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**MIDDLETON CITY COUNCIL  
JULY 21, 2021**

The Middleton City Council meeting on July 21, 2021 was called-to-order at 5:32 p.m. by Mayor Rule.

**Roll Call:** Mayor Rule, Council Members Huggins, Garner and O'Meara and were all present. Council President Kiser called in via telephone. City Attorney Doug Waterman was also present.

Pledge of Allegiance, Invocation: Charlene Blackburn

Discussion by Council to have Council Member Huggins chair the meeting.

**Action Items**

**A. Approve Amended Agenda**

**Motion:** Motion by Council Member Huggins to approve the Amended Agenda as posted July 20, 2021 at 4:35 p.m. Motion seconded by Council Member O'Meara and approved unanimously.

**Information Items:**

**1. Middleton South Cemetery Road Phase II Neighborhood Meeting Summary– Laura Bond, T-O Engineer**

Mayor Rule introduced Laura Bond from T-O Engineers. Laura gave an report on the Neighborhood meeting that was held for the public, June 28, 2021. No decisions were made.

**Action Items**

- 1. Consent Agenda (items of routine administrative business)**
  - a. Consider approving minutes for City Council July 7, 2021 regular meeting.**
  - b. Consider ratifying payroll for July 16, 2021 in the amount of \$104,155.23.**
  - c. Consider approving accounts payable thru July 14, 2021 in the amount of \$252,777.31.**
  - d. Consider approving FCO-River Pointe**

Mayor Rule called the items. Council Member Huggins said she had gone through the accounts payable. There were no concerns. Council Member Garner said that there is an error on the minutes. Item 5 didn't have the complete motion noted.

**Motion:** Motion by Council Member Huggins to approve Consent Agenda Items 1a-d, with proposed amendment to the minutes. Motion seconded by Council Member Garner and approved unanimously.

**2. Consider approving a request by Crossbridge Productions/Misfit Army for a Special Event Permit for Extreme Tour to be held in Piccadilly Park on July 23, 2021 from 5-9 p.m. – Matt Sapp**

Mayor Rule called the item and introduced Matt Sapp. Matt presented the Special Event Permit request. This is a small concert that has been done for the past several years. They are asking that it be allowed in Piccadilly Park this year.

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**Motion:** Motion by Council Member Huggins to approve a request by Crossbridge Productions/Misfit Army for a Special Event Permit for Extreme Tour to be held in Piccadilly Park on July 23, 2021 from 5-9 p.m. Motion seconded by Council Member O'Meara and approved unanimously.

**3. Consider approving annual (June 1, 2021-May 31, 2022) City Beer and Wine License for 208 Burger Q. – Becky Crofts**

Mayor Rule called the item and said that he had (at the direction of City Council) had spoken with the Stake President of The Church of Jesus Christ of Latter-Day Saints, Jason Radford. President Radford said the church is not comfortable waiving the 300 ft. rule, and would prefer that the license not be approved. Mayor Rule also talked with David Morgan from Morgan Law who said he would support the position of the LDS church.

*Council Discussion:*

Huggins: We have rules in place. If they neighbors would be ok with the request then she would have, but since they are not, she is not comfortable waiving the proximity rule.

**Motion:** Motion by Council Member Huggins to deny approving annual (June 1, 2021-May 31, 2022) City Beer and Wine License for 208 Burger Q based on the proximity rule. Motion seconded by Council Member O'Meara and approved unanimously.

**4. Public Hearing: Salary: The Mayor of Middleton shall receive a monthly salary of three thousand six thousand, five hundred dollars (\$3,000.00 \$6,500.00), and shall receive the same employee benefits as any full-time city employee, except for accrual of vacation or sick leave.**

Mayor Rule called the item. He recused himself from the public hearing. Legal counsel said it was permissible for him to be present in the room to hear the discussion, he would not be allowed to comment unless specifically advised by legal counsel.

**Motion:** Motion by Council Member Huggins to open the public hearing. Motion seconded by Council Member Garner and approved unanimously.

Council Member Huggins opened the public hearing at 5:52 p.m.  
See attached email memo received from Mayor Rule: Exhibit A  
See attached emails received from the general public: Exhibit B

*Mike Graefe – 1889 Ridgeway (In City):* He is in favor of the mayor getting a raise and becoming full time. He doesn't know enough to determine the amount of money, but he does support a raise. He comes to city council meetings and though he doesn't always agree with the decisions he does see that the bulk of that is happening is to the benefit of Middleton and its residents. The mayor is underpaid for the amount of time he spends working and what he is doing. Mike and his wife are retired and on fixed incomes, but he understands that the City needs to spend money to help with development. He would rather see the planning and development of Middleton being done by the people at the city, instead of decisions being made on the county level and Star doing whatever they want to. He approves of a raise for the mayor.

*Patricia Cluff – 23725 Lansing Lane (Outside City) Own a home in limits:* Opposed. She has



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spent the last year attending the Library board meetings. The Library board is appointed under the mayor. So far in the last month the Library has lost a board member, the Library director and a library employee, part of this was the lack of funds and what these ladies have to do to try to get funds wherever they can. The mayor cut the library budget 38%, she doesn't know if any other department had their funds cut, but that is a lot of money to cut for the library. For the past year every time she has come to a meeting it was expressed that the City is broke and that there is no money for the library. She is concerned that the mayor is asking for such a raise when supposedly the City of Middleton is broke and they cannot fund their library adequately. She has 17 members of her family that live in Middleton city limits and all of them vote no.

*Brenda Pickerel: 662 Huckleberry St (In City):* Opposed: Lived in Middleton since 1994. The population of Middleton makes on average \$44,000 a year. Our taxes are 7.4%. Only 7.6% makes between 100K-150K, why should we have a mayor make almost 3 times the amount of the residents at 78,000? The job he ran for was a part time position, does he work 24/7? He knew the pay he was getting and in less than a year, its not ok.

*Crystal White: 9245 Northview (Outside City):* Is the mayor is going from Part-time to Full-time? Also getting benefits what is the value of those benefits? She understands that the position doesn't get sick and vacation leave because it is still a part-time position from what she understands. She is not opposed to a wage increase, but she thinks 116% increase is insane. She would agree to a wage increase of 1-3%. But 116% percent is not appropriate

*Ryan Hough: 13376 Schelhorn Dr (Outside City):* He is opposed. He think this pay increase is in poor timing, there is inflation, gas prices and food prices going up. People are not looking for an increase from a part time position to full time based on what other cities are doing. If the mayor of Star wants to get paid \$90,000 and no one showed up to that meeting, that is Star. We live in Middleton. Ryan ran a retail business for 5 years and sacrificed seven days a week, 24 hours a day for about five years and did his best to reinvest into the business and not to his bank account.

*Kent Kiser: 10850 Chaparral Rd. (Outside City):* Correction to Brenda's number, the average income for a single resident not a household in Middleton is \$20,000 per year. The poverty rate in Middleton is 11%. We have a horrible problem with drug and alcohol addiction in this city. More Idahoans than ever before are being driven out of this state. He doesn't want to compare our city to Boise or even Caldwell or Star. Star is ever changing. He holds our city on a higher pedestal of virtue. He and most Americans are tired of politicians holding themselves up at the expense of the hard working American people. When he sees that rising up in his own back yard he gets pretty uncomfortable. It seems to him that this is a civil service, based on humility, sacrifice and loyalty to the people. In that case he says if the average pay is \$20,000 per year for a resident, the mayor should have that too, or even \$10,000 as it is supposed to be a part-time job anyway. He can't speak to a 24 hour job, because he feels like work follows most people home anyway. As this is not a job that is supposed to raise you up above the American people, it supposed to be a part-time job with that. He hopes because he values liberty and our city and community that all here today oppose the pay increase and ask the mayor to take the average wage of the Middleton, Idaho worker.

*Kristy Slanaker: 1469 N Sea Street (In City):* Opposed: She comes up asking questions of the council that she thinks need to be considered by the council. She has run businesses up to 200 employees. She said that "we the people" are the owners of the city. The question



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that has to be asked is Has the job changed? Has the job description changed from the time he has taken the position? Have the duties he signed up for changed? Has he demonstrated adequate ability to increase the numbers, either with what the plan is, with what the plan is going to be going forward or what has already been done at this point? Finally, what are we looking at, we are only short way into the term, has it greatly changed in that time? While she does think that there is value in a full-time position and adequately compensating for a full-time position if that is where we are heading, but to adequately compensate for a full-time position and at the same time ask for an increase becomes a questionable ask. She thinks those two issues should be separated and would ask the council to consider making it a full-time position, and then at the year point look at that raise once you look at the score sheet or things that were accomplished or things that were accomplished in that first year.

*Al Bush: 979 Overland Trail Street (In City): Opposed:* He thinks the mayor is a City employee just like the Police department and other departments. How much cost of living increase did they get last year? Also if the mayor signed onto the position at the time and it was part-time and the salary of that position and the cost of living has come up, he is entitled to that. He is against the raising of his salary. The end of Hartley there is a chuck hole 1.5 ft deep, he wonders when that will be fixed. He thinks a cost of living is given to everybody in every job. All these employees at the city, he is entitled to a raise as the same as other employees or workers. A police officer sacrifices his life on the line on the city on the street, he makes \$68,000 a year. He would value a police officer over the mayor when it comes to salary every time. He thinks the mayor salary should be about the same as the police officer.

*Linda Blanchard: 615 Goshawk (In City): Opposed:* Prior to moving to Middleton 2 years ago. She has been a civil servant for 2 large cities with over 100,000 residents over the past 10 years and has never received a 116% raise, neither did her co-workers, or the Mayors of those cities. She would receive a 2-3% raise annually. We used to receive monthly newsletters in our utility bills and monthly community input meetings so we could give our feedback on new and proposed projects. The public notification for this 116% raise was hidden in a holiday weekend newspaper with a small circulation. Cutting the Library budget by 38% and installing 3 very unprofessional people who do not use the library does not justify a 116% raise. We have not been told the position is full time and even if it is, wow, I want to be mayor! Since the mayor's July 7<sup>th</sup> justifications memo, compares Middleton to Star as justification for this increase. She encourages everyone to go to [datausa.io](http://datausa.io) for complete statistics. In the future she is voting for people who truly understand they work for us, and care about us, not special interest groups and developers. She would like to see the newsletters come back.

*Council Member O'Meara:* Asked what Linda if she knew what the mayor's salary in those cities was. The answer was she didn't have that information readily available.

*Nicole Riley: 118 S. Highland Dr (In City): Opposed:* She agrees with all the points that have been brought up. She thinks the money could be better spent elsewhere in the city budget where it could be utilized better. She wonders if this goes through, what does this open doors for other decisions to be made.

*Coral Kenasy: 316 Charles Ct (In City): Opposed:* Been in Middleton for the last 2 years. She is missing the data. She understands that a proposed salary increase would take the mayor from part time to full time to \$78,000 annually. Middleton has a population of roughly 10,000 people. In Caldwell \$89,000 with a population of 62,000. That doesn't seem incrementally close. She doesn't know the job of the Mayor, she doesn't know how to put a



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price tag on stress, on being squished between citizens and bureaucracy and navigating the law. But she does know that her husband works a lot of hours for not \$78,000. He is away a lot and works for a global company with over 30,000 employees. That company is 3 times the size of our city. She would ask for our civic representatives to consider the civic that is sitting before you and speaking to you.

*Martin Seagraves: 9976 Stoneybrook Way (Outside City): Opposed:* He moved here for the small town, and is upset by the expansion of the city limits. With all the building he is concerned about what is going on with the infrastructure. The schools, drug and alcohol programs, and the skate park is unsafe. He thinks the money could be better utilized going after those problems. If the mayor needs to go full time that is his right, he probably is working 24/7. But if Middleton is broke, he doesn't see how we can afford to give him 116%. Make it something more of a rational figure. We have a lot going on, and he doesn't see any new schools going on, no new hospitals or anything like that. We have to take care of our people.

*Andrew Bingham: 1171 Condor: (In City): Opposed:* He doesn't doubt that Mayor Rule puts in more than 20 hours per week and he appreciates everything he does to go above and beyond that. But he feels like we are setting a dangerous precedent if we add money as a motive to the mayorship of Middleton. People do not run for mayor for the money, they do it for the love of the community. He is sure that on the list of other mayors they put in more than part time hours. He also wants to know what this is about, is it about keeping up with the Joneses? He hopes it isn't about Mayor Rule's personal finances. He strongly feels that in order to keep Middleton and the mayorship civilly based and not motivated by anything other than general love and concern for the community that we need to keep it part-time, even if it means the mayor works full time. He doesn't oppose a pay raise, but 116% is not suitable for our community no matter how fast we are growing.

*David Richard: 23161 Buskirk (Outside City): Opposed:* He has been a civil servant his whole life. Mayor Rule signed up for the job knowing it was part time. If we have more money give it to the Fire and Police, students, not someone sitting behind a desk. What job do you go to, taking the job part-time and then halfway through want to change to full time and get a raise, doesn't happen.

*Jim Tank Taylor: 1052 Triumph Dr. (In City):* This comes before the City Council because a few years ago you reduced the mayors salary from \$52,000. When Mayor Rule began his campaign, the salary was changed before the election, but after declarartion of candidacy. So is he asking for a raise? Yes, that is the councils job to decide that. But you did take away the mayors salary and make it a part-time job. When the other mayor was full time. The mayor has always been a full time job. If the mayor is asking for a raise he would hope they would at least reinstate the salary that was taken away and the council themselves gave themselves a raise at that time of about 75% from \$200 to \$400. He hopes that council will take into consideration of what they have done in the past and what they will do in the future. He hopes they take into consideration what the job has become and at least reinstate the previous salary.

*Shaleen Stevenson: 78 Greenlinks Ave (In City): Opposed:* Recall Mayor Rule at a meeting in the Trolley Station saying he isn't in it for the money, he knows it is part time. that seems to have changed. She wants to know the value of the benefits going from part time to full time. If the plan in the long run is the Mayor gets a raise so that the council gets a raise, she wants to see in the budget where that money is coming from to address all of that when she



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sees so many other things that can be done.

*Russel Morgan: 144 E Willowcreek Dr: (In City): Neutral:* Wants to highlight communication, Middleton Connection. That paper was highly effective. He is hearing that the position is dealing with. He feels well out of the loop now with what Middleton has been doing. He prefers the active communication he feels well informed. If he has to sift through the information, it is difficult. He thinks there has been a real lack of communication. He believes the job requires full time, he thinks communication needs to increase.

*Heather Birch: 526 Cemetery Rd (In City): Neutral:* She found out about this through Middleton Matters on FB. She thinks the timing is off for the request of this raise. She is a nurse and has worked in drug and alcohol rehab. She would like to see another part-time officer for \$40,000. When Mayor Rule leaves what happens with the next mayor. She would like to see more communication from the City.

*Teddy Myatt: 201 Jasper Ave (In City): Opposed:* She is confused because she keeps hearing Middleton is broke, but we are taking away things from the children. She agrees that everyone deserves a raise, but the timing is wrong.

**Motion:** Motion by Council Member Huggins to close the public hearing at 6:44 p.m. Motion seconded by Council Member Garner and approved unanimously.

#### *Council Discussion*

*Kiser:* When is the Mayor not the Mayor? At 5:30 p.m. the mayor walks into Ridley's he is still approached. Do we need a full-time mayor? He thinks we do. There are a lot of things happening in Middleton and behind the scenes coming on board that the public doesn't know about because they are not on board yet. What are the expectations we are going to have of the mayor if this does become a full-time job? This is not raising taxes, taxes are going up because home values are going up. As far as he knows as a council, he is not looking for a raise, they addressed that a couple years ago because there hadn't been a raise. This is not a domino effect in that manner. What is the mayors job on a day to day basis. He gets beat up badly on social media. His job is not 8-5. It is a different job than working any other profession. Personally he is not in support of the amount. He wants a full-time mayor for our city, absolutely. He thinks that Mayor Rule has done a great job for our city, but he is not in favor of the full amount being asked.

*Huggins:* Council is paid \$550 a month. The president is a little more. They all also receive Persi retirement benefits and health benefits. If they opt out of the health benefits there is a stipend which is not as much as the premium. The Mayor position also qualifies for that benefit.

Two years ago we had a big variety of candidates for mayor, of which some did not shy away from saying they would be keeping there full time job. That was part of her decision in backing this off, because had they kept it at the \$52,000 there is no boss to the mayor. So coming into a wide variety of candidates we decided to basically call it a part time, just because there were a little unknowns. At that discussion we said we would reevaluate in 2 years. She believes that currently the mayor needs to be full time. Sometimes with the elected mayor if they do nothing but go to the taxing districts and Compass, that is how the grants get paid. If they did nothing other than go to the meetings in her opinion that is a full time job. Having someone who is competent going to those meetings is a value.

*Garner:* A lot of good points have been brought up. He does stand with Kiser and Huggins

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that this needs to be a full time position. He does not agree with the proposed salary. We do need someone who can go to the meetings that help get funds for the city to get projects done.

*O'Meara:* He does support the mayor going to a full time position, he has earned that right in his two years performance. He agrees with the previous councils decision to cut that wage before the elections because of the amount of unqualified mayoral candidates that were running. Steve has demonstrated his ability over the years to acquire funding for not only the city but the county as well. He is probably the most qualified person to run as Mayor as he has seen in the past 45 years. He knows the current salary for a McDonald's manager is \$75,000 a year. He believes that the mayor is under more stress than. He knows people in the emergency services administration departments that make more than \$78,000 Mayor Rule is asking for. He is in support of such a raise and believes the Mayor has earned it, and believes he will continue to serve our city extremely well in the future and he really hopes he runs for mayor again.

*City Administrator, Becky Crofts:* Idaho code 50-208 says "the officials of each city shall consist of a mayor and either 4 or 6 council members whose compensation shall be fixed by ordinance published at least 75 days before a general city election. Which ordinance shall be effective for all said officials commencing on January 1 following said election and continuing until change pursuant to this section." When you look at the timing of this it is set by state code on when it can be addressed. It can only be addressed and an ordinance has to be published 75 days before an election. There is only a certain time that this can be addressed. It cannot be addressed next year. Could not have been addressed the year prior, only at this time because there is a general election on November 2<sup>nd</sup>.

*Huggins:* We can only change Mayor and Councils' salary every two years, right at this time. That is another piece of this whole process and what we are bound by.

*Kiser:* We need to decide what a full time mayor salary looks like.

*Discussion by Council:*

The council discussed salaries ranging from \$52,000 - \$78,000.

*Kiser and Garner:* Full time and \$52,000

*Huggins:* Full time with \$60,000.

*O'Meara:* Full time at at least \$70,000.

*Kiser:* Is Mayor Rule going to work that full time job for that amount of money? His expectation is this becomes a full time job.

*Huggins:* Kip Manufacturing in Caldwell is hiring at \$20 an hour if you show up for your shift and work the entire shift. That puts that at \$41,600 annually.

*Kiser:* Comparing the school district superintendent salary at 6 figures. Their budget is significantly smaller than the cities and he doesn't have to worry about streets, water and sewer. Star doesn't have to worry about roads. Mayor Rule has more on his plate when it comes streets, water and sewer. If we look down the road and look at the what we need to do to set the mayors salary

*Garner:* Tough, but he feels along the lines of what Mayor Taylor was making.

*Legal Counsel:* The council cannot control the day to day of the mayor. The mayor is not participating in the deliberation it is appropriate for the council to ask a question and have the mayor respond.



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*Kiser:* Mayor Rule are you willing at \$60,000 a year to do the job as a full time mayor?

*Mayor Rule:* In his opinion he has been doing a full time job for 2 years. He will keep doing the same job he has been doing. He will keep doing a full time job because he has been doing a full time job for 19 months.

*O'Meara:* Mayor Rule, did you or did you not bring in a gravel operation that is raising the income level in the City of Middleton by several million dollars under your own esteem?

*Mayor Rule:* When he became mayor he saw we are cash poor. He found a park that needed a water amenity. He managed to turn that into a public bid by gravel companies and that bid came in at \$2.35 a ton with lows down to .80 or .90 cents a ton. We signed that contract depending on how big the pond/water amenity goes 25 acres at probably 26-27 ft deep it is easily 2.5-3 million, if we make the pond 40-60 acres which the parks experts say the bigger your water amenity the better the health of the pond and the service to the community it could be over 6 million dollars easy. And that is under contract with Knife River and staff can verify that.

*O'Meara:* Mayor Rule, is that same pond used to facilitate the extension of S. Cemetery Road?

*Mayor Rule:* Yes, at a reduced cost.

*O'Meara:* I think we can justify changing the mayor's salary just on the performance he has done just in the past 19 months. O'Meara personally believes that the mayor should make more than O'Meara does. He thinks he should make comparable to what the Fire and Police Chief makes. He would prefer that they start at \$70,000.

*Kiser:* Public hearing is closed.

- 5. Consider adopting Ordinance No. 648 setting the Mayors monthly salary at six thousand five hundred dollars (\$6,500), and shall receive the same employee benefits as any full-time city employee, except for accrual of vacation or sick leave.**

**AN ORDINANCE ENACTED BY THE MIDDLETON CITY COUNCIL  
AMENDING TITLE 1, CHAPTER 5, SECTION 1-5-1, OF THE MIDDLETON CITY  
CODE, CONCERNING THE SALARY OF THE MAYOR OF MIDDLETON; PROVIDING  
FOR AN EFFECTIVE DATE; PROVIDING FOR SEVERABILITY; AND REPEALING  
ALL ORDINANCES, RESOLUTIONS, ORDERS AND PARTS THEREOF, IN  
CONFLICT HEREWITH.**

**Motion:** Motion by Council President Kiser to waive the 3-reading rule for Ordinance 648. Motion seconded by Council Member Huggins and approved unanimously.

**Motion:** Motion by Council President Kiser to adopt Ordinance No. 648 setting the mayors monthly salary at \$5,000 and shall receive the same employee benefits as any full-time city employee, except for accrual of vacation or sick leave. Motion seconded by Council Member Huggins.

Roll Call Vote: Kiser – Yes, Huggins – Yes, Garner – No, O'Meara – No.

*Kiser:* Since council is split on the decision, they need to come up where they need to be and agree on a number. So what is the number the council is thinking?



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*Discussion:*

O'Meara: \$70,000

Garner: \$52,000.

Huggins and Kiser: \$60,000

*Kiser:* We have two options before us tonight. This ordinance is going to fail at a stalemate, because we have no tie-breaker in this situation, or we need to come to an agreement on a dollar figure. Mayor Rule is not going to accept benefits, but if the next mayor needs them, that makes the package at \$68,000. At a \$60,000 salary we are looking at a \$70-72,000 package when we start looking at insurance and Persi benefits that is all there. If we want a full time mayor we have to come together as a council, or this will die right here.

*Huggins:* Doing the decrease/increase every two years is not sustainable as the city grows. So what we set now will also take us into the future.

*Garner:* Don't want to underpay him, he has done some good things for the city, but that is what the mayor is elected to do.

*O'Meara:* Mayor Rule got elected for a position that had the wages cut before he came on board. He also knows that the city has grown at 13.2% since he has been in office. He also realizes that he has probably the highest qualifications of anyone he has seen in this seat. His experience as a former councilman and a county commissioner for 12 years at a considerably higher rate is totally commensurate at the wage that he suggested. He is adamant about staying at that wage.

*Kiser:* That wage becomes \$80,000 with benefits. We need to be thinking long term not short term.

*Huggins:* She is not willing to go as high as \$70,000. We have the opportunity to make the decision in two weeks.

*Kiser to Legal Counsel:* If we table the item do we need to have a second public hearing

*Legal:* No

**Motion:** Motion by Council President Kiser to table Ordinance 648 to the next regularly scheduled meeting. Motion seconded by Council Member O'Meara.

**Discussion:** Council Member Huggins said that the salary will be set somewhere between the \$52,000 – \$70,000. Council is at an impasse. But we have let the public know the boundaries we are looking at.

*Kiser:* Highly encourages the public to come back to the meeting to know what is decided.

***Motion approved unanimously.***

**6. Consider approving additional services authorization to T-O Engineers, Inc Agreement for Blower Expansion project number 200555 in an amount not to exceed \$ 92,955.00 – Becky Crofts**

Mayor Rule called the item City Administrator Becky Crofts this is to make sure the Wastewater treatment plant meets the can continue to have capacity and the agreement authorizes the engineers to continue working with the City. This is an ambitious project schedule and the new blowers will be installed into the existing building.

**Motion:** Motion by Council Member Huggins to approve additional services authorization to T-O Engineers, Inc Agreement for Blower Expansion project number 200555 in an amount not to exceed \$ 92,955.00. Motion seconded by Council Member Garner and approved unanimously.

**7. Consider approving City of Middleton Logo Design Contest – Mayor Rule**

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Mayor Rule called the item and explained that he would like to have a City Logo design contest. The city has used \$0 in the advertising budget, and he would like to have a contest that would include amateurs as well as professionals.

*Council Discussion:*

O'Meara asked if there is a cost to changing logos? Becky Crofts said the logo is printed on the stationary the city uses and on the city website. So, there would not be a cost associated with changing it. The Welcome to Middleton signs doesn't have the official logo on them so those signs would not need to be changed.

**Motion:** Motion by Council Member O'Meara to approve a City of Middleton Logo Design Contest. Motion seconded by Council Member Garner and approved unanimously.

**8. Consider approving contract with OMCS, LLC for wastewater treatment plant operator services. – Becky Crofts**

Mayor Rule called the item and City Administrator Becky Crofts explained the need for this contract. Chad Beverage has resigned, and the city license requires 2 licenses at all times. With Chad's resignation it leaves the city with one license through Rodger Hawker. The city has worked in the past with OMCS, and if the contract is approved will work with them part time until the WWTP position is filled. OMCS also brings a Land-application license that is important for the city. This agreement keeps the city in compliance with the federal regulations for DEQ and EPA.

**Motion:** Motion by Council Member Huggins to approve a contract with OMCS, LLC for wastewater treatment plant operator services. Motion seconded by Garner and approved unanimously.

Mayor called a brief recess at 7:46 p.m. The meeting resumed at 7:51 p.m.

Mayor announced that the public comment was going to be held now, prior to the budget discussion.

**Public Comment:**

Emma Mondor – 25156 Shirley Lane: "I want to keep the library because it has good books and I really like the books that are there. And the children like them."

Alicia Mondor – 25156 Shirley Lane: She wants everyone to know that her children came of their own free will, despite her telling them it would be a very long meeting. They want to be involved in the community and have their opinions heard. She is concerned with the library, the things that are happening with the library and also the board. It was brought to the patrons of the library attention, those who attended the two previous board meetings that there have been allegations of sexual harassment. There has been an employee that quit due to these allegations. And they are so egregious. What is even more shocking is that once this employee did speak out against this, it was brought to HR, and HR referred them back to the board. The board is what has been sexually harassing the employee. HR should have opened an



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independent investigation into this and not refer them back to their abusers. In her opinion the library was the least problematic, well ran department in the city. The last time Alicia came to city council meeting on March 17<sup>th</sup> 2021, Mayor Rule said he is not a library guy, he should get to know those who are the experts. Jim Taylor is not an expert, he called the library day care workers. She is not okay with what is happening. She doesn't feel like there is transparency with the city and the residents.

Mayor Rule said the City has received a document from one of the employees and it has been turned over to legal counsel. He cannot comment on it any further at this time.

Mike Graefe – 1889 Ridge Way: He has been in Middleton for 6.5 years. He wishes there would be as much interest in these city council and planning and zoning meetings. He thinks that the residents need to attend the meetings. The residents have to be engaged in the process. He is not a fan of making a decision not to make a decision. If you don't like what is happening, vote in the election, don't run out the door yelling for recall. Be part of the process.

Crystal White – 9245 Northview Road: Would love to see the newsletter come back in the bills. She said she is lazy and if she has to go digging for the information she isn't apt to do it. She would like to see something every one gets to read.

Russell Morgan – 144 E Willowcreek Drive: There is a difference between active and passive communication. He wants something sent, not that he has to go digging for.

#### **Budget Workshop: FY 2022 – Wendy Miles**

City Treasurer Wendy Miles lead the Budget Workshop. There was Council Discussion, no decisions were made.

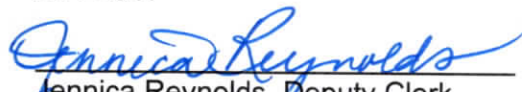
#### **Mayor Comments, Council Comments:**

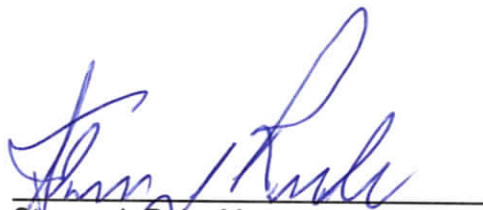
*Council President Kiser:* Next meeting he will not be here. He will try to phone in, but likely will be on an airplane. He has discussed this with the attorney and will have a statement to be read at the meeting.

*Council Member O'Meara:* He would like to take a look at the agreement for Special Event. He thinks it needs to be reworded and relooked at he would like that to come before the council to look at.

**Adjourn:** Mayor Rule adjourned the city council meeting at 9:00 p.m.

ATTEST:

  
Jennica Reynolds, Deputy Clerk  
Minutes Approved: August 4, 2021

  
Steven J. Rule, Mayor

**Steve Rule**

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**From:** Steve Rule  
**Sent:** Wednesday, July 7, 2021 4:37 PM  
**To:** Rob Kiser; Carrie Huggins; Jeff Garner; Tim O'Meara  
**Cc:** Becky Crofts; Wendy Miles  
**Subject:** Salary information

Dear Council members.

I wanted to update you with current information regarding the City of Star increasing the Mayor's position to full time. I just got off the phone with Mayor Chadwick. Star is increasing the mayor to full time status at a salary of \$90,000.00 dollars per year, plus, a full benefits package.

Star does not have a Police Department, a sewer department, or, a road department as Middleton City does.

I am asking only the median salary from the study of Idaho mayor salaries of \$78,000.00. Based on Star alone, fair salary for job justification exists.

Points to consider:

Mayors job is 24 hours a day, 7 days a week. The phone does not shut off.

Experience – 4 years Middleton City Council 12 years Canyon County Commissioner No other Mayor in the State has that kind of experience on their resume'

Two years of service to the City at a significantly reduced rate of pay compared to other cities in Idaho, only one of which is growing as fast or faster.

The funding and building of Cemetery road. A 1.3 million dollar funding to Middleton that would not have happened if not for my knowledge of how to get in the cue for that federal funding.

The vision to bid out and put in place sale of gravel for more than 5 million dollars coming to Middleton in the next several years is HUGE! It would not have happened at that level without my management.

I believe this justifies my request.

Respectfully,  
Steve Rule



## Data as of February 16, 2021

City	Mayor		City Council		Average of the FT Mayors removed high and low
	PT/FT	Yearly	Monthly	Yearly	
Boise	FT	\$149,452.00	\$2,268.58	\$27,223.00	\$78,063.68
Meridian	FT	\$94,632.00	\$1,250.00	\$15,000.00	
Pocatello	FT	\$86,056.88	\$1,095.75	\$13,148.98	
Caldwell	FT	\$86,049.12	\$732.82	\$8,793.84	
Nampa	FT	\$81,281.25	\$840.82	\$10,089.84	
Idaho Falls	FT	\$79,384.56	\$1,000.00	\$12,000.00	
Rexburg	FT	\$79,192.00	\$768.84	\$9,226.08	
Eagle	FT	\$76,320.00	\$1,060.00	\$12,720.00	
Kuna	FT	\$71,875.00	\$1,000.00	\$12,000.00	
Blackfoot	FT	\$65,000.00	\$500.00	\$6,000.00	
Chubbuck	FT	\$60,846.00	\$663.42	\$7,961.00	
Mountain Home	FT	\$60,000.00	\$850.00	\$10,200.00	
Star	PT	\$40,000.00	\$1,200.00	\$14,400.00	
Middleton	PT	\$36,000.00	\$550.00	\$6,600.00	
Garden City	PT	\$34,000.00	\$850.00	\$10,200.00	
Coer d'Alene	PT	\$32,400.00	\$1,000.00	\$12,000.00	
Emmett	PT	\$27,000.00	\$750.00	\$9,000.00	
Post Falls	PT	\$24,678.00	\$856.83	\$10,282.00	
Moscow	PT	\$24,342.00	\$703.28	\$8,439.36	
Hayden	PT	\$15,840.00	\$660.00	\$7,920.00	
Ammon	PT	\$15,000.00	\$700.00	\$8,400.00	
Burley	PT	\$15,000.00	\$400.00	\$4,800.00	
Fruitland	PT	\$12,000.00	\$550.00	\$6,600.00	
Jerome	PT	\$12,000.00	\$500.00	\$6,000.00	
Rigby	PT	\$12,000.00	\$300.00	\$3,600.00	
Greenleaf	PT	\$7,200.00	\$225.00	\$2,700.00	
Payette	PT	\$6,000.00	\$300.00	\$3,600.00	
New Plymouth	PT	\$2,100.00	\$125.00	\$1,500.00	
Twin Falls		N/A			
Lewiston		N/A	\$700.00	\$8,400.00	

**From:** [Becky Crofts](#)  
**To:** [Janet Richards](#)  
**Cc:** [Jennica Reynolds](#)  
**Subject:** RE: Mayor Salary  
**Date:** Tuesday, July 6, 2021 2:00:51 PM

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Thank you Janet --

I'll submit your comments as written testimony for the public hearing.

Becky

-----Original Message-----

From: Janet Richards <chkabez@yahoo.com>  
Sent: Tuesday, July 6, 2021 1:56 PM  
To: Becky Crofts <bcrofts@middletoncity.com>  
Subject: Mayor Salary

Hello

I read about the public hearing regarding our mayor's salary.

Our politicians are public servants. Some may need a salary, I understand that, but some don't. And how nice would that be for them to forego one for the good of the city they are serving.

In Rule's case, I can only assume he doesn't need a salary as Mayor. But in certain I can say, \$6500 a month paid to a public servant is extravagant and unnecessary, especially here in such a small town as Middleton. Any extra monies need to go toward the needs and necessities of our city. And as a tax payer here, I absolutely disagree with that inflated amount.

Sincerely  
J. Richards



**From:** [Becky Crofts](#)  
**To:** [Kriste Perrin](#)  
**Cc:** [Jennica Reynolds](#)  
**Subject:** RE: Major increase in salary  
**Date:** Tuesday, July 6, 2021 7:26:25 PM

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Hi Kriste –

Thank you for your input, your written comments will be added as public testimony during for the July 21 public hearing.

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**From:** Kriste Perrin <kristeperrin@gmail.com>  
**Sent:** Tuesday, July 6, 2021 6:56 PM  
**To:** Becky Crofts <bcrofts@middletoncity.com>  
**Subject:** Major increase in salary

Hello Becky

I wanted to let you know that a part time position for major should not be more than \$30,000 per year. I think that anything else would be irresponsible. Thank you,

**From:** [Becky Crofts](#)  
**To:** [sally ann](#)  
**Cc:** [Jennica Reynolds](#)  
**Subject:** RE: Mayors salary increase  
**Date:** Friday, July 9, 2021 3:15:11 PM

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Hi Sally –

Thank you for your written testimony. This will be included in the council packet.

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**From:** sally ann <[gsaw@live.com](mailto:gsaw@live.com)>  
**Sent:** Wednesday, July 7, 2021 10:59 PM  
**To:** Becky Crofts <[bcrofts@middletoncity.com](mailto:bcrofts@middletoncity.com)>  
**Subject:** Mayors salary increase

Not enough budget for police officers, not enough budget for police station, not enough budget for library, but enough to more than double the mayors salary? Things don't make sense here!



## Rhonda Carpenter

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**From:** Becky Crofts  
**Sent:** Tuesday, July 20, 2021 5:24 PM  
**To:** Rhonda Carpenter; Jennica Reynolds  
**Subject:** FW: Mayor Pay Increases! NO!!

Please include in city council packet. Needs to be read into record.

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**From:** Mary Myers <mmyers1748@gmail.com>  
**Sent:** Tuesday, July 20, 2021 4:55 PM  
**To:** Tim O'Meara <tomeara@middletoncity.com>; Rob Kiser <rkiser@middletoncity.com>; Carrie Huggins <chuggins@middletoncity.com>; CITMID <citmid@middletoncity.com>; Becky Crofts <bcrofts@middletoncity.com>; Jeff Garner <jgarner@middletoncity.com>  
**Subject:** Mayor Pay Increases! NO!!

To Whom It may Concern

I am 100% disagree, with the 116% pay increase. This is not what the people agreed to pay when the mayor was elected for. Most of the townspeople are not aware of this pay increase desire. He was elected for part time at 3K a month, and that was the people's understanding . Just because one feels they should get a 116% pay increase and work more. This isn't the Middleton voters opinion, that's why we have elections. I'm blown away that someone feels that they should get a pay raise that doubles their salary, then what they voted in for.

[Our Police Officers who put their LIVES on the line and work harder and serve this community, are paid ONLY \\$66,700 a year.](#) You think a man who sits behind a desk deserves more than our protection / our Officers who TRULY Servers. No Way!

Our ex-Mayor Taylor was paid 57K at one time, for a dual role of filling the head building Official job as well. If I remember right it was lowered.

I'm not a fan of the actions of our past mayor. His poor actions towards those who served his office with him as well as his wife were unexceptable. I know many wanted him out of office and the cost to recall/remove him was staggering. I do know Taylor some,aggressive behavior had people leaving, and made it a hostile environment. Why do I mention this, because one man should not be paid higher, treated better, when it would cost the taxpayers more to remove them,and really dont work harder than the people they serve.

I do know that Taylor has given Middleton many improvements, that we can visually see. I cannot say the same with Mayor Rule.

If we spent the 40K plus, that Rule is asking for just main street improvements. Our little Town would be a beauty to visit. We could use that money to make some landmarks a key visiting center, improve historical buildings, instead of tearing them down, finish the park, Do a downtown face lift to business who cannot do to being hit hard with covid, and so much more. My understanding is that those who work in the City Hall are hard workers, and also are not getting a pay increase.

They have dealt with the poor actions of the past mayor while still working and running the town in many areas and at many levels. Their pay stays the same.

We need to have a two year Limited for the mayor's position as requested for the Boise mayor. A Mayor can hurt a town and destroy the economy so quickly.

Rule hasn't helped our community!

I honestly cannot visual see any improvements for our town, since Rule started. As Caldwell commissioner, Rule stated in 2018, he loved the farm towns and the life it had to offer.

So where are those improvements here to show his ideas & dreams?, The Fishing holes to draw in tourism, The preservations of key locations that focus on our history. The campaign promises to bring in business. There are none, our land is being sold right underneath us.

Without the voice of the people during covid the Mayor made the decisions, not to improve communication for the public to be actively involved in town growth in the City Council meeting. The builders loved that!

Where are the improvements of new business that Rule stated in his speech he gave the community. Rule, is not listening to the people he has his own agenda like he did with the jails improvement in caldwell. When the people time after time stated no and he pushed his thoughts and wants on the towns people.

Now, I feel that if this approval goes forward without every citizen knowing that his or her taxes will go up to pay someone who feels just a couple years in office deserves and 116% pay increase might just lead to possible negative actions to our town.

If Rule feels this is what the people want, then we must mail something to each home informing the townspeople. That rule feels he should be / wants a 116% increase in pay. (We know that wont go over well) Let the townspeople who are losing their homes and jobs because of covid and struggling paycheck to paycheck, having a hard time feeding their children, let them know that their taxes will be Going UP! Nothing in our Towns Growth shows he should or deserves a raise of that size!

At the time Rule was running for Mayor he stated and understood the job was a part time role. To make himself a full time employee with a 116 % increase that affects every town person's paycheck should be carefully considered. People can be angry when their money is touched. I feel this



should not increase, this is not what the people voted for. Many are clueless, this isn't right for a handful to decide for the people. I really don't want our Mayor or council to act like Star did.

[https://www.oregonlive.com/news/2008/12/idaho\\_commissioner\\_apologizes.html](https://www.oregonlive.com/news/2008/12/idaho_commissioner_apologizes.html)

<https://caldwellguardian.blogspot.com/2008/12/commissioner-steve-rule-puts-foot-in.html>

1) In our town NO major visual improvements in our town.

2) My question is what major action warrants our taxes to be increased and to double his pay.

3) I would expect the Mayor to be a spokesperson for the City and to lead efforts to help small businesses as well as bring business in as he promised to do during his campaign.

4) Where is his promise to bring in new business to the community. They only major changes have been to increase in over growth / development, which has driven out farming and money for the community (taxes) leave .

5) Our intersections are horrible, on Harley it has become

a dangerous intersection. The approval of more apartments, and home developments on Hartley has put lives in jeopardy.

Poor decisions and lack of caring for the community's lives.

6) A broken campaign promise of not bringing in business, and local improvements, now demands 78K per year?

He has people on his staff who are working harder and longer without raises.

7) I feel that the Mayor didn't do all he could do to make the City Council meeting accessible during covid. The City Council meeting did not allow the community to be involved and participate in the decision making of our town. This allowed construction to be pushed through without opinions from the community. The mayor made no effort to take care of this issue for the community which was requested.

8) Caldwell does not impact us so much, but they are putting safety before funding other budget increases.

[https://www.idahopress.com/news/local/caldwell-pauses-residential-development-up-to-120-days-in-response-to-property-tax-law/article\\_469379d3-96a1-537a-80f6-c03c48e6d673.amp.html](https://www.idahopress.com/news/local/caldwell-pauses-residential-development-up-to-120-days-in-response-to-property-tax-law/article_469379d3-96a1-537a-80f6-c03c48e6d673.amp.html)

9) On March 2021. It was made into a law until 2024 that States, State taxes CANNOT be lowered. So this means with the pay increase for the Mayor's 116% so called raise will be even more money.

WASHINGTON — A last-minute change in the [\\$1.9 trillion economic relief package](#) that President [Biden](#) signed into law this week includes a provision that could temporarily prevent states that receive government aid from turning around and [cutting taxes](#).

<https://www.nytimes.com/2021/03/12/us/politics/biden-stimulus-state-tax-cuts.html>

10) When does it end!

The Mayor of Star is asking for a 250% pay increase. from \$40,000 to \$100,000 for a city of 12,000 Citizens. When is the last time you (City Workers) received a salary increase.

I'm so tired of Politicians getting rich off our hard earned money! When they sit ideal, while the citizens complain of issues, no major improvements, no major tax growth! etc.....

11)The Govor of Idaho is only paid \$50,606 A Year. He runs a whole state!

[https://openpayrolls.com/state/idaho/2019/emp-brad-little#google\\_vignette](https://openpayrolls.com/state/idaho/2019/emp-brad-little#google_vignette)

12)The Mayor has had allegations of bad behavior that the Library Board has done. Yet Nothing has happened. The people's voices are heard upon deaf ears!

The City Library board has been a thorn to the citizens of Middleton, and this issue is exnored. There behavior is appalling

a) The director of the library submitted her resignation and a third employee just left as well.

b) Hostility is ignored by the mayor.

I truly know that this is a poor choice to make and I know many do not want Rule to continue in the future as Mayor!

Please Dont allow this to happen to the people!

Thank you,

M Myers

West Highlands



## Utilities

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**From:** AJM <flyusmc53d@yahoo.com>  
**Sent:** Wednesday, July 21, 2021 7:49 AM  
**To:** Steve Rule; Rob Kiser; Carrie Huggins; Tim O'Meara; Jeff Garner; CITMID  
**Subject:** City Council meeting action item #4

Ladies/Gentlemen,

I am a resident of Middleton and I do not approve of the proposed salary increase for the Mayor.

With a population of 8,000 residents, Middleton does not need a full time Mayor and therefore I do not believe a 116% salary increase is warranted.

Anthony Muralt  
(307) 757-6536



# Salary: Mayor of Middleton Salary

July 21, 2021 - City Council - Public Hearing

Please check

Name	Address	Phone or Email	Please check			
			In Favor	Neutral	Opposed	Testify
Matt Sapp	1798 Iron Station Dr.	708-631-1041 msapp1234@gmail.com	<input checked="" type="checkbox"/>			
Mike Sankle	1888 RIDEWAY	208-589-6229				
Jennifer Green	1165 Overland Trail	461-713-8574		<input checked="" type="checkbox"/>		
Devin Clark	23725 Lanning	208-559-6275		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Steve Clark	23725 Lanning	208-559-6272		<input checked="" type="checkbox"/>		
Brenda Pickel	462 Huckleberry St	<del>208-559-6272</del>		<input checked="" type="checkbox"/>		
Crystal White	9315 Matthew Rd	702-622-5805		<input checked="" type="checkbox"/>		
Evan Housh	13376 Scatterhorn Dr	RyanHoush@gmail.com		<input checked="" type="checkbox"/>		
SHARON OLSEN	368 E Rose Lake	502-580-0909		<input checked="" type="checkbox"/>		

6/14





# Salary: Mayor of Middleton Salary

July 21, 2021 - City Council - Public Hearing

Please check

Name	Address	Phone or Email	Please check			
			In Favor	Neutral	Opposed	Testify
Rhonda Quinn	590 Goshawk Ave Middleton ID 83644	208-284-5011		<input checked="" type="checkbox"/>		
Jennifer Guff	864 Johnson	208 697 3168		<input checked="" type="checkbox"/>		
Paul Huser	10850 Chaparral Rd.	208-754 6993		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Austin Eggman	10850 Chaparral Rd.	503-449-6417		<input checked="" type="checkbox"/>		
Christy Slanaker	1409 N Sea St	christyslanaker @ymail.com		<input checked="" type="checkbox"/>		
Al Bush	979 Berland Trail	425 262 6447		<input checked="" type="checkbox"/>		
John Vander Jact	23854 EMMETT RD	761-528-2495		<input checked="" type="checkbox"/>		
Linda Blandford	615 Goshawk Ave	408 378 8395		<input checked="" type="checkbox"/>		
John Mead	24421 N. 10th Ave ID	208-615178		<input checked="" type="checkbox"/>		



# Salary: Mayor of Middleton Salary

July 21, 2021 - City Council - Public Hearing

Please check

Name	Address	Phone or Email	Please check			
			In Favor	Neutral	Opposed	Testify
<input checked="" type="checkbox"/> Amy Vaughn	701 N. Dewey Ave.	(208) 412-4627		<input checked="" type="checkbox"/>		
<input checked="" type="checkbox"/> Jacob Vaughn	701 N. Dewey Ave.	(208) 941-4057		<input checked="" type="checkbox"/>		
<input checked="" type="checkbox"/> Nicole Filley	118 S. Highland Dr.	208-949-9700		<input checked="" type="checkbox"/>		
<input checked="" type="checkbox"/> Mike Meyers	2120 Pilgrim Way	Mike@CUD63.org	<input checked="" type="checkbox"/>			
<input checked="" type="checkbox"/> Antonia L. Wilson	115 N Foote Ave # 6	208-870-0092		<input checked="" type="checkbox"/>		
<input checked="" type="checkbox"/> Melissa Seagraves	9976 Stony Brook Way	208-412-3457		<input checked="" type="checkbox"/>		
<input checked="" type="checkbox"/> Beverly Beatty	101 W. 1st Street			<input checked="" type="checkbox"/>		
<input checked="" type="checkbox"/> Anthony T. Seagraves	9976 Stony Brook Way	Seagraves.151@gmail.com		<input checked="" type="checkbox"/>		
<input checked="" type="checkbox"/> Joe Swensen	24554 Cemetery Rd	208-615-0935	<input checked="" type="checkbox"/>			





# Salary: Mayor of Middleton Salary

July 21, 2021 - City Council - Public Hearing

Please check

	Name	Address	Phone or Email	Please check			
				In Favor	Neutral	Opposed	Testify
/	Coral Kennerly	316 St Charles Ct	208-715-7448		X		
/	Martin Seagraves	9976 Stony Brook way	208-724-4094		X		
/	Kassie Knapp	964 Red Fern Dr	208-286-6204		X		
/	Dennis Stacks	98 Walcott Lak Dr	208-371-8981		X		
/	Andrew Bingham	1171 Lander Dr.	208.989.9665		X		
/	Wahy Velichko	539 Meadow ct	916 470-1988		X		
/	DAVID Richard	23161 Buskirk Dr	208 249 8020		X		
	Jim Tank Taylor	1052a Triumph	208-602-8994				
	Shaleen Stevenson	78 Green Links	208 490 2297		X		



### Salary: Mayor of Middleton Salary

July 21, 2021 - City Council - Public Hearing

Please check

[illegible]



## Salary: Mayor of Middleton Salary

July 21, 2021 - City Council - Public Hearing

Please check

[illegible]





# Public Comment Sign In

July 21, 2021 City Council Meeting

	Name	Address	Phone or Email	Topic/Agenda Item #
1	Matt Sapp	1798 Inca Station Dr Middleton 83644	208-631-1041 msapps1234@gmail.com	#A
2	Hannah Sapp	"	208-514-9381 hmcclason@hotmail.com	#A
3	Mike Shuck	1888 R. D. E. Way	208-529-6227	
4	haura Bone	T.O Engineers	208 492 6300	Informational
5	<del>Shirley</del> Emma Mander	25156 Shirley Ln	—	Library
6	Kellen Mander	"	—	"
7	Alicia Mander	"	208-412-2417	Library / Mayor Salary
8	Al Burr	979 Overland Trail St	425 268 6447	Mayor Sal
9	Linda Blandford	615 Goshawk Ave	408 388 8395	Mayor Salary
10	Shanell	24421 Middleton Ave	208 645-7315	Salary (Mayor)



## Public Comment Sign In

July 21, 2021 City Council Meeting

	Name	Address	Phone or Email	Topic/Agenda Item #
11	Brenda Pickrel	1102 Huckleberry St		Mayor <del>888</del>
12				
13				
14				
15				
16				
17				
18				
19				
20				