

**CITY OF KALAMA
CITY COUNCIL MEETING
JANUARY 3, 2018**

1. OPENING

Mayor Mike Reuter opened the City Council meeting at 7:00 p.m. Mayor Reuter led those present in the Pledge of Allegiance.

Councilmembers present were Mike Truesdell, Sandra Macias, Mike Dennis Langham, Rosemary Brinson Siipola, and Mary Putka. City staff present were City Administrator Adam Smee, Clerk/Treasurer Coni McMaster, and Police Chief Ralph Herrera. City Attorney Sam Satterfield was also present. Members of the public present are listed on the sign-in sheet.

2. EXECUTIVE SESSION – Mayor Reuter noted an executive session will be held at the end of the meeting.

3. CHANGES TO THE AGENDA – None

4. PRESENTATIONS & AWARDS - None

5. PUBLIC HEARINGS - None

6. PUBLIC COMMENTS/CONCERNS

Mayor Reuter explained his reasons for standing by the action of the former Mayor, Pete Poulsen in terminating an employee at the Library. The City needs to move forward. Former Mayor Poulsen has an excellent history during his tenure, he has not been vindictive in his dealings with people, he has made good choices and has kept staff long term over the years.

The library aide position is an at will employee which does not require a reason for or warnings to be terminated. He noted he will take comments, but cannot discuss personnel issues in a public meeting.

Mike Phillips, 188 S Second Street stated he hoped everyone had a good holiday season but the Library Director didn't. The action taken was calculated and meant to humiliate and break the spirit of the person. The Council and staff are all complicit in this task which is an admission that there is hostile work environment in the city. It was not necessary to have the Police Chief make the termination. It was stated that this is a no cost option so why does it matter. The former Mayor complained the no one attends the meetings, but over the last several meetings, he did not listen the citizens who clearly did not support this decision. How can you can justify the way the decision was done? Since this is a no cost issue, what are you going to use to measure any increase in efficiencies and it is up to you to show what those efficiencies are.

Jack Eby a resident on Martin's Bluff Road, stated that he is a friend of the Library. He expressed his disappointment in the new Mayor's comments about the issue that were published in the Daily News. He noted that Pete Poulsen had informed the Library Board last May that he intended to fire Molly Ciancibelli and the Library Director and asked the board not to speak about the issue. There were City staff present as well but he was offended when it

was reported that things were being done in secret. Since he was lacking the library board support the staff then used the new sick leave policy as a reason for reducing staff in the Library and then it was better management. The Library has been operating just fine during the 21st century. Mr. Eby continued that the former Mayor reported he had staff and council complaints but Library staff was not having issues with one another. Then he took issue with policies, and used Timberland Library district for information which is not similar to our small library. Mr. Eby stated that eliminating the position and not the person is a back-door move trying to avoid a lawsuit and the City does not have a good track record with lawsuits. So, the Council and staff all fall in line with it. So now how will they proceed. Mr. Eby added that in a conversation with Councilmember Siipola she stated she and the Council support the move. This Council has not provided representation of the public and should resign.

Ms. Pat Schallert, 188 S. Second Street, asked since Mike Reuter was sworn in at the last Council meeting, when does he actually take over. City Attorney Sam Satterfield responded that it is by law January 1, 2017. Ms. Schallert stated she is appalled by actions of the former mayor and noted that Mayor Reuter never said the employee's name, Molly Ciancibelli. She is a person. She continued that it was wrong to have delivered the letter by law enforcement. That will forever be a memory for Molly's grandchildren. It is unfortunate it has been forgotten that there are real people involved. There was not any consideration of cost and efficiency by not allowing any time for staff to transfer information to the other staff. Didn't you stop to realize what you were doing. She noted that the Council are all voted in by citizens and need to think about what you are doing and how would you be affected. Molly worked for 30 years and was dismissed by a letter. Ms. Schallert read the letter with Ms. Ciancibelli's permission. She reiterated that she is appalled by the way it was handled. The new Mayor needs to fix it but she would not accept the position back if she were Molly. She wouldn't want to work for the City.

Sabrina Johnson, a volunteer at the Library, noted that the letter stated that the position was eliminated but he didn't investigate the position. Not only did Molly do the book ordering but also the upkeep on the computers. The City doesn't realize what it will cost to have this done now that she is gone. The issue makes her very sad and angry.

Cynthia Svensson, former Chairman of the Library Board stated she and Board know how much Molly has done and she is shocked by the actions. She has respect for the Council. She believes they want to do the right thing and they should. The Mayor should undo what was done. The actions will reflect on them all and she can't believe they will stand behind it. She suggested they make a motion to rescind the order and reinstate Ms. Ciancibelli. She is hopeful.

7. UNFINISHED BUSINESS

A. Police Facility

Mayor Reuter informed the Council and Chief Herrera that he wants the Chief and his officers to know that the police facility will be the top priority of the City in 2018 as he knows the City needs to get them a solution. He will be doing a survey on what the issues were that the citizen had and the reason levy failed. He wants to get a consensus of the concerns to move forward.

At this time Mayor Reuter addressed Molly Ciancibelli and the audience stating he doesn't like what happened or how it was done. While he does have the power to change the decision, he doesn't believe the public has a full picture of what is going on and he cannot discuss it publicly. Ms. Laurel Murphy a resident on Kalama River Road states that she understands personnel issues, but not the ugliness of how it was done. Ms. Pat Schallert stated the former Mayor never spoke with Molly and did not hear both sides. This is a work environment, and she only needs to do the job. She added that she had looked for a City mission statement but couldn't find one. Something needs to be done with how this took place and the Mayor and Council are not listening to citizens. Mr. Jack Eby stated he believes that former Mayor Poulsen had his "tail in twist" due to issues with former Councilmember Dominic Ciancibelli and Molly is just collateral damage. He acted out of malice. The Council has lost all credibility and the new Mayor has stepped into a mess. The Council did not stand up to Pete and he only has faith in the new Mayor. This issue is dividing the community and he would help to fund a lawsuit. Councilmember Mike Langham noted that the Council does not have authority regarding personnel. Councilmember Rosemary Siipola noted they did sign letter regarding staff, but it was not about Molly. Dan Ohall 235 Eli Avery noted that he has heard the public at several meetings, but they don't know all the facts since this is an employee issue. He is upset by this division in the public and hearing talk about lawsuits which cost everyone. Everyone needs to act sensibly. He feels for all involved but they shouldn't be poking at the folks elected to run the city. Make complaints or write the issues down and send them to the City. Suing the City is basically suing yourself.

8. NEW BUSINESS - None

9. ORDINANCES & RESOLUTIONS - None

10. CORRESPONDENCE - None

11. MAYOR'S REPORT & COUNCILMEMBERS' REPORTS

A. Mayor Mike Reuter noted that he will take nominations for the Mayor Pro Tem. He would recommend Sandra Macias, but it is up to the Council. Council Rosemary Siipola nominated Sandra Macias Hughes for Mayor Pro Tem. Councilmember Mary Putka seconded the nomination. The Council unanimously approved the nomination.

B. Councilmember Mike Truesdell was appointed to the Big Idea Board for Tourism.

C. Councilmember Sandra Macias was appointed to the Public Works and Finance Committees.

D. Councilmember Mike Langham – was appointed to the Police Committee and 911 Board.

E. Councilmember Rosemary Siipola was appointed to Planning, Economic Development and the COG Board.

F. Councilmember Mary Putka was appointed to the Library and Chamber and is willing to work on Tourism if needed.

12. DEPARTMENT REPORTS

A. City Administrator Adam Smee reported he working on setting up the engineering for stormwater plan, while the engineers are already working on the sewer plan update. Staff in both Public Works and Finance are getting readings and information together for the engineers. The crew will be replacing a pump at the water plant, but there should be no interruption in services to the Community. Councilmember Sandra Macias commended the crew for getting Santa through town and the snow storm on Christmas Eve. Adam noted that the deicing worked in most areas. The crew preformed coming out on their own without complaint on Christmas Eve to address the snow and street issues.

B. Superintendent of Public Works Kelly Rasmussen was absent.

C. Police Chief Ralph Herrera presented his statistical report for 116 calls with 9 incident reports of which the most interesting is the egging of an apartment that is still under investigation. The officers have completed the 3 month shift rotations for days and night shifts. Officer Neil continues her training her in Kalama after completing training in Woodland. She may train with one more outside agency with a goal to have her training completed by mid-February. Chief Herrera noted his appreciation for the Mayor 's commitment and the Council's continued support for a new police facility. Mayor Reuter noted he would like to discuss what could be done in the existing space to improve conditions in the interim.

D. Clerk/Treasurer Coni McMaster reported she will be closing out 2017 by the next meeting and then will complete the final 2018 budget document 2017 ended with 64-65 building permits having been issued. We have started receiving 2018 dog and business licenses which is keeping staff busy

E. City Attorney Sam Satterfield had no report.

13. CONSENT AGENDA

Councilmember Mary Putka made a motion the City Council approve the Consent Agenda including:

Claim and Payroll warrants 38518-38567 and ACH/EFT transactions for December 2017 totaling \$178,502.55 and

Approval of Minutes of the December 20, 2018 City Council Meeting

Councilmember Mike Truesdell seconded, and the motion carried.

14. EXECUTIVE SESSION

Mayor Mike Reuter announced the City Council would go into executive session to
2018-1-3 Minutes

discussion personnel and potential litigation for 15 minutes. The session was extended by two ten-minute extensions. The meeting resumed at 8:21pm.

15. ADJOURNMENT

Mayor Reuter adjourned the meeting at 8:22 p.m. These minutes are not verbatim. A copy of the recording for this meeting is available for review upon request.

Mike Reuter - Mayor

Coni McMaster - Clerk/Treasurer

DRAFT