



CASTLE ROCK CITY COUNCIL - MEETING AGENDA

Regular Meeting – Monday, October 24, 2016

Location: Castle Rock Senior Center 222 Second Ave. SW, Castle Rock, WA

REGULAR MEETING- 7:30 P.M.

- CALL TO ORDER
- PLEDGE OF ALLEGIANCE
- ROLL CALL
- AGENDA ORDER

BUSINESS FROM THE FLOOR - prospective speakers, please complete Speaker Sign-In Card prior to the start of the meeting.

PRESENTATION

Hans Hadley, West Consultants; hydraulic evaluation for the boat launch

PUBLIC HEARING

Review of revenue sources for the following year's current expense budget (General Fund) and include consideration of possible increases in property tax revenues (Ad Valorem taxes) to be assessed for the fiscal year ending December 31, 2017. The public is invited to present testimony on this issue. *P.1*

CITY COUNCIL APPLICATIONS - INTERVIEW

Review and interview of submitted applications for City Council Position 4 vacancy. *P.8*

DEPARTMENT REPORTS

City Attorney Frank Randolph/Nicole Tideman
Police Chief Bob Heuer
Public Works Director, Dave Vorse
Clerk-Treasurer Ryana Covington
Librarian Vicki Selander

COUNCIL AND AD HOC COMMITTEE REPORTS

Mayor/Mayor Pro-Tempore/Councilmembers	Humane Society of Cowlitz Co; 3 rd quarter report <i>P.10</i>
Nancy Chennault - Cowlitz Econ Dev. Council rep.	

PROCLAMATION

- Proclamation honoring Castle Rock United Methodist Church; 125th Anniversary *P.11*

CONSENT AGENDA

1. Approval of minutes; October 10, 2016 regular council meeting *P.12*

REGULAR AGENDA - council action requested

OLD BUSINESS - None

NEW BUSINESS -

1. Rodney Burgy, Kirby Avenue NE; request for leak adjustment in the amount of \$109.12; due to city equipment failure. Adjustment based on 100% of loss for water, sewer and utility tax services assessed over customer's average billing for month of September. *P.15*
2. Resolution No. 2016-08, a resolution to deem the 1979 GMC lift truck vehicle and 717 John Deere Commercial Mini-Frame mower as surplus property, on first reading. *P.19*
3. Council consideration to revise speed limit on State Route 411; from milepost 12.01 to milepost 11.86 within city limits; not to exceed 35 miles per hour.

4. Review and award of chemical procurement bids for 2017 fiscal year purchases. P. 20
5. Humane Society of Cowlitz County revised contract proposal for fiscal year 2017 for animal control services. P. 22
6. Ordinance No. 2016-08, an ordinance fixing the estimated amount to be raised by Ad Valorem taxes for the 2017 budget of the City of Castle Rock in accordance with 84.55.120 RCW, on first reading. P. 24
7. Ordinance No. 2016-09, an ordinance adopting an updated Shoreline Master Program; amending portions of Chapters 18.08 and 18.10 of the Municipal Code; and repealing Ordinances 400 and 2016-02 and Chapter 18.12 of the Municipal Code of the City of Castle Rock, Washington, on first reading. P. 26
8. Review and consideration for approval of amended collective bargaining agreement for the police unit, in accordance with Article 22 requiring a re-opening of the current year contract agreement for purpose of negotiation wages and health/welfare benefits, only. Adopted negotiated changes shall be effective January 1, 2017 and continue for duration of contract period; December 31, 2017. P. 36

ADJOURNMENT

Non-Discrimination Statement - This institution is an equal opportunity provider and employer. If you wish to file a Civil Rights program complaint of discrimination, complete the USDA Program Discrimination Complaint Form, found online at http://www.ascr.usda.gov/complaint_filing_cust.htm or at any USDA office, or call (866) 632-9992 to request the form. You may also write a letter containing all of the information requested in the form. Send your completed complaint form or letter by mail at US Department of Agriculture, Director, Office of Adjudication, 1400 Independence Avenue, SW., Washington D.C. 20250-9410, by fax (202) 690-7442 or email at program.intake@usda.gov. Title VI - The City of Castle Rock ensures compliance with Title VI of the Civil Rights Act of 1964 and American With Disabilities Act of 1990 by prohibiting discrimination against any person on the basis of race, color, national origin, sex or disabilities in the provision of benefits and services from its federal assisted programs and activities. If you need special accommodations to participate in this meeting, please contact Ryana Covington at 360/274-8181 by 9:00 a.m. three days prior to the meeting. City Council reserves the right to add items to this agenda, as needed.

NOTICE OF PUBLIC HEARING
CITY OF CASTLE ROCK

A public hearing will be held at 7:40 p.m., October 24, 2016 in the Castle Rock Senior Center, 141 'A' Street SW, during the regular council meeting. Purpose of the public hearing will be to review revenue sources for the following year's current expense budget (General Fund) and include consideration of possible increases in property tax revenues (Ad Valorem taxes) to be assessed for the fiscal year ending December 31, 2017. The public is invited to present testimony on this issue. For more information contact Ryana Covington, Clerk-Treasurer, at Castle Rock City Hall; telephone# 360-274-8181.

Published: Daily News - October 15, 2016

GENERAL FUND REVENUE COMPARISONS: 2015, 2016 AND ESTIMATED 2017

Description	Estimated For 2017		Current Year/2016		2015 Jan-Oct		Last Year/2015	
	Amount		Jan-Oct	Budget	Amount		Jan-Dec	Budget
Unreserved Beginning Cash	\$	360,000.00	\$372,534.90	\$365,000.00	\$372,078.99		\$372,078.99	\$290,000.00
Real & Personal Property Tax	\$	367,000.00	\$221,716.88	\$350,000.00	\$253,106.46		\$370,145.94	\$349,755.00
Timber Harvest Tax	\$	15.00	\$13.88	\$15.00	\$17.43		\$22.48	\$15.00
Local Retail Sales & Use Tax	\$	370,000.00	\$276,777.06	\$372,000.00	\$305,685.83		\$362,885.79	\$385,000.00
Utility Tax - Gas	\$	8,200.00	\$8,232.68	\$8,579.00	\$9,194.24		\$9,194.24	\$7,000.00
Utility Tax - Telephone/telegr	\$	37,000.00	\$30,870.42	\$37,000.00	\$29,038.46		\$35,837.13	\$35,000.00
Utility Tax - Electric	\$	121,000.00	\$109,077.25	\$120,000.00	\$100,283.10		\$116,603.82	\$120,000.00
Utility Tax - Wtr/Sewer/Stormwater	\$	160,000.00	\$137,246.40	\$155,000.00	\$135,848.77		\$161,976.24	\$146,900.00
Gambling/Punch Bd/Pull Tab Tax	\$	20,000.00	\$18,751.32	\$28,000.00	\$24,128.90		\$29,027.33	\$25,001.00
Gambling Tax-Bingo/Raffles	\$	100.00	\$88.30	\$100.00	\$84.80		\$239.18	\$120.00
Amusement Games	\$	400.00	\$400.00	\$400.00	\$360.00		\$360.00	\$420.00
Local Leasehold	\$	275.00	\$381.49	\$100.00	\$244.23		\$244.23	\$0.00
Penalty-Dealing Gambling Taxes	\$		\$66.90	\$0.00			\$0.00	\$0.00
Business Licenses/Permits	\$	15,000.00	\$15,110.00	\$15,000.00	\$15,140.00		\$15,770.00	\$14,500.00
Billiard & Card Tables	\$	150.00	\$150.00	\$150.00	\$150.00		\$150.00	\$150.00
Dance/Dance Hall License	\$	120.00	\$120.00	\$120.00	\$240.00		\$240.00	\$120.00
Franchise Fees - Waste Control	\$	9,000.00	\$7,990.02	\$8,000.00	\$7,734.88		\$9,139.61	\$7,800.00
Franchise Fees - Comcast Cable	\$	8,775.00	\$6,868.12	\$8,755.00	\$6,563.71		\$8,775.31	\$8,100.00
Franchise Fees-Cascade Network	\$	1,200.00	\$675.04	\$1,200.00	\$809.55		\$1,061.93	\$1,200.00
Other Licenses	\$	30.00	\$30.00	\$30.00	\$80.00		\$80.00	\$30.00
Firearm Permit-Fingerprinting	\$	90.00	\$84.00	\$90.00	\$98.00		\$110.00	\$140.00
Firearm Permit-Issuing Agency	\$	400.00	\$462.00	\$400.00	\$420.00		\$476.00	\$400.00
Bureau of Justice Vest Pgm	\$	1,000.00	\$0.00	\$1,000.00	\$974.00		\$974.00	\$1,500.00

CITY OF CASTLE ROCK - Revenue Comparison 2015, 2016, 2017 Est

Description	Estimated For 2017		Current Year/2016		2015 Jan-Oct		Last Year/2015	
		Amount	Jan-Oct	Budget	Amount	Jan-Dec	Budget	
STOP Grant Fed Pass-Thru w/LPD	\$	-	\$0.00	\$0.00	\$2,800.01	\$2,800.01	\$2,800.00	
Law Enforcement Partnership Grant	\$	2,700.00	\$0.00	\$2,700.00	\$2,664.66	\$2,664.66	\$2,664.00	
Safe Routes To School	\$	1,000.00	\$0.00	\$0.00	\$2,073.69	\$2,073.69	\$2,073.00	
WASPC Traffic Safety Grant/DUI	\$	1,000.00	\$211.02	\$1,000.00	\$125.58	\$303.78	\$1,200.00	
WASPC Sex Offender Grant	\$	1,282.00	\$962.01	\$1,282.00	\$1,285.95	\$1,606.62	\$1,800.00	
WASPC Traf Safety Grant/Seat Belt	\$	650.00	\$231.05	\$650.00	\$202.52	\$202.52	\$1,000.00	
Wa Traf Safety Comm/Distracted Driver	\$	400.00	\$0.00	\$400.00	\$309.18	\$309.18	\$309.00	
WTSC Grant/Flex Funding	\$	400.00	\$0.00	\$955.00	\$0.00	\$0.00	\$0.00	
DFC Grant Indirect	\$	400.00	\$0.00	\$0.00	\$13,682.40	\$13,682.40	\$15,000.00	
WA ST Training Comm-Ofc Reimb	\$	\$0.00	\$0.00	\$0.00	\$22,805.58	\$22,805.58	\$20,731.00	
WA DOE SMP GRANT/INTERLOCAL	\$	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,500.00	
WA ST Traf Safety Grant-Equip	\$	1,000.00	\$3,315.00	\$1,000.00	\$0.00	\$0.00	\$2,500.00	
Wa Traf Safety Comm P/Thru w/Co Health Dept	\$	\$0.00	\$0.00	\$6,000.00	\$0.00	\$0.00	\$0.00	
P.U.D Privilege Tax	\$	14,800.00	\$14,799.99	\$14,800.00	\$14,869.18	\$14,869.18	\$14,900.00	
City Assistance	\$	20,000.00	\$22,034.72	\$15,000.00	\$16,171.51	\$22,419.20	\$16,170.00	
DUI-Cities	\$	350.00	\$254.60	\$400.00	\$324.95	\$324.95	\$300.00	
Liquor Excise Tax	\$	7,400.00	\$7,484.41	\$5,000.00	\$5,839.87	\$5,839.87	\$5,839.00	
Liquor Board Profits	\$	15,000.00	\$14,056.22	\$14,000.00	\$14,097.89	\$18,795.15	\$14,000.00	
In-Lieu of Taxes/Riverview Apt	\$	3,700.00	\$3,775.53	\$3,300.00	\$3,857.20	\$3,857.20	\$3,300.00	
Sale of Photocopies	\$	100.00	\$99.62	\$100.00	\$79.95	\$103.05	\$100.00	
Senior Ctr Contract-Janitorial Svc	\$	600.00	\$127.68	\$1,500.00	\$1,358.81	\$1,716.57	\$0.00	
Civil Service Testing Fee	\$	500.00	\$115.00	\$500.00	\$0.00	\$0.00	\$500.00	
Fingerprinting Services	\$	100.00	\$80.00	\$50.00	\$80.00	\$130.00	\$50.00	

CITY OF CASTLE ROCK - Revenue Comparison 2015, 2016, 2017 Est

Description	Estimated For 2017		Current Year/2016		2015 Jan-Oct		Last Year/2015	
	Amount		Jan-Oct	Budget	Amount	Jan-Dec	Budget	
Rezone, Short Plat, Subdivision	\$	500.00	\$0.00	\$500.00	\$550.00	\$550.00	\$500.00	\$500.00
Boundary Line Adjustment			\$0.00	\$0.00	\$200.00	\$200.00	\$0.00	\$0.00
Site Plan Review			\$600.00	\$500.00	\$400.00	\$400.00	\$500.00	\$500.00
SEPA Mitigation Fees	\$	400.00	\$800.00	\$400.00	\$200.00	\$200.00	\$1,000.00	\$1,000.00
Other Planning & Development Fees	\$	200.00	\$85.00	\$400.00	\$340.00	\$340.00	\$1,000.00	\$1,000.00
Conditional Use Permit	\$	200.00	\$0.00	\$200.00	\$500.00	\$500.00	\$0.00	\$0.00
Variance	\$	200.00	\$0.00	\$200.00	\$0.00	\$0.00	\$200.00	\$200.00
Shoreline Process	\$	200.00	\$0.00	\$200.00	\$0.00	\$0.00	\$600.00	\$600.00
Critical Area Process	\$	150.00	\$0.00	\$150.00	\$0.00	\$0.00	\$150.00	\$150.00
Court Fines	\$	26,000.00	\$16,162.11	\$32,000.00	\$26,652.82	\$30,810.29	\$27,490.00	\$27,490.00
Sales Interest	\$	150.00	\$176.17	\$100.00	\$156.08	\$170.59	\$50.00	\$50.00
Donations From Private Sources			\$700.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
AWC RMSA Safety Grant			\$0.00	\$1,000.00	\$0.00	\$0.00	\$1,000.00	\$1,000.00
Judgments/Restitution/Settlements			\$0.00	\$0.00	\$8.86	\$15.10	\$0.00	\$0.00
Senior Center Contract Payment			\$542.41	\$0.00	\$0.00	\$0.00	\$1,900.00	\$1,900.00
Non-Revenues								
State Firearm Section	\$	800.00	\$606.00	\$800.00	\$568.00	\$640.00	\$800.00	\$800.00
Outside Fingerprinting	\$	300.00	\$298.75	\$300.00	\$313.25	\$357.50	\$300.00	\$300.00
Firearm Permit - Wildlife Fund	\$	10.00	\$6.00	\$10.00	\$0.00	\$0.00	\$10.00	\$10.00
Crime Victims	\$	200.00	\$213.95	\$200.00	\$286.49	\$332.05	\$150.00	\$150.00
EMS & Trauma Care	\$	600.00	\$311.78	\$600.00	\$403.47	\$451.98	\$625.00	\$625.00
Auto Theft Prevention	\$	900.00	\$626.22	\$1,000.00	\$767.72	\$861.29	\$1,500.00	\$1,500.00
Traumatic Brain Injury	\$	150.00	\$110.53	\$300.00	\$135.12	\$151.64	\$300.00	\$300.00
State Gen Fund 54	\$	400.00	\$292.68	\$400.00	\$413.55	\$466.93	\$350.00	\$350.00
WSP Hiway Acct	\$	700.00	\$484.20	\$1,000.00	\$729.42	\$742.28	\$1,000.00	\$1,000.00
Hwy Safety Acct	\$	200.00	\$135.26	\$200.00	\$204.01	\$207.59	\$230.00	\$230.00
Death Inv Acct	\$	100.00	\$85.18	\$100.00	\$128.54	\$130.79	\$150.00	\$150.00

CITY OF CASTLE ROCK - Revenue Comparison 2015, 2016, 2017 Est

Description	Estimated For 2017		Current Year/2016		2015 Jan-Oct		Last Year/2015	
	Amount		Jan-Oct	Budget	Amount	Jan-Dec	Budget	
State Gen Fund 40	\$ 10,000.00		\$5,836.09	\$11,800.00	\$8,945.58	\$10,107.16	\$11,800.00	
State Gen Fund 50	\$ 4,000.00		\$2,365.84	\$5,000.00	\$3,443.75	\$3,969.85	\$5,000.00	
Breathalyzer Test Fee	\$ 90.00		\$25.17	\$100.00	\$89.70	\$89.70	\$300.00	
JIS	\$ 3,200.00		\$2,390.77	\$4,000.00	\$2,683.56	\$3,181.80	\$4,200.00	
School Zone Safety Acct	\$ 200.00		\$0.00	\$280.00	\$62.95	\$133.09	\$300.00	
Refunds			\$2,095.66	\$0.00	\$114.00	\$114.00	\$0.00	
Proceeds/Sale of Fixed Assets			\$705.00	\$0.00	\$772.91	\$772.91	\$0.00	
Transfer In From REET Fund	\$ 12,000.00		\$12,000.00	\$12,000.00	\$0.00	\$0.00	\$0.00	
	\$ 1,611,587.00		\$1,322,848.28	\$1,613,316.00	\$1,413,980.06	\$1,665,792.37	\$1,567,292.00	
Less Beg Fund Balance	\$ 360,000.00		\$372,534.90	\$365,000.00	\$372,078.99	\$372,078.99		
Net Operating Revenues	\$ 1,251,587.00		\$950,313.38	\$1,248,316.00	\$1,041,901.07	\$1,293,713.38		

2017 operating revenues estimated at \$3,271 over 2016 adopted operating revenue budget



Cowlitz County Assessor
HIGHEST LAWFUL LEVY CALCULATION
PRELIMINARY REPORT for CITY OF CASTLE ROCK
2016 Levy for 2017 Taxes

Report Prepared 8/15/2016

This form is provided to assist taxing districts in determining their 101% limit and statutory levy rate limit for regular revenues. The procedure for determining these limits is detailed in RCW 84.55.101, 84.55.0101, 84.55.030, 84.55.092 and WAC 458-19-015 through 458-9-065.

This is a preliminary estimate. New Construction value has been included but is NOT finalized, state assessed values have not been received, and valuation appeals are not reflected. ALL FIGURES ARE SUBJECT TO CHANGE UNTIL THE ROLLS ARE CLOSED.

A. Highest regular tax which could have been lawfully levied beginning with the 1985 levy (refund levy not included).

$$\text{Year: } \underline{2016} \quad \frac{\underline{\$371,029.70}}{\text{Highest Lawful Levy}} \times \frac{\underline{101.000\%}}{\% \text{ Increase Limit}} = \underline{\$374,740}$$

B. Current year's assessed value of **New Construction**, improvements and wind turbines in original districts before annexation occurred times last year's levy rate (if an error occurred or an error correction was made in the previous year, use the rate that would have been levied had no error occurred).

$$\frac{\underline{\$716,250}}{\text{New Construction A.V.}} \times \frac{\underline{2.906079}}{\text{Last Year's Levy Rate}} \div \underline{\$1,000} = \frac{\underline{\$2,081.48}}{\text{New Construction dollars}}$$

C. Current year's State Assessed property value (in original district if annexed) LESS last year's state assessed property value. The remainder is to be multiplied by last year's regular levy rate (or the rate that should have been levied).

$$\frac{\underline{\$3,473,244}}{\text{Current Year's A.V.}} - \frac{\underline{\$3,473,244}}{\text{Previous Year's A.V.}} = \frac{\underline{\$0}}{\text{Remainder}}$$

$$\frac{\underline{\$0}}{\text{Remainder from above}} \times \frac{\underline{2.906079}}{\text{Last Year's Levy Rate}} \div \underline{\$1,000} = \frac{\underline{\$0.00}}{\text{Dollars for Increase in State Assd property}}$$

D. REGULAR PROPERTY TAX LIMIT (Lines A + B + C): **\$376,821.48**

Parts E through G are used in calculating the additional levy limit due to annexation.

E. To find the rate to be used in F, take the levy limit as shown in Line D above and divide it by the current assessed value of the district, excluding the annexed area.

$$\frac{\underline{\$376,821.48}}{\text{Total in Line D}} \div \frac{\underline{127,433,440}}{\text{Current A.V. without annexation}} \times \underline{\$1,000} = \frac{\underline{2.957006}}{\text{Rate}}$$

F. Annexed area's current assessed value including new construction and improvements, times the rate in Line E.

$$\frac{\underline{\$0}}{\text{Annexed Area's A.V.}} \times \frac{\underline{2.957006}}{\text{Rate in Line E}} \div \underline{\$1,000} = \frac{\underline{\$0.00}}{\text{Annexation dollars}}$$

G. Regular property tax limit INCLUDING ANNEXATION (Line D + Line F) = **\$376,821.48**

H. Statutory Rate Maximum

$$\frac{\underline{127,433,440}}{\text{A.V. of District}} \times \frac{\underline{3.100000}}{\text{Statutory Rate Limit}} \div \underline{\$1,000} = \frac{\underline{\$395,043.66}}{\text{Statutory Rate Limit}}$$

I. HIGHEST LAWFUL LEVY (Lesser of Lines G and H): **\$376,821.48**

This section is provided to assist taxing districts in the development of their budget and the corresponding resolution/ordinance. These requirements are described in greater detail in RCW 84.52.020 and RCW 84.55.120.

Step 1 - ENTER the total desired LEVY (dollar amount) for the CURRENT year: **376,821**

Step 2 - SUBTRACT the following:

New Construction dollars	-2,081.48	(f)
Increase in State Assessed dollars	.00	(f)
Annexation dollars	.00	(f)
Last Year's ACTUAL LEVY Amount	-367,482.59	

This is the DOLLAR INCREASE from last year: **7256.93**

Step 3 - Divide the Dollar Increase by Last Year's Actual Levy

This is the PERCENT INCREASE from last year: **1.974**

376,821.48
 2,081.48 -
 367,482.59 -
 7,256.930
 7,256.93 ÷
 367,482.59 =
 1.9747683829*

367,482.59*



Cowlitz County Assessor
Certified Levy Calculation

CITY OF CASTLE ROCK

2015 Assessment for 2016 Payable Auth. # 677000003
 Report Date: January 5, 2016

A. Highest Levy Allowed	<u>2015</u> <i>Year</i>	<u>363,844.15</u> <i>Highest Lawful Levy</i>	x 101.000%	=	<u>\$367,482.59</u>
B. New Construction	<u>\$970,580</u> <i>N C Assessed Value</i>	x	<u>2.873796</u> <i>Prior Year's Levy</i>	÷ 1,000	= <u>\$2,789.25</u>
C. State Assessed Property	<u>\$263,714</u> <i>Increase from Prior Year</i>	x	<u>2.873796</u> <i>Prior Year's Levy</i>	÷ 1,000	= <u>\$757.86</u>
D. Annexations	<u>\$0</u> <i>Annexed Area's A.V.</i>	x	<u>0</u> <i>Annexation factor</i>	÷ 1,000	= <u>\$0.00</u>
E. REGULAR PROPERTY TAX LIMIT (total of lines A, B, C, & D):					<u>\$371,029.70</u>
F. AMOUNT AUTHORIZED BY RESOLUTION (Previous Year's ACTUAL levy times stated increase PLUS lines B, C, & D)					<u>\$371,027.75</u>
G. AMOUNT CERTIFIED BY TAXING DISTRICT (RCW 84.52.020 and RCW 84.52.070)					<u>\$367,482.59</u>
H. Refund Levy (RCW 84.55.070)			+ <u>0.00</u> <i>Amt to be Refunded</i>		
I. Lesser of	<u>371,029.70</u> <i>Line E + Line H</i>	or	<u>371,027.75</u> <i>Line F + Line H</i>	or	<u>367,482.59</u> <i>Line G</i>
J. Less any Recovered Disputed Value (RCW 84.52.018)				-	<u>0.00</u> <i>Amt Held in Abeyance</i>
K. Line I less Line J (the amount of taxes recovered on disputed value)					<u>367,482.59</u>
L. STATUTORY MAXIMUM:	<u>\$126,453,041</u> <i>Total District A.V.</i>		<u>3.1000</u> <i>Rate Limit</i>	÷ 1,000	<u>\$392,004.43</u>
M. LEVY CORRECTIONS - Applied to lesser of Line K or Line L					
1. Minus amount over levied (if applicable)	Year of error: _____				<u>0</u>
2. Plus amount under levied (if applicable)	Year of error: _____				<u>0</u>
			Levy allowed after corrections:		<u>\$367,482.59</u>
N. FINAL LEVY RATE CALCULATION					
	<u>\$367,482.59</u> <i>Final Levy</i>	÷	<u>\$126,453,041</u> <i>District A.V.</i>	x \$1,000	= <u>2.906079</u> <i>Levy Rate</i>
	<u>\$62,058.00</u> <i>Excess Levy - Library</i>	÷	<u>\$124,386,423</u> <i>District A.V.</i>	x \$1,000	= <u>0.498912</u> <i>Levy Rate</i>
					<u>3.404991</u> <i>Combined Levy Rate</i>

* Note: Next year's highest allowable levy to begin the levy limit calculation is: **\$371,029.70**

I HEREBY CERTIFY THAT THIS IS A CORRECT LISTING OF THE RATES AND VALUES USED TO CALCULATE THE 2015 LEVY FOR TAXES TO BE COLLECTED IN 2016. THIS INFORMATION REPLACES ANY PREVIOUSLY REPORTED VALUES.

Respectfully submitted this 5th day of January, 2016
 Terry McLaughlin, Cowlitz County Assessor

CITY COUNCIL POSITION NO. 4 - VACANCY
CITY OF CASTLE ROCK

The City of Castle Rock announces they are accepting applications from persons interested in serving on the City Council.

Minimum Qualifications: Per RCW 35A.12.030, applicants must;

- ◆ be registered voter within the city at time of filing
- ◆ have been a resident of the city for a period of at least one year preceding the election for office (or in this case, appointment for office)
- ◆ Not hold within city government any other public office or employment except as permitted under provisions of chapter 42.23 RCW

Length Of Term: This appointment will fill the unexpired term for Council Position No. 4. Thereafter, the term will be filled by election to the office; for a term of four years.

Application requirements: Please submit a resume and a completed City of Castle Rock 'Application To Fill Council Vacancy' form. This form is available, upon request, at the Clerk-Treasurer's office and also on the city's website (www.ci.castle-rock.wa.us) At your option; you may also include additional information, such as endorsements, letters of reference and other pertinent material in your application packet. (Note: If appointed to fill the vacant council position, you will also be required to submit a Washington State PDC form F-1)

Please submit application packets to: Mayor Paul Helenberg, P.O. Box 370, Castle Rock, WA, 98611. Applications will also be accepted at the Finance Office, located in City Hall, 141 'A' Street SW or by emailing to the Clerk-Treasurer at rcovington@ci.castle-rock.wa.us

Closing Date: Application packets will be accepted until October 21st at 3:00 p.m. Applications received by the closing date will be copied and circulated by the city clerk's office to the Mayor and City Council. City Council will conduct interviews at their October 24th regular meeting. Following the interviews, City Council may choose take formal action at that meeting to fill the council vacancy.

RCW 35A.12.030**Eligibility to hold elective office.**

No person shall be eligible to hold elective office under the mayor-council plan unless the person is a registered voter of the city at the time of filing his or her declaration of candidacy and has been a resident of the city for a period of at least one year next preceding his or her election. Residence and voting within the limits of any territory which has been included in, annexed to, or consolidated with such city is construed to have been residence within the city. A mayor or councilmember shall hold within the city government no other public office or employment except as permitted under the provisions of chapter 42.23 RCW.

[2009 c 549 § 3006; 1979 ex.s. c 18 § 20; 1967 ex.s. c 119 § 35A.12.030.]

NOTES:

Severability—1979 ex.s. c 18: See note following RCW 35A.01.070.

Humane Society of Cowlitz County

PO Box 172 Longview WA, 98632

City of Castle Rock Quarterly Activity 2016

Type of Call	July	August	September	Quarterly	YTD
Incoming Phone Calls	19	11	15	45	214
Complaints	5	3	3	11	62
Rescue	0	1	0	1	2
Cruelty	0	0	0	0	3
Field Return To Owner	0	1	0	1	6
Gone on Arrival	1	1	3	5	21
Patrol Hours	10	14	20	44	193
Notice-Warning	3	2	0	5	20
Citations Issued	0	5	0	5	13
Number of Licenses Sold	1	4	2	7	66
Revenue from Above Number Sold	\$10.00	\$70.00	\$25.00	\$105.00	\$955.00
Court Time	0	0	0	0	0
DOA	0	0	0	0	0
After-Hours Calls	0	4	4	8	14
After-Hours Responses	0	4	2	6	10
Door Tags	2	0	0	2	10
Bites	0	1	0	1	1
Low Income S/N Program	2	2	3	7	23
Officers Impound in Field	2	2	0	4	15
Shelter Intake Front Desk	6	4	9	19	55
Total Castle Rock Animal Intake	8	6	9	23	70

Proclamation

**BY THE MAYOR OF THE
CITY OF CASTLE ROCK, WASHINGTON
IN HONOR OF**

CASTLE ROCK UNITED METHODIST CHURCH 125TH ANNIVERSARY

WHEREAS, throughout the month of October, Castle Rock United Methodist Church is proudly celebrating their 125th anniversary of service to our community; and

WHEREAS, in 1883, circuit rider Reverend T. B. Reese brought Cowlitz Circuit Methodist to the community of Castle Rock; with services held in cabins and in the log school house; and

WHEREAS, early pioneer, William Huntington donated property on which Castle Rock United Methodist Church now stands. The cost to build the church was \$1,775 and it was dedicated on September 20, 1891 by Reverend C.C. Stayton; and

WHEREAS, Castle Rock United Methodist Church is thought to be one of the oldest public buildings still in continuous use in Cowlitz County; and

WHEREAS, leadership and members of Castle Rock United Methodist Church continue to seek programs and opportunities to serve the needs of our city; to improve the values and quality of life for individuals, families and the community .

NOW, THEREFORE, I, Paul Helenberg, Mayor of the City of Castle Rock, Washington, do hereby commemorate:

CASTLE ROCK UNITED METHODIST CHURCH 125TH ANNIVERSARY

And to recognize and thank Castle Rock United Methodist Church members for their positive impact within our community; from ministering to those in need, hosting free community dinners, supporting civic activities, blood drives, support of various volunteer opportunities, and creating a new play area for our children. Congratulations on your 125th anniversary!

Signed on this 15th day of October, 2016,



Paul Helenberg, Mayor, City of Castle Rock

CALL TO ORDER

Mayor Paul Helenberg called the September 12, 2016, regular meeting of the Castle Rock City Council to order at 7:32 pm., followed by the Pledge of Allegiance. The following councilmembers were present: Art Lee, Lee Keesler, Ellen Rose, and Earl Queen.

PRESENTATION

Public Works Director Dave Vorse and CR-America In Bloom (CR-AIB) Coordinator Nancy Chennault showed councilmembers the PowerPoint presentation that was shown at the America In Bloom (AIB) Symposium in California, which outlined the positive impact that the America In Bloom project has had on the city. This is the fifth year that Castle Rock has participated in AIB. Over that time span, the city has completed over 49 projects, at a cost of approximately \$7 million dollars, and there have been over 4,200 volunteer hours invested for construction projects. Vorse stated since 2011, property tax revenues have increased 14%, sales tax revenues increased 9% and a voter-approved sales tax was approved to support a Transportation Benefit District for street improvements. Chennault noted there have also been nine new businesses come to the city and five additional businesses expanding or renovating.

Chennault announced that CR- AIB was the AIB Video Award winner for the second year in a row. The winner receives \$1500 from AIB and CR-AIB will be deciding how the use those funds in the coming year. In addition to that award, Castle Rock also was recognized as the AIB Champion for cities under 3000 in the population category. Castle Rock received the following additional recognitions at the AIB Symposium: Top 3 for Plants in Baskets; Top 3 Floral Awards (all sized cities) and special award recognition for Community Involvement.

Chennault noted the reason for participating in the AIB program, was the evaluation from the judges annual visit. This evaluation provides an outside perspective and suggestions for improving the city's presentation to outside visitors and potential investors. Chennault stated she just received a copy of the 21-page report and will be distributing it to city council members and community leaders.

Note: Due to equipment failure; no further recording is available.

PROCLAMATION

Mayor Helenberg proclaimed October 15, 2016 as Ken Davis Day to commemorate Castle Rock Pharmacy; 50 years of business in the City of Castle Rock. Castle Rock Pharmacy will be hosting a celebration on Saturday, October 15th from Noon to 3:00 p.m.

BUSINESS FROM THE FLOOR

Jennifer Engkraf and Nancy Chennault requested council permission to close the parking lot area around the historic Castle Rock Jail building for a community Halloween Party to be held on Sunday, October 30th. Councilmember Queen made a motion, seconded by Rose to approve the request to close the parking lot area for the purpose described. By roll call vote; unanimous 'Aye'.

PRESENTATION

Sergeant Scott Neves gave a PowerPoint presentation on the current status of the police vehicle fleet. Neves stated the two important factors in their decision are cost of maintenance and vehicle safety. Impacts to the department include the public's image of the department and city government and also officer morale. Many evaluate vehicles from the amount of driven miles; however this is not a good indicator on engine wear because many city police vehicles are required to sit idle. Neves stated a

recent study indicated that every hour a vehicle idles is equivalent to 30 vehicle miles on the engine wear. Newer technology has resulted in safer vehicles; including backup cameras, sensors, etc.

Summary of vehicle status from presentation:

- * 2003 Ford Interceptor; vehicle was received from the City of Vader. 145,297 miles on the vehicle; currently used as a reserve vehicle. Exhaust leak.
- * 2005 Ford Interceptor; 108,724 miles. Assigned as vehicle for radar reader board. Vehicle has peeling paint issues; cost to repaint is estimated at \$1800
- * 2007 Ford Interceptor; 115,110 miles. Assigned to Chief of Police. Issue: high mileage and peeling paint.
- * 2009 Ford Expedition; first four-wheel drive vehicle purchased in fleet. 91,362 miles. Assigned to Officer Gann. Vehicle has minor interior damage, some lighting issues. Repair of rear deck lights would cost \$220 for the part, plus labor. This vehicle will be the next one to replace.
- * 2011 Ford Interceptor; 76,918 miles; assigned to Officer Yeager
- * 2013 Dodge Charger; mileage 37,491; this is a 2013 model purchased in 2014 on State bid from Oregon dealer. Assigned to Officer Worley
- * 2016 Ford Interceptor Utility; all-wheel drive. Assigned to Sergeant Neves

Neves distributed a vehicle replacement rotation plan from fiscal 2017 through 2033, which requires funding from General Fund and the Local Criminal Justice Fund. The rotation plan does not address replacement of the vehicle used for administration; only patrol vehicles.

Reserve Office Justine Stennick stated he also works for Day Wireless and he has been doing vehicle wiring for the past fifteen years. He also has volunteered hours to work on the city's police fleet. He stated there are problems retrofitting wiring in older vehicles with new technology. Stennick also informed council of upcoming new technology requiring candle lumens. Keeping updated on these issues lessens city liabilities.

Chief Heuer remarked that for the size of his department; he has many people with knowledge of vehicles. He credits them with being a good resource in assessment of the police vehicle fleet and new technology issues.

DEPARTMENT REPORTS

1. Councilmembers reviewed the draft September Cash Activity Report. Covington noted the report is considered 'draft' because expenditures include in the report are pending council approval at this meeting.

COUNCIL AND AD HOC COMMITTEE REPORTS

1. Mayor Helenberg reported on the Harvest Festival that was held last weekend.
2. Nancy Chennault reported that the final environmental impact report for the Millennium Terminal project in Kalama is available to review through Cowlitz Economic Development Council.
3. Mayor Helenberg stated he will have a proclamation for the next meeting to commemorate the 125th anniversary of the Castle Rock United Methodist Church.

CONSENT AGENDA

1. Councilmember Queen made a motion seconded by Rose to approve the minutes of the September 26, 2016 regular council meeting. By roll call vote; unanimous 'Aye' to approve the minutes, as amended.
2. Councilmember Lee reviewed September invoices prior to the meeting. Councilmember Queen made motion, seconded by Kessler to approve September invoices in the amount of \$420,124.65 as described on the Fund Transaction Summary and further described as check numbers 47523 through 47603 for general expenditures and check numbers 24831 through 24851 for payroll expenses, adjustment number EFT 463-9/16, adjustment number EFT 469-9/16, EFT Payroll Draw 9/15/16 and EFT Payroll 9/30/16, NACHA Draw #1794890 and Month End NACHA Batch#1797834. By roll call vote; unanimous 'Aye'.

OLD BUSINESS

1. Vorse reported the city has an opportunity to purchase a Kubota 50' man-lift for \$20,000. Usually the cost for this equipment ranges from \$25,000 - \$27,000. The sale would be handled through the vehicle auction purchase representative contracted with the city for vehicle replacement. The city also has an opportunity to trade-in the current lift truck for the value of the sales tax amount associated with the purchase of Kubota equipment. Vorse noted this purchase was included in the Public Works Vehicle Replacement current year budget. Councilmember Kessler made a motion, seconded by Rose to approve the purchase of the Kubota 50' man-lift in the amount of \$20,000. By roll call vote, unanimous 'Aye'. City council also requested an ordinance be drafted for the next council meeting to surplus the city's current lift vehicle.

Councilmember Queen made a motion, seconded by Rose to authorize payment of the Kubota man-lift to be drafted this week, to complete the purchase. By roll call vote, unanimous 'Aye'.

NEW BUSINESS

1. Public Works Director Dave Vorse explained that public works and police bargaining employees receive an annual uniform stipend allowance; which they can use to purchase work equipment throughout the year. A few years ago, Police Chief Heuer had requested to be afforded the same uniform stipend that his employees receive through their collective bargaining agreement; which was approved by city council. Vorse stated he has not purchased any clothing or equipment for himself in this fiscal year; and he requested council approve his request to receive an annual uniform stipend at the same amount provided to public works employees as outlined in their bargaining contract. Vorse noted the uniform allowance stipend is \$500 for fiscal year 2016. Councilmember Kessler made a motion, seconded by Rose to authorize a uniform allowance stipend for the Public Works Director at the same amount as provided for public works employees covered under the collective bargaining agreement. By roll call vote; unanimous 'Aye'.

OTHER BUSINESS

Mayor Helenberg reported the city did have a perspective buyer for the old Exhibit Hall building located on Front Avenue NW. The buyer required a location to do light manufacturing and this building was not zoned for that use; therefore they are no longer looking to purchase. Mayor Helenberg has discussed this issue with the city planner and asked that the planning commission review and research the potential to allow light manufacturing within the commercial districts.

ADJOURNMENT

There being no further business, Mayor Helenberg adjourned the meeting at 8:47 pm.

Check for Leak

Date: 9/26/16 Originator: Purvis
Owner/Occupant: Rodney Burgy Phone: _____
Account Number: 2149.0 Cell: _____

Comments:
DURING NORMAL MONTHLY METER READING AND BILLING PROCESS, HIGHER
THAN USUAL WATER USAGE NOTED, PLEASE VERIFY READ AND CHECK FOR LEAK.

Address: 362 Kirby Ave NE Previous Read: 128-138

Public Works Response: Confirm Address:

Date: 9/27/16 Time: 1120 Initials: MB

Meter Read: 140.84 Turning: Not Turning:

Leak: Yes No Unk If yes, do you know location? Yes No

Location of Leak/Actions and Observations: Leak on
gasket side of meter but is a gasket
city equipment failure. I repaired it and is no longer leaking

owner

Contact with Owner/Occupant? Yes Name: Rodney Burgy

Reason given for high usage: _____

If no contact with Owner/Occupant, why not? _____

Customer contacted City Hall on ___/___/___ and stated
leak has been repaired. **Please verify there is no longer a leak.**

Public Works Follow-up Response:

Date: _____ Time: _____ Initials: _____

Meter Read: _____ Turning: Not Turning:

Leak fixed: Yes No

Actions and Observations: _____

Contact with Owner/Occupant? No Yes Name: _____

Follow-up at City Hall:

2149.0 Burgy, Rodney

Date	Bill	Payment Method	Comment
9/30/2016	\$214.01		
Last Modified Date	Charge	Usage	Bill
9/26/2016	Water Regular	1,000	\$77.85
9/26/2016	Sewer Residential	1,000	\$109.65
9/26/2016	Storm Single Family/Duplex		\$7.05
9/26/2016	Tax Rate		\$19.46
9/6/2016		Check	
8/31/2016	\$132.17		
8/3/2016		Check	
7/31/2016	\$118.53		
7/7/2016		Check	
6/30/2016	\$118.53		
6/6/2016		Check	
5/31/2016	\$118.53		
5/2/2016		Check	
4/29/2016	\$132.17		
4/19/2016		Check	
3/31/2016	\$118.53		
3/15/2016		Check	
2/29/2016	\$104.89		
2/16/2016		Check	
1/29/2016	\$118.53		
1/15/2016		Check	
12/31/2015	\$115.45		
12/18/2015		Check	
11/30/2015	\$101.86		
11/10/2015		Check	
10/31/2015	\$101.86		
	\$1,495.06		

RODNEY BURG
362 KIRBY AVE NE
ACCT# 2149.0

Meter ID: 9531201

9/28/2016	Oct 2016 Monthly Regular	2149.0		
9/21/2016	Sep 2016 Monthly Regular	2149.0	138	1,000
8/24/2016	Aug 2016 Monthly Regular	2149.0	128	400
7/21/2016	Jul 2016 Monthly Regular	2149.0	124	300
6/22/2016	Jun 2016 Monthly Regular	2149.0	121	300
5/24/2016	May 2016 Monthly Regular	2149.0	118	300
4/25/2016	Apr 2016 Monthly Regular	2149.0	115	400
3/24/2016	Mar 2016 Monthly Regular	2149.0	111	300
2/18/2016	Feb 2016 Monthly Regular	2149.0	108	200
1/21/2016	Jan 2016 Monthly Regular	2149.0	106	300
12/17/2015	Dec 2015 Monthly Regular	2149.0	103	300
11/19/2015	Nov 2015 Monthly Regular	2149.0	100	200
10/22/2015	Oct 2015 Monthly Regular	2149.0	98	200
9/22/2015	Sep 2015 Monthly Regular	2149.0	96	300
8/20/2015	Aug 2015 Monthly Regular	2149.0	93	300
7/22/2015	Jul 2015 Monthly Regular	2149.0	90	1,500
6/22/2015	Jun 2015 Monthly Regular	2149.0	75	800
5/26/2015	May 2015 Monthly Regular	2149.0	67	900
4/20/2015	Apr 2015 Monthly Regular	2149.0	58	600
3/24/2015	Mar 2015 Monthly Regular	2149.0	52	500
2/19/2015	Feb 2015 Monthly Regular	2149.0	47	400
	Monthly Regular	2149.0	43	200
	Monthly Regular	2149.0	41	300
0-04+	Monthly Regular	2149.0	38	300
0-03+	Monthly Regular	2149.0	35	300
0-03+	Monthly Regular	2149.0	32	300
0-03+	Monthly Regular	2149.0	29	300
0-04+	Monthly Regular	2149.0	26	400
0-03+	Monthly Regular	2149.0	22	500
0-02+	Monthly Regular	2149.0	17	300
0-03+	Monthly Regular	2149.0	14	400
0-03+	Monthly Regular	2149.0	10	200
0-02+	Monthly Regular	2149.0	8	300
0-02+	Monthly Regular	2149.0	5	300
0-03+	Monthly Regular	2149.0	2	200
	Monthly Regular	2149.0	0	
	0-35+			
	0-35+			
	12-*			
	0-02*			
	0-*			

012

Name: Rodney Burgy

Account# 2149.0

Address: 362 Kirby Ave NE

ADJUSTMENT FOR THE WATER USED DURING MONTH OF: September 2016

AVERAGE USAGE:	<u>WATER</u>	<u>SEWER</u>	<u>TAX</u>	<u>TOTAL</u>
<u>200</u> Cubic Feet				
Leak Billing Amount <u>1,000 cf</u>	\$ <u>77.85</u>	\$ <u>109.65</u>	\$ <u>19.46</u>	\$ <u>206.96</u>
Average Billing <u>200 cf</u>	\$ <u>41.85</u>	\$ <u>46.45</u>	\$ <u>9.54</u>	\$ <u>97.84</u>
Difference <u>800cf</u>	\$ <u>36.00</u>	\$ <u>63.20</u>	\$ <u>9.92</u>	\$ <u>109.12</u> (Amount of Adjustment)

TOTAL AMOUNT OF ADJUSTMENT: \$ 109.12

Acct# 2149.0

RESOLUTION NO. 2016-08

A Resolution Providing For The Disposal Of Certain Inventory Items Deemed To Be Surplus to The Reasonably Foreseeable Needs Of The City Of Castle Rock, Washington.

WHEREAS, Castle Rock Public Works Director determined the 1979 GMC Reach-all aerial truck and the John Deere 717 commercial mini-frame Z-Trak mower have no further value to the department and requests both items be deemed as obsolete; and

WHEREAS, Councilmembers of the City of Castle Rock, Washington met on the 24th day of October, 2016, with a quorum of the council being present; and

WHEREAS, RCW 35A.11.010 provides that the city council may authorize the Public Works Director, or his designee to sell and convey property and the listed properties are each valued at less than \$5,000.

WHEREAS, the condition of the 1979 GMC Reach-all aerial truck and the John Deere 717 commercial mini-frame Z-Trak mower make it impractical to obtain the maximum return for said inventory items and it would be in the best interest of the City to dispose of the same in a manner that will be to the best advantage to the City of Castle Rock; and

NOW, THEREFORE, be it resolved by the City Council of the City of Castle Rock as follows:

1. Based on the findings and recommendation of staff, the 1979 GMC Reach-all aerial truck, identified as VIN#TCL339V565139 and the John Deere 717 Commercial Mini-Frame Z-Trak mower, Serial# GD0717X010310, originally purchased by the city March, 2002 is declared to be surplus to the foreseeable needs of the City.
2. That it is deemed to be for the common benefit of the residents of said City to dispose of said items from inventory.
3. That the Public Works Director, or his designee is authorized to dispose of items listed above, in a manner that will be to the best advantage to the City of Castle Rock.
4. Effective date of this resolution will be five days after publication.

PASSED by the City Council of Castle Rock, Washington and signed by the Mayor on this ____ day of November, 2016.

Mayor

ATTEST:

APPROVED AS TO FORM:

City Clerk

City Attorney

Date published: _____

Effective date: _____

2016 Chemical Procurement Bid Results
 Opened 10/19/16 at 2:30 p.m.
 Attended By: Public Works Director Dave Vorse and Clerk-Treasurer Ryana Covington

Bidder	Aluminum Sulfate 4,000 Gallons	12.5% Sodium Hypochlorite 400 Gallons	Sodium Fluoride 2,000 lbs	Chlorine 3,000 lbs	Signed	References
Northstar Chemical, Inc Sherwood, OR	\$1.38/gal \$5,520	No bid	No bid	No bid	✓	✓
Univar USA Kent, WA	No bid	No bid	No bid	No bid	✓	✓
Cascade Columbia Distribution Co. Seattle, WA	\$1.285/gal \$5,140	\$7.02/gal \$2,808	\$.85/lb \$1,700	No bid	✓	✓
Chemtrade Chemicals US LLC Parsippany, NJ	\$1.50/gal (\$555/dry ton) \$6,000 total	No bid	No bid	No bid	✓	✓
JCI Jones Chemicals Tacoma, WA	No bid	No bid	No bid	\$2.333/lb \$6,999, plus \$100 container deposit	✓	✓
Wesmar Co. Inc Lynnwood, WA	No bid	\$7.95/gal \$3,400	No bid	No bid	✓	✓
ORCA Pacific Auburn, WA	No bid	\$28.67 (5 gal) \$5.734/gal \$2,293.60	\$1.5406/lb \$3,081.20	No bid	✓	✓

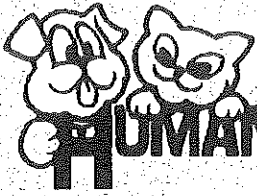
(For Comparison)

2015 Chemical Procurement Bid Results

Opened 10/21/15 at 2:00 p.m.

Attended By: Public Works Director Dave Vorse and Clerk-Treasurer Ryana Covington

Bidder	Aluminum Sulfate 4,000 Gallons	12.5% Sodium Hypochlorite 400 Gallons	Sodium Fluoride 2,000 lbs	Chlorine 3,000 lbs	Signed	References
Northstar Chemical, Inc Sherwood, OR	\$1.38/gal (\$5,520)	No bid	No bid	No bid	Yes	Yes
Univar USA Kent, WA	No bid	\$11/gal (\$4,400 total)	\$.95/lb (\$1,900 total)	No bid	Yes	Yes
Cascade Columbia Distribution Co. Sherwood, OR	\$1.285/gal (\$10,280)	\$6.47/gal (\$2,588 total)	\$.83/lb (\$1,660 total)	No bid	Yes	Refers to previous years
Chemtrade Chemicals US LLC Parsippany, NJ	\$1.50/gal (\$6,000)	No bid	No bid	No bid	Yes	Yes
JCI Jones Chemicals Tacoma, WA	No bid	No bid	No bid	\$2.1666/lb \$6,499.80 \$325/cylinder Plus \$100 container deposit	Yes	Yes



"Where Pets and People Meet"

HUMANE SOCIETY

"Celebrating over 35 Years of Serving the Community"
P.O. Box 172 • 909 Columbia Blvd. • Longview, WA 98632
(360) 577-0151 Fax (360) 414-0520
email: hsccedir@qwest.net Website: cowlitzhumane.com

October 14, 2016

City of Castle Rock
Attn: Ryana Covington, Clerk/Treasurer
PO Box 370
Castle Rock, Wa 98611

Dear Mrs. Covington:

I have reviewed our contract with the City of Castle Rock for animal control and Humane Society services and pursuant to the terms, submit the following adjustments to the fees and the contract for the year 2017. Please review the adjustments and supporting information and let me know if you need any further information or clarification.

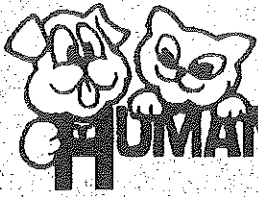
Our three year animal intake for 2013, 2014, 2015 = 64.33 Animals
Contract rate @ \$150 per stray animal= \$9650

2017 contract fee = \$9650 or equal payments of \$804.17

I am also proposing a contract change to remove the patrol clause from the contract. The City of Castle Rock is the only contract currently holding a patrol clause. If the patrol clause is not removed from the contract, the contract price will be as follows.

2017 contract fee = \$9650
2017 patrol fee 288 hrs. of patrol/year x \$15.40 avg. officer Salary= \$4435.20

2017 total contract price without removal of the patrol clause = \$14,085.20 or equal payments of \$1173.20.



"Where Pets and People Meet"

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P.O. Box 172 • 909 Columbia Blvd. • Longview, WA 98632
(360) 577-0151 Fax (360) 414-0520
email: hsccedir@qwest.net Website: cowlitzhumane.com

I am also requesting the verbiage of #9 on the contractual agreement to be amended to similar verbiage as "The Society will reasonably set all impound and boarding fees." Or verbiage allowing us to exceed the amount set in the master fee schedule similar to "The society has the right to reasonably exceed prices set in the master fee schedule as needed to reflect changes in the industry" As of now, we are losing money on the intake and impoundment of animals. The intake and impoundment of animals requires significant vaccination to protect the public's animals and the animals already retained in the Society. It is also a lengthy process to ensure the animal isn't properly microchipped and we haven't received a Lost Pet Report from the legal owner.

Receipt of a countersigned copy of this letter will be considered acceptance of the adjusted terms herein outlined. Contact me if you have any questions.

Sincerely,

Keenan Harvey
Executive Director

Paul Helenberg
City of Castle Rock Mayor

ORDINANCE NO. 2016-08

AN ORDINANCE FIXING THE ESTIMATED AMOUNT TO BE RAISED BY AD VALOREM TAXES FOR THE 2017 BUDGET OF THE CITY OF CASTLE ROCK, WASHINGTON IN ACCORDANCE WITH REVISED CODE OF WASHINGTON 84.55.120

WHEREAS, the Castle Rock City Council of the City of Castle Rock has met and considered its budget for the calendar year ending December 31, 2017; and

WHEREAS, the district's actual levy amount from the previous year was \$367,482.59; and

WHEREAS, the City of Castle Rock certifies that it has a population of less than 10,000; and

WHEREAS, during the Primary Election held August 2, 2016, voters approved an excess levy, in the amount of \$. 50 per \$1,000 of full assessed value for a total assessment of \$62,193 to be collected in 2017 for the purpose of providing public library services.

NOW, THEREFORE BE IT RESOLVED by the governing body of the taxing district that an increase in the regular property tax levy and a special excess tax levy are both hereby authorized to be collected in the 2017 tax year.

a. The dollar amount of the increase over the actual levy amount from the previous year shall be \$7,256.93 which is a percentage increase of 1.974% from the previous year. The increase is exclusive of additional revenue resulting from new construction, improvements to property, newly constructed wind turbines, any increase in the value of state assessed property, any annexations that have occurred and refunds made.

b. Special Excess Tax Levy - Tax rate not to exceed \$0.50 per \$1000 of full assessed value for a total assessment of \$62,193. Approved by the voters at the April 2, 2016 Primary Election for operation and maintenance of the Castle Rock Library.

ADOPTED by the City Council and signed by the Mayor on this ___ day of November, 2016.

Mayor Paul Helenberg

Councilmember Earl Queen

Councilmember

Councilmember Art Lee

Councilmember Lee Kessler

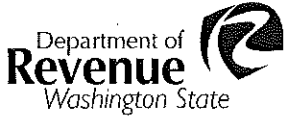
Councilmember Ellen Rose

ATTEST:

Clerk-Treasurer

APPROVED AS TO FORM:

City Attorney



Levy Certification

Submit this document to the county legislative authority on or before November 30 of the year preceding the year in which the levy amounts are to be collected and forward a copy to the assessor.

In accordance with RCW 84.52.020, I, Paul Helenberg,
(Name)

Mayor, for City of Castle Rock, do hereby certify to
(Title) (District Name)

the Cowlitz County legislative authority that the City Council
(Name of County) (Commissioners, Council, Board, etc.)

of said district requests that the following levy amounts be collected in 2017 as provided in the district's
(Year of Collection)

budget, which was adopted following a public hearing held on 10/24/16 :
(Date of Public Hearing)

Regular Levy: \$376,821
(State the total dollar amount to be levied)

Excess Levy: \$62,193.00
(State the total dollar amount to be levied)

Refund Levy: \$0.00
(State the total dollar amount to be levied)

Signature: _____

Date: _____

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CITY COUNCIL AGENDA ITEM

City of Castle Rock, Washington

AGENDA TITLE:	Ordinance No. 2016-XX Adopting An Updated Shoreline Master Program; Amending Portions of Chapters 18.08 & 18.10 of the Municipal Code, & Repealing Ordinances No. 400 & 2016-02 and Chapter 18.12 of the Municipal Code				
PRESENTED BY:	Deborah Johnson, City Planner				
<input type="checkbox"/>	Public Hearing	<input type="checkbox"/>	Study Session	<input type="checkbox"/>	Final Action
<input type="checkbox"/>	Discussion	<input type="checkbox"/>	Information Only	<input checked="" type="checkbox"/>	Other – First Reading

In early September, the state Department of Ecology notified the City that it had approved the Shoreline Master Program update. It is now incumbent on the City to formally adopt the update, which Ecology considers to already be in effect under a provision in state law.

The City has already conducted SEPA review and held one or more public hearings related to the update's adoption, so it is not necessary to repeat those steps prior to considering the ordinance.

The ordinance will adopt the plan document, including its appendices and maps, by reference and make appropriate amendments to the municipal code. It also repeals the current administrative provisions that the Council earlier changed on an interim basis as a "bridge" to the SMP update's adoption. The assignment of administrator is stated within the new regulations as "Mayor or designee," which cures the problem of having the County's planning director directly referenced.

I had hoped to directly codify the regulations, but as they are fairly redundant with many of the current critical areas provisions, it seemed most prudent to amend the code in a way that differentiates between the critical areas regulations for properties in and outside of the shoreline buffer. As you will see, for those inside the code is amended to refer back to the SMP update adopted by reference. I've checked with MRSC, and there is apparently no single approach to codifying versus not.

The City Attorney is still reviewing the draft, so it may be subject to adjustment. Final adoption is scheduled for the Council's November 14 meeting.



STATE OF WASHINGTON
DEPARTMENT OF ECOLOGY

PO Box 47600 • Olympia, WA 98504-7600 • 360-407-6000
711 for Washington Relay Service • Persons with a speech disability can call 877-833-6341

September 2, 2016

The Honorable Paul Helenberg, Mayor
City of Castle Rock
PO Box 370
Castle Rock, WA 98611

Re: Final Ecology Approval of City of Castle Rock's Comprehensive Shoreline Master Program Update

Dear Mayor Helenberg:

The Department of Ecology (Ecology) is pleased to announce final approval of the city of Castle Rock's (City) Shoreline Master Program (SMP) update. Congratulations to you, the City Planning Commission, City Council, and the Castle Rock community for completing this comprehensive update. Ecology finds the City's SMP is consistent with the policy and procedural requirements of the Shoreline Management Act of 1971 and the Shoreline Master Program Guidelines.

Ecology, therefore, approves the City's comprehensive SMP update as submitted. The enclosed Attachment A, Findings and Conclusions document provides more information about our decision. This is Ecology's final action and there will be no further modifications to the proposal.

The SMP is effective 14 days from the date of this letter. This 14-day period was established by legislative action in 2011 and is intended to provide lead time for the City to prepare to implement the new SMP.

Ecology is required to publish a newspaper notice that the City's SMP has received final approval. The publication of this notice, in the form of a legal ad, will begin a 60-day appeal period. We will provide a copy of the legal ad to the City for its records.

If you have any questions, please contact our regional planner, Sarah Cassal, at (360) 407-7459 or sarah.cassal@ecy.wa.gov.

Sincerely,

Maia Bellon by Amy Zehm

Maia D. Bellon
Director

Enclosures

By Certified Mail [7012 1010 0003 3028 4536]

Cc David Vorse, City of Castle Rock
Paula Ehlers, Ecology
Sarah Cassal, Ecology



**ATTACHMENT A: FINDINGS AND CONCLUSIONS
FOR PROPOSED COMPREHENSIVE UPDATE TO THE CITY OF CASTLE ROCK
SHORELINE MASTER PROGRAM**

SMP Submittal accepted June 20, 2016, Resolution No. 2015-07
Prepared by Sarah Cassal on August 31, 2016

Brief Description of Proposed Amendment:

The City of Castle Rock has submitted to Ecology for approval, a comprehensive update to their Shoreline Master Program (SMP) to comply with Shoreline Management Act (SMA) and SMP Guidelines requirements. The updated master program submittal contains locally tailored shoreline management policies, regulations, environment designation maps, administrative provisions, and a critical areas ordinance. Additional reports and supporting information and analyses noted below, are included in the submittal.

FINDINGS OF FACT

Need for amendment. The proposed amendment is needed to comply with the statutory deadline for a comprehensive update of the City's local Shoreline Master Program pursuant to RCW 90.58.080 and 100. This amendment is also needed for compliance with the planning and procedural requirements of the SMP Guidelines contained in WAC 173-26 and 27. The original City SMP was approved by Ecology in February 1978 and has never been amended. This SMP update is also needed to address land use changes that have occurred along the City's shorelines over the past 38 years and to provide consistency between the updated SMP and the environmental protection and land use management policies and practices provided by the City's Critical Areas Ordinance, Comprehensive Plan, and Flood Management Plan.

Amendment History, Review Process: The city indicates the proposed SMP amendments originated from a local planning process that began in June of 2011. Soon after, the Cowlitz County Partnership was formed between Castle Rock, Cowlitz County, Kalama, Woodland, and Kelso in order to work collaboratively on the SMP comprehensive update. The Cowlitz County Partnership worked together on the comprehensive update to share information and streamline the update process. The Partnership formed a technical advisory committee to provide expertise on the development of the SMP; generated regional background documents necessary for the comprehensive update; and, created a website to share documents and update progress with, and receive comments from, the public. The record shows that workshops for the Cowlitz County Partnership began in October 2012 and were held quarterly.

The record shows Castle Rock held a workshop open to the public on December 5, 2012. A public hearing before the City Council and Planning Commission was held on May 15, 2015. Affidavits of publication provided by the City indicate notice of the hearing was published on May 13, 2015.

With passage of Resolution # 2015-07, on June 22, 2015, the City authorized staff to forward the proposed amendments to Ecology for approval.

The proposed SMP amendments were received by Ecology for state review and verified as complete on June 20, 2016. Notice of the state comment period was distributed to state task force members and interested parties identified by the City on July 19, 2016, in compliance with the requirements of WAC

173-26-120, and as follows: The state comment period began on July 25, 2016 and continued through August 24, 2016. No comment were received during the state public comment period.

Consistency with Chapter 90.58 RCW: The proposed amendment has been reviewed for consistency with the policy of RCW 90.58.020 and the approval criteria of RCW 90.58.090(3), (4) and (5). The City has also provided evidence of its compliance with SMA procedural requirements for amending their SMP contained in RCW 90.58.090(1) and (2).

Consistency with "applicable guidelines" (Chapter 173-26 WAC, Part III): The proposed amendment has been reviewed for compliance with the requirements of the applicable Shoreline Master Program Guidelines (WAC 173-26-171 through 251 and 173-26-020 definitions). This included review of a SMP Submittal Checklist, which was completed by the City.

Consistency with SEPA Requirements: The City submitted evidence of SEPA compliance in the form of a SEPA checklist and issued a Determination of Non-Significance (DNS) for the proposed SMP amendments on May 4, 2015. Notice of the SEPA determination was published in The Daily News on May 13, 2015. Ecology did not comment on the DNS.

Other Studies or Analyses supporting the SMP update: Ecology also reviewed the following reports, studies, map portfolios and data prepared for the City in support of the SMP amendment:

These supporting documents include:

- *a June 2012 public participation plan,*
- *a May 2014 shoreline inventory and characterization,*
- *a January 2015 restoration plan*
- *a March 2015 shoreline environment designation justification memo*
- *a June 2015 cumulative impacts analysis, and*
- *a June 2015 no net loss report.*

CONCLUSIONS OF LAW

After review by Ecology of the complete record submitted, Ecology concludes the City's proposed comprehensive SMP update is consistent with the policy and standards of RCW 90.58.020 and RCW 90.58.090 and the applicable SMP guidelines (WAC 173-26-171 through 251 and .020 definitions). This includes a conclusion that approval of the proposed SMP contains sufficient policies and regulations to assure that no net loss of shoreline ecological functions will result from implementation of the new updated master program (WAC 173-26-201(2)(c)).

Ecology concludes that those SMP segments relating to shorelines of statewide significance provide for the optimum implementation of Shoreline Management Act policy (RCW 90.58.090(5)).

Ecology concludes that the City has complied with the requirements of RCW 90.58.100 regarding the SMP amendment process and contents.

Ecology concludes that the City has complied with the requirements of RCW 90.58.130 and WAC 173-26-090 regarding public and agency involvement in the SMP update and amendment process.

Ecology concludes that the City has complied with the purpose and intent of the local amendment process requirements contained in WAC 173-26-100, including conducting open houses and public hearings, notice, consultation with parties of interest and solicitation of comments from tribes, government agencies and Ecology.

Ecology concludes that the City has complied with requirements of Chapter 43.21C RCW, the State Environmental Policy Act.

Ecology concludes that the City's comprehensive SMP update submittal to Ecology was complete pursuant to the requirements of WAC 173-26-110 and WAC 173-26-201(3)(a) and (h) requiring a SMP Submittal Checklist.

Ecology concludes that it has complied with the procedural requirements for state review and approval of shoreline master program amendments as set forth in RCW 90.58.090 and WAC 173-26-120.

Ecology concludes that the City has chosen not to exercise its option pursuant to RCW 90.58.030(2)(d)(ii) to increase shoreline jurisdiction to include buffer areas of critical areas within shorelines of the state. Therefore, as required by RCW 36.70A.480(6), for those designated critical areas with buffers that extend beyond SMA jurisdiction, the critical area and its associated buffer shall continue to be regulated by the City's critical areas ordinance. In such cases, the updated SMP shall also continue to apply to the designated critical area, but not the portion of the buffer area that lies outside of SMA jurisdiction. All remaining designated critical areas (with buffers NOT extending beyond SMA jurisdiction) and their buffer areas shall be regulated solely by the SMP.

DECISION AND EFFECTIVE DATE

Based on the preceding, Ecology has determined the proposed amendments comprehensively updating the SMP, are consistent with Shoreline Management Act policy, the applicable guidelines and implementing rules. Ecology approval of the proposed amendments is effective 14 days from this letter.

ORDINANCE NO. 2016-09

**AN ORDINANCE ADOPTING AN UPDATED SHORELINE MASTER PROGRAM;
AMENDING PORTIONS OF CHAPTERS 18.08 AND 18.10 OF THE MUNICIPAL
CODE; AND REPEALING ORDINANCES NO. 400 AND 2016-02 AND CHAPTER
18.12 OF THE MUNICIPAL CODE OF THE CITY OF CASTLE ROCK,
WASHINGTON**

WHEREAS, the City of Castle Rock adopted a Shoreline Master Program (SMP) in 1977 in accordance with the provisions of the Washington State Shoreline Management Act; and

WHEREAS, the City is now required by state law to review and update its SMP in accordance with state guidelines; and

WHEREAS, the City has conducted an extensive public process to review and update its SMP, including a public visioning meeting, several public workshops, public meetings of a technical advisory committee, consultation with affected private property owners and public agencies, and public meetings of the City Planning Commission and City Council; and

WHEREAS, the City has conducted an environmental review of the proposed updated SMP and has issued a determination of non-significance in accordance with the provisions of the Washington State Environmental Policy Act; and

WHEREAS, the City Council met with the City Planning Commission on May 18, 2015, to receive a report on the status of the draft updated SMP and to discuss comments that had been provided by the Washington State Department of Ecology ("Ecology"); and

WHEREAS, the City Council also conducted a public hearing on May 18, 2015, to receive comments on the draft updated SMP; and

WHEREAS, following its review of the recommended SMP update, the City Council adopted Resolution No. 2015-07 on June 22, 2015, indicating its intent to adopt the updated SMP as proposed and authorizing its submission to Ecology for its review; and

WHEREAS, on May 23, 2016, the City Council adopted Ordinance No. 2016-02 enacting interim amendments to Chapter 18.12 of the Castle Rock Municipal Code, which amendments were intended to expire with the adoption of the SMP update, but no later than November 23, 2016; and

WHEREAS, on September 2, 2016, Ecology issued final approval of the SMP update; and

WHEREAS, under provisions in state law, Ecology considers the SMP update to have taken effect 14 days following its final approval;

NOW, THEREFORE, BE IT ORDAINED by the City Council of the City of Castle Rock, Washington that:

Section 1. The City Council hereby adopts the Shoreline Master Program update entitled "Adoption Draft June 5, 2015," including its appendices and maps, a copy of which is appended to this Ordinance as Exhibit 1 and incorporated herein by reference.

Section 2. For publication and reference purposes, the shoreline master program update adopted under Section 1 of this Ordinance shall be re-entitled "City of Castle Rock Shoreline Master Program As Adopted November 2016." Prior to publication and/or distribution, staff is authorized to modify the document's title sheet and page references to reflect this as an insubstantive change not requiring additional city council action.

Section 3. Chapter 18.08 of the Castle Rock Municipal Code is hereby amended as follows:

Chapter 18.08
SHORELINES MANAGEMENT MASTER PROGRAM

Sections:

18.08.010 Adopted.

Prior legislation: Ord. 459.

18.08.010 Adopted.

The city adopts by reference the Shorelines Management Master Program Adoption Draft dated June 5, 2015, for the county (with the exception of those statements as found on pages 58 and 59 of the Cowlitz County Shorelines Management Program which read as follows: "All residential development shall be consistent with the County Comprehensive Plan and all applicable county land use regulations."), and incorporates

the same in this chapter as though set forth in detail herein. For publication and reference purposes, it shall be re-entitled "Shoreline Master Program As Adopted November 2016." ~~Not less than three copies thereof have been and are now on file in the office of the city clerk-treasurer of the city~~ shall maintain at least three reference copies at city hall and shall cause the document to be posted and maintained on the city's website. The city librarian shall also retain and make available a reference copy in the library's holdings. [Ord. 504 § 1, 1979].

Section 4. Section 18.10.060 CRMC is hereby amended as shown.

18.10.060 Applicability – Regulated activities.

A. Development outside of shoreline jurisdiction. All persons proposing development in critical areas or their buffers, and outside of the shoreline jurisdiction, shall first obtain a critical areas permit pursuant to this chapter, except as exempted pursuant to CRMC 18.10.070. Developments adjacent to ("adjacent to," see CRMC 18.10.050) a critical area or its buffer area, not separated by a major arterial or other natural or manmade barriers, shall be reviewed for its impact to the critical area and/or its buffer.

Development activities shall include, but are not limited to, the following:

1A. Removing, clearing, grading, excavating, disturbing, or dredging soil, sand, gravel, minerals, organic matter or materials of any kind;

2B. Dumping, discharging, or filling with any material in amounts greater than 500 cubic yards on slopes greater than 26 percent as listed in CRMC 18.10.070(G);

3C. Subdivisions, condominiums, short subdivisions, planned unit developments (PUDs), manufactured housing, parks, binding site plans and RV parks;

4D. Construction, reconstruction, demolition, or alteration of any structure that would not increase the size of that structure greater than 50 percent of the original square footage, as listed in CRMC 18.10.070(E), or infrastructure, except as identified in the exemptions as listed in CRMC 18.10.070;

5E. Construction of any new public or private road or driveway, except as identified in the exemptions as listed in CRMC 18.10.070;

6F. Destroying, planting, or altering vegetation through clearing, harvesting, cutting, intentional burning, shading, or planting nonnative species where these activities would alter the character of a critical area, or its buffer, except as identified in the exemptions as listed in CRMC 18.10.070;

7G. Draining, flooding, or disturbing the water level or water table;

8H. Activities causing changes in water temperature, physical or chemical changes of water sources to wetlands or surface water systems;

9I. Application of pesticides, fertilizers, and/or other chemicals in amounts or at times demonstrated as harmful to wetland habitat, riparian corridors associated with surface water systems, or wildlife or fish life. [Ord. 2002-03 Att. A § 6, 2002].

B. Development within shoreline jurisdiction. All proposed development or any land division in critical areas or their buffers within shoreline jurisdiction shall be separately governed by the critical areas regulations contained in Appendix B to the Shoreline Master Program adopted under Chapter 18.08 CRMC.

Section 4. In consideration of the administrative provisions incorporated into the updated Shoreline Master Program adopted under Section 1 of this Ordinance, Ordinances No. 440 and 2016-02, and Chapter 18.12 CRMC, are hereby repealed.

Section 5. A complete copy of this ordinance shall be certified by the city clerk-treasurer, who shall then forward the certified copy to the Cowlitz County Assessor.

Section 6. Staff shall work with Cowlitz-Wahkiakum Council of Governments (CWCOG) to incorporate updated shoreline designations into the city's electronic mapping dataset currently maintained by CWCOG.

Section 7. Severability. Each and every provision in this Ordinance shall be deemed severable. In the event that any portion of this Ordinance is determined by final order of a court of competent jurisdiction, to be void or unenforceable, such determination

shall not affect the validity of the remaining provisions thereof, provided the intent of this Ordinance can still be furthered without provision.

Section 8. Effective Date. This Ordinance shall take effect and be in full force upon five days after its publication.

PASSED by the City Council and signed by the Mayor on this ____ day of _____, 2016.

Mayor Paul Helenberg

ATTEST:

Clerk-Treasurer

APPROVED AS TO FORM:

City Attorney

DRAFT

**TENTATIVE AGREEMENT FOR AN AMENDED COLLECTIVE BARGAINING
AGREEMENT BETWEEN
TEAMSTERS LOCAL NO. 58
AND
CITY OF CASTLE ROCK
POLICE UNIT**

SEPTEMBER 27, 2016

All items contained in the current collective bargaining agreement which expires on December 31, 2017, not specifically addressed in this proposal shall remain unchanged in any successor agreement. ~~Strikethrough text is existing text proposed to be deleted.~~ **Bold, underlined text is proposed as new language.**

This AGREEMENT made and entered into by and between the City of Castle Rock, hereinafter referred to as the "Employer", and Teamsters Local Union #58 hereinafter referred to as the "Union", governing wages, hours and working conditions of employment for employees of Castle Rock Police Department.

ARTICLE 1 UNION RECOGNITION

1.1 The Union is recognized as the sole and exclusive bargaining agent for all regular employees in the City of Castle Rock Police Department, excluding supervisory and confidential employees, temporary and casual employees, and part-time employees who work twenty (20) hours or less per week. A regular employee is an employee who is appointed to a budgeted position for an indefinite period of time and has a normal work schedule in excess of twenty (20) hours per week.

1.2 All present employees who are not already members of the Union shall, as a condition of employment, become members of and maintain membership in the Union, within thirty-one (31) days after the effective date of this Labor Agreement.

1.3 All new hires, not already members of the Union, shall become members on or immediately after the 30th day of employment, as a condition of employment. New employees are required to serve a probationary period (during which they may be terminated without recourse to the grievance procedure).

1.4 Upon receipt of a properly executed authorization card signed by the employee, the Department agrees to deduct all regular union dues and initiation fees from the employee's pay that are uniformly required to maintain the employee in good standing in the Union. Such deductions are to be transmitted to the Union each month. The Union shall also indemnify the Employer and save the Employer harmless from any and all claims against the

City arising out of administration of this Article including the amounts of union dues deducted and withheld from earnings.

ARTICLE 2 MANAGEMENT RIGHTS

2.1 Except as abridged by this contract, the Employer shall retain the exclusive right to exercise the customary functions of management, including but not limited to: directing activities of the respective departments; determining the methods of operation, including introduction of new equipment; the right to hire, layoff, transfer, promote; to discipline or discharge for just cause; to determine work schedules and assign work; to establish performance objectives; to set job standards; and to evaluate performance of employees. Provided, the Castle Rock City Council shall retain the authority to negotiate all items with budgetary impact such as rates of pay, amount of vacation, sick leave and holidays, health insurance, life insurance, overtime rate, call back rate and uniform allowance.

ARTICLE 3 HOURS OF WORK AND OVERTIME

3.1 The normal work week, to the extent consistent with the operating requirements of the Department, shall consist of:

Four (4) ten (10) hour days scheduled by the Department Head or the Supervisor and three (3) days off out of any seven (7) consecutive calendar days. Day and night shifts will be rotated every six (6) weeks among employees. When changing from day/night shift, employees will be given one (1) day off to transition for shift. Upon mutual agreement, employees may trade shifts with each other as long as operational needs of the City are met.

3.2 Employees shall be compensated at the rate of one and one-half (1½) times their regular rate of pay in either cash or compensatory time off, for overtime work under the following conditions, but in no event shall such compensation be received twice for the same hours.

All assigned work in excess of forty (40) hours in any One week. Overtime shall be computed to the nearest one-quarter (.25) hour except as otherwise provided herein.

All hours worked in excess of ten (10) on an assigned 4/10 work schedule.

Overtime is a premium pay and the Union and the City agree such premium pay will be provided only as scheduled and/or approved by the City and subject to the conditions provided herein.

For the purpose of this section, all paid leave hours taken by the employee shall be considered hours worked.

Compensatory time off shall be at the mutual written consent and agreement between the employee and the Department Head. If there is no signed agreement/authorization for compensatory time, all overtime shall be paid in cash.

3.3 Overtime shall be computed and paid to the employee on the following basis: Call time shall consist of a three (3) hour minimum, paid at time and one-half (1½); any time of three (3) hours or more shall be paid at actual clock time basis, to the nearest one-quarter hour, at time and one-half (1½).

3.4 In the event employees are required to work on a regularly scheduled day off, they shall receive time and one-half (1½) pay. Employees who are required to appear in court on a day off shall receive a minimum of three (3) hours at the time and one-half (1½) rate. Employees scheduled to appear in Court, and not given forty-eight (48) hours notice of cancellation, shall be entitled to the three (3) hours provision above. Any employee not given forty-eight (48) hours notice of any shift schedule change shall receive a minimum of three (3) hours at the time and one-half (1½) rate.

3.5 All employees shall be granted a fifteen (15) minute coffee break approximately half way through the first half of their shift, and a fifteen (15) minute coffee break approximately half way through the second half of their shift. Such coffee breaks shall be taken without loss of pay and the employees shall not be required to make ups such time. Employees shall be granted a thirty (30) minute paid meal period during each shift. To the extent consistent with the operations requirements of the department, each meal period shall be scheduled in the approximate middle of the shift. It is understood, however, that during such breaks and lunch periods, the employee will be subject to call and is not considered out of service.

3.6 All extra work shall be offered to all available officers on the Seniority Roster, prior to any reserve being called.

ARTICLE 4 HOLIDAYS

4.1 The following shall be recognized as holidays:

New Year's Day	January 1
Martin Luther King Jr. Birthday	3rd Monday in January
Washington's Birthday	3rd Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4 th
Labor Day	First Monday in September
Veteran's Day	November 11 th
Thanksgiving Day	4th Thursday in November

The Day after Thanksgiving	4th Friday in November
Christmas Eve Day	December 24 th
Christmas Day	December 25 th
* One Floating Holiday	At Employee's Choice

* Floating Holiday shall be scheduled or used by September 1, of each year. If not scheduled and not taken by the end of the year, it is lost unless attempts were made to schedule and the Employer could not let people off, in which case it will be paid at time and one-half rate if worked, unless the Employer has failed to mutually agree to all the time off.

4.2 Holidays occurring on an employee's day off or during an employee's vacation, shall entitle the employee to an additional day's pay or an additional day off, mutually agreed to.

4.3 For all officers and other employees the holiday shall be on the day designated in paragraph 4.1, and these employees shall be paid at the time and one-half (1 1/2) rate of pay for hours worked on the holiday in addition to their regular pay.

4.4 Overtime occurring on a holiday will be compensated at two (2) times the employee's regular rate of pay. Double time does not apply to regularly scheduled holiday shift, which shall remain subject to the time and one-half (1 1/2) rate.

ARTICLE 5 VACATIONS

5.1 All regular employees in the Police Department shall be granted vacation based on the number of continuous months of service completed, calculated from their date of hire. Vacations shall accrue monthly, as follows:

<u>MONTHS OF SERVICE</u>	<u>AMOUNT OF MONTHLY ACCRUAL</u>
00-12	3.33 hours
13-36	6.67 hours
37-48	11.33 hours
49-60	12.67 hours
61-72	13.33 hours
73-96	14.00 hours
97-132	14.67 hours
133-156	15.67 hours
157-168	16.00 hours
169 and over	16.67 hours

5.2 Employees earn vacation leave accrual credits for their first month of employment if they are placed on the payroll on or before the 15th day of the month and work continuously through the rest of that month.

Terminating employees do not receive vacation leave accrual credits for the month in which they terminate unless they work continuously through the 14th of that month.

5.3 Vacation leave is not available to the employee until after having served six (6) consecutive months of employment. A re-employed or reinstated employee must also have six (6) months of continuous service before being entitled to use vacation leave.

5.4 Leave credits accumulated are cancelled automatically on separation after periods of service of less than six (6) continuous months.

5.5 Vacation leave shall accumulate to a total of two hundred eighty hours (280), after which time, if no leave is taken, no additional leave shall be credited. That is, an employee at no time shall have more than two hundred eighty (280) hours of accumulated vacation leave, except with prior approval of the Chief and/or Mayor. Provided, that all such approved time shall be used down to the maximum hours within ninety (90) days of the signed approval date.

5.6 All accumulated vacation leave shall be allowed when an employee leaves the employment of the City of Castle Rock for any reason, provided notice has been given. (Note exception of 5.4 above). Adequate notice is defined as a written notice submitted to the department head at least fourteen (14) days prior to termination of employment.

In case of death, all accumulated vacation leave shall be paid to the beneficiary of the employee.

All payments of terminal leave for the unused vacation leave shall be paid as follows:

Accruals based upon the employee's current earned vacation time shall be paid at the current rate of pay, with any excess accrued vacation time to be paid at the prior year's rate of pay.

Payment of terminal leave will be made at the time of payment of the final payroll for the employee, provided that no debt or equipment, excluding clothing, is owed to the City by the employee.

5.7 Authorized leave of absence without pay shall not interrupt prior or continuous service. However, the employee shall not be credited with earned vacation leave days during the period of authorized leave of absence without pay.

5.8 Casual, intermittent or occasional employment shall be considered temporary employment and is not covered by the provisions of this Article.

5.9 Casual employees shall be defined as any employee who works twenty (20) hours or less per week.

5.10 Vacation schedules shall be posted no later than February 1st of each calendar year and all employees shall indicate their choice of vacation time on the schedule in accordance with their seniority by classification and assignment. The vacation schedule shall be completed by April 1st and preference shall be given to seniority in the scheduling of vacations. Employees who fail to sign the vacation schedule by April 1, shall be scheduled on a "first come, first served" basis.

5.11 Employees shall be required to schedule forty (40) hours of annual vacation accrual as a single block of time off, unless other arrangements are pre-approved by the Chief. Remaining vacation time may be scheduled by the employee as needed and approved by the Chief. Employees must utilize up to two (2) weeks of vacation time per year if accrued.

ARTICLE 6 SENIORITY

6.1 Employees shall attain seniority after completion of their one (1) year probationary period. Seniority shall be equal to the length of continuous service within the bargaining unit, beginning with the employee's last date of hire. Seniority shall be broken by separation from employment for any reason; provided, however, that an employee recalled from layoff shall have his/her previous seniority credit restored if the recall occurs within one and one-half (1½) years of the layoff.

Seniority shall prevail in the scheduling of days off and vacations. In the interest of public safety, shift assignment will be made by the department, based upon the manpower need, experience and ability. All requests for shift changes will be given full consideration before a final determination is made. Shift changes shall not be made without first discussing the change with the affected member.

6.2 The seniority, layoff and recall provisions of this Agreement shall replace Civil Service Rules. When a reduction in force occurs, the Employer shall determine the classifications affected and layoff shall be by classification. Provisional, temporary and probationary employees shall be laid off before regular employees. In selecting employees to be laid off, the Employer shall consider qualifications, ability, seniority and the department's needs for special training, skills and experience. If a layoff is made outside of the seniority order, the adversely affected employee may grieve a layoff if the employee feels the City was unreasonable in its determination of layoff order. An employee selected for layoff may bump the least senior employee in a lower related classification if he/she previously performed the duties of the position satisfactorily as a regular employee. Laid off employees shall have no right of accrual or acceleration of benefits during the duration of the layoff. Layoff registers shall be maintained by classification. When a vacancy occurs in a classification, the most senior employee shall be recalled to fill the vacancy, provided the employee previously performed the duties of the position satisfactorily as a regular employee and is fully qualified to perform the position. Employees shall remain on the layoff register for one and one-half (1½) years. They shall lose their right of recall if, as a result of their failure to provide the Employer with correct information

on how to communicate with them, the Employer is unable to contact them within seven (7) calendar days. Recalled employees shall re-enter the wage and benefit level at the same level the employee was at when the layoff occurred.

6.3 On the date of this Agreement, the Police department has the following classifications:

Sergeant
Police Officer

6.4 These classifications are reflective of the classifications in existence at this time and are not intended to preclude newly created classifications.

6.5 When employees have the same seniority date, ties shall be broken by the level of placement on Civil Service Hiring List; with the higher list position resulting in the highest seniority placing. In the absence of a Civil Service placement, the seniority listing shall be in alphabetical order. However, when a tie exists between an employee hired as a lateral entry and an employee not hired as a lateral entry, the employee hired as a lateral entry shall have a higher seniority listing, regardless of placement on an eligibility list.

ARTICLE 7 SICK LEAVE

7.1 Sick leave is granted at the rate of one (1) working day (8) hours for each completed month of service. It shall accumulate to a total of seven-hundred twenty (720) hours.

7.2 Employees will be granted a day of sick leave for the first month of employment if placed on payroll on or before the fifteenth (15th) of the month and if actually working continuously through the rest of the month.

7.3 All accumulated sick leave may be restored when a previously separated employee is re-employed, subject to the approval of the Mayor. Sick leave may be extended by the appointing power after all accumulated sick leave is exhausted when an employee is injured in the line of duty or contracts a contagious or infectious disease through exposure to such disease in the line of duty.

7.4 Sick leave may be taken for any of the following reasons:

- A) Illness or injury which incapacitates the employee to the extent that he/she is unable to perform his/her work.
- B) Exposure to contagious disease such as would jeopardize the health of fellow workers or the public.
- C) Doctor or dental appointments.

D) Absences occasioned by the illness or injury of a child of the employee with a health condition as defined in WAC 296-130-020 (10). A spouse, parent, parent-in-law, or grandparent of the employee who has a serious health condition or emergency condition also defined in WAC 296-130-020 (11) and (12).

(E) The need to accompany a minor child or spouse to a medical appointment.

7.5 At the employee's option, vacation leave may be used as sick leave but sick leave may not be used as vacation leave.

7.6 An employee receiving industrial insurance shall not receive sick leave benefits, provided however, if such industrial disability benefits are less than the amount of sick benefits provided herein for such period, such employee shall receive sick leave benefits sufficient to make his/her total benefits equal to his/her regular salary. An employee receiving industrial insurance who has no accrued sick leave benefits may use vacation benefits to supplement his/her insurance benefits, the total not to exceed his/her regular salary.

7.7 A doctor's certificate may be required when an employee is absent for a period in excess of three (3) days or when an employee is absent repeatedly for periods of any length. The Employer may also request the opinion of a second doctor, the Employer's expense, to determine whether the employee suffers from a chronic physical or mental condition which impairs his/her ability to perform the job.

7.8 Upon written request by the donating party, an employee may receive donations of annual leave not to exceed 240 hours in any twelve month period from other employees to his/her sick leave time if an employee has passed a successful probationary period, exhausted all of their sick leave and annual leave and compensatory time and is incapacitated to the extent that he/she cannot perform his/her normal duties because of an illness or injury and is under a doctor's care for illness or injury. If the employee is released to return to work, any remaining donated leave will be credited back on a prorated basis to those employees who donated the leave.

7.9 Employees earn and may use sick leave benefits from the date of employment. Employees do not earn sick leave benefits during a leave without pay. Employees do not earn sick leave benefits, and may not use any earned but unused sick leave benefits during a suspension without pay.

7.10 Employees may not hold more than ninety (90) days or seven-hundred twenty (720) hours of sick leave in their sick leave bank. Upon accumulating ninety (90) days or seven hundred-twenty (720) hours, of sick leave an employee shall exchange all additional accumulated sick leave for pay at the rate of fifty percent (50%). Since an employee is granted

eight (8) hours of sick leave per each completed month of service an employee having ninety (90) days or seven hundred-twenty (720) hours of sick leave in their sick leave bank shall be paid four (4) additional hours of pay on the paycheck of the month immediately following any month wherein they accrue, but do not utilize an additional day or eight (8) hours of sick leave.

Buy back of accumulated sick leave hours shall be at the employee's current straight time rate of pay.

Employees who are discharged for cause shall not be entitled to receive a buy back of their accumulated sick leave.

7.11 Employees separating employment with the City shall be entitled to receive a buyout of twenty percent (20%) of their accumulated sick leave hours providing they have been employed by the City for less than eleven (11) years. Employees who have been employed by the City for eleven (11) years or more shall receive a buyout of twenty-five percent (25% of their accumulated sick leave hours. Sick leave buy out shall be at the employee's current straight time rate of pay.

Employees who are discharged for causer shall not be entitled to receive a buyout of their accumulated sick leave.

All previously accumulated sick leave shall be restored to any employee reemployed by the City as per Article 7.3 of this Agreement.

7.12 In case of death, all accumulated sick leave shall be paid to the beneficiary of the employee.

ARTICLE 8 UNIFORMS & CLEANING

8.1 For all new employees that are required to wear a uniform, the City will provide two (2) pants, two (2) shirts, one (1) jacket, one (1) hat, brass, duty belt, cuffs, ballistic vest, uniform vest, one (1) raincoat and boots. The ballistic vest shall be replaced every five (5) years at City expense, using the Second Chance Monarch Threat Level III vest. If employee wishes upgrade he/she may utilize money in clothing allowance to cover balance of purchase price.

8.2 All uniforms and equipment purchased and supplied by the City to the employee shall be returned to the City upon termination of employment.

8.3 Effective January 1, 2015, for the classifications of Sergeant and Police Officer, the City shall provide a uniform and cleaning allowance of eight hundred dollars (\$800.00) per year, per officer, to provide for the replacement and cleaning of same. The allowance shall be paid by the City in a separate check to each officer and shall be received by each officer no later than January 20 of each year of this Agreement. Items damaged in the line of duty outside of reasonable wear and tear will be replaced by the City. Such items shall not be

charged against the employee's uniform and cleaning allowance unless such wear and tear can be shown to be due to employee negligence. Effective January 1, 2016, the City shall increase the uniform and cleaning allowance to eight hundred fifty dollars (\$850.00). Effective January 1, 2017, the City shall increase the uniform and cleaning allowance to nine hundred dollars (\$900.00).

8.4 The City will provide one Blumenthal tactical heavyweight patrol suit or jump suit of an equal quality for any employee in the classifications of Sergeant or Police Officer. Effective January 2014, the City shall purchase one (1) patrol suit every nine (9) months and distribute to employee in seniority order.

ARTICLE 9 EQUIPMENT

9.1 Employees shall not be required to operate unsafe or mechanically unsound equipment.

ARTICLE 10 DISCHARGE OR SUSPENSION

10.1 An employee shall not be discharged or suspended without cause. A notice of discharge or suspension shall be sent, in writing, to the Union. In the event and employee is discharged or suspended, he/she may request an investigation and should such investigation establish a lack of cause, he/she shall be reinstated without loss of pay. In the event the Police Chief and the Union cannot agree on the discharge or suspension, after a fair hearing the discharge or suspension may be taken before the Civil Service Commission of the City of Castle Rock for resolution in accordance with the rules and regulations of said commissions, or processed as a grievance as provided in Article 11.

ARTICLE 11 GRIEVANCE PROCEDURE

11.1 A grievance shall be defined as an issue raised relating to the alleged violation of an express term or provision of this Agreement, or alleged improper disciplinary action against an employee.

11.2 Employees grieving disciplinary action may utilize the established Civil Service procedures or the contractual grievance procedure. Once the procedure is initiated, access to the other shall be deemed to have been waived.

11.3 A grievance may be initiated with Employer within thirty (30) calendar days of the Union's or grievant's knowledge of the alleged violation, but in no event may a grievance be initiated after ninety (90) calendar days of the alleged violation or disciplinary action.

11.4 Step One: Oral Discussion. Employees may notify their Supervisor of the grievance and then, if they so desire, shall discuss the grievance with the Union Representative. If the union Representative considers the grievance to be valid, then the employee and/or the union Representative will contact the Chief of Police to effect a settlement of the complaint.

11.5 Step Two: Written Submission. If the grievance is not resolved to the Union's satisfaction at Step One, the Union shall, within ten (10) calendar days, submit the grievance in writing to the Chief of Police. Within ten (10) calendar days after the Chief's receipt of the grievance the Chief and Union shall meet to discuss the grievance and, within seven (7) calendar days after the meeting, the Chief shall give the Union and the grievant a written answer to the grievance.

11.6 Step Three: Appeal. If the grievance is not resolved to the Union's or grievant's satisfaction at Step Two, the Union shall within ten (10) calendar days, submit the grievance in writing to the Mayor or his/her designee. Within ten (10) calendar days after the Mayor's or designee's receipt of the grievance, the parties shall hold a grievance meeting to discuss the grievance. The Mayor or designee shall give the Union a written answer to the grievance within ten (10) calendar days after the grievance meeting.

11.7 Step Four: Arbitration. The Union may appeal an adverse decision of the Mayor or designee to a neutral arbitrator. The Union shall give written notice to the Employer of its intent to submit a grievance to arbitration within thirty (30) calendar days of the Mayor's decision. The Union shall, within ten (10) calendar days of the Union's request to arbitrate, request a list of nine (9) independent arbitrators from the Federal Mediation and Conciliation Service. The right to first strike from the list shall be determined by a flip of a coin.

11.8 In accordance with any arbitration proceeding held pursuant to this Agreement, it shall be understood by the parties involved that:

- A) In any arbitration proceeding held pursuant to this Agreement, the Arbitrator shall have no authority to Render any decision that will add to, subtract from or alter, change or modify the terms of this Agreement. The power o the arbitrator shall be limited to interpretation or application of the express terms of this Agreement, and all other matters, including negotiations, shall be excluded from arbitration.
- B) The decision of the arbitrator shall be made, in writing, After the conclusion of testimony and shall be final and Binding on both parties.
- C) The cost of the arbitrator shall be borne equally by the Employer and the Union, and each party shall bear the Cost of presenting its own case. Either party may Request that a stenographic record of the hearing be made. The party requesting such record shall bear the

cost thereof, provided, however, that if the other party requests a copy, such cost shall be shared equally.

11.9 Time limits provided for herein may be waived by written agreement of the parties. If the Employer fails to answer a grievance within the time limit, the Union may immediately advance the grievance to the next step.

ARTICLE 12 HEALTH AND WELFARE

12.1 All City employees in the Police Department bargaining unit shall be provided full and complete coverage under the Association of Washington Cities (AWC) Healthfirst health and welfare plan, AWC/VSP Full Family \$0 Deductible Vision Program and AWC/WDS Dental Plan "F" with Ortho IV which will be identified as the "AWC Plans", during the term of this Agreement.

12.2 The employee shall contribute twenty-five dollars (\$25.00) monthly to the cost of their health care premiums for the duration of this agreement. Such contributions shall be made by payroll deductions.

12.3 The City shall provide life insurance to each member of this bargaining unit through AWC throughout the term of this Agreement in the amount of fifty thousand dollars (\$50,000.00) in lieu of the ten thousand dollar (\$10,000.00) Teamster Life Insurance Policy. It is understood that the City shall pay the full cost of the AWC life insurance policy and that the policy must be equal to or greater than the previous Teamster life insurance policy. The City shall be responsible to ensure that the employees are provided with uninterrupted life insurance coverage throughout the term of this Agreement.

The City shall provide all employees in the police Department Bargaining Unit the amount of twenty five dollars (\$25.00) with short term disability insurance provided by Harford Insurance for the term of this agreement. The disability insurance shall provide three hundred dollars (\$300.00) per week during the first thirteen weeks of total disability or illness and three hundred twenty-five dollars (\$325.00) during the second thirteen weeks of total disability or illness. The maximum period of disability benefits through the short term disability plan shall be twenty-six weeks. If the employee finds other short term disability insurance in lieu of the current disability insurance provided by Hartford Insurance during the life of this Agreement, the City will provide twenty five dollars (\$25.00) towards such insurance.

ARTICLE 13 BEREAVEMENT LEAVE

13.1 Leave shall be granted to an employee in the event of death in the immediate family requiring the attendance of the employee (funerals are included).

13.2 Leave for this reason shall be limited to three (3) days in any one (1) instance.

13.3 “Immediate Family” as used in this policy is defined as an employee’s spouse, parents, step-parents, children, step-children, grandchildren, great grandchildren, brothers, sisters, step-brothers, step-sisters or grandparents, or the spousal equivalent.

13.4 One (1) day shall be granted to an employee for this purpose for aunt, uncle, cousin, niece or nephew.

ARTICLE 14 RETIREMENT

14.1 The present retirement plan, LEOFF2, shall be in effect for the duration of this Agreement.

ARTICLE 15 SALARIES

15.1 Current monthly salaries in effect December 31, 2014

	Step 1	2	3	4
	85%	90%	95%	100%
	0 to	13 to	25 to	37 to
Position	12 mo.	24 mo.	36 mo.	48 mo.
Police Officer	3695	4198	4431	4664
Sergeant			4876	5130
			(10% differential For Sergeant)	

15.2 Effective January 1, 2015, monthly salaries shall be increased by 2.5%. Sergeants shall receive fifteen percent (15%) above the top step officer pay throughout the term of this Agreement.

15.3 Effective January 1, 2016, monthly salaries shall be increased by 2.5%. Sergeants shall continue to receive fifteen percent (15%) above the top step officer pay throughout the term of this Agreement.

15.4 Effective January 1, 2017, monthly salaries shall be increased by 1.5%. Sergeants shall continue to receive fifteen percent (15%) above the top step officer pay throughout the term of this Agreement.

15.5 Effective June 1, 2017, monthly salaries shall be increased by 1%. Sergeants shall continue to receive fifteen percent (15%) above the top step officer pay throughout the term of this Agreement.

15.4 15.6 Officers temporarily assigned to a position with a higher pay range for three or more days, shall be paid an additional 10% of their base pay for the full period worked in the higher classification.

15.5 15.7 Officers temporarily assigned as Chief for three or more days, shall be paid an additional 15% of their base pay for the full period worked in the higher classification.

ARTICLE 16 LONGEVITY PAY

16.1 All employees who qualify shall receive longevity premiums in addition to their salaries based on the following schedule:

Commencing the 3 rd year – 5 years longevity	+3% of base pay
Commencing the 6 th year – 8 years longevity	+5% of base pay
Commencing the 9 th year – 12 years longevity	+7% of base pay
Commencing the 13 th year – 19 years longevity	+8% of base pay
Commencing the 20 th year or more longevity	+10% of base pay

ARTICLE 17 STANDBY

17.1 Employees assigned to standby before or after their regular schedule workday or on schedule days off shall receive no less than minimum wage for all hours while on standby.

17.2 Section 3.3 of this Agreement shall be applicable when an employee on standby is called out.

ARTICLE 18 EDUCATIONAL & CERTIFICATION

18.1 Officers who attend police oriented classes (at the discretion of the Chief of Police) shall suffer no loss in pay for attending classes that occur on duty time.

18.2 Education Incentive Program: The Employer shall compensate the employee an additional forty-five dollars (\$45.00) per month, paid monthly, for an employee who has an Associate Degree from a State accredited institution.

18.3 If the employee obtains a Bachelor's Degree in any of the following majors, he/she shall be compensated a total of ninety dollars (\$90.00) per month:

- Police Science
- Police Administration
- Business Administration
- Public Administration
- Administration of Justice
- Sociology
- Psychology

18.4 Certification: Effective January 1, 2016, employees shall receive 1% above their base salary for each certification in Appendix A with a maximum of two (2) certificates. Effective January 1, 2017, the yearly certification maximum will be increased by ~~one (1)~~ **three (3)** certificates.

ARTICLE 19 TRAVEL REIMBURSEMENT

19.1 Employees who use their personal vehicle on business shall be paid the IRS standard mileage allowance. The Employer may approve the use of a City vehicle if one is available. City business includes meetings and training, including the Law Enforcement Academy.

19.2 The City agrees to reimburse employees for their meals and lodging when they are out of town at authorized meetings, classes or seminars. Receipts may be required in accordance with City policy.

ARTICLE 20 WORK STOPPAGE

20.1 The Employer and the Union signatory to this Agreement, agree that the public interest requires the efficient and uninterrupted performance of all city service, and to this end, pledge their best efforts to avoid or eliminate any conduct contrary to this objective. During the term of this Agreement, the Union and/or the employees covered by this Agreement shall not cause or engage in any work stoppage, strike, or other interference with City functions. Employees covered by this Agreement who engage in any of the foregoing actions shall be subject to such disciplinary actions as may be determined by the Employer.

20.2 Employees shall not be entitled to any benefits or wages whatsoever while they are engaged in a strike, boycott, slowdown, mass sick call or any form of work stoppage, refusal to perform duties or other interruptions of work. In addition, employees who engage in or encourage such actions shall be subject to discipline or discharge, as may be determined by the Employer.

ARTICLE 21 SAVINGS CLAUSE

21.1 It is the intention of the parties hereto to comply with all applicable law and they believe that each and every part of this Agreement is lawful. All provisions of this Agreement shall be complied with unless any of such provisions shall be declared invalid or inoperative by a court of competent jurisdiction, a legislative body or administrative agency.

21.2 Should any provision of this Agreement and/or any attachments hereto be held invalid by operations of law or by any court of competent jurisdiction, a legislative body or administrative agency, or if compliance with or enforcement of any provision be restrained by such entity, the remainder of this Agreement and/or attachments hereto shall not be affected thereby and the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement of such provisions and/or any attachments hereto.

ARTICLE 22 DURATION OF AGREEMENT

Modify

22.1 This Agreement shall be in full force and effect from January 1, 2015, to and including December 31, 2017 and shall continue in effect from year to year thereafter unless either party gives notice, in writing, at least sixty (60) days prior to any expiration or modification date of its desire to terminate or modify such Agreement. The City and the Union agree to a re-opening of the Agreement on December 31, 2016 for the purpose of negotiation of wages and Health and Welfare benefits only. Such negotiated changes shall become effective January 1, 2017 and continue through December 31, 2017. Either party shall serve notice of such intention upon the other party sixty (60) days prior to December 31, 2016.

DATED THIS _____ DAY OF JANUARY, 2015.

FOR: CITY OF CASTLE ROCK

BY: _____
MAYOR

BY: _____
CLERK-TREASURER

FOR: TEAMSTERS LOCAL UNION 58

BY: _____
BUSINESS REPRESENTATIVE

APPENDIX A

APPROVED CERTIFICATES

Dare	Child Interview	BAC
Field Sobriety Tests	Lidar	Radar
OC	Taser	Baton
UDT level 1	UDT level 2	UDT level 3
Rifle	Handgun	Bean bag gun
EMT	First Aid/CPR	Access level 1
Access level 2	Active Shooter	ICS 100
ICS 200	ICS 300	ICS 400
ICS 700	Water Rescue	Background Investigator
Field Training Officer	Drug Recognition Expert	School Resource Officer
Evidence Technician	Crime Scene Technician	UDT level 1 instructor
UDT level 2 instructor	UDT level 3 instructor	Master DT instructor
EVOC instructor	Handgun instructor	Rifle instructor
ARIDE instructor	Field Sobriety Test instructor	
Sector instructor	Active Shooter instructor	