

Town of Garfield
TOWN COUNCIL REGULAR MEETING MINUTES Preliminary Draft
Town Hall – March 23, 2016

CALL TO ORDER: Mayor Ray McCown called the meeting to order at 7:00 PM.

ROLL CALL: Mayor Ray McCown, Mark Young, Neal Leon, Daymon Marple, David Jones and Dave Ulrick. Staff: Clerk/Treasurer Cody Lord and Public Works Brad Hasenoehrl and Mark Phillips. Absent:

GUESTS: Joe Merry, Mike and Gerrie Nodine, Tim and Tami Southern, Sharon Schnebly, Rebecca Jones, Jerry Love, Sonja Hall, John Norberg, Kevin and Peggy Pickron, Scott Bowman.

Peggy Pickron is here because she would like to thank the councilmen for cleaning up a bad structure that was dangerous in her community. She also wants to talk about the neighbor with 7 cars which they only use 3 of them, she states she has been there 4 years and two of them never move and belong to other family members. Peggy would like to know if there is a way to find out if they are registered and legal. Officer Handley responded that they do indeed need to be running and registered in order to be compliant with the town ordinance. Officer Handley encourage her to can come talk with him after council and he will address it, he can tag the vehicles or send letters regarding the ones out of compliance.

Kevin Pickron states it seems like the town is having issues with the quality of fencing in town. In his opinion several are becoming eye sores. Every day he sees this fences grow and thinks the landlord doesn't seem to want to handle the issue, stating that we have high winds on the Palouse and over time the tarps are going to break down and detracts from the quality of town. Kevin said he is fine with 4 and 6 foot fences as long as they are not a barrier to others' views but he is opposed to looking at the plastic fences. Kevin hopes the council will consider some kind of ordinance to remove and restrict tarp fences. Daymon Marple said he can see something like this as a temporary use. Kevin said he is fine with it if it is a weekend thing that is what he considers temporary. Kevin said there is also a fence at the bottom of the school hill which has blown over and he is seeing tarps on roofs. His example is the house on the highway which has a tarp on the roof which has weathered, torn and ripped partially off. Daymon said concerning the fence at the bottom of the school, the house is owned by a new land owner who should be coming to work on the property soon.

Rebecca Jones is here to voice her concern over the WWTP plant and the action that may be coming from the Dept. of Ecology. Ultimately it affects everyone in the community financially. Mayor McCown said we are in contact with Ecology and it will come up here very quickly but they are working on it. Mayor McCown said it is a very difficult situation and right now the baby wipes going to the plant, if they keep going down the pipes the town will have to double the rates to keep up with the cost of repairs so the council will talk about a newsletter to discuss this with the community. Two pumps were burnt out last week because of this very issue. Mark Young stated at the last city council meeting this issue came up from the town's engineer and he talked about how wide spread this issue is throughout the nation. Mark said the whole situation at the plant is a priority. Daymon said the public works have reduced the fecal coliform count from 17,000 to 450, it really has come down and he is real proud of them for that. It has to do with the chlorinator and when you get the flooding rains it swamps the sewer plant.

APPROVAL OF MINUTES: Daymon Marple **MOVED** to approve the minutes of the Regular Council Meeting March 9, 2016. Mark Young seconded the motion and the motion carried unanimously.

POLICE DEPARTMENT REPORT: Officer Joe Handley present for the Police Department.

Officer Handley said nothing much going on the last two weeks. There have been various calls at 203 Wesley Street and their landlord will be dealing with some of the issues there. Mark asked will the landlord be cleaning up the mess at that property. Officer Handley said they will see how things go and how they exit the property. Mark said he forgot to mention at the last meeting what a good arrest Officer Handley had made and that was something to be proud of. Officer Handley said he believes the town has a tarp

ordinance of some kind and that issue would be pretty easy to deal with. Rebecca Jones said she would like additional eyes on her property when available as somebody has been entering her home when she is not there, the captured video footage isn't clear enough to make out the person. Officer Handley reminded everyone that they have the block watch meeting on Tuesday at the community center, it will be an information meeting about block watches and what they entail.

PUBLIC WORKS REPORT: Brad Hasenoehrl and Mark Phillips present for the Public Works Department

Water

- The cemetery meter has been fixed, the propeller was missing.
- Filled in the holes at Lorna Marple's house.

Sewer

- Sewer is flushing out right now so the numbers are going to be bouncing around and high.
- Talked with Strom they have the parts kits for the original pumps which have been gone for a long time. We are kind of in a stuck stage right now. We have one pump in lift station working now. Mayor McCown said last Monday the pump was pulled out of the hole and there was about a coffee can full of wipes in the pump and that is what burnt it up. Neal Leon said back in New York they are having the same issue and have guys on 24 hours a day racking the screens to take the wipes out before they hit their pumps.

Garbage

- Everything is operating as normal.
- Town clean up April 12th.

Streets

- Finished street sweeping.

Park

- Not much going on.

Brad said that he has heard Ellie Key has request the minutes from the October meeting, so he is thinking that she may be returning to Garfield before too long. Brad said the last thing he wants to address isn't easy to discuss. He said for the past year he has been working in a hostile work environment. Brad said that Mayor McCown has threatened his job countless times. He is now on stress pills and has found it hard passing tests under these conditions. Brad said Mayor McCown said he wasn't happy with him as a supervisor but he wasn't aware he was supposed to manage Mark as he was told Mayor McCown was the supervisor after Robby left. He explains the Mayor asked if he passed his pesticide test and Brad told him he didn't, Mark did pass and the Mayor said his job was in jeopardy.

Brad said what hasn't been heard is that Mayor McCown gave Mark a tape recorder and told Mark to tape the test and told him not to tell me about it. Brad said you can't record a conversation without people's permission and says that it is also discrimination since he wasn't provided the same opportunity. Brad said 6 months ago he called in sick because his son was sick, he took him to the doctor and came back and was asked which one makes more money in their family to which Brad replied him and Mayor McCown responded then it is your wives responsibility to take your child to the hospital. Brad said that Mayor McCown also told Willie Graham from Pomeroy that Brad was stupid, before that he told him he was too young and needed more time to mature and was going to promote Mark, Brad stats this is age discrimination.

Brad said he has had his job threated and he is tired of the stress stating that Robby was also tired of the stress and couldn't do it any longer. Brad is telling the council this in an attempt to request the councils help and If not Brad will have to seek some other council and take it from there. Mayor McCown said to Brad, the recorder he gave to Mark and instructed him to take it for both of you to review. Brad responded he saw what Mayor McCown had said to Mark and he mouthed don't tell Brad. Mayor McCown said I have problems when people just talk about something, if I can hear it back again I usually can retain it better. I told Mark to ask if he could record the session and Mayor McCown said to Brad that he wasn't around at the time. Rebecca said DOE's information pales in comparison to what has been claimed by

Brad. All of this trickles back on the community, it affects the tax payers of this community and for the mayor to go unchecked is unacceptable.

David Jones said he is unaware of these circumstances to which Brad is bringing up, Tim Southern quickly brought up this is not the first time you have heard anything about this. Tim said he has talked to 3 council members, this is how Ray chooses to run things and this is why we lost Robby. Tim said this is nothing personal but he has been informing people and talking about these scenarios. David said yes he does remember some of those conversations.

Rebecca said the people in the town are culpable and she wants to see progress. Mayor McCown said let me explain something, he is here to supervise the employees and work needs to get done since the town is paying them good wages, they have to accomplish the work he gives them. Rebecca said but Brad has to be given the time at the plant as DOE requested. Mayor McCown said Brad is spending 5 to 6 hours at the sewer plant and Brad interrupted saying not every day. Rebecca explains that DOE requested 5 to 6 hours a day and that the town needs a licensed Level II Operator. Mayor McCown said the town can't afford to pay a Level II Operator and asked do you want to double the rates. Sharon Schnebly said DOE will not let the town continue to run the plant without a Level II Operator. Jerry Love asked what the salary range was for the posted position and Mayor McCown said it was never posted. Rebecca said I know for certain that Cody contacted a guy outside of Seattle that was interested in this position.

Mark Young said in hindsight there was a choice to hire Mark or to wait two weeks to hire a different guy, for certain reasons we went along with hiring Mark, he said hindsight he should have waited the two weeks. Mark said he can't answer for the group but thinks they should have waited the two weeks. Now he thinks they need to go back and reevaluate the situation, they will have to figure out how to move forward. Tim said the last straw for the DOE is to have be driven to the point where there will have to fine you. Tim said they had two issues while he was on council, 9 years ago the plant was not meeting qualifications, they continued to talk with them all the time. If they know that Brad and Mark are handling the situation and working towards compliance they will work with you but in the last two years this process has stopped. Tim said at the time none of them sitting on the council choose that to stop, there was one individual that did not allow them to go there and work.

Mayor McCown said in the last year and a half Brad has been running the plant but it has not been meeting standards. Brad responded it has improved and Mayor McCown added not one thing has improved. Tim said we will get Ellie down here and make it public the improvements that have been completed while Brad has been there, Tim also said it is better than Dave ever had it operating while he was here. Mayor McCown said honestly I have looked at all of it, Ellie is coming down and that plant has not improved. Tim responded you haven't allowed him to work there, and Mayor McCown said Brad has been in charge the mayor is not in charge of the sewer plant. Tim said when Robby left and you hired Mark you told the council you will make them equal employees and the mayor would be their supervisor so the responsibility falls on you, the mayor. Tim asked the council if he was out of order.

Sharon said here is my question, last week how many hours were you at the plant total and Brad stated 13.5 hours. Sharon said so what were you doing the rest of the time and Mayor McCown said yes Brad, what were you doing. Brad said they installed lights at the recycling center, dug Lorna Marple's line and various other projects around town. Mark said he would like to add something, a couple council meetings ago since our meeting in October with Ellie to mid-January he requested the log sheets that the public works department sends to DOE, he wanted to look at it from the perspective of DOE. For two weeks it was blank and then other weeks they were fulfilling their time requests out there. He remembers Ellie saying they should be spending 15 to 20 hours a week out there minimum and Brad said yes 20 hours a week minimum. From DOE looking at those reports they were only meeting that standard a couple times since their meeting with the town.

Jerry asked where is the Level II Operator that the town needs to have employed. Daymon replied that David Tysz is the Level II Operator currently signing off for the town. Jerry said no he is not talking about a contracted operator but actually an onsite operator for the town, the town had a Level II Operator

interested in the position. Mayor McCown said he talked with him on the phone but it wasn't going to work out. Sharon clarified he wouldn't come on your timeline so you choose to bypass him instead of waiting to formally interview him. Jerry said in DOE's notes they specifically wanted a Level II Operator working for the town and working a minimum of 20 hours a week at the plant until it was up to speed. Tim said what is more important is the environment that Brad is working in, how can Brad work in this environment, what is going to end up happening to him. Mayor McCown said as of tomorrow he will be elsewhere besides the sewer plant he will no longer be working out there. Tim questions Mark Phillips, so you have the plant memorized and Mark said no but he has a general understanding of the operation. Tim replied you are going to take the guy who has the most time invested in the plant and remove him and put the new guy with no experience in control of the plant. Mayor McCown said as of tomorrow Dave is going to spend an hour a day with Mark showing him how to operate the plant. Tim said that can't happen he is on council and that would be a conflict of interest for the town. Mayor McCown said Dave will volunteer, he will be going out and working with Mark.

Jerry said you will want to check the Washington State rules and see if he is able to be volunteering work out there when it should be a paid position and while he sits on the council. Mayor McCown said, you people, I should just stop going out to the sewer plant. Rebecca said it is really annoying to hear the mayor say "you people" and shake his head, we are the people that elected you and we are the people that can initiate a recall if you don't act or you cost this town thousands of dollars in fines but most importantly you should not further discriminate or retaliate against Brad. Mayor McCown said why don't you go start a recall. David Jones said at the end of Brad's report he was asking for his help, how do we do this. Daymon suggested maybe putting together an employee committee. Cody suggested to the council calling the town's insurance company and talking with them about the matter and having them send an agent to diffuse the situation.

Mark said they are all upset, they all want the same thing, to fix the plant and fix the relationships between the Mayor and Public Works, Mark wants to support the mayor and support the town and make sure the employees are treated fairly. He states there are so many issues tied in with the plant and that normally they take directive from the mayor on situations like this but he is willing to do whatever needs to be done to de-escalate the situation and hopefully get back on track with the sewer plant. Mark said he doesn't have any grandiose plans but he thinks it is important to try to be civil to each other and try to get what each wants while protecting the employees and citizens of the town. Tami Southern said she doesn't think Mayor McCown should be in supervisory role and that responsibility should be removed and should be under the council, you have a guy that is taking medication to sleep at night and monitor his stress level. Possibly it would be best to temporarily suspend his supervisory responsibilities.

Mayor McCown said the only way to do this is to run a recall and get him out and that the Mayor will always be in charge of the employees. Jerry responded unless the Mayor would assert that to the council. Mayor McCown said you people don't understand the problems the town is going through, Robby was a wonderful machine operator but he didn't know how to take care of the equipment, nothing was serviced since 2009, all winter long he didn't service anything here. Tim told Mayor McCown not to put words in Robby's mouth unless he was here to defend himself. Mayor McCown said Ellie called him yesterday and told him that Brad was not going to be able to run the sewer plant any longer, that nothing has changed. Brad said he would call her tomorrow and verify that statement. Sharon replies she has spoken with her and has never heard these comments from Ellie.

Brad said the guy that you are appointing as supervisor of the plant is Dave, Dave said Brad was running it well so Brad asks Dave for clarification. Dave responded that Brad sounds like he knows what he is doing out there, that he is capable of running the plant but questions if Brad has the desire. David said the council has to understand what Brad needs to do out there. Tim questions how many months it took to get the chlorine connected. Dave Ulrich said he knows how the plant runs he ran it for many years. Brad said he never threatened or challenged anyone's opinion and is not denying there are problems at the plant, but he says he runs it to the best of his ability and ethically.

Mayor McCown asked what did you come in to the council meeting and ask us to do, you wanted to get a

price on a bigger tank so you could pump the sludge out that needs to be done each day, where are you in that process. Brad responded that he has the capacity to start checking into those details now. Mayor McCown responded but there are empty containers there now waiting to be filled, why are you not filling those ones up and Brad said he could have them filled tomorrow. Mayor McCown asked did you get any information on these containers and Brad responded they haven't returned his call yet. Tim asked Mayor McCown are you a Level II Operator, he has a hard time hearing the mayor tell Brad how to run the plant especially when the mayor doesn't understand how to run it. Brad said he can pump like crazy but he doesn't have the area to store it. Mayor McCown asked do you have to let it sit for two weeks to dry and Brad responded yes. Mayor McCown said Ellie at DOE is very unhappy with the sewer plant and no longer wants Brad at the facility.

Cody suggested to the council again that he thinks they should talk with the town's insurance company and make sure this situation is diffused before it goes any further. Mark questioned where do they go from here and provide some definitive resolution of what the council is going to do to take care of the sewer plant, employee relations, and supervision. Mayor McCown said there is very little room to move, Brad is no longer going to be out of the sewer plant starting tomorrow. Tami Southern said the Mayor is being stubborn and is going to end up costing the town money. Mayor McCown said you can only have one person in charge and Tami questioned how much sense that makes when that person is part of the situation and the mayor responded it makes a lot of sense to him. Mayor McCown added that he could easily dismiss Brad tonight. Mike Nodine asked the Mayor if he heard Brad's comments threatening to hire other council if the matter is not resolved. Mayor McCown said let's just forget about the conversation.

Rebecca said the mayor answers to city council that they need to stand up to him, also saying the town is the money people and he shouldn't be sitting there threatening an employee's job. Tim also said to the council, you manage the budget, you can control everything that is done financially, if he wants to do something he has to come to you guys. Mark said the council is not able to dictate employee matters through the budget. Neal Lean said a Level II Operator for a town of this size will cost too much money, the town can pay for it but they are going to have to cut something in return. Rebecca said she would like to direct this to all 6 people at the table, an employment lawsuit and fines from DOE far outweigh what would be paid to a Level II Operator. She said she is tired of being dismissed and having things being tabled and hearing the town is making progress when in all actuality employees are still working in a hostile environment and they are still not working the hours needed and requested from DOE.

Rebecca said she understands from council's perspective you are doing all that you can be done, but when the town gets fined, the bill will be covered by the members of the community. She feels she has every right to call to the carpet each and every member at the table. Neal responded the town has not been fined yet. Mark said he thinks they need to find out how many Level II Operators are out there, possibly they need to delegate this task to a couple council people and contact every sewer plant in Washington, Idaho, Oregon and Nevada about the same size and see if there is someone out there wanting to come here and work. Mark thought it would be easy to post something and see what kind of response it got but unfortunately it wasn't that successful. Mayor McCown said you can run an add and see what kind of response you get.

Daymon questioned are you saying you want to hire someone or is the town looking for a consultant that can come and work with the guys and oversee the plant.

Mark said instead of waiting for the ax to drop let's take a proactive approach and if the ax does drop at least they will have participated in trying to prevent it. Daymon Marple **MOVED** that the council establish a search committee to find a consultant at the sewer plant with 3 members of the council on that committee. Sonja Hall interjected by saying isn't Brad about to be a Level II Operator and Brad said yes in November once he has passed his test. Mark said lets focus on the motion that was on the table. Mark Young seconded the motion and the motion carried unanimously. Mark said he is willing to be on the committee and it is determined Dave Ulrick and Daymon Marple would also be on the committee. Sharon asked what are you going to pay for this and Mark responded what he wants to gain right now is information, what is available and what is an acceptable rate that would attract people to this position and whether or not we can identify some people out there interested in this position. Tim suggested calling Keltic and getting

them involved in the process. Mayor McCown said they should probably reach out to Terry Nab the person who designed the plant, Brad said he has Terry's contact information and will pass that along to Mark.

Neal said he has an unrelated question for Brad, after Avista pulled the pole that punctured Paul Hendrickson's sewer line and it was repaired, it is backing up again and Neal wants to know what the plan is to get that serviced. Brad said he will be getting the camera from Rosalia and scope the line to determine if it is in the town's line or his, his line runs to the middle of the street where it connects to main. Mayor McCown said Avista drilled through it when setting their pole, they fixed it however it is a clay line and we no longer use clay so the town switched it out to PVC, it goes from center of the street under sidewalk to Paul's property. Brad said again tomorrow morning he is getting the sewer camera to address the issue. Neal said he believed anything past the sidewalk was the town's issue and it is determined it is where the property owner's line meets the main.

Mark said he has one other thing he thinks should occur concerning the current situation, he believes they should schedule a meeting with the town's insurance company so the mayor and Brad can sit down with the insurance counselor and get to the bottom of this employment issue. Mayor McCown said he gets along fine with Brad and Mark said that may be the case but he clearly doesn't get along fine with you. Mark added let's get someone who has the professional skills to get you guys to a better spot. Tim said he would suggest the council make a motion to have a supervisory committee for a small time. Mark said unless this is what they want, I would suggest brining in a party that has experience in turning around work situations. Rebecca says she feels the council missed a great opportunity to be proactive about this situation.

OLD BUSINESS:

Mayor McCown said that Ellie did call and say the town is on thin ice. She was supposed to send a couple emails and hasn't sent them yet. Neal asked would someone working out there the requested amount of time do good. Brad said it clearly says in the O&M manual that the town is to employ someone out there 4 to 5 hours a day. Neal said maybe the town should look at having someone out there longer until the town can determine the plant is operating better. Mayor McCown said Willie from Pomeroy said he could operate that plant in 1.5 to 2 hours a day. Dave added the I&I is the largest problem. Mark said we have to make that plant work. Daymon said getting this contact chamber totally drawn down was a priority but because of all the rain it is causing problems further down the plant line. The digester is supposed to run at half capacity, the new bugs need to be working instead of the old bugs, the old bugs need to keep coming out of the system. Right now that tank is full, when Daymon was there 3 weeks ago he had pulled off 7 containers from the tank and it only went down 1 foot.

Daymon said once it is cleaned out then everything should be back in balance, then the town won't have Ellie talking to us at all but we can't sit back and wait two more weeks, the council needs to be proactive now. Jerry asked is there any chance that McGregor's has a larger tank. Daymon said Brad is getting in contact with the company in Spokane that has those a 40 foot trailers. Daymon said the reason that they talked with them about getting some larger containers is the town has a lot of other things going on in town instead of wasting an employee's time running material to Spokane but Mayor McCown said their wages don't count because they are doing something for the town, but the point is it is taking them from other things going on within town. Daymon thinks just getting it pumped off and then they are up to speed. Mayor McCown said they were supposed to have a price on that tonight. Daymon said tomorrow morning you should get Mark to call them immediately then.

NEW BUSINESS:

1. Special Levy for Collection in 2017 for the 101 Street Fund.

Last year the town asked for \$60,000. This is the Special Levy the town puts on the ballot first for the Primary Election, the town runs it then in case it doesn't pass so the town can run it again on

the General Election ballot. The council looks over the revenue and expenditures from 2015 which had a small surplus of funds at the end of the year. Dave said he is inclined to stay with the same number, you never really know what it is going to do from year to year and David Jones said he is also alright with it staying the same amount. Mark asked Tim Southern what he thought on the budget amount and Tim said he would plan ahead and take it up to \$62,000 even though there was an \$8,000 surplus, the fuel cost has gone down but they swept more so far this year and hopefully will be doing more street patching than last year. He thinks it should be a minimum of \$60,000 or go to \$62,000, eventually the cost of fuel is going to go back up again. Mayor McCown said he would stay with the \$60,000. Mark said he doesn't like raising things. Neal responded if you raise it, you might scare people off and they won't vote in favor of it.

Rebecca stated you have an \$8,000 surplus and far less being done in the town. Daymon said the one thing that is always on our minds over the last 8 years, the budget was short on the street lights and the council considered turning every other one off. The budgeted amount was \$15,500 and it ended up being \$17,888. Also because of the big storms Avista has asked for and received higher rates, before you know it that \$8,000 surplus is going to be gone. In the 2017 budget the street lights are going to be replaced with LED lights through Avista and hopefully be saving the town some operating money. Mark said as much as he hates to have to ask for more he feels the town should do so. Rebecca said she has no issue paying more on the levy if it is being spent wisely. Mark Young **MOVED** to raise the Special Levy amount to \$62,000 for the 2017 Primary Election. Daymon Marple seconded the motion and the motion carried unanimously.

2. Newsletter for Clean-up Day and Various Other Issues in Town

Mayor McCown suggested Cody put out a newsletter with the situation concerning the baby wipes, grease and everything else running to the sewer plant. Mark said the most important thing is to familiarize residents with the baby wipes at the plant issue. Mayor McCown asked does anybody want anything else in the newsletter. Neal said we should talk about all town cleanup and major sewer issues, possibly highlight and enlarge the lettering "don't put the wipes down the pipes." Daymon said it says right on the packages that it is flushable so they just automatically do it. The wipes are flushable however once it hits the plant that is when the issues start. Daymon asked how hard it would be to do an ordinance to mandatory ban handy wipes and children wipes, basically putting the town on notice. Mark responded the town could do that but how are they going to enforce it. Sharon said possibly you could add something about the cost to the town to maintain the sewer plant while having to deal with these issues and if they don't subsidize the residents of Garfield will have to endure the costs. Dave said in the recycling section add no plastic bags in the blue recycling container.

3. Return Sprayer for a Larger Sprayer

Mayor McCown said after looking at the sprayer with Dave again, they determined it is a 15 gallon tank and has plenty of capacity to do the park, it will cover about an acre and half so they are fine with the unit they choose and they will get it mounted on the back of the gator.

4. Zoning Allowance for Extra Animals in Town

Mayor McCown said there is a family moving to town and will be living on 3 acres and they have 5 cows and 12 chickens so they are over the allotted amount of chickens per the Garfield code book. The family is inquiring whether or not the council would allow the additional 2 chickens. Rebecca said she doesn't see the difference between having 10 or 12 chickens and there is currently no active enforcement on the people that are already in violation of it around town. Officer Handley said they have enforced the chicken and animal regulations when they get complaints. Mark also added if the town allows them to have additional animals above the approved ordinance amount then that opens it up for it to be reviewed for anyone and basically nullifies the code restrictions. Rebecca said the property that comes to mind is the property coming down the hill from the school,

they have quite a few more animals than allowable and Daymon responded they have thinned out some of their animals. Mark said it weakens your ordinance because you have to battle it every time so he is reluctant to change the amount of allowable animals and council was in agreement.

FINANCIAL:

Approval of Checks: Dave Ulrick **MOVED** to approve the following bills presented to council for payment. David Jones seconded the motion and the motion carried unanimously.

Check Register #12224-12226 EFTPS

Payroll: \$6,672.87

Check Register #12227-12230 EFT Dept. of Revenue

Claims: \$33,855.82 Total:\$40,528.69

EXECUTIVE SESSION David Jones **MOVED** the council go into Executive Session for Public Employee Performance per RCW 42.30.110 (G) and reconvening at 8:39 PM. Mark Young seconded the motion and the motion carried unanimously. The council went into Executive Session at 8:29 PM.

ADJOURNMENT: Mark Young **MOVED** to adjourn the meeting at 8:40 PM. Daymon Marple seconded the motion and the motion carried unanimously.

Ray McCown, Mayor

ATTEST: _____
Cody Lord, Clerk/Treasurer