

**CITY OF WEISER**  
**CITY COUNCIL MEETING**  
55 West Idaho Street  
Weiser, ID 83672  
Monday  
**SEPTEMBER 11, 2023**  
7:00 pm

**Call to Order** [7:02:38 PM](#)

**ROLL CALL**

**PRESENT:** Layna Hafer, Larry Hogg, Cliff Barberis, Mike Hopkins, Sterling Blackwell and Marg Chipman.

**ABSENT:** None.

**STAFF:** Randall Hibberd, Natasha McDaniel, Mike Campbell, Margaret Taggart, Mackenzie Kissell, Troy Krahn, Bill Taylor and Sherri Breaux.

**Guests:** Christina Stanley, Phil Janquart, Theresa Rasmussen, Adeanna Jenkins, Hunter Mizar, Katie Von Brethorst, Herb Haun and Ginger Taylor.

**Invocation was given by Reverend Hunter Mizar.** [7:03:05 PM](#)

**Pledge of Allegiance, was led by Margaret Taggart.** [7:03:36 PM](#)

**Commission Reports:** None. [7:03:59 PM](#)

**Committee Reports:**

[7:04:12 PM](#) - Layna Hafer, clarified the difference between a Commission and a Committee for the Council and the Public. Layna then gave a report from the Architectural Preservation Commission and Committee Meeting. They received a \$2,500.00 Enhancement Grant and have selected some amazing Historical Train Depot brochure pictures and information and they are going to use that to put a kiosk at the east end of the Depot that will tell the history of the Depot and what it was used for. They have assigned an indoor and outdoor manager to take care of maintenance at the Depot. They are seeing an increase in rental use lately. They are also looking at ways to mitigate weeds and some of the things out there. Walgreens brought them two dump truck loads of dirt they are doing a native plant scape. Diane Christensen and Tim Smedley helped them contour it, but they need eight or nine railroad ties. If anyone knows of someone who would be willing to donate railroad ties please let them know or drop them off in the marked area by the Caboose at the Depot.

[7:07:22 PM](#) - The Preservation Commission is also looking at our Green Scape, Construction and things that affect how our community looks in the long term. The Court House is doing an addition and the Commissioner's Plan at this point is to take out all the grass on the west end of the Court House and make a parking lot. If you as the public have any feelings about that, please address those to the Commissioner's whether you're for or against that plan. The Architectural Preservation Committee just asks for some input to help with the decision whether to take that grass out.

[7:08:21 PM](#) – If you have any interest in the history and helping to preserve a lot of this stuff, what the Architectural Preservation Committee is doing is incredible and would be an amazing group to be a part of. I hope we will have an active Council Member engaged in and attending those meetings in the future.

[7:09:07 PM](#) - Sterling Blackwell, August Library Report. 2,980 books were checked out, 3,400 plus patrons came through the doors. November 3<sup>rd</sup> and 4<sup>th</sup> is their Art and Craft Show and it is totally booked out. The Library Meeting Room was used 30 out of 31 days and some days there were 3 to 4 groups using it in one day. The STEM Program for kids six years old and up is starting again. The local churches have rallied together to provide food for the students attending the Program. If you know of students looking for something to do on Friday when there is no school, we encourage you to get them signed up, there is still spaces available. It is free to the public they just have to sign up and reserve so they know how many to expect. PBS is going to do a story time, they have some great story tellers coming out. November 30<sup>th</sup> is there Christmas Open House in the Library with Vendors there.

They will be open October 9<sup>th</sup>, Columbus Day.

**7:11:00 PM** – Layna Hafer, do you have any idea how much they made on their Fund Raiser? Sterling Blackwell, they raised \$9,000.00 for the auction of those chairs, it was a fantastic event. They have used that money to buy new furniture for the Library.

**7:11:58 PM** – Sterling Blackwell, Design Committee Report. Sterling gave a brief reminder of what the Design Committee was created to do. We will meet tomorrow to review some of the paperwork that has finally came back from the lawyers along with a couple of other things on our plate that we will review.

**Department Reports** were presented by Clerk McDaniel. **7:12:49 PM**

**MINUTES 7:17:07 PM**

Motioned by Layna Hafer and seconded by Cliff Barberis to approve the minutes of one (1) Regular City Council Meeting on August 14, 2023 and one (1) Special City Council Meeting on August 28, 2023 as presented and place them on file.

**7:17:37 PM**

AYES: Layna Hafer, Larry Hogg, Cliff Barberis, Mike Hopkins, Sterling Blackwell and Marg Chipman  
NAYES: None  
ABSTAINED: None  
MOTION CARRIED.

**BILLS 7:17:46 PM**

Motioned by Mike Hopkins and seconded by Marg Chipman to approve the bills as reviewed by the Finance Committee and present them to the Treasurer to have warrants drawn for payment.

**7:18:21 PM**

ROLL CALL VOTE:  
AYES: Larry Hogg, Cliff Barberis, Marg Chipman, Sterling Blackwell, Layna Hafer and Mike Hopkins  
NAYES: None  
ABSTAINED: None  
MOTION CARRIED.

**UNFINISHED BUSINESS:**

**NEW BUSINESS:**

**RESOLUTION #681 VENDOME RENTAL RATE INCREASE AND APPROVE THE MAYOR TO SIGN – Action Item. 7:18:41 PM**

Mayor Hibberd, the rate increases were discussed earlier in the Public Hearing, would there be any questions?

**7:19:18 PM**

Motioned by Layna Hafer and seconded by Cliff Barberis to approve Resolution #681 regarding Vendome Rental Fees and authorize the Mayor to sign it.

**7:19:43 PM**

ROLL CALL VOTE:  
AYES: Mike Hopkins, Layna Hafer, Larry Hogg, Cliff Barberis, Marg Chipman and Sterling Blackwell  
NAYES: None  
ABSTAINED: None  
MOTION CARRIED.

**APPROVE VENDOME RENTAL AGREEMENT – Action Item. 7:19:57 PM**

Mayor Hibberd, this is a condensation of a document that was pretty lengthy before, mainly by Council Member Hafer and Jhonna Eldridge from the Recreation Department. Are there any questions in regard to the new rental agreement?

**7:20:45 PM** – Larry Hogg, page 7 Under “Kitchen Duties For Caterers and Private Parties” it says “All food must be prepared in the presence of a certified food handler or purchased from a grocery store.” Does that mean that I can’t get something that is prepared by someone and bring it in or are we just talking about the food that is prepared on-site? Sterling Blackwell, to make food for the masses on the premises, Southwest District Health requires a certified food handler who has a food management license with them. My understanding is that the Vendome does not have that person, that means you have to supply your own and be able to show that certification. If you are unable to show that certification, then any food that is being served to the public in a group setting has to be prepared in a certified kitchen where there is a certified food handler.

**7:23:33 PM** – Larry Hogg, how do we monitor someone if it's prepared off-site? Layna Hafer, if Southwest District Health came through and did a random inspection, they could face fines, it's up to the people who are renting it. We have funerals in there where people bring in the food, but if we are cooking the food in the kitchen, it's the food preparation that is being looked at. This is what we require if it's being prepared in our kitchen to protect the public.

**7:24:28 PM** – Sterling Blackwell, there are specific requirements for chemicals that need to be used, how long it's been cooled for, etc. Because that's a Commercial Kitchen you have to have someone licensed to use it. Larry Hogg, so this just states what Southwest District Health is going to require anyway? Layna affirmed. Larry, so I should not be concerned about it? Sterling, you should be relieved it's in there.

**7:24:52 PM** – Sterling Blackwell, I would like to make a suggestion that we add page numbers to this condensed Vendome Rental Agreement. Clerk McDaniel, can do.

**7:25:10 PM** – Layna Hafer, just so people know, when it was condensed it wasn't that we got rid of a bunch of things, there was a lot of duplication. The Kitchen, that one page is blown up and posted in the kitchen so that anybody that uses the kitchen has that to look at, it instructs them what they need to do.

**7:25:52 PM** – Clerk McDaniel, another reason we condensed and simplified it was because the Agreement before was technically with the Chamber, this Agreement is now 100% between the City and the Renter.

**7:26:22 PM** – Marg Chipman, when I read this it would seem to me that it should say “All food that is prepared in the kitchen should be in the presence of a certified food handler...” When I just read this it says to me that when I have Mr Jones funeral I can't bring in food or like when the Red Cross comes and does the Blood Drive and the gals make the food and bring it in, I'm just wondering. It seems our intent is to say that the food that is prepared in the kitchen is in the presence of a certified food handler or purchased from a grocery store. Layna Hafer, I say that's fair. Larry Hogg, I think you're right.

**7:27:16 PM** – Layna Hafer, I know we ran this by an attorney to make sure that we met the legalities of it, but I would have no objections if we could just elaborate on what that includes and maybe could you reach back out to the attorney and say we want a clarification on how we should word this to protect us. Clerk McDaniel affirmed.

**7:27:41 PM**

Motioned by Layna Hafer and seconded by Marg Chipman, my recommendation is with the guidance of the attorney I would recommend that we approve the Vendome Rental Agreement with that addition for the future.

**7:27:59 PM** – Cliff Barberis, or even “All food in the kitchen must be prepared in the presence of a certified food handler or purchased from the grocery store.”

**7:28:06 PM** – Marg Chipman, “All food that is prepared in the kitchen must be prepared in the presence of a certified food handler...”

**7:28:18 PM** – Layna Hafer, my clarification is prepared verses cooked. Preparing could just be taking it out of the packaging and putting it out as opposed to utilizing the stoves in the kitchen. Cliff Barberis, prepared I think is cooked, it's made there. Marg Chipman, the lawyers will tell you how to word it.

**7:28:57 PM**

AYES: Layna Hafer, Larry Hogg, Cliff Barberis, Mike Hopkins, Sterling Blackwell and Marg Chipman

NAYES: None

ABSTAINED: None

MOTION CARRIED.

**COMMUNITY DEVELOPMENT BLOCK GRANT PLAN IN THE AMOUNT NOT TO EXCEED \$250,000.00 AND APPROVE THE MAYOR TO SIGN – Action Item. 7:29:02 PM**

Adeanna Jenkins, Region IV Development. I believe item number 3 on the agenda refers to the Citizen Participation Plan and that is just adopting this plan. We had our first Public Hearing, this one is required before submitting the application. We posted it in the newspaper to make sure the public was aware that we were having this meeting. If you are awarded and once the project is more than 50% completed, we will have a second Public Hearing. We will discuss how the project is going, the budget, when we anticipate the project being completed and all the items we've achieved.

**7:30:23 PM** – Sterling Blackwell, to clarify this is for the Playground Equipment at Memorial Park not City Park? Mayor Hibberd affirmed adding that we had also gotten prices for City Park and the Soccer Complex and had to scale it back.

**7:30:49 PM** – Sterling Blackwell, and so the sidewalk, we're just not pursuing that because we couldn't find a contractor and so we're just redirecting those funds from the Grant? Mayor Hibberd, no that's a separate deal, we already have the funds for the sidewalk it's just a matter of finding a contractor.

**7:31:13 PM** – Mike Campbell, the Indianhead Pathway Project may have to go back to bid in November and if we don't get any interest in it we may have to go back to Public Hearing.

**7:31:25 PM**

Motioned by Sterling Blackwell and seconded by Mike Hopkins to approve the Community Development Block Grant in the amount not to exceed \$250,000.00 and authorize the Mayor to sign it.

**7:31:52 PM**

ROLL CALL VOTE:

AYES: Sterling Blackwell, Mike Hopkins, Layna Hafer, Cliff Barberis, Marg Chipman and Larry Hogg

NAYES: None

ABSTAINED: None

MOTION CARRIED.

**APPROVE THE MAYOR TO SIGN FAIR HOUSING RESOLUTION #682 – Action Item.**

**7:31:53 PM** – Mayor Hibberd, as part of this Grant Application and something that we need to do anyway, I would like to propose that the Fair Housing Resolution #682 be approved and authorize the Mayor to sign it.

**7:32:17 PM**

Motioned by Layna Hafer and seconded by Sterling Blackwell to approve Fair Housing Resolution #682 and authorize the Mayor to sign it.

**7:32:33 PM** – Larry Hogg, stopped the vote to ensure we had the correct Resolution number. We did.

**7:32:51 PM**

AYES: Layna Hafer, Larry Hogg, Cliff Barberis, Mike Hopkins, Sterling Blackwell and Marg Chipman

NAYES: None

ABSTAINED: None

MOTION CARRIED.

**APPROVE THE MAYOR TO SIGN RESOLUTION #683 SIGN AND SUBMIT GRANT MATERIALS – Action Item. 7:33:04 PM**

Motioned by Sterling Blackwell and seconded by Marg Chipman to approve Resolution #683 to submit the Grant Materials and authorize the Mayor to sign it.

**7:33:36 PM**

**ROLL CALL VOTE:**

**AYES:** Marg Chipman, Larry Hogg, Mike Hopkins, Sterling Blackwell, Cliff Barberis and Layna Hafer

**NAYES:** None

**ABSTAINED:** None

**MOTION CARRIED.**

**AUTHORIZE REGION IV DEVELOPMENT TO ADMINISTER THE COMMUNITY DEVELOPMENT BLOCK GRANT – Action Item. 7:33:53 PM**

Mayor Hibberd, the grant would require that the City hire an Administrator. I would recommend Region IV Development since they are putting the grant together and are very familiar with it.

**7:34:32 PM** – Layna Hafer, I would like to mention that it is required to be a certified block grant administrator, which they are.

**7:34:44 PM**

Motioned by Layna Hafer and seconded by Larry Hogg to authorize Region IV Development to serve as our certified Block Grant Administrator.

**7:35:00 PM**

**ROLL CALL VOTE:**

**AYES:** Layna Hafer, Marg Chipman, Cliff Barberis, Larry Hogg, Sterling Blackwell and Mike Hopkins

**NAYES:** None

**ABSTAINED:** None

**MOTION CARRIED.**

**APPROVE NEW PERSONNEL POLICIES – DRIVING OR OPERATING A CITY VEHICLE, CODE OF ETHICS AND CONDUCT, EQUAL OPPORTUNITY EMPLOYER, WHISTLEBLOWER, NON-RETALIATION, WORKPLACE FREE FROM HARASSMENT AND DISCRIMINATION, RESPONDING TO PRESS INQUIRIES AND SOCIAL MEDIA, AND DRUG AND ALCOHOL FREE WORKPLACE – Action Item. 7:35:35 PM**

Mayor Hibberd, our HR Administrator and our local HR Person have been very busy the last few months making revisions to our Personnel Policies and you have that information before you, are there any questions?

**7:36:35 PM** – Layna Hafer asked Clerk McDaniel to share the process she went through so the Council knows where these have been before they landed with us tonight.

**7:36:48 PM** – Clerk McDaniel, in going through the current Personnel Policy Manual, like the Vendome Rental Agreement it was very complicated and just all over the place. It contradicted itself, it overlapped itself, so what we are really trying to do is, if it is policy, it's a policy and that is separate from the Employee Handbook. The Employee Handbook is going to be just that, a Handbook for employees. If employees want to know the policies on anything, they can say I would like the policy on this and we can give it to them. A lot of these policies were mentioned in the Handbook but they were not set in place as a policy adopted by the Council and followed by the City of Weiser.

**7:37:58 PM** – The process we went through to bring these policies to light is first we had our external HR Person draft them up then I reviewed and edited them from my position as the City HR Person, what I got out of them and my understanding of them. Then we had another person read and edit them from an employee stand point, how they understood it. The Mayor reviewed it as well. We have really tried to get all aspects of it to make sure it is understandable. It has been reviewed, reviewed and re-reviewed and now we bring it before you.

**7:38:54 PM** – Layna Hafer, did we have any legal eyes on this at all? Clerk McDaniel, our legal is on our outsourced HR and she has the authority and knowledge.

**7:39:12 PM** – Larry Hogg, I've got a few questions or comments to make. All of the policies in the first paragraph refer to who all these policies apply to, "employees, contractor's, vendor's, elected official's, the City Council and representatives of the City," but, as a general rule the actual policies refer only to employees. Although those other people, including us who these policies apply for. I'm not sure it is clear enough what the other folks' responsibilities are. I would at least like to take a minute and think about that. All the guidelines and procedures are primarily talking about the



employees and supervisors and what needs to happen. I does not specifically refer to any of the other people who are bound by these policies. Mayor Hibberd, such as? Larry, for example it says it applies to the City Council, but nowhere in here does it say what that means, what are the consequences or what are the responsibilities, or a contractor or a Vendor.

**7:41:21 PM** – Layna Hafer, can you give us an example, I'm not quite sure which one. Larry Hogg, lets just look at the “Whistle Blower.” It says this policy applies to all employees, contractor's, vendor's, elected official's, City Council and representatives of the City. However, in the rest of that policy it refers to the City and it refers to employees, so what applies to those other people? It says the policy applies to them, but how do they know what the restrictions are or what their responsibilities are? It really doesn't say, an example is pretty much the whole thing.

**7:42:29 PM** – Mayor Hibberd, I think even a Vendor if he/she saw something that needed to be brought out into the open, could be a Whistle Blower. Clerk McDaniel, even as a Vendor they could come to the HR Representative and or the Mayor and voice that concern.

**7:42:51 PM** – Mike Campbell, you can not terminate them on that Whistle Blower status.

**7:42:55 PM** – Clerk McDaniel, just for information, that top portion is on the top of every policy, it is a general statement. It does not mean that everything about that general statement is going to be directly reflected in that policy.

**7:43:15 PM** – Layna Hafer, and so Larry do you see it being more effective to have a vendor policy that outlines all of the things for a vendor and then all of the policies would apply to City Council Members, etc.? Larry Hogg, I guess I'm just not clear on what having all those other people on there means when there not referred to again in the policy itself.

**7:43:45 PM** – Layna Hafer, an example I was thinking is the use of the City Car, it gives all the guidelines and that applies to all of us who use the City Car. Do you have to take that out and make that specific to us to know that these apply to us, or do you put us all in that because it applies to anybody that uses the City Car? I'm trying to see the benefit of pulling individual vendors out. Is there any one of those you feel more uncomfortable with? Larry, no, this is just a general statement, a vendor for example, do we then have to give them a copy of our policy since it applies to them? Layna, I can see that as a question.

**7:44:54 PM** – Clerk McDaniel, from my understanding a policy is something that can be made available, I would have to reach out and ask for clarification on that. Discussion followed.

**7:45:20 PM** – Larry Hogg, I'm assuming that our HR Person, that that's just a boiler plate type sentence in there but I just want to understand. Mike Campbell, the City Car for example, if we have to take it to a mechanic and they have to drive that car to another shop I would expect them to drive it per our policy. Does that make sense? Layna Hafer, that makes sense. Larry, OK. Mike, if you have anybody representing the City in any way, you would want them to follow our policy. We have had people doing contract work for the City ask what our policy is, so it is good to have it in there.

**7:46:31 PM** – Clerk McDaniel, this is where we are really trying to have policy in place and take it away from the City Employee Handbook. Right now we just have a Personnel Policy that kind of touches on all of these and that's why we are trying to separate policy from handbook. Larry Hogg, OK I get that.

**7:46:54 PM** – Layna Hafer, did the policies themselves change or did we create new policies because there weren't any? Clerk McDaniel, as an example the Drug & Alcohol Free Workplace in our Handbook was all over the place, there was no this is what it is, so we just pulled that all out and made a policy. We did not have a Non-Retaliation, We did not have a Whistle-blower, so on those, yes. Mayor Hibberd, like on the Drug & Alcohol we vetted that with the Police Department too before we brought it forward.

**7:48:00 PM** – Larry Hogg, on the Whistle-blower Policy the only concern I have with that is that there doesn't appear to be a mechanism for whistle-blowers to go outside of City Hall to voice their concerns. As a Commercial Business employee I'm use to having access as an employee to communicate directly with in my case, a Board of Directors. I'm wondering if we need something like that, our policy says that those things should be reported to the City Clerk or the Mayor. I'm wondering if we should consider having another way to report those or ...Sterling Blackwell, an additional avenue.

**7:49:08 PM** – Layna Hafer, in my years of being here if an employee did not get any results going to the Mayor or the Clerk, they could bring it in Executive Session to the Council as the next level of concern. Where is that addressed? Clerk McDaniel, it is going to be in the Manual, my concern with putting it on our Policy is that we want the employees and everybody to go to the Human Resource Representative and/or the Mayor first. We wouldn't want minor things that could be handled at a City level with the HR Representative or Mayor, to go straight to City Council in Executive Session and/or the City Attorney. Layna, do we line that out in steps for them to know what to do? Clerk McDaniel, I would think we would do that in the Handbook.

**7:50:24 PM** – Larry Hogg, I understand that most things could be handled at the level that it says here and frankly I don't care if it's in the Policy or the Handbook. I think it's a mistake to “make” that decision for our employees. If someone has a problem they need to have the ability to make the decision of where it should go, I don't think we should make that decision for them. Mayor Hibberd, do you want things to go to Executive Session before it goes to the Mayor or HR if it could be resolved at that level? Larry, again I think it's the whistle-blower that should be making that decision, that's just my opinion.

**7:52:24 PM** – Cliff Barberis, say I was chewed out for whatever, and I'm going to run to the City Council and we're going to get this over with. I think you should have steps you follow, keep everything organized. I think we are the last resort, that's why we have these other people. I think it's going to be something that happens rarely, but I think it should be resolved between the people they work for or with HR and/or the Mayor before it comes to us. Layna Hafer, I agree.

**7:53:13 PM** – Larry Hogg, what about in the case where the problem is the City Clerk or the Mayor? They could feel that their job is in jeopardy, I just think that other avenues should be available and I don't know how to say which issues can go straight to someone else. Mayor Hibberd, I think you'd fall in line with what we already have in that you go to your supervisor first, if it can't be resolved with your supervisor you go to mainly Public Works is where most of it falls under, if it's not resolved there, even if you believe the problem is with the Mayor you still follow that.

**7:54:51 PM** – Clerk McDaniel, in the Whistle-blower Policy itself under Whistle-Blowing Reporting that second paragraph, Department of Labor Government Complaint Whistle-Blower Resources, there is a guideline. It says we would like you to go to your supervisor first, if that doesn't get resolved you go to the Human Resource Representative/City Clerk to respond, if that doesn't get the resolution you want you could go to the Mayor. It then states that “At no time is the City suggesting that employees should not contact the Whistleblowers.gov Complaint page, but we do hope that employees give the City the chance to resolve issues at the City level.” So it does give you other guidelines and other opportunities to take it above and beyond if you do not feel you got the resolution at the City level. It does give you other avenues and other options which I think is what you are trying to point out and I think it states it in the Policy itself.

**7:55:57 PM** – Larry Hogg, so then they could go to this complaint page, and what does that tell them? Clerk McDaniel, that's actually through the Department of Labor. Layna Hafer, it gives them the instructions of what do you do to protect your job, who do you contact, what type of a situation, it gives you scenarios and here's who you can reach out to, that's what it does for a whistleblower page.

**7:56:25 PM** – Cliff Barberis, if you have a problem with somebody you start with doing the steps. I'll tell you what, you wouldn't believe how many things have been worked out by just talking, you can save yourself a lot of problems that way. If talking doesn't work move up the ladder.

**7:57:09 PM** – Sterling Blackwell, I do think it's important for us to remember that policies and procedures are put into place and honestly it's an insurance policy, it protects the employee and the employer. We might not get it perfect this first time but it's much more important to have something in place. In education that's the first thing we do, we say, what's the policy. If you don't follow the policy then whose at fault then? It's either the employee or it's the employer. It's pretty vital that we get these policies in place. I totally understand and respect that worry of if your complaint is with the Mayor or the HR, where do you go then. Maybe it is a matter of revisiting this particular one and adding a paragraph that says, in the event that the complaint be with the Mayor or City Clerk we recommend you go to City Council. Maybe a simple statement like that would help us resolve some of the worry and provide that additional avenue but still maintain what you guys have done, which is pretty good work here.

**7:58:34 PM** – Larry Hogg, absolutely, that's my concern. I want to make sure everybody has a different avenue, especially in the case where they're not comfortable with these options. Just one more

comment, I think it would be a lot less intimidating to go to the City Clerk or the Mayor privately, than the six of us.

**7:59:24 PM** – Mayor Hibberd, I can't speak for future administrators or administrations, but we work hard to create an atmosphere where people can come and talk, we are working diligently at that. Larry Hogg, I agree. These policies are for when something blows up, these are what you fall back on. As a general rule I'd be surprised if we ever had any, but the policies are in place for when you need them.

**8:00:335 PM** – Sterling Blackwell, do we have to approve all these policies at once or because they are individual policies that you've created, do we need to approve them individually? Clerk McDaniel, as of right now they are on the agenda as an action item in their entirety, I don't see why we couldn't. Sterling, my question would be are we able to move forward and approve all save the Whistleblower Policy pending revisions by a lawyer to include concerns. Is that something we could do to move forward? All of them are pretty good, but I totally understand Larry's point of view in wanting to have that. Were there any other policies you felt you needed to have something like that clarified?

**8:01:29 PM** - Cliff Barberis, we're trying to set a precedent here and get something started, if we need to re-tweak it occasionally, but I think just approve the whole thing. We could go on forever about somebody not happy with this one and this one and this one. Layna Hafer, there are so many scenario's, but the initial plan is to protect our employees and us, you could go into a lot of details for every situation and I don't know if that's going to be any more helpful than just having a policy that says you can go to the Whistleblower site. Common sense for employees, if it's bad enough, they are going to seek out some advice from an attorney or someone.

**8:02:44 PM** – Marg Chipman, any policy can be brought up for review anytime, right? Layna Hafer affirmed. Marg, if we pass the whole thing and then bring one up for reconsideration. Cliff Barberis, just keep it simple. Larry Hogg, I get that, but the fact of the matter is if we approve these we're going to be done with them as a City Council, I think we need to know what we are approving and what we are comfortable with. Yes it's a pain and yes it takes some time, but, and frankly as I went through them the issue we've already discussed was by far the most controversial. I want to know what I'm approving because again, we're likely not going to see these again, yet we might have to defend them.

**8:04:20 PM** – Layna Hafer, I'm going to make a recommendation here since we've talked about this quite a bit and I don't know if it can be resolved.

**8:04:27 PM**  
Motioned by Layna Hafer and seconded by Cliff Barberis to approve new Personnel Policies: Driving or Operating a City Vehicle, Code of Ethics and Conduct, Equal Opportunity Employer, Whistleblower, Non-Retaliation, Workplace Free from Harassment and Discrimination, Responding to Press Inquiries and Social Media and Drug and Alcohol-Free Workplace.

**8:04:56 PM** – Layna Hafer, my recommendation is, even if we do approve them, if you feel Larry that that one may still need an amendment to it, I'd say go to Clerk McDaniel and work on it, because we can always bring that policy back for an amendment. I just hate to see us get so far down in the weeds tonight when this has gone through so many people including a professional HR Person who does HR for cities. I just feel like that is beyond us tonight, but I would like to offer that as an option so that we can move forward.

**8:05:39 PM**  
ROLL CALL VOTE:  
AYES:  
NAYES:  
ABSTAINED:  
MOTION CARRIED.

Cliff Barberis, Sterling Blackwell, Marg Chipman, Layna Hafer and  
Mike Hopkins  
Larry Hogg  
None

**LEEN FAMILY SUBDIVISION #2 (WALGREEN'S) FINAL PLAT AND APPROVE THE MAYOR TO SIGN – Action Item. 8:06:00 PM**  
Mike Campbell, this is the construction that has been going on over on East 6<sup>th</sup> across from Ridley's it's a three lot subdivision. As of today's date they have installed all of the infrastructure that we've asked for including curb, gutter and sidewalk, water, sewer and storm drainage. I would recommend that we approve this and authorize the Mayor to sign pending completion of a small punch list before we do a final signature on it.



**8:07:26 PM** – Marg Chipman, does this whole subdivision just take in the Walgreens property or is it the whole area out there? Mike Campbell, if you go down there you can see where the sidewalk starts on the south side, there is a total of three lots so they will be able to sell those other two lots for commercial use.

**8:08:06 PM**

Motioned by Cliff Barberis and seconded by Mike Hopkins to approve the Leen Family Subdivision #2 Final Plat and authorize the Mayor to sign it.

**8:08:17 PM**

ROLL CALL VOTE:

AYES: Larry Hogg, Sterling Blackwell, Marg Chipman, Mike Hopkins, Layna Hafer and Cliff Barberis

NAYES: None

ABSTAINED: None

MOTION CARRIED.

**BURKE ELECTRIC TO RUN POWER TO THE LAIRD PROPERTY WITH AN ESTIMATE COST OF \$3,838.00 – Action Item. 8:08:38 PM**

Mike Campbell, as of right now there is no power down there because the pole is so bad and the electrical box has went bad on us so we can't use it. I did contact other electrician's but this is the only one I got back. To install a new box and connect it, we are looking at \$3,838.00. That does not include a pole, but we do have poles at the pole yard that have been cut down that we can use. We have also been looking at adding a light down there to be able to see if somebody is going through it. It is Idaho Power out there so they would come and make the connection. I think the monthly rate for a light is around \$15.00 per month.

**8:10:08 PM** – Larry Hogg, so the Laird Property is Mortimer's Island? Mike Campbell, east of Mortimer's Island, the ten acres from the gate south to the river where they hold the Mud Drags.

**8:11:31 PM**

Motioned by Sterling Blackwell and seconded by Cliff Barberis to approve Burke Electric to run power to the Laird Property with an estimated cost of \$3,838.00.

**8:11:40 PM**

ROLL CALL VOTE:

AYES: Mike Hopkins, Larry Hogg, Cliff Barberis, Marg Chipman, Sterling Blackwell and Layna Hafer

NAYES: None

ABSTAINED: None

MOTION CARRIED.

**PURCHASE OF NEW AWNING FOR CITY HALL NOT TO EXCEED \$9,878.00 – Action Item.**

**8:11:54 PM**

Clerk McDaniel, we did get an estimate in the amount of \$9,878.00 to replace the existing awning that is out here. To replace it as it is we couldn't even get a bid on it. They do not think the building will support the structure that needs to be put up and then hold the weight of it, especially in the winter time. This is a quote to do two separate awnings, one 30 foot long to cove the front door and one eleven foot to cover the City Council Chambers Entrance. It would separate the two entrances and wouldn't be as much upkeep. Mayor Hibberd, we would also be taking down the two awnings on the west side of the building.

**8:13:19 PM** – Sterling Blackwell, what is the design of this awning? I ask because I'm part of the Design Committee and awnings and design review is part of what we're reviewing and trying to put together. Is it made of metal, is it fabric covering, is it...? Mike Campbell, it's an aluminum frame with a fabric covering. It's five feet out and five feet tall and kind of dome shaped. A lot of newer buildings have this style, it's the new updated version without having to have it engineered. Sterling, and you choose your colors? Clerk McDaniel, a solid maroonish color. Mike Campbell then explained what it would take to replace the existing awning. adding that just to replace the fabric would be over \$20,000.00.

**8:14:37 PM** – Layna Hafer, when was it last replaced? Mike Campbell, more than ten years ago. It's definitely exceeded it's life expectancy, it isn't going to make it another winter. Even if we don't replace it now it will have to come down. Mayor Hibberd, part of it is already starting to come down.

**8:15:21 PM** – Cliff Barberis, have we considered metal, aluminum? Mike Campbell, we did but with the front of this building being higher than the roof you would have to have pylons going to the ground.

**8:15:43 PM** – Sterling Blackwell, is there an estimate on how long this new fabric will last? Mike Campbell, I know there is a ten year color warranty on the fabric. I can verify that before we purchase if Council would like.

**8:16:27 PM**  
Motioned by Sterling Blackwell and seconded by Mike Hopkins to approve the purchase of a new awning for City Hall not to exceed \$9,878.00.

**8:16:38 PM**  
ROLL CALL VOTE:  
AYES: Sterling Blackwell, Mike Hopkins, Larry Hogg, Layna Hafer, Cliff Barberis and Marg Chipman  
NAYES: None  
ABSTAINED: None  
MOTION CARRIED.

**ADJOURNMENT – Action Item. 8:16:50 PM**  
Motioned by Layna Hafer and seconded by Cliff Barberis to adjourn.

**8:17:54 PM**  
AYES: Layna Hafer, Larry Hogg, Cliff Barberis, Mike Hopkins, Sterling Blackwell and Marg Chipman  
NAYES: None  
ABSTAINED: None  
MOTION CARRIED.

**THIS REGULAR CITY COUNCIL MEETING WAS ADJOURNED AT 8:16:59 PM**

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**Randall E Hibberd, Mayor**

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**Natasha McDaniel, City Clerk**