

Councilmember Goode revisited the prior discussion regarding the ability to use up to 10% of the \$650,000 American Rescue Plan Act funds to offset administrative costs. The 10% could be retained by the General Fund and used for a general fund project. He suggested keeping that in mind during the upcoming decision on how to use the funds.

Galen Wilson of the Caribou Historical Society reminded the Mayor and City Council of the Largilliere project proposed over a year ago. The project includes placing a historical marker on the front of the City Hall building along with story boards near the back entrance. Those involved include, Al Kackley, Nancy Taylor and Lynda Largilliere Johnson. Mr. Wilson asked for approval to hold a presentation at City Hall on Saturday, October 30th and also asked who the City would like to install the plaque and story boards on the building. The Mayor and Council suggested the City crew could do the installation. Attorney Haney will make City Director, Justin Hansen aware of what needs to be done before the presentation on October 30th. Councilmember Goode moved to approve the installation of the signs and the October 30th presentation at 11am at City Hall. Councilmember Lau seconded the motion. All in favor, motion carried.

Dan Squires, Water/Wastewater Supervisor presented a proposal to the Mayor and Council to incentivize current and future employees to work toward the water/wastewater certifications the City's systems require. Supervisor Squires stressed his desire to encourage and reward operators for passing the certifications and the importance of showing the City values long term employees in order to do a better job of keeping them. He detailed the proposal which included a probationary increase, a 1% bonus for each passed exam, a 4% hourly increase for class I and class II certifications and a 5% increase for the class III wastewater certification. He explained the reasoning behind the proposal which is consistent for every employee and compounds over time incentivizing employees to stay with the City. Councilmember Goode stated he fully supports the proposal and really liked the idea and suggested there also needed to be something to encourage the operators to stay after they get the class III certification. Councilmember Lau pointed out the new wage band type pay scale originally included levels for each department that would address the stepped increases for certifications. He explained the current pay plan doesn't include the levels that were supposed to be built into it and suggested reviewing the originally pay plan with Supervisor Squires proposal and merge the two together. He noted other departments should also have incentives for trainings and certifications that apply to their departments. Supervisor Squires reiterated the critical need to retain certified operators and also the value of the employees learning the City-wide system. Councilmember Lau suggested an idea of a 20% bonus that would be earned over time to help keep them here. Councilmember Hart stated he reviewed the proposal and likes the concept a lot but had similar concerns of how to fold it into the pay plan to meet the State rules and requirements and retain the employees. Staff and Council will meet to review and work on incorporating the proposal into the pay plan and revisit at the next meeting. The Council thanked Supervisor Squires for the good work.

Laura Lind from the Friends of the City Park met with the Mayor and Council to review concerns and maintenance of the all-inclusive playground. She reported on how recently, and the past couple of years they have been able to partner with the Lions Club and the Boy

Scouts to do annual maintenance of the playground and the Friends of the Park have been able to continue to cover the cost of repairs and replacement of parts vandalized. Mrs. Lind showed pictures of the current damage to the rubber surface that was caused by vandalism. She stressed her desire that the security cameras get installed as soon as possible and before any more money is put into repairs. She reminded the Council the Friends have agreed to pay half for the cameras for safety and to help stop the deliberate vandalism. She asked what the status of the camera installation was. Engineer Skinner stated they had been ordered and the job was under contract he just needed to get ahold of the guy to come get it done. The City also needs to install some poles. Mrs. Lind explained the rubber repairs will have to wait until warmer weather now. She also explained the rubber needs a seal coat every three to four years which is due and will cost \$24,000. The Council discussed at length this high-cost maintenance item and whether the City crew could do it. Mrs. Lind explained it will void the warranty if not done by a certified installer. Friends of the Park can review what they can do to help cover the cost of the seal coat. The Mayor supported making the cameras a priority and getting the maintenance items all done. Engineer Skinner will provide an update on the cameras next meeting. The Mayor expressed his appreciation for the efforts of Mrs. Lind, the Friends of the Park and all the volunteers stating he cannot thank them enough.

During citizen input Councilmember Goode noted it was nice to see recreation events going on at the City Park. Mayor Robinson again thanked and pointed out the contributions to our City from the volunteers and groups and encouraged all to seek these groups out and get involved.

Engineer Skinner reported on the proposed 46kv transmission line replacement project. He noted he was still trying to get clarification on Rocky Mountain Power's responsibility for some of the costs but the current estimate includes \$151,183 to upgrade Rocky Mountain Power equipment and \$414,260 to replace seven poles, 3200 feet of line and upgrade the City's infrastructure. The plan is to build parallel to, and west of the existing line. Some of the work can be started now with a planned outage in the spring to complete the project. The outage should be less than a day. Engineer Skinner suggested recycling the copper line. The Council discussed the plan and reviewed the budget which includes \$250,000 for the project which was the estimate several years ago. The Council reviewed the Power Fund's cash balance which is \$1.8 million. The Mayor and Council all agreed to move forward with finalizing the scope, schedule and budget and evaluate as the costs come in whether the budget will need to be reopened.

The South 2nd East Street project should begin next week. Engineer Skinner stated the contractor is working on their performance, payment bond and schedule and then he will be able to issue the notice to proceed and they will start excavating next week. It is a 60-day contract and they think they can get it in faster. Councilmember Lau asked if the home owners had been offered to upgrade their service lines. Engineer Skinner stated he needs to go talk to them and look at that. The details of the project were discussed.

Costs for the #4 Hydro Plant repair and upgrade were reviewed. Engineer Skinner presented two proposals; one from Riverside, Inc. out of Parma, Idaho for \$78,900 to pull

the generator, test, refurbish, reinstall, and be here for startup, the other proposal is from Bat Electric out of Redding, California to build a new switchgear/control for \$90,700 plus options for additional upgrades that will need to be considered. Councilmember Goode pointed out the disclaimer on the Riverside proposal regarding whether the generator windings are compromised. Engineer Skinner stated Riverside believes they are going to be fine. The option of remote communications monitoring was briefly discussed and Councilmember Goode supported it. Engineer Skinner pointed out the 20-to-24-week delivery from Bat Electric. The Council agreed they wanted to get it done as soon as possible and instructed Engineer Skinner to finalize the timeline. Councilmember Lau moved to approve the proposal from Riverside to handle the generator refurbish for Hydro Plant #4. Councilmember Gambles seconded the motion. Councilmember Goode stressed it be clarified the City doesn't pay tax. All in favor, motion carried.

Councilmember Hart reported a meeting was set for October 18th or 19th to go over the final details of the egress plan for Soda Sip with the property owners.

Regarding the Enders Building lease status, Attorney Haney mentioned he had just received a counter offer from the current lessee and felt it could lead to probable litigation and suggested discussing it in executive session.

Clerk Vorwaller mentioned she would be absent next meeting and Project Coordinator, Andrea Haderlie would fill in for her.

Councilmember Goode moved to approve entering into executive session pursuant to I.C. 74-206(1)(f) to communicate with legal counsel regarding probable litigation. Councilmember Lau seconded the motion. A roll call showed the following vote:

Those voting aye:	Mitch Hart	Those voting nay:	none
	Robert Lau		
	Jon Goode	Absent:	none
	Scott Gambles		

Motion Carried.

Councilmember Goode moved to exit executive session, seconded by Councilmember Lau. All in favor, motion carried.

Councilmember Goode moved to adjourn the meeting at 6:50pm, seconded by Councilmember Lau. All in favor, motion carried.

PASSED AND APPROVED BY THE MAYOR AND CITY COUNCIL THIS 20TH DAY OF OCTOBER, 2021.

Austin W. Robinson, Mayor

ATTEST:

Tausha Vorwaller, Clerk