

**CITY COUNCIL
STUDY SESSION
July 2, 2024**

ATTENDEES: Mayor Burkett, Council members Smith, Arsanto, Anderson, Bender, Burbank, Green, and Bergerson.

Also in attendance were: City Administrator Brunell, Police Chief Alfano, Public Works Director Banks, Senior Planner Farnsworth, Police Records Clerk Burkett, and City Clerk Zumeck

Mayor Pro Tem Smith called the regularly scheduled meeting to order at 6:00 PM.

DISCUSSION ITEMS

Police Department Staffing

Chief Alfano shared that the Admin/Finance/Public Safety Committee had met a couple of months ago and reviewed staffing and succession planning. Chief stated that we have lost two officers and hired one but in the very near future we could be in dire straits due to retirements in the next year. He shared that if we don't get in front of this, we will have more officers leave as they will be worked too much here. He also shared that the City may have issues when it comes to recruiting new officers as we are unable to offer the same pay and bonuses being offered by neighboring agencies. Chief also shared that we do have qualified candidates but it can take up to a year to get them ready for independent service. He also stated that he currently knows of at least one officer that will be retiring within the next year so he would like to bring someone on now so they are ready to go when this retirement happens. He shared that he does have money in his budget to cover this position. He shared another option would be to try and retain the officers we currently have by offering a retention bonus. For eight officers, we could offer a \$2,500 retention bonus for being loyal to Buckley. This would let them know they are appreciated and the Police budget is able to absorb this cost as well.

Council member Smith shared that he has been thinking about this as well and he is fully supportive of a retention bonus and considering increasing longevity pay. He also asked if it was possible to hire someone and get them started training in Buckley before they can get into the academy.

Council member Green questioned whether \$2,500 would be enough to keep Officers in Buckley. Chief Alfano shared that he thinks that it would be.

Council member Green asked if there were any Professional Development opportunities we could offer to the Officers as an incentive.

Council member Bender shared that she does not feel that the \$2,500 is enough and further discussion should be had.

Council member Burbank shared that she would recommend \$5,000.

Council member Bender agreed with Council member Burbank that \$5,000 was a good amount.

Council member Smith shared that he is supportive of the \$5,000 and would like to explore the opportunity of a hiring bonus.

City Administrator Brunell confirmed that Council was consensus was to move forward with the \$5,000 retention bonus at this time and it will be brought forward with other mid-year budget adjustments.

Comp Plan Update

City Administrator Brunell shared that the goal during this discussion today is to get clear direction on where we are going to include affordable housing and commercial developments. Senior Planner Farnsworth shared what we currently have for land use maps and what we recommend for current zoning maps. We are asking if we want to extend the 410 buffer or put a moratorium on storage units or should we consider a standalone industrial zone. There are options to combining the corridor to mixed use the problem with this would be we still need higher density zoning. We could consider upzoning. City Administrator Brunell shared a few other options.

Council held a discussion on all available options. City Administrator Brunell also shared that if we don't comply with the recommendations to updating the plan, we would be ineligible for grant funding. Council would like to look at this further at another Study Session but they did have consensus on considering a moratorium on storage units.

Council Member Comments and Good of the Order

Mayor Burkett shared that the 2024 Log Show Bull of the Woods Gene Rawson passed away on Saturday.

Council member Smith shared that it was great to see so many people at the Log Show, he is hoping it had a high level financial impact for the City.

Council member Anderson asked how we can get the bleachers at the Log Show grounds fixed. Mayor Burkett shared that they are getting updated each year until all of them have been replaced.

Council member Bergerson thanked staff for the flashing stop signs at A Street and Main.

Council member Burbank stated that the bright green crosswalks look great and she would still like to see one in front of the School District office.

With nothing further, the Study Session was adjourned at 7:47 PM.



City Administrator



Mayor

Prepared by: Treva Zumek, City Clerk