

City of Rigby  
Council Meeting Minutes  
April 22, 2021

Work Meeting: Review of Police Pay Scale & Other Employees Pay

The mayor opened the work meeting at 6:00pm.

Present: Councilman D Burke, Councilman Datwyler, Councilwoman King, Councilwoman Weight, Mayor Richardson, Mitch Bradley, Robin Dunn, Sam Tower, Councilwoman Harrison enters meeting 6:30pm.

Councilwoman King handed out various pay scales used by other cities for the police department. The Council members had a general discussion among the council members about the dollar amount of increase and how increases are affected by tax receipts. The clerk reviewed the process of explaining the limits that the general fund, parks, roads, library and capital improvement are limited to 3% of the prior year's tax. An increase in homes increases the total market value for the city but does not increase the percentage of tax receipts beyond the 3%. Increases in total market value decreases the overall levy rate for the city but does not increase tax receipts. He also presented how public works employees time is allocated to the various funds/departments according to the time spent of each fund/departments during the day. The clerk's office, planning zoning, library, police department, and wastewater employee are allocated to each department since the employees are not working in other specific departments but the ones identified. Mitch Bradley explained the process he works thru in requesting increases in pay for his employees. It is not generally a fixed percentage for all employees as some of the employees have worked to increase their effectiveness and effort in working. But generally they receive anywhere from 1.5% to 2.0% per year. Councilwoman King felt the discussion should be directed to the police department and the other employees could be considered at a later date. Council members Datwyler and Harrison felt the work session should include all employees and not just the police department. Council member Harrison indicated the percentage increase for the police appears to be exceeding the 3%. Council member King stated her proposal has changed from the \$2 across the board for all pay scale at various different percentages. Councilman Datwyler stated the pay scales that were handed out are from the larger cities/counties. He didn't feel using these were appropriate versus the ones with similar population as Rigby. Councilwoman King said St Anthony is similar to Rigby and their pay scale is higher and is more in line with what she wants for the police department. She felt if the pay scale was higher we would be retaining more of our officers and not having them turn over. Councilman Datwyler asked Sam Tower what the turnover was last year. Tower responded around 1.5 for last year and the prior year. The council asked Mitch Bradley what his thought were on a \$2 across the board increase. He said his guys would love it but what was the city going to do in the succeeding years. If you grant a \$2 increase and a 1.5% the following year what will the employees think of only a 1.5% increase. The mayor stated the taxes the residents pay are not voluntary money, the residents are forced to pay them and if they don't we take their property and retrieve the funds due us. The city has a legal obligation to use those funds in a prudent and reasonable manner. A 30% increase in two years is not prudent nor is it reasonable.

Being the time was 7:00pm the mayor felt the discussion should be closed and a second work meeting set to continue the discussion.

Regular Meeting:

The Mayor called the meeting to order at 7:00 pm Thursday, Apr 22, 2021. The pledge of allegiance was given by Richard Datwyler and the prayer given Doug Burke.

The Mayor asked the clerk to call the roll:

Councilman D Burke	Present
Councilwoman King	Present
Councilman Datwyler	Present
Councilwoman Weight	Present
Councilwoman Harrison	Present
Councilman R. Burke	Absent – Arrives 7:40pm

Also present: Sam Tower, Robin Dunn, and Public Works Mitch Bradley

Amend Agenda:

Councilman Datwyler moved to amend the agenda to allow for public comment after the public hearing for the LID #10. Motion seconded by Councilwoman Weight.

The mayor called for a voice poll: All in favor none opposed.

Public Hearing- LID #10:

The mayor opened the meeting and asked if there was anyone in attendance who wished to speak regarding LID #10. No one stepped forward and there was no one who signed up to speak. The then asked the clerk if he had received any calls or emails regarding LID #10. The clerk indicated he had not received any.

Councilman D Burke then moved to proceed with LID #10 for the three sections as identified in the mailings (Tall Ave - \$561,000; 4th North - \$924,666; 3<sup>rd</sup> West - \$71,000). Motion seconded by Councilwoman Harrison.

The Mayor asked the clerk to call the roll:

Councilman D Burke	Yes
Councilwoman King	Yes
Councilman Datwyler	Yes
Councilwoman Weight	Yes
Councilwoman Harrison	Yes

Public Comment:

None

Planning/Zoning:

Revised city code: Ione Hansen came forward and said the changes that were discussed at last council have been made to the various codes. The mayor asked if any of the council had questions for Mrs. Hansen. There were none. He then asked her if she had had any comments regarding the new changes. Mrs. Hansen said that several residents said they appreciate the separation that has been made buffering R-1 zones.

Councilman Datwyler moved to approve the revised code, and to publish same. Motion seconded Councilwoman Weight.

Amended Plat – Lot Lines Lake Subdivision:

Ione Hansen stated the property in question involves undeeded property between two homes in the Lake and Meisinger Subdivision. The omitted land is approx. 30 feet and only affects the two adjoining homeowners. Both homeowners are in agreement to split the difference equally between them.

Councilwoman Weight moved to approve the amended plat for the Lake/Meisinger Subdivision seconded by Councilwoman King.

The Mayor asked the clerk to call the roll:

Councilman D Burke	Yes
Councilwoman King	Yes
Councilman Datwyler	Yes
Councilwoman Weight	Yes
Councilwoman Harrison	Yes

WWTP NOVDA Study Review/Results:

Marv Fielding from Keller's came forward with a power point presentation recapping the results of the study using the NUVODA system. The study showed the NUVODA system did not remove all of the ammonia as originally presented in 2019 for one ditch. However expanding the NUVODA system to two ditches they were able to achieve better ammonia removal but still not as expected. They experimented with increasing the load of hemp and found that by increasing it they came closer to the expectation. Part of the fault thought in the failure to achieve better removal was that a percentage of the hemp settled to the bottom of the ditch and was lost. This being the case, one alternative would have the ox ditches increased in size by 50%. The estimated cost of this would be \$10.4 million. A second alternative would be to have two larger ox ditches, use the existing NUVODA system at an estimated cost of \$20 million. A third alternative would be to purchase a second NUVODA system at a cost of \$588,000 and build 2 new ox ditches equal size for a total cost of \$17.9 million. As an aside, Mr. Fielding felt a new grit removal and redundant screen system could also be added to the project for an estimated price of \$2.9 million. Funding for the projects has been obtained from USDA that he thinks would be partly funded with a grant of \$4 million.

Councilman R Burke enters meeting.

More detailed and questioning occurred between council and Fielding referring to the hand outs and other questions. Mr. Fielding indicated the city needed decide and make payment to NUVODA for the existing system of \$588,000 by May 1 or go a different direction. Council felt the NUVODA system was perhaps the only way forward given the presentation.

Councilwoman Harrison moved to proceed with the NUVODA agreement and pay the balance of \$588,000 less credits that will be applied. Motion seconded by Councilman D Burke.

The Mayor asked the clerk to call the roll:

Councilman D Burke	Yes
Councilwoman King	Yes
Councilman Datwyler	Yes
Councilwoman Weight	Yes
Councilwoman Harrison	Yes
Councilman R Burke	Yes

Council discussed having a work meeting to review the findings of the NUVODA system. Councilman Datwyler indicated he was ready to make a decision and to move forward.

Councilman Datwyler moved to proceed with alternative #2 consisting of a single NUVODA system with two larger ox ditches for an estimated price of \$20,132,000 and as an alternative to the bid price the grit removal system at a cost of \$2.9 million. Motion seconded by Councilwoman Weight.

The Mayor asked the clerk to call the roll:

Councilman D Burke	Yes
Councilwoman King	Yes
Councilman Datwyler	Yes
Councilwoman Weight	Yes
Councilwoman Harrison	Yes
Councilman R Burke	Yes

Table of Agenda Items:

Due to the interest of time and the remaining items on the agenda the Mayor suggested the following items be tabled:

- Review of Police Pay Scale & Other Employees Pay
- RURA – Rehab Scotty's South Park Ball Fields – *Action Item*
- IPDES Permit Contract - *Action Item*
- Lights in the Park - *Action Item*

Councilman D Burke moved to table the four items on the agenda until the next council meeting seconded by Councilwoman Harrison.

The mayor called for a voice poll: With Councilwoman King voting nye and five ayes.

Digitize City Records Contract:

Reid Blackburn representing Docutopia stepped forward and clarified the contract for the city to digitize the city's records. The council had approve part of the contact last council to have Docutopia scan and digitize the records but the second part was to have a company host the digitized records and provide access to the records digitized. Total fee to have Docutopia scan the records is \$32,000 and for the cloud hosting vender – Treeno the fee is \$16,945 for a total fee of \$49,945.

Councilwoman King moved to revise the contract to Docutopia from \$32,000 to \$49,945 seconded by Councilwoman Weight.

The Mayor asked the clerk to call the roll:

Councilman D Burke	Yes
Councilwoman King	Yes
Councilman Datwyler	Yes
Councilwoman Weight	Yes
Councilwoman Harrison	Yes
Councilman R Burke	Yes

3<sup>rd</sup> Reading Amending Ordinance #2021-618- Amending Committee Appointment:

Councilman Datwyler moved to have the mayor read the title and summary of ordinance #2021-618 seconded by Councilwoman Weight.

The mayor called for a voice poll: All in favor none opposed.

The mayor reads the title and summary of Ordinance #2021-618 Amending Committee Appointment.

Councilman Datwyler moved to adopt and approve Ordinance #2021-618 seconded by Councilwoman Weight.

The Mayor asked the clerk to call the roll:

Councilman D Burke	Yes
Councilwoman King	Yes
Councilman Datwyler	Yes
Councilwoman Weight	Yes
Councilwoman Harrison	Yes
Councilman R Burke	Yes

Review and Approval of Minutes:

Councilwoman King moved to approve the minutes of April 1, 2021 seconded by Councilman D Burke.

The mayor called for a voice poll: All in favor none opposed with Councilwomen Weight and Harrison abstaining.

Review and Approval of Bills:

Councilwoman Harrison moved to approve the bills listed and to approve the payment due to NOVADA in the amount of \$587,689 less the credits due the city seconded by Councilwoman King.

The Mayor asked the clerk to call the roll:

Councilman D Burke	Yes
Councilwoman King	Yes
Councilman Datwyler	Yes
Councilwoman Weight	Yes
Councilwoman Harrison	Yes
Councilman R Burke	Yes

Executive Session:

Councilwoman Weight moved the council enter into executive session per Idaho Code 206(b) - To consider the evaluation, dismissal or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member or individual agent seconded by Councilman Datwyler.

The Mayor asked the clerk to call the roll:

Councilman D Burke	Yes
Councilwoman King	Yes
Councilman Datwyler	Yes
Councilwoman Weight	Yes
Councilwoman Harrison	Yes
Councilman R Burke	Yes

Council enters executive session: 9:10PM  
Council exits executive session: 10:20 PM

Other Council Business:

Work Meeting: The council reviewed the dates available to conduct a work meeting to review the employees pay. It was decided to meet on May 6, at 6:00pm in a work meeting to review the employees pay. The mayor will schedule the meeting as special meeting.

Adjournment:

Councilwoman Harrison moved to adjourn seconded by Councilman Datwyler.

The mayor called for a voice poll: All in favor none opposed.

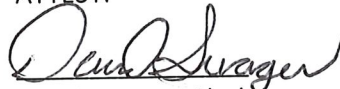
Meeting adjourned: 10:26pm

CITY OF RIGBY



Jason Richardson, Mayor

ATTEST:



David Swager, Clerk