next item was the uniform policy and boot policy. He explained the issues of boots, how long they last and safety concerns. Mr. Roats also stated he had made changes that gave more discretion to Directors for purchasing decisions. He met with the public works employees and learned that they purchased higher quality coats to last 3 or 4 years as opposed to replacing them yearly.

Council Member Buban-Vonder Haar said that she didn't receive a track changes copy of the policy so she didn't know which changes to review.

Mayor Stear explained the changes don't necessarily need to be made to the personnel manual. There is a Department policy draft that addresses how the money is to be spent. He feels there are enough variables, it is best to leave it as a Department policy and allow the Directors and supervisors to work on that policy in a committee then put it in place.

Council Member Buban-Vonder Haar said she is not on board with section 18.2 because it has not been discussed. What has been discussed was not what is she is looking at now.

Mr. Roats responded he took the Department policy and incorporated it into section 18.2.

Council Member Buban-Vonder Haar said that policy listed dollar amounts and is nothing like what is in this section.

Mr. Roats responded the thought was to allow Directors to determine what was appropriate. Setting a budgeted amount allows Directors discretion to provide employees appropriate items as their duties determine.

Council Member Buban-Vonder Haar suggested that policies such as this be added as addendums at the end of the personnel manual including all Department policies.

Mr. Roats said that was the intent of Section 18. All Department policies will be added under that section to allow policies to be adopted without having to amend the entire manual.

Council President Jones would like to have a committee for the uniform and safety boot policy as Mayor Stear recommended and provide a copy of the manual to ICRMP for review with the current uniform and safety boot policies that were previously approved. Those policies can be amended at a later date and resubmitted.

City Engineer Gordon Law was agreeable with Council President Jones suggestion to use the boot and uniform policies approved 3-4 years ago and move forward with those in place until a committee can review and change them later on.

Council Member Buban-Vonder Haar pointed out several corrections that were needed. She asked Mr. Roats about the personal vehicle reimbursement.

He explained if a city vehicle not available there would be a reimbursement for personal vehicle use. It had also been mentioned that there were instances when a personal vehicle may be more appropriate such as in winter driving conditions.

Council President Jones explained his thought is that if there is a city vehicle available and there is no inclement weather, personal vehicle use would not be reimbursed.

- F.** Consideration to Approve Resolution R91-2015 Employee Health Insurance Plan –
Linda Mayhugh, Deputy City Treasurer
(Timestamp 01:06:44)

Deputy City Treasurer Linda Mayhugh explained the city has covered the employees but not the dependents in the past. The recent rate increase from Regence for just the employee coverage would not allow the city to stay within budget. She reviewed the various costs and surveys. The rates on the policy are only good until the end of the month. She stood for questions.

Mayor Stear stated a discrepancy came from the Regence plan numbers; they were reflecting 1 month when in reality it should have been 4 months, which was why new numbers were provided this afternoon. Options have been presented to Council; his preference is to help employees as much as possible on dependent coverage so they are able to afford health care for their families.

Council Member Buban-Vonder Haar said there had been previous input that all the money budgeted had to spent. She does not agree. The crucial point is the benefits received not the amount being paid for the benefits. She prefers to maintain the same benefit from year to year. Her preference is to cover 100% for employees under the signature option and if employees choose the HSA option, the difference in the premium costs would be deposited in the employee HSA account. She also suggested providing 50% coverage for dependents.

Ms. Mayhugh commented that in the May Council minutes Council stated that the saved money would go toward dependent coverage and that was why the proposed premise was provided.

Council Member Cardoza stated he wished the documents had been provided before this afternoon. Is there a reason why the documents were not provided earlier?

Ms. Mayhugh explained she did not see the numbers until last week when the Council packet was sent out. She found what she felt was an error and did not want to act until she spoke with City Treasurer John Marsh who is on vacation. They were able to speak this afternoon.

Council Member Cardoza if Council is strictly looking at one plan or an option of 2 plans.

Mayor Stear clarified this would be a dual option for employees. This is the kind of matter that would benefit from a committee and would benefit from Council Member Cardoza's expertise. He would like to take a closer look at this next year.

Council Member Cardoza supported the 50% dependent coverage for the first year.

Mayor Stear explained how the surveys were done and supports a higher dependent coverage. It should be made clear to employees that percentage could change or decrease in the future.

Council President Jones supports the 50% dependent coverage. He is concerned that the surveys are not correct. He is concerned about the potential costs for employee's vision and dental coverage and will they want to look at a percentage of dependent coverage there as well. He is also concerned about the budget. He would rather err on the side of caution and stay within the budget.

Council Member McPherson said that he does not have the information discussed at previous meetings but has been observing the employees in attendance reactions. He feels he needs to do some homework to know why employees are upset about the options.

Council President Jones said he can respect Council Member McPherson's feeling. He explained that being a Council Member is a balancing option. He suggested start with the 50% and see how many people sign up.

Council Member Buban-Vonder Haar said the memo included in the Council packet requested the \$3.95 employee administration fee be determined. Would it come out of the employer contribution or in addition to the employer contribution?

Council Member Cardoza asked if each of the employees in attendance could be given 3 minutes to speak.

Council President Jones was concerned that all the employees won't have the opportunity to speak, only those in attendance. That would not be right.

Council Member Cardoza said if Council is going to make a decision tonight or table the discussion and stay with Regence. The employees made an effort to attend to hear Council; Council has an obligation to listen to them.

Council President Jones said his concern is there are other employees that were not aware they would be able to speak at the meeting. He feels Council can make the right decision based on the information presented.

Council Member McPherson clarified; Council could table the subject and stay on Regence until October or Council can make a decision for the dual option plan and look at other options that may be available for next year.

P & Z Director Wendy Howell asked if it could be decided next month to start a health plan in March.

Ms. Mayhugh responded the quote will expire. The employees would need to complete a new survey and the plans requested. She highly doubts all the components would be completed by March.

Council Member Buban-Vonder Haar preferred to approve coverage for dependents for the next 8 months. There would be more information in the upcoming months

regarding vision and dental and whether the budget can sustain a larger dependent contribution amount.

Council President Jones said he is concerned if the matter is tabled until October, Council will be wrestling the same variables. He is also concerned that if we stay with Regence, there will be a \$17,000 premium increase which would require an amendment to the budget as well as a public hearing for that amendment.

Mayor Stear said it doesn't make sense to extend out with a carrier that will cost the city a lot more money and employees will get nothing to help with their dependents. He does not think that is a good option.

Mike Nadeau asked if anyone did a cost effect on the lowest paid employees and the percentage the paychecks will be reduced to cover their families? For family coverage the cost is \$400 per month which will create a hardship. Employees have left the city due to not having family insurance coverage.

Council President Jones responded he understands Mr. Nadeau's comments but a 50% contribution is equitable with other cities. The premiums are less than other cities as well so the 50% contribution actually helps employees more.

Mr. Nadeau said a Class I license pays more in Meridian.

Council President Jones said he thought the pay scale had been addressed previously to put our employees in line with other cities pay scales.

Mr. Nadeau said his focus is on his original question; if anyone had looked at the lower end of the pay scale and the percentage of the paycheck going to insurance.

Council Member Buban-Vonder Haar pointed out that previously family coverage would have cost an employee 100% of the premium cost, it is being offered for 50% so it is more affordable.

Council President Jones said Council not seen employee's paychecks vs. insurance costs information. The focus has been premium costs for additional family coverage. Council would rather start with 50% and be able to raise the percentage when numbers are more solid than start high and have to reduce the percentage.

Mayor Stear recommended a Committee be formed to gather additional information for October; however a decision needs to be made for coverage until that time.

Council President Jones said he would be happy to serve on that Committee.

A RESOLUTION OF THE CITY OF KUNA, IDAHO AUTHORIZING IMPLEMENTATION OF A REVISED EMPLOYEE HEALTH INSURANCE PLAN.

**Council Member Buban-Vonder Haar moved to approve R91-2015 Select Health Dual Option plan (Signature/HSA), to the extent employees choose the HSA plan, they will receive the difference in premium costs. The city will continue to cover employee's premiums at 100%. The \$3.95 monthly HSA administration charge will come out of the employer contribution. The city will offer a 50% employer contribution toward dependent coverage. Seconded by Council President Jones with the following roll call vote:
Voting Aye: Council Members Buban-Vonder Haar, Jones and McPherson
Voting No: Council Member Cardoza
Motion carried 3-1.**

- G. Consideration to Approve Resolution R02-2016 ACHD Standby Letter of Credit – John Marsh, City Treasurer
(Timestamp 02:07:17)**

Deputy Treasurer Linda Mayhugh explained this is a standard letter that is given to ACHD on an annual basis. This covers the city in case of damages while working in ACHD right of ways.

A RESOLUTION OF THE CITY OF KUNA, IDAHO AUTHORIZING THE MAYOR TO EXECUTE THE IRREVOCABLE LETTER OF CREDIT IN THE AMOUNT OF \$25,000 WITH THE ADA COUNTY HIGHWAY DISTRICT AS THE NAMED BENEFICIARY

**Council Member Buban-Vonder Haar moved to approve R02-2016. Seconded by Council President Jones.
Motion carried 4-0.**

- H. Consideration to Approve R03-2016 Authorizing Signature Cards – John Marsh, City Treasurer
(Timestamp 02:08:06)**

Deputy Treasurer Linda Mayhugh explained this is to replace Mayor Nelson's name on the bank accounts with Mayor Joe Stear's name along with signatures.

A RESOLUTION AUTHORIZING SIGNATURES, INCLUDING FACSIMILE SIGNATURES, FOR BANKING SERVICES ON BEHALF OF THE CITY OF KUNA.

**Council Member Buban-Vonder Haar moved to approve R03-2016. Seconded by Council President Jones.
Motion carried 4-0.**

8. Mayor/Council Discussion Items:

Mayor Stear invited the Council to stop by and visit with him any time.

9. Announcements:

10. Executive Session:

11. Adjournment:

Mayor Stear adjourned the meeting at 9:42 p.m.

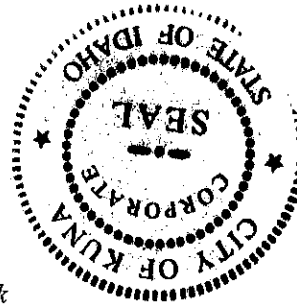


Joe L. Stear, Mayor

ATTEST:



Chris Engels, City Clerk



*Minutes prepared by Dawn Stephens, Deputy City Clerk
Date Approved: CCM 01.19.2016*