

**Town of Garfield**  
**TOWN COUNCIL SPECIAL MEETING MINUTES Preliminary Draft**  
**Town Hall – June 4<sup>th</sup>, 2015**

**CALL TO ORDER:** Mayor Ray McCown called the meeting to order at 7:07 PM

**ROLL CALL:** Mayor Ray McCown, David Jones, Sharon Schnebly, Daymon Marple, Mark Young and Tim Southern. Staff: Clerk/Treasurer Cody Lord, Public Works Assistant Brad Hasenoehrl Absent:

**GUESTS:** Scott Bowman, Stephen Bishop

**NEW BUSINESS:**

1. Public Works Superintendent Position

Mayor McCown thinks most of it needs to be discussed in Executive Session. The Mayor explains he talked with Cody about running another add and after talking with Stephen he decided he could hire anyone he wanted to. He interviewed the best prospects and both wanted more money than the town could pay, the other two candidates didn't have enough experience. Sharon Schnebly said that no person's age should have a bearing on this position. Mayor McCown agreed but didn't want the town to invest a lot of money in training and testing only to lose a person a couple years later. Daymon Marple said he was here on Monday when Mayor McCown chose to hire Mark Phillips and he believes it would be a good move. Tim Southern interjected by saying, remember the town is hiring for Public Works Superintendent, if you want to hire Mark then the council needs to change that position, however the town needs a Superintendent, he is the guy here running everything from day to day. Tim feels this is the position that needs to be filled. Tim doesn't want to create a new position for another assistant.

Sharon said it is her understanding of the last meeting that Mayor McCown wanted to make them both assistants, this would require the town to modify the job description. Since the position doesn't exist, we were re-posting to see what additional applicants the town could get for a better pool of candidates. The council wanted to post it in Colfax paper for a week so the town could get potential additional applicants. Mark Young states I think we are trying to be flexible for what is needed, and we haven't gotten the right qualified applicant or the town can't afford the ones that are qualified. He believes that by being creative the town can create two positions that can meet what the town's needs are. Sharon said the town needs to maintain the hiring process they have in place, they need to do it the same as they have in the past. She suggests continuing on with current procedures, re-open it with advertising and hopefully getting more applicants. Mark said what about vacating the superintendent position at this point, and once we have a supervisor position then we re-open it. Tim said don't we need to first create it and Sharon agreed right now the town doesn't have this position.

Mayor McCown said he would like to hear Stephen Bishop's recommendations. Stephen said basically you are being an advisory to Mayor McCown on what can be filled and he decides who should fill it, he could hire ten people if he wanted to. Right now the council is getting hung up on the semantics. He understands Tim's position exactly, you like to have predictability. The Mayor didn't want to have disparity in pay and he wants to keep Brad happy so he didn't want to stick someone in the superintendent position that didn't have all the required qualifications. You can hire someone and train them and if they are not trainable then they don't work out, that is why you have a probation period. Tim said this is what I am hung up on, he called MRSC and his understanding is the Mayor can hire whoever he wants for the position the town has available, but the council gets to create that position. Stephen said I would disagree with MRSC on that.

Tim said this is just like what happened when Perry left his position, the town bumped someone up into that superintendent position. If we are going to hire someone over Brad that doesn't have the correct credentials, why would you make him a superintendent? Tim doesn't think they should be

hiring equals either. Mayor McCown said if you aren't willing to hire at the same level as Brad then he will hire Mark as the superintendent, Brad has been working by himself for 3 weeks and getting behind so we have to bring someone in. Tim asks, then Brad would be training him, what if they can't work as co-workers then what?

Mark asked can the council consider what Stephen said and go ahead and create a position that will work for this hire, he doesn't feel like they have a person to be in the supervisor position. Tim asked what the rush is. I understand that Brad needs help, but remember we have managed for months before with this exact same scenario, what's different this time. Mark said he doesn't want to put the duties on one person, until then I would like to do what the Mayor wants done, however he wants to get it done. The council can create the position tonight and move on. Tim clarified again an equal position with Brad even though Brad will be teaching the new hire. Mayor McCown said Brad has to have a day off, he goes out every Saturday and Sunday and he can't do it all by himself, he has to go out twice a day a clean the screens. Tim said he is not arguing that point at all, he is arguing long term down the road what does the town need. It seems backwards if the town is going to keep them equals. Mayor McCown said he will have an equal chance to be the superintendent, whichever ones excels will get the superintendent position

Daymon Marple **MOVED** to open a position for the Public Works Assistant with Brad and the new hire being equivalents. Mark Young seconded the motion with David Jones supporting and Sharon Schnebly and Tim Southern opposing.

Mayor McCown asked Brad Hasenoehrl are you upset about this, tell the council how you feel. Brad said he didn't really come to voice his opinion. Brad feels since he has been here two years and knows the system he should be the superintendent, if he can't do the job then put Mark ahead of him but his time with the town should mean something. Sharon asked where the seniority goes. Brad explains he already checked into all the water and sewer stuff and in September he can go to Seattle to prepare for the testing. 6 months after that he can test for his WWTP operator certification. Mayor McCown said if you pass those tests and get the water license you will be the superintendent. Sharon said in the last meeting she asked Ray if you guys would be given an equal opportunity, she didn't want to have favoritism. Brad feels that he is already ahead so it should not be unfair. Brad feels like the best man for the position should be taken into account.

Mayor McCown said now the council need to set the wages for that position. Mark questions aren't they already set by resolution. Mark explains the he was looking back through information of past meetings and also went to the state archive files but had a hard time finding anything. He said each year the employees have had increases and the salaries have all been established by resolution. Daymon clarified, that is the step raises that were given automatically. Mark said the council can read this and it tells what the Public Works Assistant scale is. What Mark is not clear about is if it is based on the bottom step or based on latitude. Tim said the council can choose to bring him in at whatever level they want. The council then decided to start him out at step one for the Public Works Assistant position.

## 2. Roles Between Mayor and Council

Tim said there are some things the Mayor is doing at the sewer plant that has not been approved by the council for instance hiring a consultant and paying him \$350. He clarifies that what happens with the budget is the council's decision and the council needs to know about it prior to the activity. The consultant showed up for an interview and was told to come back to help with the plant without the rate being discussed. Tim said Mayor McCown was against calling David Tysz and asking him because he talked with him at a grocery store in Spokane where he told the Mayor he had some personal matters he was attending to. Tim said he talked with David and David said he is more than happy to spend more time training and at the plant but felt like it wasn't necessarily wanted. Daymon said he is not doing the job and the town continues to harass him, Daymon is getting to the point that the town should pay someone else \$1200.00 a month to get the job done.

Mayor McCown explains Mark, Tim and he interviewed Reuel on Friday, they discussed him coming down and helping point out some stuff at the plant. At the time they all agreed that he would be great to help Brad. Mayor McCown said Tim expressed he would like to go down there as well. Mark agrees he felt like the three of them discussed it and approved moving forward. Mayor McCown said Reuel called him on Wednesday and said he would be in Garfield on Friday morning and he would spend the day at the plant for \$350. Some things Mayor McCown said he discovered is the public works guys had been taking water samples in the morning waiting for 15 minutes to take a chlorine test, Reuel asked them what are you waiting for it only takes less than a minute to flush the system and have appropriate water for the sample. Daymon said well that alone is money well spent on usually wasted time. Then he went out to both water tanks and taught Brad things he didn't already know. Mayor McCown said he talked about the bio-cell and said the bottom seal is out of it. Brad corrected Mayor McCown saying he is the one that told Reuel that.

There are four arms on the bio-cell and each one of them has four outlets which Brad has to walk out on the tube and un-plug them when they are not operating correctly. Reuel said it was a lousy design and he gave Brad some crafty ideas on how to make it more efficient. Then in the afternoon he asked Brad if the town had a composite sampler. Brad said yes they did, but thought it was broken. Reuel went out got it, cleaned it, tested it and it worked fine. The town needs to have two of them in use. Sharon said I think that the council didn't approve the expenditure is what is in questions. The spending of money is a council decision, it is approving someone to pay him to come out here. Sharon said if you guys discussed that and there was a rate set, then that is a separate thing.

Stephen said Mayor McCown told him there was going to be a Special Meeting and the potential issues. Stephen said he did council Mayor McCown that it is the council position to approve the expenditures, Stephen said he doesn't think he fully realized he couldn't hire someone without having approval on some matters. Daymon said here is my concern though, isn't there a ceiling on what employees can spend, and is there something also similar for the Mayor. David Jones said I believe there should also be some flexibility for the Mayor. Sharon said buying a part is different than hiring a contractor, simply because the town needs to worry about the liability. Daymon said the Troy, Idaho contractors came and did work and the council didn't have to be approve that expenditure.

Mark asks in order to bring unity to this table as we go forward, what specifically does the council want to have the mayor do? Tim said the council gave the public works guys the limit because they have things they need to order and a budget to follow. Sharon asks Cody if he has the ordinance that sets the limits. Cody tells the council he thinks the limits they are referring to are on credit card purchases. Sharon asks can you see the distinction between contract services and charges. Tim said are we going to let the guys do the work since they know what to get and buy, it is his understanding the Mayor needs to let them do the work they were hired to do. Tim says the council makes ordinances, resolutions and policy, Tim suggests letting the Public Works Department come to council and tell them what is needed. Tim asks why not come to the council meeting and run it by the council since this is their responsibility. David said he is confused he thought Reuel's consulting was discussed and agreed to pay him \$350 at this last meeting. Tim and Sharon both said it was not discussed to pay him.

Mark said between the three of them there was some ambiguity so they have learned their lesson and in the future need to make sure the rest of council is agreed upon the expenses. Mark said let's move on. Mayor McCown said he wouldn't have asked the guy to come down unless there was two council men here that agreed whole heartedly to support it. Mark said he can see both sides of the situation. Daymon said the town is in an emergency situation looking for help. Tim replied the town is not in an emergency situation, the town has been here before and in the end we came out better because we had things set up and ready to go for the new hire. Sharon said back

to the consultant matter we haven't agreed to pay this guy. Mayor McCown said if you want to turn it down at the next meeting that is fine, he will file a claim against the town and he will get what he is owed. Stephen agreed saying he provided services to the town so he should be paid. Mark said again I think we all learned our lesson.

Tim said the Mayor constantly bosses the guys around and he doesn't let them do their daily work. He also doesn't see any progression towards fundamentals in the town. He doesn't see him making moves towards bettering the infrastructure of the town. He believes certain things the Mayor is irritated with and that is what is worked on. Tim says it is our responsibility as a council to call these issues out. Tim said I will publically say I don't support the Mayor any longer. Mayor McCown said I could take you out in the shop and show you what Robby bought in the past and didn't take care of, it just sits on the floor. Every piece of equipment he touched broke down or doesn't work any longer. Mayor McCown said he was a fantastic operator and other than that he gave Brad all the crap work to do. Mayor McCown said as a council that is the kind of employee you hired. Mayor McCown said I begged you not to sell the backhoe, he has used his loading the debris into the boxes and spent \$4000 of his own money to run his equipment getting nothing for it. Tim says I just did the loading of the box with town equipment so it can be done. Mayor McCown said it took you five hours and you didn't get it done. Mayor McCown also questions Tim about having town employees take a dumpster out to his house and the town hasn't been paid for it. Tim explains he has been renting it and hasn't received a bill. Mark said it is clear there are issues here and instead of having issues in a public session the council should focus on the matters that were scheduled.

**EXECUTIVE SESSION:**

1. RCW 42.30.110 {g} To evaluate the qualifications of applicants for public employment.

The council decided since the motion was made to hire a Public Works Assistant with an agreed upon hiring rate that no additional time was needed to discuss the hiring candidates in Executive Session.

**ADJOURNMENT:** Daymon Marple **MOVED** to adjourn the meeting at 7:50 PM. David Jones seconded the motion and the motion carried unanimously.

---

**Ray McCown, Mayor**

**ATTEST:** \_\_\_\_\_  
**Cody Lord, Clerk/Treasurer**