

CALL TO ORDER, PLEDGE OF ALLEGIANCE AND ROLL CALL

Mayor Hunter T. George called the special meeting to order at 6:02 P.M. and led the pledge of allegiance. Councilmembers David M. Viafore, Shannon Reynolds, Brett Wittner, Denny Waltier, and Jamie Nixon were present. Councilmember Blake Surina was absent and excused.

AGENDA MODIFICATIONS

There were none.

PERSONNEL POLICIES AND PROCEDURES UPDATE

City Manager Pingel briefed the Council on the draft update to the City’s Personnel Policies and Procedures manual, stating the last update was in March 2000 and that most of the major draft updates and suggested changes were due to the review by the City’s insurance carrier. Pingel requested councilmember feedback, noted below:

- The necessity of adding “with or without notice” to Section 1.2 Intent of Policies.
- Adding language “the City will make a reasonable effort to give notice in a timely manner” to the last sentence of paragraph two to Section 1.2 Intent of Policies.
- Adding language “in the company of the Personnel Officer” to the first sentence of the Confidentiality paragraph under Section 2.9 Employee Personnel Records.
- Replacing “primary health care provider” under the Process paragraph Section 8.5 Sick Leave Sharing with a technical term for an individual with diagnostic authority.
- Adding language indicating the City Manager would notify the Council of any deviation from the personnel policies under Section 1.5 Changing the Policies.
- Adding language “as provided by the budget” to the first sentence of the last paragraph under Section 6.2 Training Policy.
- Changing the title of Section 9.13 “Professional and Civic Associations” to “Civic Associations.”

Pingel indicated he would get feedback from the City’s insurance regarding the terms “with or without notice” and “rights” vs “standing”, and “health-harming.”

FAMILY WAGE JOBS INCENTIVE DISCUSSION

Pingel briefed the Council on a draft family wage jobs incentive, stating Pierce County established this incentive by ordinance and has encouraged cities to enact a similar ordinance. After briefing the Council on the potential impacts of an incentive program, Pingel requested feedback from Council on whether to establish a similar ordinance in the City. After a brief discussion, George requested a consensus: Viafore, Wittner, Waltier, and Nixon were opposed, and Reynolds and George were in favor. A consensus was not achieved (4-2) and the majority were in favor against proceeding.

PLANNING HEARINGS EXAMINER HIRING PROCESS

Planning and Building Administrator Stahlnecker briefed the Council on the proposed hiring process of a hearing examiner for quasijudicial applications. After providing an overview of the two options for hiring a hearing examiner, Stahlnecker requested feedback from Council. There

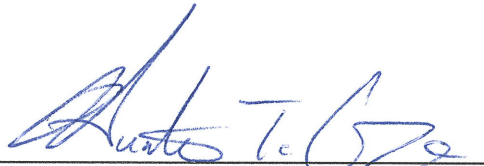
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was a brief discussion on the options and draft RFP, and Viafore requested to amend the draft RFP to state “Hearings will be conducted at Fircrest City Hall...” instead of “Hearings will be generally conducted at Fircrest City Hall...” The general consensus was in favor of Option 2 and there were no objections. Pingel stated staff would advertise the RFP and return to Council to request councilmember participation on the interview panel. Waltier departed at 7:33 PM and returned at 7:34 PM.

George stated the City Council/Planning Commission joint meeting was scheduled for January 29, 2019, and Pingel indicated the Steering Committee, scheduled for January 17, 2019, and the public meeting on the pool/community center project, scheduled for January 23, 2019, would be held at the community center.

ADJOURNMENT

Viafore MOVED to adjourn the meeting at 7:34 P.M., seconded by Reynolds. The Motion Carried (6-0).



Hunter T. George, Mayor



Jessica Nappi, City Clerk