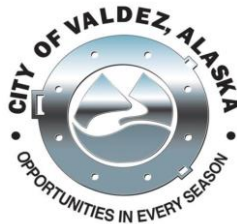


# City of Valdez

212 Chenega Ave.  
Valdez, AK 99686



## Meeting Minutes – Final

Wednesday, November 7, 2018

7:00 PM

Regular Meeting

Council Chambers

**City Council**

**REGULAR AGENDA - 7:00 PM****I. CALL TO ORDER**

Mayor O'Neil called the meeting to order at 7:00 p.m. in Valdez City Council Chambers.

**II. PLEDGE OF ALLEGIANCE**

City Council led in the Pledge of Allegiance to the American flag.

**III. ROLL CALL**

Present: 5 - Mayor Jeremy O'Neil  
Council Member Ron Ruff  
Council Member Lon Needles  
Council Member Jim Shirrell  
Council Member Darren Reese

Excused: 2 - Council Member Christopher Moulton  
Council Member Dennis Fleming

Also Present: 5 - City Manager Elke Doom  
City Clerk Sheri Pierce  
Deputy City Clerk Allie Ferko  
Assistant City Manager Roxanne Murphy  
City Attorney Jack Wakeland

**IV. PUBLIC APPEARANCES****1. Amanda Bauer, Valdez Representative on Prince William Sound Aquaculture Association Board of Directors (Fall Meeting Report)**

Ms. Amanda Bauer gave a report about the Prince William Sound Aquaculture Association (PWSAC) board of directors meeting held October 17<sup>th</sup> and 18<sup>th</sup>. She explained she is the appointed representative from the city to PWSAC Board of Directors. She gave an overview of how the board meets in spring and fall, with one meeting at Cordova and the other at Anchorage. She said it was the largest board of directors in Alaska, with board members representing all interests from commercial to personal use and subsistence.

Ms. Bauer reported PWSAC hired a new general manager named Casey Kimball, whose presence had been a positive change. She felt his ability to look ahead to the future stood out. She said his focus had been on more than just releasing thousands of salmon fry, it was also on innovation and making the hatcheries some of the best in the world.

Ms. Bauer stated it had been a down fishing year for Prince William Sound pink salmon and Copper River sockeyes, but that the board felt it was to be expected for an even year for the pinks as odd years always had a much higher return. As for the sockeyes, she informed the Council that fishing was not open much commercially and only 40,000 were caught in the flats. She said the fish were

small and still feeding in the ocean. Subsistence and personal use suffered as well. She explained the projected return to Gulkana hatchery area was 90,800 sockeye and so far that number was just over 29,000. She said the PWSAC operated that hatchery and their egg take would likely be under goal.

Ms. Bauer observed weather conditions have made egg take difficult in the past. She stated they also had a recent Infectious hematopoietic necrosis (IHN) event, and problems with predators such as trout and dolly varden have made it difficult to reach both egg take and fry release goals. She explained IHN was an infectious viral disease that occurred naturally in the wild and can run rampant through salmon and trout farms. She reported the hatchery was only able to release 46% of the sockeye fry this summer. She remarked committees have treated it as a topic of concern for several years and they were working on solutions to improve those numbers.

Ms. Bauer advised cost recovery this summer for PSWAC was excellent. They were able to get the highest prices they have ever seen for chum and pink cost recovery, with chum at \$1.40 per pound and pinks at \$1.25 per pound. She informed the Council cost recovery boats decided to fish outside the hatchery entrances where the fish were of good quality, resulting in good prices. She explained this completed cost recovery within nine days and provided more opportunities for common property fishing.

Ms. Bauer went on to say egg takes this summer and fall have gone well. She reported in Cannery Creek egg take of pinks was difficult because they suffered a lack of rainfall in September, resulting in inadequate freshwater. She stated they still were able to get 94% of their egg take.

Ms. Bauer provided Council with a report by the McDowell Group on the economic impact of PWSAC in the years 2012-2017. She reported the annual impact of those hatcheries was \$192.2 million and all of them combined provided 850 million salmon meals annually.

Council Member Jim Shirrell expressed concern about hatchery volumes and the impacts on various factors. He encouraged Ms. Bauer to relay her opinion on the subject. Ms. Bauer reported in Board of Fish meetings, they wanted to limit pinks due to concerns about the carrying capacity of the ocean and competition for resources. She explained an Exxon Valdez scientific study had shown that sockeyes decreased when pinks increased in Prince William Sound. She advised, for now, there was no science that explained where the fish go in the ocean or what they are feeding on. She explained there may be science done in the future that explains whether or not the ocean has reached carrying capacity or gone over it.

Ms. Bauer stated for now it was business as usual and the Valdez Fisheries Development Association (VFDA) was allowed to do its increase and egg take. She reported there was already another push from the Kenai Peninsula to limit

hatcheries, but unless more science comes out she did not think they would be successful.

Council Member Shirrell asked if the larger corporations were stable in their production. Ms. Bauer reported they were stable and the only place they might consider an increase was in Gulkana where the sockeyes were released. She advised there was a problem because the fry funneled out of the Paxson Lake area where there were trout and other fish preying on them. She said they could combat that by releasing more fry, but it would cause an increase in predators. She said otherwise they were solid in their numbers and there was no talk of an increase.

## **V. PUBLIC BUSINESS FROM THE FLOOR**

There was no public business from the floor.

## **VI. CONSENT AGENDA**

- 1. Acceptance of Resignation from Valdez Museum & Historical Archive Association Board of Directors (Lydia Lardy)**
- 2. Proclamation: General Aviation Appreciation Month 2018**
- 3. Approval to Go Into Executive Session Regarding Personnel Matter Relating to Arbitration Decision**

MOTION: Council Member Shirrell moved, seconded by Council Member Reese, to approve the Consent Agenda. The motion carried by the following vote.

VOTE ON THE MOTION:

Yays: 5 - Mayor O'Neil, Council Member Ruff, Council Member Needles,  
Council Member Shirrell and Council Member Reese

Excused: 2 - Council Member Moulton and Council Member Fleming

## **VII. NEW BUSINESS**

- 1. Approval of a Contract with Curtis Electric, LLC for the VCT & SBH LED Lighting Upgrades Project in the Amount of \$399,750.00.**

MOTION: Council Member Ruff moved, seconded by Council Member Shirrell, to approve the contract with Curtis Electric, LLC for the VCT & SBH LED Lighting Upgrades project in the amount of \$399,750.00. The motion carried by the following vote after the following discussion occurred.

VOTE ON THE MOTION:

Yays: 5 - Mayor O'Neil, Council Member Ruff, Council Member Needles,  
Council Member Shirrell and Council Member Reese

Excused: 2 - Council Member Moulton and Council Member Fleming

## **2. Approval of Software Agreement with MOLO-Marine Management Software for Port and Harbor Billing Services**

MOTION: Council Member Shirrell moved, seconded by Council Member Reese, to approve software agreement with MOLO Marine Management Software for Ports and Harbors billing services. The motion carried by the following vote after the following discussion occurred.

Council Member Shirrell asked if the dollar amount included the estimated fees of processing credit card transactions. Ports & Harbors Department Director Jeremy Talbott advised it was included as a package. Council Member Shirrell inquired if the three-year contract had a locked down price and if upgrades would cost anything. Mr. Talbott explained they pushed out upgrades every six months but updates and training were all included in the price. He said they went with a three year contract as it allowed them to negotiate the price down.

Council Member Darren Reese asked if the hardware was a lease or purchase. Mr. Talbott said it was all in the cloud and the only hardware being bought were devices, like iPads, that connected to the internet. This would allow Ports & Harbor personnel to conduct transactions with their customers in the field, such as the boat harbor. Council Member Reese questioned if city computers could access the program. Mr. Talbott explained the software program could be accessed anywhere there was internet.

Council Member Reese expressed concern over the devices being bought and maintained by any department other than the City IT Department. Mr. Talbott confirmed IT would have the lead on the hardware and software, with his departmental staff acting as the end users. The credit card readers would go through MOLO due to the setting up the banking process. Council Member Reese asked if the readers are being leased or purchased. Mr. Talbott reported they would be purchased and were included in the contract price. Council Member Reese asked for the life cycle of the machines and Mr. Talbott answered they would last as long as the three years on the contract.

Mayor O'Neil asked if there would be reduced merchant fee. Mr. Talbott confirmed it would be reduced. He said the 2017 expenses on merchant fees were \$36,000 in one year for the harbor. He explained this program would allow boat owners to get a link with their bill that would let them pay online. He felt this would increase the amount of transactions, but decrease associated fees by half.

Mayor O'Neil wondered if using this software was a harbor best practice and asked about automation capabilities. Mr. Talbott replied customers could set-up auto-pay, which was useful for those out fishing for several weeks at a time. He explained, using the new system, his staff could help people tie up their boats and take a payment right at the point of sale, log them in and out of the slips, and make that slip immediately available to someone else. He remarked they would

not have to read meters, which took several hours in the existing harbor. He said it would become automated and updated in the system every six seconds.

Council Member Shirrell asked the city manager and city attorney if the contract had been reviewed and if it met all the requirements of the city. Mr. Wakeland said City Attorney Jake Staser negotiated the contract and accepted the terms after legal review.

**VOTE ON THE MOTION:**

Yays: 5 - Mayor O'Neil, Council Member Ruff, Council Member Needles,  
Council Member Shirrell and Council Member Reese

Excused: 2 - Council Member Moulton and Council Member Fleming

**3. Approval of Contract Award to Gulf Coast, Inc. in the Amount of \$125,400.00 for 2019 Janitorial Services**

MOTION: Council Member Reese moved, seconded by Council Member Ruff, to approve the contract with Gulf Coast, Inc. in the amount of \$125,400.00 for 2019 Janitorial Services. The motion carried by the following vote after the following discussion occurred.

Council Member Shirrell inquired if there was an increase in service cost over prior years. Mr. Duval said they added the scope of the new harbor for both contractors and that there was a decrease in cost. Mr. Duval explained for the same scope of work, plus the harbor facilities, both contractors came in for amounts less than previous years.

**VOTE ON THE MOTION:**

Yays: 5 - Mayor O'Neil, Council Member Ruff, Council Member Needles,  
Council Member Shirrell and Council Member Reese

Excused: 2 - Council Member Moulton and Council Member Fleming

**4. Approval of Contract Award to X-DLX Investments, Inc. in the Amount of \$134,100.00 for 2019 Janitorial Services**

MOTION: Council Member Ruff moved, seconded by Council Member Shirrell to approve the contract with X-DLX Investments, Inc. in the amount of \$134,100.00 for 2019 Janitorial Services. The motion carried by the following vote.

**VOTE ON THE MOTION:**

Yays: 5 - Mayor O'Neil, Council Member Ruff, Council Member Needles,  
Council Member Shirrell and Council Member Reese

Excused: 2 - Council Member Moulton and Council Member Fleming

## 5. Approval of Providence Valdez Medical Center Annual Budget

MOTION: Council Member Needles moved, seconded by Council Member Shirrell, to approve Providence Valdez Medical Center Annual Budget. The motion carried by the following vote after the following discussion occurred.

Mayor O'Neil stated he had a conflict of interest due to his employment and recused himself from the discussion and vote and handed the gavel to Council Member Ruff.

Council Member Shirrell asked who to direct questions to about the hospital. Ms. Lindsie King, the finance manager of the hospital and counseling center, stepped forward to take questions. Council Member Shirrell asked what actions had come out of the community needs assessment and where the hospital was in meeting them. Mr. Jeremy O'Neil, hospital and counseling center administrator, said members of hospital staff and members of the Health Advisory Council (HAC) had approved the community health improvement plan.

Mr. O'Neil explained four priorities had been identified from the needs assessment: provider workforce, mental health, access to specialty care, and chronic disease and community wellness. He said the Providence website had a document with a community health improvement plan which spells out the tactics and partner agencies they would focus on in a three-year plan to improve those issues.

Mr. O'Neil informed Council that one of the major improvements had been provider assistance with education and incentivizing physician providers to come and practice in Valdez. He explained the program was funded for five providers and one had already taken advantage of it. He also knew of two more who would be signing on in the near future. Mr. O'Neil Council stated Council Member Needles was part of the HAC who brought the idea of the physician recruitment program to City Council and made it happen. He praised the HAC and the citizens who spoke up and said it was a priority for the community.

Council Member Shirrell stated he would like to see a summary report regarding Providence Valdez Medical Center operations as it relates to the contract with the City. Mr. O'Neil said the HAC produced a monthly report on each tactic, focusing on each issue every three months. He offered to give Council a summary abstract on actions taken and the monthly reports the HAC were already receiving. Council Member Needles asked when they could expect the first report. Mr. O'Neil said the abstract was already completed and he could refer to the meeting minutes of the last couple HAC meetings that elaborated on three priorities. He said they would address community wellness and chronic disease this month. Mr. O'Neil said the community health improvement plan was not a Providence-only endeavor and it outlined community partners who were better situated to address some of the health needs.

Council Member Shirrell asked if Mr. O'Neil took personal leave from Providence when he traveled on official business as Mayor. Mr. O'Neil confirmed he does take leave from his full-time job.

VOTE ON THE MOTION:

Yays: 4 - Council Member Ruff, Council Member Needles,  
Council Member Shirrell and Council Member Reese  
Abstain: 1 – Mayor O'Neil  
Excused: 2 - Council Member Moulton and Council Member Fleming

**VIII. RESOLUTIONS**

**1. #18-35 - Amending the City of Valdez Personnel Regulations and Creating an Effective Date (Postponed from the November 7, 2018 Regular Meeting)**

MAIN MOTION ALREADY ON THE FLOOR.

Council Member Shirrell said the Employee Relations Team (ERT) was looking at potential options and wanted some time before coming back to Council. He felt Council should take no action and have a motion to postpone until the next meeting to give the ERT time to discuss.

MOTION TO POSTPONE: Council Member Shirrell moved, seconded by Council Member Ruff, to postpone Resolution #18-35 to the next regular City Council meeting of November 20, 2018. The motion to postpone carried by the following vote after the following discussion occurred.

VOTE ON THE MOTION TO POSTPONE:

Yays: 5 - Mayor O'Neil, Council Member Ruff, Council Member Needles,  
Council Member Shirrell and Council Member Reese  
Excused: 2 - Council Member Moulton and Council Member Fleming

**2. #18-36 - Authorizing Lease Amendment #18 with the State of Alaska for the Public Health Nurse Office at the Mary Kevin Gilson Medical Clinic**

MOTION: Council Member Ruff moved, seconded by Council Member Reese, to approve Resolution #18-36 authorizing lease amendment #18 with the State of Alaska for the Public Health Nurse Office at the Mary Kevin Gilson Medical Clinic. The motion carried by the following vote after the following discussion occurred.

VOTE ON THE MOTION:

Yays: 5 - Mayor O'Neil, Council Member Ruff, Council Member Needles,  
Council Member Shirrell and Council Member Reese  
Excused: 2 - Council Member Moulton and Council Member Fleming



**3. #18-37 - Accepting the 2018-2019 EMPG Grant in the Amount of \$25,000 from the Division of Homeland Security and Emergency Management and Approving its Expenditure**

MOTION: Council Member Ruff moved, seconded by Council Member Reese, to approve Resolution #18-37 accepting the 2018-2019 EMPG Grant in the amount of \$25,000 from the Division of Homeland Security and Emergency Management and approving its expenditure. The motion carried by the following vote after the following discussion occurred.

Council Member Ron Ruff asked if this grant was subsidizing part of the wages for the employee serving as the City emergency manager. City Manager Elke Doom confirmed these monies are included in the wages of the City economic development director, who is currently also serving as the acting City emergency manager. Council Member Ruff stated the last fire chief served as the City emergency manager, which he believed made more sense based on their field of expertise. He expressed concern about moving the emergency manager position from department to department and then having to train every new person that stepped up in this position. Ms. Doom explained this was the second year the city had applied for the grant with the City economic development director serving as the acting City emergency manager. If another staff member took on those duties, the grant money would shift to that position.

Council Member Ruff expressed concerns about workload for the City economic development director. Ms. Doom stated she hoped to eventually permanently assign the City emergency manager position. She expressed praise for the work the acting City emergency manager had done over the past year. Mayor O'Neil talked about the importance of disaster preparedness due to Valdez history.

**VOTE ON THE MOTION:**

Yays: 5 - Mayor O'Neil, Council Member Ruff, Council Member Needles,  
Council Member Shirrell and Council Member Reese

Excused: 2 - Council Member Moulton and Council Member Fleming

**IX. REPORTS**

- 1. Procurement Report-Agreement for Professional Services with HDR Alaska, for Contract #1387-C&D Debris Disposal Area Lateral Expansion**
- 2. Procurement Report: Cornerstone General Contractors for Construction Manager/General Contractor Services for Providence Valdez Medical Center Projects in the Amount of \$50,000.00**

Mayor O'Neil stated he had a conflict of interest due to his employment and recused himself from the discussion and vote and handed the gavel to Council Member Ruff.

Council Member Shirrell asked for clarification regarding changing plans for the piping. Mr. Duval explained they had solicited the copper piping project in conjunction with the Airborne Infection Isolation (All) project and the long-term care firewall. He said they wanted to see if they could get value by bundling the projects together. The combined scope could help keep the cost of the copper piping down and allow them to spend funding on preventative measures that would forestall repairs down the road. Council Member Shirrell asked Mr. Duval to look at this from a maintenance perspective instead of a capital project decision.

Council Member Lon Needles asked where the clinic factored in to this project package. Mr. Duval replied the clinic would be the fourth project. The clinic and Airborne Infection Isolation would be fixed scopes of work. The remainder of the package was scalable.

3. **Change Order Report: Change Order #1 with Rain Proof Roofing, Inc. for the Seven Building Roof Replacements Contract**
4. **Change Order Report: Change Order #4 with Harris Sand and Gravel, Inc. for the West Klutina Repave, Gutter and Sidewalk Replacement Contract**

Council Member Reese expressed concerns about the dirt moved from the project on West Klutina. He stated he thought Council had discussed leaving it until they made a decision about the new fire station, since more dirt would have to be moved in that project.

Mr. Duval explained he had discussed moving the dirt with the City Manager and Parks & Recreation director and the price to move it now to the Gold Fields area had been the determining factor. Council Member Needles questioned why staff directed the dirt to be moved despite Council discussion about wanting it to stay in place. Mayor O'Neil stated there was not vote taken and a quorum vote was required to mandate things.

Council Member Reese asked if Gold Fields were going to be smoothed out this year. He asked if Public Works would have the project money to do that and wondered about the price advantage of doing it now instead of next spring. Mr. Duval stated it was to establish the seeding so they could utilize the space next summer. Council Member Reese said the grass would not germinate because the ground is too cold. Mr. Duval said they would dormant seed it.

Council Member Shirrell asserted there was a lesson to be learned with this topic. He explained, even when Council talked about something, it was not locked down until they voted. He said if they felt strongly about something, they needed to vote on it.

Council Member Reese stated there were learning curves on the West Klutina project and its change orders. Mr. Duval said there were definitely lessons

learned which would be incorporated into future construction projects. He explained, overall, the project was successful.

Mayor O'Neil said he was not going to be punitive about the work the Capital Facilities Department was doing in negotiating with the residents on West Klutina to complete the project to the satisfaction of the taxpayers and those who were most effected by the project. He explained he felt concerns and decisions about where piles of dirt were located were best left to Mr. Duval and Mr. Comstock, the City Public Works Director. Council Member Reese expressed the Council had a right and responsibility to voice their concerns.

Council Member Needles stated change orders on the project were a little over \$90,000. Mayor O'Neil asked if contingency funds to cover the change orders were budgeted. Mr. Duval asserted the total contract value, including all change orders, was less than the next bidder would have charged to complete the project. The project had a 25% contingency. Mr. Duval said he was hesitant to say the bid price was the final price and that they tried to keep the percentage of change under 20%. He explained it should be in the 5-10% range or less. Mr. Duval stated he and his staff try to be a good stewards of the taxpayers' funding and some line items came in as less than expected. Council Member Reese reiterated his hope that lessons learned from this project would be incorporated into future project plans.

## **5. Quarterly Financial Statements for Period Ending 6/30/2018**

### **X. CITY MANAGER / CITY CLERK / CITY ATTORNEY / MAYOR REPORTS**

#### **1. City Manager Report**

Ms. Doom said the city was nearly finished with the budget. She stated she had attended the Beautification Task Force meeting. The group is looking at a number of projects to enhance and beautify the community.

Ms. Doom said on October 29<sup>th</sup> they had expected Senator Murkowski to visit but incoming bad weather conditions caused her to leave Valdez earlier than anticipated. Council Member Reese said she visited the elementary school. Council Member Shirrell believed it would be of benefit for the Council to meet with congressional members when they visited. Ms. Doom explained Senator Murkowski was interested in response efforts following the cyber-attack because cyber security is a large area of concern around the state. Council Member Shirrell stated opportunities should be created in the future for congressional representatives to hear from the community's representatives.

Ms. Doom said she has now established a satellite office at the airport to be onsite and available a few days a week to City departments housed in the facility. She was pleased with the arrangement and the ability to regularly interact more with all City staff.

On November 5<sup>th</sup>, Ms. Doom and the Human Resources department met with Todd Allen, the consultant on the pay study. She hoped to see a finished product soon to share with the City Employee Relations Team and City Council and hoped Mr. Allen could attend an upcoming meeting to discuss the process and results of the study.

Council Member Shirrell asked if the salary study would address cost of living in Valdez compared to the rest of the state. Ms. Doom answered cost of living was not part of this contract. She said they talked about subjects like Alyeska and what companies pay to bring employees from Anchorage. She explained they are typically paid 10-11% more because of higher cost of living.

Council Member Reese asked if the salary survey also looked at employee benefits. Ms. Doom said the survey study did not currently include employee benefit comparisons. She explained, while it was important, asking to analyze benefits from different communities would add additional time and cost on the survey contract terms. Council expressed consensus and provided direction to the Ms. Doom to add benefits comparison, including health insurance, retirement, life insurance, and other employee benefits, to the scope of the salary survey contract.

## **2. City Clerk Report**

Ms. Pierce stated they had an election the day before and had a good turnout in all of the City's precincts. Ms. Pierce said the election had received a good turnout and that they had worked past issues to get the results successfully transmitted. Council Member Reese asked what the overall turnout was. Ms. Pierce said she did not know the exact number, but that it was more than 40%.

Ms. Pierce expressed hope the state of Alaska would replace some their aging voting equipment over the next few years. She explained Valdez precincts were sending back two machines with serious mechanical problems. She said the City leases its own voting equipment for municipal elections. Council Member Shirrell asked if Valdez uses two different sets of election equipment. Ms. Pierce answered yes. The state's older equipment was required for state elections. She thanked Valdez election workers for a job well done.

Council Member Shirrell asked what the City's liability is if the state's election equipment underperformed. Ms. Pierce said the city had no liability in a state election. Council Member Shirrell wondered if a resolution from Council was a good idea to register that the malfunctioning equipment was unacceptable. Ms. Pierce stated the Alaska Municipal Clerks Association had put forth a resolution to the state and offered to serve on committees looking at elections equipment upgrades. She explained it ultimately came down to them allocating the funds to replace the equipment.

Ms. Pierce said next week was Alaska Municipal League (AML) and that Council Member Shirrell, Council Member Reese, Council Member Needles, and Mayor O'Neil would be attending alongside Ms. Doom, Assistant city manager Roxanne Murphy, and herself.

Council Member Reese asked if Council could meet with the city's attorneys while in Anchorage at AML. Ms. Pierce said state statute provides an exception to the Open Meetings Act to allow more than a quorum of City Council Members and Borough Assembly Members to attend AML. Meetings outside organized AML activities did not fall under the exception.

### **3. City Attorney Report**

Mr. Wakeland provided City Council with a billing summary, which now included a summary of year-to-date billing expenses breakdown. He then outlined projects and provided updates on cases his firm is working on behalf of the City, including the tax cap, C-plan adjudication proceedings, and the Cummings litigation.

### **4. City Mayor Report**

Mayor O'Neil praised the citizens of the community for being engaged and getting out to vote. He wished Governor Walker the best in his future endeavors and was looking on in anticipation as the new state administration took form. Mayor O'Neil looked forward to discussing statewide issues and networking with the city's counterparts throughout the state in the Alaska Municipal League. He hoped to push issues locally and at the statewide level.

Mayor O'Neil commended Mr. Carlson, City Finance Director, and the staff members working on the budget for putting scrutiny where it was required in the democratic process.

Mayor O'Neil pointed out the holiday season was approaching and urged people to consider helping the less fortunate in the community. He said Valdez was very good at supporting agencies and volunteer efforts. He wished good will on the community for the holiday season.

## **XI. COUNCIL BUSINESS FROM THE FLOOR**

Several members of Council expressed praise for Mr. Carlson and his budget team. The budget process involves an extraordinary amount of hard work and Council expressed appreciation for continued process improvements each year.

Several members of City Council commended local election volunteers for assisting Valdez citizens exercise their right to vote.

Council Member Reese stated November 11<sup>th</sup> is Veterans Day. He urged residents to thank veterans for their service to our country. He also recognized November 10<sup>th</sup> as the 243<sup>rd</sup> birthday of the United States Marine Corps.

**XII. EXECUTIVE SESSION**

City Council transitioned into Executive Session at 8:35 p.m.

**XIII. RETURN FROM EXECUTIVE SESSION**

City Council transitioned out of Executive Session at 10:13 p.m.

City Council provided direction to the City attorney to continue settlement negotiations in the personnel arbitration case.

**XIV. ADJOURNMENT**

There being no further business, Mayor O'Neil adjourned the meeting at 10:15 p.m.