



CITY COUNCIL MINUTES

Special Meeting
Monday, December 8, 2014
7:00 p.m.

CALL TO ORDER

Mayor Perry called the meeting to order at 6:30 p.m.

ROLL CALL

Present: Mayor Perry, Mayor Pro Tem Taylor, Councilmembers Whalen, Jones, Ott, Morton, Manley, and Zaroudny

STAFF PRESENT

Public Works Director Neal, Interim Finance Director Garrison, Police Chief Hernandez, and City Clerk Bolam

EXECUTIVE SESSION

Mayor Perry recessed into Executive Session for approximately 30 minutes for the purpose of discussing the negotiations of the IBEW Local 483 labor contract as per RCW 42.30.140(4)(b).

The executive session was extended by 15 minutes at 7:00 pm.

REGULAR SESSION

Mayor Perry called the regular meeting back to order at 7:15pm and led the flag salute.

Additional staff members Interim Public Works Director Perteet, Electric Utility Supervisor Baker, and Sergeant Hume joined the meeting.

ADDITIONS / DELETIONS

Mayor Pro Tem Taylor requested time to comment at the end of the meeting.

Mayor Perry requested the addition of "Police Car Surprise" for discussion only as item E.

CITIZEN PARTICIPATION

None.

CONSENT AGENDA

Approval of:

- A. Claims Approval
 - a. Checks/vouchers 55959-56003 in the amount of \$ 282,971.64.
 - b. Payroll of 11/20/14 in the amount of \$ 134,519.43.
- B. Activity Center Re-roof Project Acceptance
- C. Alder Street Storm Drainage Project Acceptance

COUNCILMEMBER MORTON MOVED, seconded by Mayor Pro Tem Taylor, to approve the Consent Agenda – **Passed 6/0.**

REGULAR AGENDA

- A. Grant Acceptance – Milton Way Pedestrian Improvements

Director Neal explained the background for this item and the request for Council to approve the funding.

COUNCILMEMBER OTT MOVED, seconded by Councilmember Whalen, to accept the PSRC grant funding for construction of the Milton Way Pedestrian Improvement Project, 17th Ave to 22nd Ave, in the amount of \$622,174 and authorize the Mayor to sign all necessary documents.

Council expressed appreciation for this project and asked for some clarifying details.

The motion was voted on and passed 6/0.

Mayor Perry asked Director Neal to introduce new Interim Public Works Director Rich Perteet. Mr. Perteet briefly explained his background.

- B. Authorization to Repair Well Pump #12

Director Neal explained this item. City electric supervisor Glen Baker was present and answered questions.

COUNCILMEMBER WHALEN MOVED, seconded by Councilmember Zaroudny, to approve the expenditure of up to \$50,500 for the immediate repair of the pump at Well #12.

Councilmembers expressed appreciation for discovering the need for this and the packet information showing best and worst case scenarios. Brief question and answer followed.

The motion was voted on and passed 6/0.

C. IBEW One-Year Labor Contract

Attorney Snyder introduced this item, explaining that 12/31/14 is the the end of a three-year contract, and presented a one-year roll-over contract for Council's approval. The IBEW employees have voted to accept the roll-over if council approves. The letter of understanding has two provisions:

1. A 2% wage increase; and
2. The city and employees will participate in good faith in a process to review health care options.

An optional letter of understanding includes giving December 24, 2014 as a day off to employees as a signing bonus.

MAYOR PRO TEM TAYLOR MOVED, seconded by Councilmember Whalen, to approve the Letter of Understanding with IBEW Local 483, to include the day of December 24 as a day off for non-essential employees, with a future day off within the next calendar year for all those union employees required to work, and authorize the Mayor to execute the same.

Mayor Pro Tem Taylor expressed thanks to employees for foregoing wage increases over the previous contract and said this is a great time to come together to learn about the tremendous changes in health care; it is a win/win situation for the city and employees. Christmas Eve is a nice time to allow employees to spend with family.

Councilmember Whalen appreciates the effort to bring this to council, the understanding that exists between council and employees, and the willingness to work in conjunction.

The motion was voted on and passed 5/1. (Ott – by roll call vote)

D. Contract Approval – Rapport Benefits Group

City Clerk Bolam introduced Rapport Benefits Group representatives Chris Free and Venus Dean-Bollinger.

Mr. Free provided a brief overview of the services that Rapport proposes to provide to the city and its employees. He explained that there is a way to stop paying for expensive health care that goes unused while still making available the same high quality care only when it's needed, thereby sharing the profits of healthy employees that insurance companies keep now. Rapport's services would include education and design of a new health care benefits package, followed by the implementation of any changes that are made, including liaison services between employees and doctors and insurance companies.

Mr. Free answered Council's questions, including:

- This is not a self-insured program – it is fully-insured. But there is a small, self-funded amount that allows the city flexibility. The goal is to fill in deductibles and out-of-pocket maximums.
- Their fee is based on \$25/employee/month – this is a standard broker fee, but Mr. Free emphasized Rapport's exceptional services.
- All inclusive insurance and service fees will result in savings to the city and to the employee.

- It is beneficial for employees to have experts to contact and rely on through insurance issues, helping people understand the benefits that they have purchased.
- Inflation of health care costs is harnessed; deductibles don't go up like premiums do. Premium inflation will go up on a much smaller number.
- Moving in this direction now will keep the city out in front of future changes, such as the so-called "Cadillac plan tax", scheduled to be implemented in 2018.

COUNCILMEMBER WHALEN MOVED, seconded by Councilmember Morton, to authorize the Mayor to execute the attached professional services agreement with Rapoport Benefits Group. **Passed 5/1.** (Ott – by roll call vote)

E. Police Car Surprise

Chief Hernandez explained this item and the attachments, introducing Sergeant Hume, who is responsible for the research and available option.

City attorney Snyder announced that, because this item was added to the Special Meeting within 24 hours of the meeting time, no action can be taken. Council asked clarifying questions and provided a consensus to make this purchase.

Councilmembers expressed availability to meet in a special meeting to approve this purchase.

F. Mayor Pro Tem Taylor's Comments

Mayor Pro Tem Taylor complimented City Council for harmonious interaction, saying it has been his privilege serving as Mayor Pro Tem. He expressed his appreciation to Mayor Perry for her leadership, vision, transparency, listening ability, and involvement in the community.

City Council expressed good-bye to outgoing Public Works Director Neal.

ADJOURNMENT

Adjourned at 8:45 p.m.



Debra Perry, Mayor

ATTEST:



Katie Bolam, City Clerk