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Minutes  
Workshop Meeting  
April 22, 2008

Present: Mayor Terrill Clove, Council Members Jean Arbuckle, Roger Bundy, Micheal Heaton, Jeff Turek, Steve VanDerHeyden, City Manager Roger Carter, Executive Assistant Kimberly Ruesch, Finance Director Valerie Winget, Deputy Recorder Tara Pentz

Meeting called to order at 5:30 P.M.

**1. Approval of the Agenda.**

*Council Member VanDerHeyden made a motion to approve the agenda for April 22, 2008. Council Member Turek seconded the motion; which passed unanimously.*

**2. Review of the Warrant Register.**

Council Member Turek asked about the purchase of pictures from Lynn Clark.

City Manager Carter stated the additional purchases were for the new Public Works building.

Council Member Arbuckle asked about the three general legal billings referred to.

City Manager Carter stated the billings are for 3 months worth of legal fees.

Council Member Turek inquired about the purchase for 16 grills for the recreation department.

City Manager Carter explained the custom island and 1 grill up to the new Recreation Center.

**3. Discussion and review of the 2008/2009 Fiscal Year Budget.**

\* Council Member Bundy arrived at 5:36 P.M.

City Manager Carter reviewed the budget assumption and capital budget, with the Council.

Council Member VanDerHeyden asked if there is a policy in place in the event of a slow down, which would require lay-offs.

City Manager Carter reviewed the lay-off policy or down sizing with Council as well as the staff restructuring.

Council Member Bundy questioned the pay increases for employees. He was under the

impression the lower paid employees would receive a higher percentage because their dollar amount is lower. However, the chart shows the opposite.

City Manager Carter explained the higher employees are below the market value for their positions.

Council Member Heaton asked if the economy is to stay the same, would pay stay the same, or would the pay structure change if we have an abundance of employees.

City Manager Carter stated the mid-point could shift, which would mean the employee could be higher or lower than control point of their position, but the pay would not change, but rather where they are on the pay scale.

City Manager Carter continued the review of the proposed 2008/2009 Budget. Including the new budget for the Community Center.

City Manager Carter asked the Council to revisit the passes for Staff. The Community Center is going to have negative earnings for at least the first year of being open. Giving a family pass to full-time employees would be a revenue loss to the Center.

Council Member Turek stated this would not change his feeling toward giving the family pass.

Mayor Clove stated he believe an annual pass to full-time employees is sufficient.

Council Member Turek stated most employees can not afford the additional fee for family members.

Council Member Arbuckle stated if our employees and families using the Community Center can generate stimulus, and make people excited to use it then our employees going would be beneficial. We can justify this by tying it to the health plan because our health plan covers families.

Council Member VanDerHeyden stated he feels part-time employees should be given an individual membership.

Council Member Arbuckle agreed full-time employees with families should be tied into the health plan.

Mayor Clove stated the first year if we are depending on the employees and families to fill the recreation center then we have a problem.

Council Member Turek stated he does not feel the city is relying on the employees and their families to fill it, but rather than give them an incentive for working for Washington City.

Mayor Clove stated City Manager Carter agreed that the free membership should not be extended to families.

City Manager Carter stated he just does not want this to become a big deal to the public.

Council Member Turek stated this would be a benefit of being a City employee, no differently than a 401K or insurance. The positives would far outweigh the negative.

City Manager Carter stated there is a waiver form the employees will have to sign if a pass is given. To avoid issues with lawsuits if something were to happen in the future.

Mayor Clove stated he does not agree with the family passes, and wanted the Council to know how he feels.

City Manager Carter stated he is grateful for the Council's generosity, but he is concerned about a disconnection with citizens and a negative overall returned earnings.

Council Member Bundy asked if there would be a deficit whether the passes are given or not.

City Manger Carter confirmed that was correct.

Mayor Clove stated he is here to represent the citizens, not the employees, and he does not feel it is right to give the employees this benefit.

Council Member Bundy stated some people will use the center and some will not, but regardless we are going to have a negative balance. The employees should be able to have a benefit.

City Manager Carter commented he feels the Center will be okay regardless of the revenue for the first year.

Council Member Bundy asked about the benefit for the Police Department.

City Manager Carter explained Chief Keith felt it would be crucial the Police Officers receive a pass for their Physical Training requirements. However, every department has sacrificed for the community center, and should receive the benefit.

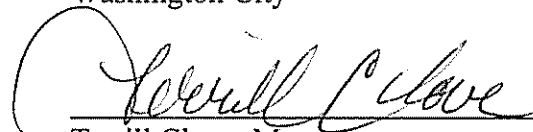
Meeting adjourned at 7:31 P.M.

Passed and approved this 14<sup>th</sup> day of May, 2008.

Attested by:



Washington City

  
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Terrill Clove, Mayor

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Danice B. Bulloch, City Recorder