

# City of Glenns Ferry

110 East 2nd Avenue ~ P. O. Box 910 ~ Glenns Ferry, ID 83623  
208-366-7418 ~ fax 208-366-2238

**MAYOR**  
Monty White

**CITY COUNCIL**  
Susan Case, President  
Ken Thompson  
Scott Smith  
Jak Krieger

*Welcome, Please Silence Cell Phones during the Meeting*

## Agenda

**TUESDAY, APRIL 24, 2018 at 7:00 PM**

"Although the City of Glenns Ferry no longer requires sworn testimony, all presentations before the Mayor and Council are expected to be truthful and honest to the best of the ability of the presenter."

1. **OPEN MEETING/ROLL CALL:**  
\_\_\_\_\_ Susan Case \_\_\_\_\_ Ken Thompson  
\_\_\_\_\_ Scott Smith \_\_\_\_\_ Jak Krieger  
\_\_\_\_\_ Mayor Monty White
2. **PLEDGE OF ALLEGIANCE:**
3. **MOTION TO:** Adopt Agenda:
4. **PUBLIC COMMENTS:** *Please Sign in to Speak: For information purposes only on items not placed on the agenda. No action or decision can be made on public comments. Comments are limited to 3 minutes.*
5. **ITEMS MOVED FROM CONSENT AGENDA FOR FURTHER DISCUSSION:**
6. **MOTION TO:** Consent Agenda, (Roll Call Vote):
  - A. City Council Meeting Minutes for April 10, 2018.
  - B. Account Payables for April 2018.
7. **DISCUSSION/MOTION:** Raymond Ware, Ware and Associates – City of Glenns Ferry 2017 Audit.
8. **MOTION:** Resolution No. 18-02 - Revised Personnel Manual, IV-C-8-a. Medical, Dental and Vision Insurance.
9. **DEPARTMENT/COMMITTEE MEMBER REPORT:**
  - A. Sheriff Office – Sheriff Hollinshead:
  - B. Fire Chief – Derik Janousek:
  - C. Public Works – Michael Mitchell:
  - D. City Engineer – Keller Associates, Inc – Donn Carnahan, PE:
  - E. Clerk/Treasurer – Debra Rowan:
  - F. Economic Development – Christy Acord:
  - G. Airport Manager – Justin Wootan:
  - H. Librarian – Jennifer Trail:
  - I. Animal Control – Dena Marchant:
  - J. Planning & Zoning:
  - K. Historical Museum:
  - L. Glenns Ferry Chamber of Commerce:
10. **MAYOR AND CITY COUNCIL COMMENTS:**
11. **ADJOURN:**

Any persons(s) needing an interpreter or special accommodations to participate in the above noticed meeting can contact Glenns Ferry City Hall 208-366-7418 at least two working days before the meeting.

**City of Glenns Ferry City Council Regular Meeting April 10, 2018**

The regular City Council meeting of the City of Glenns Ferry was opened and called to order at 7:00 pm on Tuesday, April 10, 2018, by Mayor Monty White.

Members Present: Susan Case, Kenny Thompson, Scott Smith, Jak Krieger, Mayor Monty White.

Staff Present: Debra Rowan, Christy Acord, Donn Carnahan

Others Present: Aussie, Michael & Lois Huskisson, James Rowe, Donne Carnahan, Sister Rachel and Elsworth Missionaries, Paul Batruel, Ann C Murrey, Blue & Diana Becker, Carolyn Carter, Jim & Lorraine Pratt, Teresa McCallan, Wes Wootan, Douglas Jones, Levi Titus, Clint Andras, Sammy White, Lynda Smith, Jill Hampton, Nate Jones, Justin Wootan, Kay Neal, Harry Knox and others

**Item 1. OPEN MEETING / ROLL CALL ATTENDANCE:**

Rowan: Roll call taken.

X <input type="checkbox"/>	Susan Case	X <input type="checkbox"/>	Scott Smith
X <input type="checkbox"/>	Jak Krieger	X <input type="checkbox"/>	Kenny Thompson
		X <input type="checkbox"/>	Mayor Monty White

**Item 2. PLEDGE OF ALLEGIANCE:**

Mayor White: Join me in the Pledge of Allegiance.

**Item 3. MOTION TO: Adopt Agenda:**

Case: I motion to adopt agenda.

Thompson: Second.

Mayor White: All in favor, all-eyes.

**Item 4. PUBLIC COMMENTS: Please Sign-In to Speak: (For informational purposes only on items not placed on the meeting agenda. No actions or decisions can be made on public comments. Please limit comments to three (3) minutes):**

James (Ken) Rowe: Resign from Planning and Zoning, Lori Pratt: 4<sup>th</sup> of July, Lynda Smith: Drinking Fountain and Boat Docks Project, Nate Jones: Budget

**Item 5. ITEMS MOVED FROM CONSENT AGENDA FOR FURTHER DISCUSSION:**

**Item 6. MOTION TO: Consent Agenda, (Roll Call Vote):**

- A. City Council Meeting Minutes for March 27, 2018.**
- B. Account Payables for March and April 2018.**
- C. Payroll for March 2018.**

***D. Library Board Meeting Minutes for March 5, 2018.***

Thompson: I motion.

Case: Second.

Mayor White: All in favor, all-eyes.

***Item 7. DISCUSSION/MOTION: Teresa McCallum – ARK Properties – City Land Lease.***

Thompson: I make a motion to extend the lease.

Smith: Second.

Mayor White: All in favor, all-eyes.

***Item 8. DISCUSSION/MOTION: Jerry Gorrell - Behalf of ARK Properties Request Extension of***

Thompson: I make the motion to extend the conditional plat for one year.

Case: Second.

Mayor White: All in favor, all-eyes.

***Item 9. DISCUSSION/MOTION: Paul Batruel - Sign on Left Side of Madison Above Water Treatment Plant.***

Tabled

Thompson: I make a motion to table Sign on Left Side of Madison Above Water Treatment Plant.

Smith: Second.

Mayor White: All in favor, all-eyes.

***Item 10. DISCUSSION/MOTION: Mayor White to Sign Keller Associates, Inc Task Order 004 Agreement for Municipal Airport (U89) Improvements, Project No. 216044-004 In the Amount of \$67,750.***

Case: I make the motion to sign the Task Order 004.

Krieger: Second.

Mayor White: All in favor, all-eyes.

***Item 11. DISCUSSION/MOTION: Cemetery Irrigation Project – City to Buy Parts and Hire Someone to Install the System.***

Keep money in Cemetery Budget to save.

***Item 12. MOTION: Mayor White to Except Bob Janousek's Resignation from the Glenns Ferry Irrigation Advisory Committee and Except Mayor White's Recommendation to Appoint Councilmember Scott Smith.***

Thompson: I'll make that motion.

Case: Second.

Mayor White: All in favor, all-eyes.

***Item 13. MOTION: Mayor White's Recommendation to Appoint Denver Price to the Irrigation Advisory Committee.***

Smith: I'll make that motion.

Krieger: Second.

Mayor White: All in favor, all-eyes.

**Item 14. PRESENTATION: Project by Volunteers to Paint Curbs and Fire Hydrants.**

Sister Rachel and Sister Ellsworth presented this project to April Wootan, in charge of the NHS program, she is willing to help and get the youth involved. Dated planned for the first two weeks of May.

**Item 15. DEPARTMENT/COMMITTEE MEMBER REPORT:**

**A. Sheriff Office – Officer Carter, School Resource Officer:**

March & April total hours spend on campus 600 hours. Active shoot training was held by the sheriff office over Spring Break during the week of March 23<sup>rd</sup>. Suicide threats: Two students send to Intermountain for Treatment, Four suicide threats by students. 1 report of Student caused damages to a school room. School security, looking into a booster, to enhance my radio communications with dispatch.

**B. Fire Chief – Derik Janousek: N/A**

**C. Public Works – Michael Mitchell: Not here, given the night off.**

Mayor: Membrane are 15/20 weeks out. Alleys in the city have been cleaned and trimmed, working on some issues. Treat roads that are in fair/good/excellent shape, by us 3/5 years of service on those roads, Slurry the top of the roads. Cheaper and last longer than chip sealant. We can treat 4.5 miles at \$22,000 with the fog, on our roads in excellent/ good shape.

**D. City Engineer – Keller Associates, Inc – Donn Carnahan, PE:**

Carnahan: 4<sup>th</sup> Street Bridge project we are on schedule to submit LTAC, bid out after that.

**E. Clerk/Treasurer – Debra Rowan: N/A**

**F. Economic Development – Christy Acord:**

Acord: Grant for \$300 (? can't hear)

**G. Airport Manager – Justin Wootan:**

Wootan: (can't hear)

**H. Librarian – Jennifer Trail: N/A**

**I. Planning & Zoning: N/A**

**J. Historical Museum:**

Smith: We have a volunteer to do all the archiving of the newspapers.

**K. Glenns Ferry Chamber of Commerce: N/A**

**Item 16. MAYOR AND CITY COUNCIL COMMENTS:**

Krieger: (? can't hear)

Mayor: We are in non-compliance with the distribution licenses, we have the guys signed up, but they are not licensed yet.

Krieger: (? can't hear)

Smith: (? Can't hear)

Mayor: Haven't completed the investigation, we had a fire the dump truck wasn't running right, backfired and caught on fire, when the guys were trying to get it started.

Krieger: (? Can't here) request (can't hear) be helpful for the community.

Smith: I would like a discussion/motion to do with the park ways at the museum.

Mayor: On the next agenda, we will do that.

Smith: Start on the budget sooner than normal.

Rowan: Worked on the schedule today.

Case: On topics like today with the signs, a synopsis of the problem, reference to different codes, we could act faster and more efficient. Attachments on the agenda.

Rowan: There wasn't anything turned in to send to you.

Mayor: Individual to come in to talk, I didn't want to paraphrase the problem and have it wrong.

**Item 17.     ADJOURN:**

Thompson: I make motion to adjourn.

Case: Second.

Mayor White: All in favor, all-eyes.

Meeting was adjourned at 8:00 pm.

Approved by the City Council: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

\_\_\_\_\_  
Monty White – Mayor

Attest: \_\_\_\_\_  
Deb Rowan-Clerk/Treasurer

Vendor	Vendor Name	Invoice No	Description	Inv Date	Net Inv Amt	Amount Paid	Date PD
6	CORPORATE TECHNOLOGIES LLC	574037	2-Computers for office Deb&Teresa	04/02/2018	1,772.97	1,772.97	04/11/2018
		574038	Monitors&Assessoris part of the new offic	04/02/2018	413.07	413.07	04/11/2018
Total 6					2,186.04	2,186.04	
8	COX SIGNS, LLC	31066	GLENNS FERRY MUSEUM POSTERS	04/17/2018	90.00	90.00	04/17/2018
Total 8					90.00	90.00	
19	DENA MARCHANT	041218	TRAVEL, TRAINING, MEALS	04/12/2018	175.00	175.00	04/12/2018
Total 19					175.00	175.00	
20	INDUSTRIAL CHEM LABS	250641	25-LIFT STATION DEGREASER	04/09/2018	114.21	114.21	04/17/2018
Total 20					114.21	114.21	
21	MOUNTAIN HOME AUTO PARTS	608198	HOSE END	03/22/2018	51.80	51.80	04/11/2018
Total 21					51.80	51.80	
98	LIZA MARTIN	180412	RURAL GETAWAYS GRANT SCIENCE F	04/12/2018	50.00	50.00	04/17/2018
		180412B	SPRING BREAK PROGRAM HELPER	04/12/2018	100.00	100.00	04/17/2018
Total 98					150.00	150.00	
146	ACE GLASS	58094	TINT3 OFFICE WINDOWS	04/10/2018	365.64	365.64	04/17/2018
Total 146					365.64	365.64	
152	IDAHO CHILD SUPPORT	#22	CASE - 252671	04/16/2018	184.00	184.00	04/17/2018
Total 152					184.00	184.00	
154	PCS EDVENTURES	11303363676	DISCOVER DRONES GRANT /BAG, BAI	04/08/2018	1,499.93	1,499.93	04/11/2018
		11303363677	CAMP GRANT EXPENSE PK DISCOVERF	04/08/2018	4,298.00	4,298.00	04/11/2018
Total 154					5,797.93	5,797.93	
274	ANALYTICAL LABORATORIES, INC.	52141	LAB TESTING - WATER	03/31/2018	174.00	174.00	04/11/2018
		52142	SEWER LAB TESTING	03/31/2018	339.50	339.50	04/11/2018
Total 274					513.50	513.50	
350	ASSOCIATION OF IDAHO CITIES	200004162	AIC BUDGET MANUAL X2	04/16/2018	30.00	30.00	04/17/2018
		200004174	2018 SPRING DISTRICT MEETING/MAYI	04/17/2018	35.00	35.00	04/17/2018
Total 350					65.00	65.00	
530	BLUE CROSS OF IDAHO	90920000625	INSURANCE	04/02/2018	1,134.82	1,134.82	04/11/2018
Total 530					1,134.82	1,134.82	
650	CAMPBELL TRACTOR	P00299	AR69444 OIL	03/14/2018	75.00	75.00	04/11/2018
		P00367	TY25221/BATTERY	03/20/2018	56.98	56.98	04/11/2018
			TY25221/BATTERY		56.99	56.99	04/11/2018
		P00425	3/4 2W HYD HOSE SHOP	03/22/2018	40.01	40.01	04/11/2018

Vendor	Vendor Name	Invoice No	Description	Inv Date	Net Inv Amt	Amount Paid	Date PD
Total 650					228.98	228.98	
875	COLONIAL LIFE INS. CO.	521-0401688	INSURANCE	03/21/2018	474.65	474.65	04/11/2018
Total 875					474.65	474.65	
960	DELTA DENTAL	04/2018	DENTAL INS	03/29/2018	967.31	967.31	04/11/2018
Total 960					967.31	967.31	
970	DIAMOND LAUNDRY	45212	ORANGE SAFETY VEST, T-SHIRT, CHA	03/31/2018	68.10	68.10	04/11/2018
			ORANGE SAFETY VEST, T-SHIRT, CHA		68.10	68.10	04/11/2018
			ORANGE SAFETY VEST, T-SHIRT, CHA		68.10	68.10	04/11/2018
			ORANGE SAFETY VEST, T-SHIRT, CHA		68.10	68.10	04/11/2018
Total 970					272.40	272.40	
1286	LENZ INC. - SOUTHSIDE MARKET	02-349019	PROGRAMS	03/26/2018	15.66	15.66	04/11/2018
Total 1286					15.66	15.66	
1294	FERGUSON ENTERPRISES, INC.	0674833	2"BRASS GLOBE VLV W/FILTER CENTL	04/04/2018	341.57	341.57	04/11/2018
		0680230	LF 3/4 FIPXIPBV, LF 3/4XCLOSE BRS N	04/04/2018	725.52	725.52	04/11/2018
		0680545	SP-STSAUTORD1YR-AUTOREAD SFTM	04/10/2018	2,144.94	2,144.94	04/17/2018
Total 1294					3,212.03	3,212.03	
1750	ICRMP	02065100117	PREMIUM PMT FINAL FOR 10/2017-9/20	03/22/2018	14,555.50	14,555.50	04/11/2018
Total 1750					14,555.50	14,555.50	
1900	IDAHO POWER	3885230 4/18	PARK IRRG	04/13/2018	17.18	17.18	04/17/2018
		2035669 4/18	BANNOCK & 1ST	04/12/2018	33.66	33.66	04/17/2018
		2719403 4/18	CITY PARK GAZEBO	04/12/2018	8.59	8.59	04/17/2018
		3377708 4/18	CEMETARY IRRG	04/12/2018	5.19	5.19	04/17/2018
		4306118 4/18	SEWER/PARK SW	04/12/2018	9.84	9.84	04/17/2018
		5056290 4/18	WTR TANKS	04/09/2018	7.65	7.65	04/17/2018
		250208 04/18	NG LIGHT	04/02/2018	93.60	93.60	04/11/2018
		3376051 4/18	PARK LIGHTS	04/12/2018	6.30	6.30	04/17/2018
Total 1900					182.01	182.01	
2800	MSBT	60015	AUDITOR/SOLE SOURCE/BUDGET AME	03/30/2018	250.00	250.00	04/11/2018
			BUDGET AMEND PROCEDURES		12.50	12.50	04/11/2018
			CROSSWALK CONTRACT/BUDGET AM		125.00	125.00	04/11/2018
			CROSSWALK CONTRACT/BUDGET AM		125.00	125.00	04/11/2018
			NOTICE OF PUBLIC HEARING FOR BUC		25.00	25.00	04/11/2018
			CONTRACT W/HIGHWAY DISTRICT&W.		4.16	4.16	04/11/2018
			CONTRACT W/HIGHWAY DISTRICT&W.		4.17	4.17	04/11/2018
			CONTRACT W/HIGHWAY DISTRICT&W.		4.17	4.17	04/11/2018
			W/S BILLING/CONTRACT W/HIGHWAY		12.50	12.50	04/11/2018
			W/S BILLING/CONTRACT W/HIGHWAY		12.50	12.50	04/11/2018
			W/S BILLING/CONTRACT W/HIGHWAY		12.50	12.50	04/11/2018
			MAYOR CONDUCTING MARRIAGE CER		12.50	12.50	04/11/2018
			BUDGET AMEND/SOLE SOURCE PURC		37.50	37.50	04/11/2018
			BUDGET AMEND/SOLE SOURCE PURC		37.50	37.50	04/11/2018
					.00		

Vendor	Vendor Name	Invoice No	Description	Inv Date	Net Inv Amt	Amount Paid	Date PD
Total 2800					675.00	675.00	
2850	MOUNTAIN HOME NEWS	1354951	AD#3904796ORD#1149217SUM ORD#1E	03/31/2018	48.00	48.00	04/11/2018
			AD#3904797ORD#1149218SUMORD#18		32.00	32.00	04/11/2018
			AD#3904798ORD#1149219NOTICE SOLI		36.00	36.00	04/11/2018
			AD#3905749ORD#1149619TREASURER		121.68	121.68	04/11/2018
			AD#3910538ORD#1151748PUBNOTICE		176.00	176.00	04/11/2018
			AD#3913288ORD#1152977NOTICE IRRH		33.84	33.84	04/11/2018
			AD#3905873ORD#1149683VISITORS GL		332.00	332.00	04/11/2018
Total 2850					779.52	779.52	
3050	NORCO SUPPLIES	23425727	CY RENT	03/31/2018	44.08	44.08	04/11/2018
Total 3050					44.08	44.08	
3545	RURAL TELEPHONE CO	130066 4/18	WATER TREATMENT PLANT/INTERNE	04/15/2018	100.00	100.00	04/17/2018
		130598 04/18	INTERNET @ LIBRARY	04/15/2018	54.45	54.45	04/17/2018
Total 3545					154.45	154.45	
3750	UNITED OIL	530585	VIA UNITED TRUCK/515.1 GAL DLS DIE	02/13/2018	446.25	446.25	04/11/2018
			VIA UNITED TRUCK/515.1 GAL DLS DIE		446.25	446.25	04/11/2018
			VIA UNITED TRUCK/515.1 GAL DLS DIE		446.24	446.24	04/11/2018
		879397	VHCL 2 F150 11600 /13 558	03/31/2018	35.21	35.21	04/11/2018
			VHCL 4 F250 14110 / 31 857		75.34	75.34	04/11/2018
			VHCL 5 06 F250 8177 / 59.33		73.31	73.31	04/11/2018
			VHCL 5 06 F250 8177 / 59.33		73.32	73.32	04/11/2018
			VHCL 9 ANIMAL CONTROL 6107 / 2 545		45.05	45.05	04/11/2018
Total 3750					1,640.97	1,640.97	
3913	CROP PRODUCTION SERVICES	35391319	AMINE 4 2, 4-D, MAKAZE 2.5	04/09/2018	57.50	57.50	04/11/2018
			AMINE 4 2, 4-D, MAKAZE 2.5		57.50	57.50	04/11/2018
			AMINE 4 2, 4-D, MAKAZE 2.5		57.50	57.50	04/11/2018
Total 3913					172.50	172.50	
6000	VISION SERVICE PLAN	805001737	VISION INSURANCE	03/17/2018	154.14	154.14	04/11/2018
Total 6000					154.14	154.14	
6021	TRANSPORTATION SYSTEMS, INC.	1075273	SEWER SAMPLE DELIVERY	03/28/2018	14.16	14.16	04/11/2018
		1075274	SEWER SAMPLE DELIVERY	03/19/2018	14.16	14.16	04/11/2018
		1075275	SEWER SAMPLE DELIVERY	03/15/2018	14.16	14.16	04/11/2018
		1075276	WATER SAMPLE DELIVERY	03/14/2018	14.16	14.16	04/11/2018
		1075277	WATER SAMPLE DELIVERY	03/12/2018	14.16	14.16	04/11/2018
		1075278	WATER SAMPLE DELIVERY	03/07/2018	14.16	14.16	04/11/2018
		1075279	WATER SAMPLE DELIVERY	03/01/2018	14.16	14.16	04/11/2018
Total 6021					99.12	99.12	
6061	PROSAFE	180416	ADULT/PEDIATRIC FIRST AID/CPR&AEI	04/16/2018	30.00	30.00	04/17/2018
			ADULT/PEDIATRIC FIRST AID/CPR&AEI		30.00	30.00	04/17/2018
			ADULT/PEDIATRIC FIRST AID/CPR&AEI		30.00	30.00	04/17/2018



Vendor	Vendor Name	Invoice No	Description	Inv Date	Net Inv Amt	Amount Paid	Date PD
Total 6061					90.00	90.00	
7016	IDAHO ECONOMIC DEVELOPMENT	04/2018	IEDA SPRING CONFERENCE & TOUR	04/10/2018	200.00	200.00	04/11/2018
Total 7016					200.00	200.00	
7082	UNIFIED OFFICE SERVICES	250640	BRTHLL2300D LASER PRINTERSX2&TC	03/08/2018	421.47	421.47	04/11/2018
Total 7082					421.47	421.47	
7104	JENNIFER TRAIL	BKSELLERS	BOOKS	02/22/2018	73.37	73.37	04/11/2018
Total 7104					73.37	73.37	
8002	BOISE RIGGING SUPPLY	T049297	CRANE INSPECTION	03/30/2018	625.00	625.00	04/11/2018
Total 8002					625.00	625.00	
100001034	ROBERT J. GLENN	35422	EQUAL PAYMENT WATER REFUND	04/02/2018	256.88	256.88	04/11/2018
Total 100001034					256.88	256.88	

Total Paid: 36,122.98  
 Total Unpaid: -  
 Grand Total: 36,122.98

Approved by the City Council: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

\_\_\_\_\_  
 Mayor Monty White

Attested: \_\_\_\_\_  
 Clerk/Treasurer

**RESOLUTION NO. 18-02**

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GLENNS FERRY, ELMORE COUNTY, IDAHO, ADOPTING A REVISED CITY OF GLENNS FERRY PERSONNEL POLICY; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, the City of Glens Ferry, Elmore County, Idaho ("City") is a municipal corporation duly organized and operating under the laws of the State of Idaho; and

WHEREAS, the City has authority under Idaho law to adopt policies relating to employee workplace conduct, benefits, performance and discipline, and related employee policies; and

WHEREAS, the City has previously adopted a personnel policy and desires to update and revise said policy to comply with current state and federal law.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF GLENNS FERRY, Elmore County, Idaho, as follows:

Section 1: That the City Council adopts the revised City of Glens Ferry Personnel Policy, attached hereto as Exhibit A and incorporated herein by reference as if set forth in full.

Section 2: This Resolution shall take effect and be in force from and after its passage and approval.

PASSED by the City Council and APPROVED by the Mayor of the City of Glens Ferry, Idaho, this 24<sup>th</sup> day of April 2018.

APPROVED:

\_\_\_\_\_  
Monty White, Mayor

ATTEST:

\_\_\_\_\_  
Debra Rowan, City Clerk/Treasurer

5. **Leaves of Absence.** Up to thirty (30) days of unpaid leave of absence can be granted by the Mayor for any justifiable purpose. Paid leave in any amount or unpaid leave in excess of thirty (30) days will require written approval of the Mayor.

6. **Family Medical Leave Act (FMLA).** To be eligible for FMLA benefits, prior to any leave request: (i) the employee must have worked for the City for at least twelve (12) months; (ii) the employee must have worked at least 1,250 hours for the City during the previous 12 months; and (iii) the City must employ at least 50 employees within 75 miles of the employee's place of work.

**SINCE THE CITY DOES NOT EMPLOY AT LEAST 50 EMPLOYEES, FMLA DOES NOT APPLY TO CITY EMPLOYEES, AND THEY ARE NOT ENTITLED TO 12 WEEKS OF JOB-PROTECTED, FMLA LEAVE.**

7. **Benefits for Temporary Employees.** All temporary employees will receive benefits as required by law, including worker's compensation insurance. All other benefits are to be determined in the discretion of the City Council.

8. **Insurance Coverage Available to Employees.**

- a. *Medical, Dental, and Vision Insurance.* The City provides comprehensive medical insurance to full-time employees and offers family coverage at the employee's option. The City will pay the insurance premiums for all eligible employees. ~~The City will also pay the insurance premiums for the spouse and/or dependents of department supervisors.~~ Dental and Vision Insurance is provided to full-time employees, spouse and/or dependents and is paid for by the City. Insurance coverage begins on the first day of the month following thirty (30) days of full-time employment. All coverage is subject to policy terms and to change at any time.
- b. *Other Insurance.* Limited life insurance coverage and limited disability programs are provided to full-time employees. The terms of these programs are contained in booklets and administrative policies available for inspection in the City Clerk's office. Worker's compensation insurance covering job-related injuries is provided for all employees. Questions about worker's compensation issues should be directed to the City Clerk.

9. **Premium Only Plan ("POP").** The city has established a POP within the meaning of Section 125 of the Internal Revenue Code of 1986 that permits an employee's insurance premium contributions to be deducted from his/her payroll on a pre-tax basis. A Summary Plan Description, which describes the benefits, terms, and conditions of the POP as it applies to all employees of the City on and after the Effective Date, is provided to all newly hired employees and a copy is available at the City Clerk's office.