



MINUTES

REGULAR MEETING OF THE HEMET CITY COUNCIL

September 9, 2014

6:30 p.m.

Hemet Public Library Upstairs
300 E. Latham Avenue

www.cityofhemet.org
Please silence all cell phones

Call to Order

Mayor Smith called the meeting to order at 6:31 p.m.

Roll Call

PRESENT: Council Members Krupa, Wright and Youssef, Mayor Pro Tem Milne
and Mayor Smith

ABSENT: None

Closed Session

Notice of Opportunity for Public Comment

There were no public comments presented at this time.

The City Council recessed to Closed Session at 6:32 p.m.

1. Conference with Labor Negotiators
Pursuant to Government Code section 54957.6
Agency designated representatives: City Manager Hill
Employee organization:
Hemet Fire Fighters Association
Service Employees International Union General Employees
 2. Conference with Legal Counsel - Existing Litigation
Pursuant to Government Code section 54956.9(d)(1)
Name of case: Hemet Firefighters Association, et al. v. City of Hemet, et al.
RSC Case No. RIC 1400175
-

REGULAR SESSION

7:00 p.m.

Hemet Public Library Upstairs
300 E. Latham Avenue

Call to Order

Mayor Smith called the meeting to order at 7:03 p.m.

Roll Call

PRESENT: Council Members Krupa, Wright and Youssef, Mayor Pro Tem Milne and Mayor Smith

ABSENT: None

OTHERS PRESENT: City Manager Hill, City Attorney Vail and City Clerk McComas

Invocation

Invocation was given by Darlena McHenry, Hemet-San Jacinto Interfaith Council

Pledge of Allegiance

Pledge of Allegiance was led by Council Member Youssef

City Attorney Closed Session Report

3. Conference with Labor Negotiators
Pursuant to Government Code section 54957.6
Agency designated representatives: City Manager Hill
Employee organization:
Hemet Fire Fighters Association
Service Employees International Union General Employees

The City Council did not discuss HFFA.

The City Council received an update from the City's representative regarding SEIU and gave direction. There was no additional reportable action.

4. Conference with Legal Counsel - Existing Litigation
Pursuant to Government Code section 54956.9(d)(1)
Name of case: Hemet Firefighters Association, et al. v. City of Hemet, et al.
RSC Case No. RIC 1400175

The City Council received a briefing from Legal Counsel. There was no additional reportable action.

City Council Business Consent Calendar

5. **Receive and file** – Warrant Register
 - a. Warrant register dated August 21, 2014 in the amount of \$1,497,068.13. Payroll for the period of August 4, 2014 to August 17, 2014 was \$629,128.44.
6. **Recommendation by Police** – 2014 Federal Justice Assistance Grant (JAG) Critical Incident and Crime Management Center (CICMC) Project
 - a. Accept the 2014 Edward Byrne Memorial Justice Assistance Grant (JAG) Program – Local Solicitation in the amount of \$31,039; and
 - b. Authorize the finance department to establish an expenditure account in the amount of the grant award; and
 - c. Authorize the police department to move forward with the CICMC project.

7. **Recommendation by Police** – Field Command Units Up-fit and Equipment
 - a. Authorize the city manager to approve purchase requisitions in excess of \$50,000 for the upfit and equipping of 8 Field Command Units.

8. **Recommendation by Public Works** – Award of Services Contract to Marina Landscape Inc., of Orange County for Landscape Maintenance Services
 - a. Approve award of a services contract to Marina Landscape Inc. to provide Landscape Maintenance Services throughout the City of Hemet Landscape Maintenance Districts; and
 - b. Authorize the City Manager to execute a three-year contract effective October 1, 2014, through September 30, 2017, for a total contract amount not to exceed \$1,179,684.00; and
 - c. Authorize the City Manager to execute purchase orders in support of the contract (\$294,921.00 for prorated FY 14/15 contract period).

9. **Recommendation by Fire** – Increase in Purchase Order – CSG Consultants
 - a. Authorize the City Manager to approve an increase for Purchase Order No. 2014-000393 to CSG Consultants for FY 2013/14 in the amount of \$1,700 for the purpose of fire inspection, plan review and code services.

10. **Recommendation by Fire** – Increase in Purchase Order – Ace Weed Abatement
 - a. Authorize the City Manager to approve an increase in Purchase Order No. 2015-000215 to Ace Weed Abatement, Inc. from \$42,300 in an amount not to exceed \$51,810 for weed abatement services thru August 2014.

11. **Recommendation by Fire** – Purchase of Paramedic Monitor/Defibrillators
 - a. Approve the purchase of five new “X Series” Monitor/Defibrillators from ZOLL Medical Corporation in the amount of \$153,884, and approve an annual maintenance/service agreement in the amount of \$1,150 per year for five units; and
 - b. Authorize the City Manager to approve Purchase Orders in support of purchase and annual maintenance/service agreement.

Item Nos. 5, 7, 9, 10 and 11 were removed from the Consent Calendar. **Mayor Pro Tem Milne moved and Council Member Wright seconded a motion to approve the remaining Consent Calendar items. Motion carried 5-0.**

Item No. 5

Mayor Smith, removed this item to introduce Jessica Hurst.

Wally Hill, City Manager, introduced Ms. Hurst, new Deputy City Manager/Administrative Services. We are happy to have her here. She will oversee Finance, Human Resource, Information Technology, Housing, CBDG and serves as the City’s Chief Labor Negotiator.

Council Member Youssef moved and Mayor Pro Tem Milne seconded a motion to approve this item as presented. Motion carried 5-0.

Item No. 7

Council Member Krupa, asked about the funding for the equipment.

Chief Brown, the funding from the Indian Gaming Mitigation Grant was approved on August 26th. Staff is seeking authorization for the City Manager to sign a Purchase Order over his \$50,000 spending authority.

Council Member Krupa moved and Mayor Smith seconded a motion to approve this item as presented. Motion carried 5-0.

Item No. 9

Council Member Krupa, asked what services are provided by CSG and if their fees are reimbursed.

Chief Bryan, the City is currently contracted with CSG Consultants this request is to extent the Purchase Order. CSG Consultants conducts our new development plan reviews and field inspections. The majority of their work is reimbursed by the contractors and developers through their fees. There are some services like meetings with potential developers and general discussions that are not recovered through fees.

Council Member Krupa moved and Mayor Pro Tem Milne seconded a motion to approve this item as presented. Motion carried 5-0.

Item No. 10

Council Member Krupa, asked about these costs and if they are reimbursed.

Chief Bryan, this is an extension of the City Manager's authorization for purchase order limits. There was an increase in the number and size of the parcels to be abated. Most of the costs will be reimbursed to the City either at the time the property owner pays their bill, through their property tax or when the property changes ownership.

Council Member Wright moved and Council Member Krupa seconded a motion to approve this item as presented. Motion carried 5-0.

Item No.11

Council Member Krupa, asked if the equipment is compatible with the County's equipment if the decision is made to contract with CalFire.

Chief Bryan, we have obtained assurance from Riverside County Fire that the equipment is compatible and necessary. We are seeking authorization to purchase the equipment from the County bid process, purchasing them from the same company.

Mayor Smith, asked if the year to year maintenance cost per unit would be cheaper if a greater number of units were purchased. Mayor Smith also asked about the service life of a defibrillator.

Chief Bryan, possibly if the number of units were substantially higher. The County does not have an immediate need for additional units at this time. These units include year to year maintenance contracts and have a life of 5 to 7 years.

Council Member Krupa moved and Council Member Youssef seconded a motion to approve this item as presented. Motion carried 5-0.

Approval of Minutes

12. August 26, 2014

Council Member Krupa moved and Council Member Wright seconded a motion to approve this item as presented. Motion carried 5-0.

Communications from the Public

Billy McKinzy, Hawthorne, my diabetic daughter moved here in June. It has come to his attention that the closest sharps disposal location is in Beaumont. Mr. McKinzy showed the City Council the system that Hawthorne uses. Mr. McKinzy submitted a list of three companies that provide the equipment.

Council Member Youssef, was under the impression that CR&R had a program to dispose of sharps and requested that staff look into it.

Lori VanArsdale, Ramona Bowl, invited the City Council to attend the formal Invitation Ceremony on September 27th at 10:00 p.m. for the Ramona Bowl Band. The band will be made up of students in 8th through 12th grade and will be preparing and earning money to attend a New Year's Day parade in London on January 1, 2016.

Rose Salgado, invited the City Council to the 18th Annual Pow Wow on September 19, 20 and 21st with Grand Entry at 7:00 p.m. Friday and Saturday nights. Ms. Salgado thanked the City Council for their partnership and donation for the event.

Mayor Smith, we will be conducting an orderly meeting. We will respect your rights to speak and will expect a civil debate. Individual speakers will have 2 minutes and speakers with donated time will have up to 15 minutes.

Discussion/Action Item

13. **Implementation of City's Last Best and Final Offer as to the Hemet Fire Fighters Association; Rejection of Final Factfinding Recommendations** – City Manager Hill
- a. Conduct an informal hearing at which City Staff and HFFA may present their positions and other relevant information to Council regarding the impasse and the proposed imposition of the City's Last, Best and Final Offer; and
 - b. Acknowledge receipt of the Final Factfinding Report dated August 25, 2014, together with dissenting opinions, and reject the recommendations contained within the Report; and
 - c. Approve imposition of the terms of the City's April 23, 2014 Last, Best and Final Offer as to the Hemet Fire Fighters' Association.

This item was discussed concurrently with Item No. 14 and acted on at the end of the discussions.

14. **Evaluation of options for Fire and Emergency Medical Services** – City Manager Hill
- a. Approve a five year Cooperative Agreement with Riverside County Fire to provide fire and emergency medical services for the City of Hemet, with a term of July 1, 2015 through June 30, 2020, and authorize the City Manager to execute it on behalf of the City; and
 - b. Authorize the City Manager to negotiate the terms and conditions under which Riverside County Fire would provide interim Fire Management services to the Hemet Fire Department during the transition to full assumption of responsibilities under the Cooperative Agreement; and
 - c. Authorize the City Manager to develop with Riverside County Fire/CAL FIRE a transition process to optimize the number of qualified Hemet Fire Department employees that are eligible to transfer to employment to Riverside County Fire/CAL FIRE; and

- d. Authorize the City Manager and City Attorney to evaluate employee eligibility for retiree medical benefits, assist employees who will retire during transition process to secure the retiree medical benefits for which they are eligible, and consider reasonable plan modification request as may be reasonably necessary under the circumstances.

Eric Vail, City Attorney, there are two separate items before you. The first one will be generally referred to as the Impasse and Last, Best and Final (L,B&F) Offer. The other item is the potential contract with Riverside County Fire for Fire and Emergency Medical Services. Since these items are interrelated we will discuss them at the same time. The process will walk you through the issues and allow the Hemet Fire Fighters Association (HFFA), the public and the City Council an opportunity to provide comments. We will hear a brief presentation from the lead negotiator to explain the terms such as Impasse, the Last, Best and Final Offer and the Factfinding process. The City Manager will get to the substance of staff's recommendations. There will be no presentations by Hemet Fire Department or Riverside County Fire. Representatives from both agencies are available to answer any questions. An informal hearing required by the City's Municipal Code when we go to impasse will be conducted to hear statements regarding impasse with the labor union. The City's statement was included with the staff report. The Union's representative will present their statement. Public comment on both Item Nos. 13 and 14 will be heard at that time. After which the City Council will deliberate and consider both items.

Daphne Anneet, Lead Labor Negotiator, this process started almost two years ago. On September 26, 2012 the City Council directed staff to notice the HFFA that the City would begin the process of evaluating fire services. For a year, we engaged in informal negotiations on the issue of contracting out. The City has an obligation under the Myers-Milias Brown Act to negotiate the decision and the effects. During this in-depth lengthy review of the issues associated with delivering fire services, staff asked for additional guidance and the City Council authorized the City Manager to enter into a contract with an expert outside consulting firm to review the issue and provide guidance and insight into the process and issues that should be considered. The City's Negotiating Team conducted formal negotiations with HFFA for a period of almost a year. The City's negotiating team and union representatives met in August, November and December of 2013 and 7 separate times in 2014 discussing both the pros and cons of in-house fire services and contracting out. Most importantly we discussed the effects on the City's Fire Fighters whose service is well respected in the event the City Council makes the decision to contract out. By effects, we are referring to the benefits that would flow to the Fire Fighters, what the process would be and what protections would be in place. Ultimately we were unable to reach an agreement, each party provided a Last, Best & Final offer (LB&F). The City Council authorized the labor negotiating team to present a L,B&F that laid out both the City's position on contracting out and the effects which is included as attachments to the staff report. The HFFA did come back with a final proposal in response to the City's L,B&F and offered a 5% contribution toward PERS and no salary increase for 5 years. Unfortunately, that proposal was not enough to bridge the gap and was rejected by the City Council. At that time the negotiating team was authorized to declare impasse. Impasse means that the parties have come to the end of fruitful negotiations. Impasse is an important part of the process and under the Meyers-Milias Brown Act there is a new procedure that allows the Union or the City to go to an independent body called a "Factfinder". The Factfinding process includes a panel of one independent person, Attorney Daniel Saling, a representative from the City, Eric Vail, City Attorney, and a representative from the Union, Rob Wexler, Chief Negotiator for HFFA.

Over a series of three days the parties presented their positions to the Factfinding Panel. Ms. Anneet served as the City representative with testimonies from City Manager Wally Hill, Chief Peter Bryan and Chief John Hawkins, giving the Factfinding Panel a full briefing on the City's decision to present the L,B&F. The Union had the opportunity to present its position. The Factfinding Panel is then required to present a report. The goal is to achieve a unanimous opinion. In the event that a unanimous opinion is not available the Chief Factfinder, Mr. Daniel Saling, issues the primary report and opinion, then both the City and the Union have the opportunity to offer their comments or dissents. That report was made public on the City's website more than 10 days prior to this meeting for the City Council and the public to review. The Factfinder's opinion presented a proposal that was not far off from the terms the City proposed for the union in terms of the effects. The Factfinder's opinion was that the City did not have an obligation to bargain the decision. He did note that the parties had undergone an extensive thoughtful and lengthy process. In terms of the effects of contracting out, the benefit package includes a number of key elements include payment on their accrued vacation and sick leave, severance, and priorities in terms of transfer. The City's total package of key items offered was approximately \$1,039,000. The Factfinder's recommended package would cost the City between \$644,000 and \$2 million depending on the number of fire fighters that were successful in the transfer to Riverside County Fire. The HFFA's package offered at the time of impasse was valued at \$5.3 million. The City Council understood there was a huge discrepancy between what the City could afford and what the Fire Fighters were requesting. That was the basis for the impasse. The one caveat to the package and issue for dispute is the eligibility for retiree medical. The question is whether fire fighters not eligible for retiree medical under the City's plan as of today would be eligible if the City contracts out. The City's position has been that the plan sets forth the criteria for eligibility and will honor the terms of the plan for those that are eligible. If all fire fighters were given the benefit, eligible or not, that would cost approximately \$19 million dollars over 30 years. Having gone through the negotiating process, issued a L,B&F and having gone through the Factfinding process to conclusion the issues are now right for the City Council. The Fire Fighters have made a last final offer for Successor MOU. Once you have heard the City Manager's presentation the City Council is in the position to make a decision on whether or not the City should contract out fire services or enter into the Successor MOU offered by HFFA.

Wally Hill, City Manager, gave the City Council a powerpoint presentation on the evaluation of Fire/Emergency Medical Services Proposals. The City issued the Request for Proposals (RFP) in October 2012. In February 2013, the City Council considered the evaluation, received presentations, public comments and requested further analysis. The City Council initiated labor negotiations at that time. November 12, 2013 the City Council received the analysis from Citygate Associates, evaluated proposals and received public comment. At that time the City Council gave the following directions to staff: to establish desired service levels as described by County Fire Option #1; authorized labor negotiations on potential decision to outsource and its effects; authorized negotiations with Riverside County Fire on a potential agreement to provide services; authorized negotiations with Riverside County Fire to provide interim Fire Management Services; and authorized training for Hemet fire fighters with paramedic licenses to obtain County certification. Labor negotiations on potential decision to outsource and its effects, resulting in impasse on May 14, 2014 with staff continuing the impasse resolution process since then. A Cooperative Agreement with Riverside County Fire has been negotiated. Interim Fire Management has been provided by an Acting Fire Chief and paramedic training has been arranged. Riverside County Fire Proposal: uses Cal Fire as

service provider; uses all currently active City fire stations, supplemented by responses from County fire stations; paramedic-level non transport services; emergency medical dispatch for pre-arrival patient care instructions; will meet or exceed City's current service levels and response times; if General Plan response time performance standards are not met, will identify actions taken to comply and recommendations for City's consideration; assist in preparing master plan for City; half-time local Emergency Services Coordinator, supplementing County's Office of Emergency Services; full-time Fire Safety Supervisor for fire prevention; First year cost \$8,907,582, lower than original proposal by \$103,236; 50%/50% sharing of ladder truck costs; and with additional City retained roles and overhead, the first year cost to the City is \$11,318,910 and a 3rd year estimate of \$11,581,438. Hemet Fire Department Proposal includes two resource deployment models: A) staffed squad truck with cross-staffed ladder truck; and B) staffed ladder truck without squad truck. Model "B" is closest to County Fire Option #1. Hemet Fire Department Proposal includes three apparatus housing models with redrawn district #1 and #5: 1) squad truck at station #1, covering west and engine covers east; 2) squad truck at station #5, covering east and engine #1 serving redrawn district #1; and 3) squad truck at station #1, covering east and engine covering west. Hemet Fire Department Proposal: uses all currently active fire stations; initiate paramedic level services; no emergency medical dispatch; half-time Fire Prevention consultant, supplemented by station staff inspections; and emergency management consultant. First year cost to the city for Hemet Fire Department Model A is \$11,068,707 less HFFA concessions of \$200,000 for a first year net of \$10,868,707 and a third year estimate of \$11,117,507. First year cost to the City for Hemet Fire Department Model B which is most like County's option recommended by the Council in November 2013 is \$11,541,800 less HFFA concessions of \$211,205 for a first year net of \$11,330,595 and a third year estimate of \$11,593,335. A comparison of budgeted costs was displayed. 1st year costs for the County is \$11,318,910 and HFD Ladder Truck Option is \$11,330,595 for a net County budget decrease of \$11,685. 3rd year costs for the County is \$11,581,438 and HFD Ladder Truck Option is \$11,593,335 for a net County budget decrease of \$11,897. Mr. Hill explained the comparison between budgeted versus actual costs. Riverside County Fire's average spending is 95% of budget over 3 years for the 20 cities served and the proposal includes a not-to-exceed cost. Hemet Fire Department's average spending is 100.9% of budget over eight audited years from FY 05-06 to FY 12-13 and the proposal does not have a not-to-exceed guarantee. A comparison of projected actual costs was displayed. 1st year costs for the County at 95% is \$10,873,531 and HFD Squad Truck Option at 100.9% is \$10,966,525 for a net County budget decrease of \$92,994. 3rd year costs for the County at 95% is \$11,135,974 and HFD Squad Truck Option at 100.9% is \$11,217,565 for a net County budget decrease of \$81,591. 1st year costs for the County at 95% is \$10,873,531 and HFD Ladder Truck Option at 100.9% is \$11,432,570 for a net County budget decrease of \$559,039. 3rd year costs for the County at 95% is \$11,135,974 and HFD Squad Truck Option at 100.9% is \$11,697.679 for a net County budget decrease of \$561,701. Costs not included in the comparisons are: Hemet Fire Department included no costs for vehicle replacement, each vehicle is \$300,000 +; overtime likely is underfunded; City would not have to insure or replace vehicles conveyed to County; revenues from auctioning off surplus vehicles; City would no longer bear time & cost of labor negotiations; and reduced workload for City's vehicle mechanics. Comparison of Response Times: County will meet or exceed current response times and service levels; HFD's 55% of responses within 5 minutes during 2013 and first half of 2014 is below the 80% performance standard; County will report response times quarterly and report compliance actions and recommendations; County will

assist in developing master plan; County will also respond from County stations; Emergency medical dispatch provides pre-arrival patient care – 87% of calls are emergency medical; City proposals do not address response time assurances, monitoring, or reporting; ladder truck without squad truck option will degrade responses on emergency medical calls; HFD’s proposal to use station staff to do fire prevention inspections might degrade responses; no proposal to prepare a master plan; and no emergency medical dispatch to mitigate patient outcomes. The County proposal advantages are: likely lower actual costs (\$82,000 to \$562,000 per year, depending on which HFD proposal is considered); assurance of response times; emergency preparedness/emergency incident management; fire prevention capabilities; master planning; emergency medical dispatch; proven paramedic services; control of labor costs & productivity; budget management; access to supplemental resources and management efficiency. Hemet Fire Department proposal advantages are: lower dispatching time (approximately 15 seconds); familiarity with local addresses, traffic conditions and site conditions; and control of use of apparatus. Staff’s recommendations are: that the City Council approve a 5 year Cooperative Agreement with Riverside County Fire, term effective July 1, 2015, and authorize the City Manager to execute the Agreement; authorize the City Manager to negotiate interim Fire Management services until full assumption of responsibilities; authorize the City Manager to develop transition process with County Fire/CalFire to optimize number of employee transfers; and authorize the City Manager and City Attorney to evaluate employee eligibility for retiree medical benefits, assist employees who retire to secure their benefits, and consider reasonable plan modification requests.

Council Member Youssef, asked for a breakdown of the historical data regarding Hemet Fire Department budget. Council Member Youssef asked how many years were they over budget versus the number of years within their budget.

Mr. Hill, during the last 8 audited years, Hemet Fire Department went over their budget 4 of those years. CalFire stays within their budget 95% of the time.

Council Member Krupa, asked about Hemet Fire Department’s spending the other 4 years.

Mr. Hill, Hemet Fire Department was under budget for 4 years. The 100.9% is an average of their budget spending over the 8 years.

Council Member Youssef, another advantage is the decrease in time and cost for labor negotiations. Council Member Youssef asked for an estimate for labor negotiation costs throughout this process.

Eric Vail, City Attorney, the cost to date to negotiate with HFFA is approximately \$86,000.00. The Factfinding process alone was approximately \$14,000.00 plus additional costs for general research and advice during the RFP and outsourcing process.

Mayor Smith, recommended that public wishing to speak turn in a speaker request form to the City Clerk. Speakers will be called up in groups of three, there are seats reserved next to the podium.

The City Council recessed briefly at 8:06 p.m.

Reconvened at 8:10 p.m.

Robert Wexler, Representing HFFA, I have represented the HFFA for the past 20 years and am pleased to say that the association has reached resolution amicably and quickly during all previous negotiations. The presentation will be in two parts, first you will hear from Steve Sandefer, Union President.

Steve Sandefer, HFFA Union President, two years ago almost to the day considering issuing an RFP was all about money. Both Council Member Youssef and Mayor Pro Tem Milne

campaigning saying that times were tough the City was almost facing bankruptcy and that no department is exempt from being look at. Mayor Pro Tem Milne said that the Fire Fighters won't open the books because they don't want you to know you are over spending for fire services. Mayor Pro Tem Milne won the election in November 2012 and in December 2012 the RFP came back. The initial results were that Hemet Fire Department was \$1 million less. But we didn't celebrate. Both Council Member Youssef and Mayor Pro Tem Milne felt that since Norco save \$1 million the City would too. Mayor Pro Tem Milne's first Council meeting she voted to demote Mark Orme and hire Ron Bradley. Mr. Bradley first action was to add \$900,000.00 to the Fire Department budget for an EMD Program and Paramedic Program which we did not implement. Mr. Hill said that the Fire Department on average spent 100.9% of their budget, but they did not include FY 13/14 in that comparison because we were under budget. We need to talk about how we conduct business now and look at what we are doing today. Page 178 of the agenda says that HFD is \$463,000.00 cheaper. That should help a structural deficit. The City Council can keep HFD and save \$500,000.00 per year. We are not broken, we don't need to be fixed and no one is complaining about our service.

Mr. Wexler, as I listened to the presentation by the City, if I didn't know the truth that would have been fairly persuasive. The City did a great job presenting statistics, but I'm not sure what they relate to. Supposedly, the HFD is over budget for 4 years and under budget for 4 years. It is assumed that the County will operate at 95% of its budget. I have worked with prior City Councils during the most difficult economic times. HFD was first to the table, first to make concessions and the first to get on board. The HFD worked collectively with the City, never having to go to impasse. Somewhere people got the impression that if the City contracts with the County it will be cheaper. The City has a structural imbalance. The majority of the Council campaigned on the idea of opening the books and taking a look. We owe it to the citizens to get the best service we can at a cost we can afford. When it was determined that the citizens were getting the best service at the most reasonable cost, the desired service level changed. The residents did not complain about the level of service and the current employees of the Department have been capable of providing even a higher level of service for many years. The HFD requested years ago to add a paramedic program and the City Council told them there were no resources for that. Now that you want to contract with the County we can have the paramedic program that, years ago you elected not to because you had to live within your financial means. I can reduce your response times by under a minute, by adding more stations and more firefighters. Obviously we can't do that because we have to live within our fiscal means. You have a department of dedicated men and women that have been operating for years on a shoestring budget. There is no other department in this state that I am aware of that has worked as long as they have without battalion chiefs. You have a Fire Chief and the line level men and women that have been providing the service. You can have a dedicated Chief and Battalion Chief's and the best people to provide that service are your existing employees. The City asked the HFFA to open their three year contract a year and a half into it to talk about contracting out and we did not accept that invitation. At the end of the contract the City wanted to discuss the effects and impacts of as well as the decision of contracting out. At that time, the County's said that their labor costs would be approximately \$8.2 million. A few months later the labor cost went up to \$8.7 million. A week ago CalFire implemented raises now the cost is \$8.9 million and the City hasn't signed an agreement with them. I believe that the men and women that work for CalFire are hard working, trained professionals just like your Hemet Fire Fighters. I believe this community is best served by a 4 station home grown locally managed fire department, not

the massive bureaucracy of CalFire. The Factfinding panel was composed of three people. Mr. Vail and Mr. Saling decided that they did not want to render an opinion on the decision to contract out.

The totality of evidence presented during the three days of factfinding dealt with that issue. Mr. Saling sidestepped that issue because he did not feel that was his place. My dissenting opinion tackles that issue. Government Code Section 3505.4 provides seven criteria that the factfinding panel is supposed to consider. The most important is the third issue which is: the interest and the welfare of the public and the financial ability of the private employer. All the other issues are secondary. They deal with CPI and we are proposing a cut. According to the labor market the Fire Department employees are under paid. The only relevant factor is the interest and the welfare of the community that elected you to serve on that dais. The HFFA started the process offering a 3% and the City agreed if the decision is to not contract out. During this process Mr. Hill sent a letter to all City employees talking about the City's structural imbalance that exists and is likely to exist for the next five years. He asked all Departments to propose a 5% cut to their budgets, except for the Fire Department because the disparity between HFD and CalFire would grow. The Fire Fighters answered the call and offered to voluntarily take a 5% cut. That guarantees the City Council and the public that the aspects that are subject to negotiations will not change for 5 years. CalFire has changed it three times and augmented it by 10% and they haven't even signed Schedule A. They have the right to raise the costs to this community every time there is an increase in costs. When PERS rates go up so do your costs. When gas goes up so do your costs. When CalFire negotiates raises your costs go up. The City will have 30 days to pay the increased cost or they will unilaterally decide what services to cut. HFD guarantees no increases for 5 years on anything in which they have control. The City expressed concern because that action in the Police Department resulted in a loss of Police Officers. The HFFA offered two reopeners without the ability to go to impasse. The Fire Department has operated a crossed staffed truck for three decades at the direction of the City Council that has works fine. Hemet Fire Department costs \$500,000 less on an ongoing basis. Mr. Wexler stated that the Hemet Fire Department is almost \$2 million dollars cheaper in the five year period of their contract proposal. \$2 million is significant to the City's structural deficit. By maintaining local control the City Council retains the levels of service. As the costs increase, CalFire will determine the levels of service to decrease if you can't pay the bill. Local control particularly for a City struggling is paramount. CalFire's proposal vests that authority with the County. The same County Officials that have responsibility for the other agencies and lands that CalFire is responsible for protecting. The City Council's concern is for Hemet's residents only, keep the control local. Chief Hawkins would be responsible for the 26 square miles of Hemet as well as the other 50 square miles or so of San Jacinto, Sage, Winchester, Little Lake and Valle Vista. Local control starts with a dedicated Fire Chief that is only responsible for this City. Hemet is large enough and unique enough to merits its own Fire Chief. On average HFD runs twice as many calls as every other County station. HFFA's proposal provides the residents with a dedicated Fire Chief and three full-time Battalion Chiefs for 4 stations. The County's proposal has a Battalion Chief that would be assigned to Hemet 1/3 of the time and a roving Battalion Chief that will be responsible for additional stations. Mr. Wexler expressed concern with the notion that HFD's Option B is most closely related to the County's Option 1. However, that fully staffed truck could be located 8 miles away and responsible for a larger area of service not just Hemet. Mr. Wexler discussed response times. HFD meets its response time 55% of the time. HFD starts the clock when the call comes in. CalFire starts the clock when the truck rolls out of the bay.

This will create a delay. The call will come into Hemet's dispatch, then be transferred to Riverside County's dispatch, sit in a queue on a priority basis because their call volume is greater. The clock begins when the truck rolls out of the doors not when the call was made and that could be significantly different. 87% of Hemet's calls are medical in nature and on a heart attack those seconds count. Hemet's equipment was purchased at full price. It belongs to Hemet and should continue to serve Hemet. The County of Riverside has not promised any Hemet employees a job. The Department has a tremendous group of men and women and many have served for decades, they respond days, nights, weekends, rain storms, fire storms, and holidays. How important is it to know the area and the people they provide medical services to. Mr. Wexler urged the City Council to not adopt the factfinders report. Mr. Wexler disagrees that the report is close to what the City offered. The factfinder agree that employees that have work for the City for over 15 years should get the retiree medical benefit. The City Council hasn't voted to outsource the Fire Department yet. Mr. Wexler is hoping one member of the majority will have an open mind and not handcuff this community long after their time on the Council. This decision is irreversible. The City will be beholden to the county and never have the resources again to start a fire department. The City said that the County operates at 95% of its budget not sure which budget they are referring to. Mr. Wexler discussed the increases and decreases in rates of other contracting cities. During the negotiations of this contract the offer has increased by nearly 10% and the agreement has not been signed. The City Council is making a critical decision. I implore you not for the employees of the Fire Department but for the community to make the right decision.

Paul Raver, Hemet, expressed concern with the staff report and in his opinion approving staff's recommendations is throwing the citizens of Hemet under the bus. Mr. Raver feels that the Cooperative Agreement is flawed and needs to be amended. Mr. Raver expressed concern with the language that allows the City to appoint a Contract Administrator to negotiate with CalFire for possible future amendments. Measures C and EE does not allow the City to cut services. Any reduction in services has to go to a vote of the people. How can the City Council or the Contract Administrator do that without the authority to? Citygate's recommendation is to retain Hemet Fire Department. It is the City Council's fiduciary responsibility to have the highest level of service at the lowest costs and that is not what is being offered by CalFire. Hemet Fire Department's service level is higher than CalFire's. Mr. Raver pointed out a number of areas in the comparison where in his opinion the service level offered by CalFire was lower than the service level provided by Hemet Fire Department. Mr. Raver also expressed concern with the transfer of fire equipment to the County without any form of remuneration. Hemet Fire is more cost effective than Riverside County Fire. It is not in Hemet's best economic or public safety interests to contract for fire and medical services.

Lori VanArsdale, Hemet, expressed concern that what the public wants has been left out of the process. The City Council has had meeting after meeting with this level of attendance and with similar results. I would implore you to give them credit for what they want not what you think is good for them. We need to learn from San Jacinto's example. In 2004, the City of San Jacinto requested a bid from the County of Riverside to provide Police Services. Riverside County's bid was \$3.9 million and San Jacinto Police Department's was \$4.1 million. They gave up local control for \$200,000.00. The end of the first year their bill was \$5.2 million and last year their bill was \$10,766,000 with very little increase in services. Because of these rising costs San Jacinto has a ballot measure on the November election. If you talk to the City Council Members individually they will tell you they can't control the services. Why is the City Council considering this now with an election in 6 weeks that might change the completion of

the City Council and that might result in a different decision on this issue? What if San Jacinto's ballot measure doesn't pass, how will that affect Hemet? One station will close, will it be the one on the west side? If you did not want to run a full service city and do not like labor negotiations and you do not want to make staff do their job you should not have run for City Council. If there is a regional fire and the City does not have the guarantee of coverage, you don't want to be one having a heart attack when County Fire takes over 45 minutes to back fill. I recommend that you stop this process and keep Hemet Fire Department. At the least wait until after the election to make this decision.

Jim Lineburger, Hemet, you have a plan and a purpose and were placed in your position by god as part of his plan. Your integrity, your honor and your morals are important. My position with Valley Restart has taught me to understand that I'm not always right. I have challenged the City staff in things that I felt were being done wrong in this the city. Paid staff and elected officials when you make a decision that impacts this community you need to have no conviction or second guess yourself after that decision. I always asked myself if I did the right thing. I apologized to you when I addressed you inappropriately. The State and County are in the biggest mess and the City isn't. I want you to be able to say, I did what was right for the residents in this community not Jeff Stone or your financial backers. After your term is up will you remain in Hemet? I pray for this valley every day. I serve this valley every day. If it is good to outsource then we should considering outsourcing the City Manager, the City Attorney and the City Council.

Robin Lowe, Hemet, I am here representing Hemet West Mobile Home Park. Ms. Lowe sent a letter to City Council from the property owners two years ago expressing concern regarding some of the language in the proposed contract. If CalFire decides to close station 3 this leaves the west end of Hemet at risk. There are horse ranches, schools, etc. If the station is closed that leaves the west end of Hemet without any fire service. The Fire Department has saved lives without a paramedic program. The Ladder truck in Menifee won't help us here in Hemet. We bought the two squads for a reason when I was on the City Council. There is no history of this City left on the dais except for Eric Vail. The Fire Department has not met their budget because they have had 4 or 5 Chiefs in the past 4 years and no public safety committee. The City has had 4 City Manager's and had a Finance Director that worked from home. Ms. Lowe spoke in favor of retaining Hemet Fire Department.

Gene Hikel, Hemet, the statements presented tonight are from the heart. It has all been said. The last 10 years Hemet Fire Department has taken the hit from City Council Member that want to get rid of it. Don't make the mistake. Look at the history of the other cities. We've heard the numbers. I have only heard a couple people in these meetings speak in favor of contracting out. 99% of the speakers are in favor of saving Hemet Fire Department. If you don't understand something there is corruption behind it or it is a vendetta, personal issue or a campaign promise. If you want to do the right thing submit it to the voters. Let them make the change. Do not allow a bare majority of 5 make a change that will have a significant impact on this community.

Mary Rowe, Hemet, the Council majority on November 12, 2013 made it clear no matter what people say, they will vote to contract out anyway. They say you can't fight City Hall, you want to bet. Just wait until 2015 when the City tries to collect the \$96.00 Code Inspection fee. Ms. Rowe thanked the Hemet Fire Department and noted that she will be giving the Department the kudos they deserve by running ads in various papers at her own expense. Hemet Fire Fighters would be treated better in the Bay Area. Ms. Rowe read a poem she wrote titled "Ode to the Hemet fire Department".

The City Council recessed briefly at 9:24 p.m.
Reconvened at 9:33 p.m.

Nancy Seegelken, Hemet, a resident of Seven Hills. I want the citizens to realize that three of the Council Members are selling the City down the river. There will be no local control over local expenses. Ms. Seegelken referenced an article regarding Moreno Valley from September 4th. We will have no voice and no way to re-establish local control. This is wrong. You are taking the citizens down the path of total dependence on others for public safety services. You have arbitrarily given yourselves way too much power to decide what is best for the City of Hemet.

Mitzi Carver, Hemet, has resided in Hemet since the early 1990's. During the recall efforts I spoke with 340 voters in Hemet, 68% or 232 signed the petition right away. 18% or 61 of the voters were undecided. 14% or 47 voters refused to sign the petition. Only 10 of the 47 were in support of contracting out, the other 37 just refuse to sign petitions in support of recalls. That should give you an indication that the Hemet voters love Hemet Fire Department. Ms. Carver also noted that other cities that contract with CalFire are facing costs increases and will either be raising taxes or decreasing service levels. I implore you to keep Hemet Fire and maintain local control.

Thomas Martes, Hemet, asked the City Council why they would consider outsourcing with Riverside County. Even the independent Factfinder didn't find enough reasons to warrant switching the fire department. The equipment will be given to Riverside County and we will never be in the position to own our own fire department again. CR&R's rates were supposed to be stable for a period of time and then they raised them almost immediately. We have no guarantee that Riverside County won't add their increased rates to our tax bills. Mr. Martes recommended that this decision be made by the voters.

William Wood, Hemet, in November I said the idea was crazy. Since that time I have contacted the Fire Department 18 times with life threatening issues. Mr. Wood spoke in support of Hemet Fire Department.

Rich Biber, Hemet, I have been a resident of Hemet West for 10 years. Mr. Biber believes that transferring millions of dollars of equipment and conceding local control of the fire department to the County will be a real threat to the safety of the residents of Hemet West and the west side of the City. What is happening in San Jacinto with their finances should be an example. Mr. Biber explained a situation that happened at Hemet West. Mr. Biber expressed concern with the response times to the west end.

Stan Hildahl, Hemet, we are aware of assumptions about costs and benefits. The high costs of consultants to give the City Council the answers they want. We know that Jeff Stone help fund three of the Council Members and that he wants resources from Hemet to aid his failing County budget. The costs to rent CalFire for many years will not be economical in the long term. The previous Council invested in waste disposal service, this City Council used it as a piggy bank to fix their budget. Previous Councils also wisely voted on a fire department. The proposed effective date is July 1, 2015 you should wait until after the November election to make this decision.

Kathy Smigun, Hemet, HFD has faithfully served us for 106 years. How can three people give it all away during their four year term? How can you make a decision that can't be reversed? The council needs to stop hiring consultants and make and stand behind some decision that will save the money you need.

Clara Holsins, Hemet, when buying a home considers three things location, location and fire station. As a participant in the recall efforts I noticed that 68 to 70% of the residents contacted are in favor of keeping Hemet Fire. Ms. Holsins reminded the City Council of the senior population. Please vote your consciences tonight.

Rob Lindquist, Hemet, reminded the City Council that people have appreciated the beauty of this valley for 1,000's of years. Mr. Lindquist looks for balance, equity and fairness and expressed concern that three people won't listen to the community. As a former council member I've never seen this kind of behavior.

Ernestine Kulyk, Hemet, currently I am a resident of Four Seasons, but have lived in Hemet for 27 years. I agree with the other speakers that the Fire Department should remain in Hemet.

Dave Harvey, Hemet, retired Hemet Fire Fighter. Today is a sad day for the City of Hemet. This is the day that the Council majority has been waiting for, the day they vote to contract with County Fire, an organization that is in worst financial condition than the City. You will either pay the price or reduce services. We knew you would sign this contract and now we will no longer have a chance to negotiate. You have concentrated your efforts of outsourcing Hemet Fire Department. You don't care about the voters. You care about the people that bank roll your campaigns. Great job Fire Fighter's for dealing with this.

John Graham, Hemet, a retired teacher after 34 years of service. I have three homes in the County and one in the City. I don't worry about my Hemet home, but I do worry about my homes in the County burning.

E.A. Stock, Hemet, Police and Fire are the heart and soul of a community and you are about to gut the heart and soul of Hemet.

Ramon Fonseca, Hemet, great job Fire Fighter's you are the hero's. You have a chance to keep a tradition instead you are killing the soul of the City that was built by people like the Lindquist's, the Vega's, the Searl's, and the Rheingan's. It only takes three people to destroy the soul of these people and this rich City.

Helen Hanson, Hemet, lived in the valley for over 30 years, raised my kids here and retired here. I am a part of this community and try to be a good citizen. I implore you to make the right decision. There is no good reason to outsource the Fire Department. Let this decision go to the ballot box.

Terry Hill, Hemet, came here in 1991. I vote every year. In 1991, we had a City Fire Department, paramedics, water planes, volunteers and the prisoners. Why do three people have this much authority over Hemet? Ms. Hill spoke in support of Hemet Fire Department and expressed concern that Hemet Police will be next.

Ann Smith, I want to tell you how much I respect you. I know you have heart. I want you to think about your families and your soon to be families. They will be in the same peril that we are. I appeal to your heart to do the right thing.

Chuck Steadman, this is an emotional event for many people. You have heard every argument and have been told that this is the stupidest decision to be made in the century. We have vacant buildings and businesses closing. As a former Police Officer I worked closely with the Fire Fighters. What are you thinking? You need to seriously listen to what has been said here this evening and at prior meetings. I implore you to make the right vote. Don't contract out the services to an agency that cannot provide the service that our own guys can.

Council Member Youssef, the process has been an extension of the debate over the last two years. The question is not what is the best interest of tradition or history or the Hemet Fire Department. It is what is in the best interest of the taxpayers and the people that live here. Who is able to provide the most service at the best value. I heard from a couple of past council members that should answer why the City of Hemet, with a large senior population and 87% of the calls for medical aid, is the only city in the Inland Empire and quite possibly Southern California that does not have paramedics as first responders. For 100 years Council Members have not provided paramedics. After hearing the positions, Emergency Medical Dispatch will free up the current dispatchers to take police calls and the Emergency Medical Dispatchers will triage the medical calls. The timeframe needs to be considered. Emergency Medical Dispatch has a value. During the time between the call and the time the truck arrives Riverside County Fire has Emergency Medical dispatchers that is not even quantified in the price. We have heard a lot about San Jacinto and their tax measure and the possibility of a station closure. We've been there and we did have to close a station because of budget issues. At the end of the day Riverside County can produce better and more efficient service. Concern was expressed with backfilling, Hemet Fire Department sends its trucks out also. We've been going through this process and hearing arguments for two years. There are also unanticipated benefits such as Emergency Medical Dispatch. Council Member Youssef explained that Riverside County's bill is for top step, it is that or lower. There will be cost increases regardless of the agency. I still feel that Riverside County will provide a better service.

Council Member Krupa, those on the dais have the right to be heard without boo's and interference from the public. We are sitting here giving consideration to in my opinion something that will decimate our City from being a city. We are looking at a difficult process that we have been going through for several years. We are facing financial problems in Hemet. But through this process we are not looking at information from the public as to what you want and what you are willing to pay for if it comes to that for fire and emergency medical services. We haven't had paramedic services, but it doesn't seem to have been a problem. A couple Council Members attended the League of Cities conference. One of the sessions we attended was "How to engage our community in making decision that are best for your community". One thing that was said is that when we get elected, we do not get elected as emperor we get as a public servant. We are obligated to listen, to pay attention and give options to the people. We are not elected to decide in our own best judgment what type of services you will get as taxpayers. Council Member Krupa expressed concern with the following language included in the contract "the city would be obligated to expend and appropriate any sum in excess of Exhibit A increased by action of the state legislature". That is a concern. Another paragraph reads "increase or decrease in services if the city cannot pay the bill" followed by a sentence that says "the county is under no obligation to approve any requested increase or reduction". So that means that if we can't pay the bill and we want a decrease in services they don't have to agree to those decreases. Canyon Lake is dealing with that right now. There are things in here that do not reflect the options for local control. Fire Department's across California are figuring out that they need to change the way they deliver service to the people they serve. Fire Departments are now considering cross staffing options and running squads because they are responding to more medical calls than fire calls. I hate unions. They have too much power, but by losing local control we give up control of our future and that is why I am totally against this.

Council Member Wright, asked that her written statement be included in the record verbatim:

"At what point do we quit letting outside influences dismantle OUR CITY? This has been a flawed process from the beginning and may even border on a corrupt process as many believe.

The council members pushing this process state "they are only looking for the best level of service at the best cost." If that were true, we would not be voting on this issue today. Additionally, there are reports by our hired consultants indicating that Hemet Fire Department truly does provide the best service at the best price on a number of levels and recommend that we do not outsource services. Therefore, the real motives of the council majority and management need to be questioned.

Best business management practices involve the consideration of multiple options. However, other alternatives were never considered. At the very least we should have explored:

- *JPA possibilities within the Valley or;*
- *Taking an issue of this magnitude to a vote of the people*

Outsourcing Public Safety Services should have been the last resort. I believe it has been irresponsible not to consider other alternatives in solving the City's structural deficit.

If it goes through, and we continue down a path of outsourcing Public Safety, the city will lose all control of over 75% of its budget. Personally I don't want the County of Riverside or the State of California deciding our destiny. The condition of the City of San Jacinto should be a lesson for us.

Just as other cities have experienced, increases imposed by Cal Fire cannot be negotiated. Cutting services is the only option. The County claims to have a superior record of controlling costs, however they are currently experiencing a deficit of over \$40 million. The deficit will be balanced on the backs of the contracted cities.

Outsourcing will not solve Hemet's deficit. It is my belief that if this should go through, outsourcing our Fire Department to Cal Fire will eventually cause an increase in our deficit to unmanageable margins. Lessons need to be learned from contract cities like Moreno Valley, Canyon Lake and San Jacinto.

Since initiating the RFP two years ago, the process has been highly questionable. CalFire has continued to change their bids, manipulating the numbers to a point that I would ask if we truly know what their costs actually are. I would ask if they should have been allowed to constantly change these numbers without going out for another bid?

Concerned citizens and business leaders not wanting to outsource have had to endure bullying and threatening tactics that should not be tolerated. It is perceived by these victims, that it comes from the top levels of leadership of this city and if true, that is unbelievably deplorable.

There are a myriad of consequences stated time and time again that have not been thoroughly considered. They include but are not limited to, compliance of Measure C and EE voted by the people to ensure their safety, future growth and its cost, and what happens if the utility measure in San Jacinto does not pass. Which of two fire stations in San Jacinto will close and how will that affect Hemet?

This vote come conspicuously close to an election that very well may change the make-up of this council. Ultimately this decision should be voted on by the people."

Eric Vail, City Attorney, requested that the City Council first act on Item No. 14 the Cooperative Agreement with Riverside County Fire. There are 4 sub-parts to the Item. You can make a motion to act on them as a package or take the sub-parts individually. Depending on your vote on that Item we will move to Item No. 13.

Item No. 14

Council Member Youssef moved and Mayor Pro Tem Milne seconded a motion to take Items 14.A through 14.D in one motion.

Council Member Krupa made a substitute motion that we refer the contracting out of the Fire Department and Emergency Medical Services to a vote of the people of Hemet seconded by Council Member Wright. Motion failed 2-3. Council Member Youssef, Mayor Pro Tem Milne and Mayor Smith voted No.

The City Council voted on the motion made by Council Member Youssef and seconded by Mayor Pro Tem Milne to take Items 14.A through 14.D in one motion. Motion carried 3-2. Council Members Krupa and Wright voted No.

Council Member Youssef moved and Mayor Pro Tem Milne seconded a motion to approve Item 14.A through 14.D as presented. Motion carried 3-2. Council Members Krupa and Wright voted No.

Mr. Vail, Item No. 13 will be conducted in the same manor. You can act on all sub-parts as one or individually.

Item No. 13

Council Member Youssef moved and Mayor Smith seconded a motion to take Items 13.A through 13.C in one motion. Motion carried 3-2. Council Members Krupa and Wright voted No.

Mayor Smith moved Mayor Pro Tem Milne seconded a motion to approve Items 13.A through 13.C as presented. Motion carried 3-2. Council Members Krupa and Wright voted No.

The City Council recessed briefly at 10:26 p.m.
Council Members Krupa and Wright left at this time.
Reconvened at 10:29 pm.

City Council Reports

15. CITY COUNCIL REPORTS AND COMMENTS

- A. Council Member Krupa
 - 1. Traffic and Parking Commission
 - 2. Riverside Conservation Authority (RCA)
 - 3. Ramona Bowl Association
 - 4. Indian Gaming Distribution Fund
 - 5. Riverside Transit Agency (RTA)
 - 6. Watermaster Board

- B. Council Member Wright
 - 1. Park Commission
 - 2. Planning Commission
 - 3. Indian Gaming Distribution Fund
 - 4. Riverside County Habitat Conservation Agency (RCHCA)
 - 5. Ramona Bowl Association

 - C. Council Member Youssef
 - 1. Western Riverside County of Governments (WRCOG)
 - 2. Riverside County Transportation Commission (RCTC)

 - D. Mayor Pro Tem Milne
 - 1. Library Board
 - 2. League of California Cities
 - 3. Riverside County Habitat Conservation Agency (RCHCA)
 - 4. Riverside Transit Agency (RTA)
 - 5. Riverside Conservation Authority (RCA)
 - 6. Disaster Planning Commission

 - E. Mayor Smith
 - 1. League of California Cities
 - 2. Riverside County Transportation Commission (RCTC)
 - 3. Western Riverside County of Governments (WRCOG)
 - 4. Public Safety Update
 - 5. Hemet Community Activities

 - F. Ad-Hoc Committee Reports
 - 1. Crime Stoppers Plus Ad-Hoc Committee
 - 2. West Hemet MSHCP Ad-Hoc Committee
 - 3. Regent Development Agreement Ad-Hoc Committee

 - G. City Manager Hill
 - 1. Manager's Reports
-

Future Agenda Items

Mayor Pro Tem Milne, asked that a facts regarding the decision to outsource Fire Services be placed on the City's website to hopefully dispel some misinformation.

Adjournment

Adjourned at 10:30 p.m. to Tuesday, September 23, 2014 at 7:00 p.m.

Respectfully Submitted,

**Sarah McComas
City Clerk**

ATTEST:

**Larry Smith
Mayor**