Mayor Larry Kwarsick called the meeting to order at 8:05 AM and led the flag salute. Present were Council Members Neff, Seligson, Sundberg, Allen and Allderdice. Also present were Director of Public Works, Challis Stringer; Director of Planning, Jeff Arango; Director of Finance, Debbie Mahler; and Chief of Police, Randy Heston.

*Performance evaluation system.* Mayor Kwarsick worked on a new system and then Challis used with it with her public works employees and provided feedback that resulted in the current draft of the system. Mayor Kwarsick explained the way the system works. It contains lump sum bonuses for exceptional performance and performance improvement plans for employees not working up to par. Councilmember Allderdice proposed a simplified evaluation form. Challis reported that it took her approximately 30 minutes to do an evaluation and then about 1 ½ hours to go over the evaluation with the employee. The employee evaluations would take place quarterly.

*Exempt employees overtime pay.* Exempt employees are those exempt from overtime under the Fair Labor Standards Act. The four department heads of the city are exempt. Overtime pay is required for non-exempt employees. Mayor Kwarsick listed three different scenarios where he feels exempt employees should receive overtime pay at straight time; for emergency situations, when supervising a field crew working overtime, and when responding to urgent situations. Councilman Sundberg asked that additional items be included for more situations.

*City Hall Intern Programs.* Challis has been working with the principal of the high school to get a student intern for work at city hall. The high school has advertised the position and we will see what kind of interest is generated. Challis is also working on a college student summer intern program. Challis is researching the cost and the types of work that can be done under this program.

*Fire-hall building.* Jeff Arango reported that the PAB had a public hearing on zoning changes that would allow all commercial uses in the public zones. The amendment has been sent to the state for review, and will then be reviewed by the city attorney and then come to council for a first reading. The proposed Children’s water works museum can’t get RCO funding because it is an indoor facility. It looks like it will take quite a bit of time to come up with funding for it. Alternatively, the City has the option to extend a lease for the back of firehouse to Tim Leonard for five years. The waterworks facility could be established at a later date. They have a mobile exhibit that can be used at Choochokum and other events, which may help to get funding for the project.

*Medical Services.* Mayor Kwarsick reported that a medical practitioner is looking at space in the old Linds Drug building. Mayor Kwarsick has spoke with Ron Lind about a market value lease
and donating a portion of that lease to the city. Ron is speaking with his tax consultant about the issue.

*Water Rates.* The Mayor and Challis have been talking about an open house for the community to discuss water rates. Challis reported that water use has significantly decreased in the city over the last few years. The reduced usage has increased the need for flushing of the mains and the need to add more chlorination to increase water quality. Not enough water is being used and the water is actually sitting stagnant in the lines. Additional flushing wipes out the conserved water. Challis suggested April 19th or April 26th afternoon into evening so that people who work can attend for the open house. Challis suggested the meeting be held between 3-7 PM. Challis explained that the minimal cost to run the water system is the suggested base rate. A senior and low income reduction could be given. Mayor Kwarsick suggested another production well be drilled. We have relied on shallow wells for many years, but it would be in the city’s best interests to have another deep well. Time payment plans for connection fees are also being considered. Challis reported that few of the commercial users are high water users.

*Island View Lane.* Challis reported that the County can seal coat the road for just over $1,000. Challis’ concern is that to re-grade for correct storm water flow would cost approximately $23,000. If the seal coat is done without the grading, it will cause further storm water problems on the Lane.

*Hearing Examiner.* The First hearing examiner hearing was held last week concerning the redeployment of the floating breakwater at the marina. The hearing went very well. Jim Sundberg reported that the hearing examiner gave much expertise to the matter.

*Council access to city attorney.* This was discussed at length and Council Members and the Mayor felt it would be best the contact MRSC, AWC, and/or staff with questions. If further clarification is still needed, then Council Members can go to Mayor Kwarsick and he can contact the City Attorney. Council also discussed whether or not they needed to see each monthly billing for attorney fees. It was concluded that attorney bills will be routed to staff for review and approval and will be given to Council if they have specific questions about the billings that staff can’t answer.

*Medical Cannabis.* Concerning medical cannabis there is a conflict between federal law and states rights. The Governor vetoed portions of the State’s legislation leaving the laws very unclear. Larry and Jeff visited Mukilteo, talked to the Mayor and planner there. Mukilteo allows collective gardens, but most of those are actual access points which are not legal and they are not enforcing their own law. Larry does not see any reason to adopt a law that can’t be used. Washington has its own controlled substance act. Cities have general police power to create drug free zones. You can allow qualifying patients’ access to medical marijuana within these drug free zones, but dispensaries are not legal. This is a legal issue that can’t be controlled by land use.
The Council will consider writing a letter or passing a resolution expressing their opinion to Congress.

The meeting was adjourned at 11 AM.

Respectfully submitted,

Debbie L. Mahler, Director of Finance/City clerk