



CITY OF LIBBY

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REGULAR COUNCIL MEETING #1558

DECEMBER 7, 2020 @ 7:00PM

COUNCIL CHAMBERS – CITY HALL

CALL TO ORDER:

- Pledge of Allegiance
- Roll Call
- Welcome
- Prayer offered by Tom Cole.
- Approve City Council Meeting Minutes for #1557 dated 16 November 2020.
- Approve Public Hearing Minutes dated 23 November 2020.

ANNOUNCEMENTS:

COMMITTEE REPORTS:

- City Administrators Report
- Fire
- Police
- Ordinances
- Lights/Streets/Sidewalks
- Building
- Water/Sewer
- Zoning Commission
- Cemetery/Parks
- Finance
- KRDC
- City-County Board of Health
- Park District Manager of Projects

PUBLIC COMMENT ON NON-AGENDA ITEMS: This is an opportunity for the public to offer comments related to issues that are not currently on the agenda that the council has jurisdiction over. **Public comment is limited to 3 minutes.**

NEW BUSINESS: Each new agenda item will be introduced by the Mayor (or assigned liaison) with a description of the item and explanation for the recommended action. Following council discussion on each item will be an opportunity for public comment prior to any action taken. **Public comment is limited to 3 minutes concerning the agenda item being discussed only.**

1. Approve new business licenses received to date.
 - a. Goddess Home Solutions, Individual, 79 Post St., Type of Business.
2. Approve claims and payroll for November of 2020.

UNFINISHED BUSINESS:

1. City of Libby Wildlife Management Plan
2. IP negotiations.
3. Approve (tabled) location for vault toilet at the Cross-Country Ski Course.

GENERAL COMMENTS FROM COUNCIL:

ADJOURNMENT:

The manner of Addressing Council:

Each person, not a Council member shall address the Council, at the time designated in the agenda or as directed by the Council, by stepping to the podium or microphone, giving that person's name and address in an audible tone of voice for the record, unless further time is granted by the Council, **shall limit the address to the Council to three minutes.**

All remarks shall be addressed to the Council as a body and not to any member of the Council or Staff.

No personal remarks shall be addressed to the Council as a body and not to any member of the Council or Staff.

No person, other than the Council and the person having the floor, shall be permitted to enter any discussion either directly or through a member of the Council, without the permission of the Presiding Officer. Any person making personal, impertinent, or slanderous remarks or who shall become boisterous or disruptive during the council meeting shall be forthwith barred from further presentation to the council by the presiding officer unless permission to continue by granted by a majority vote of the council.

ATTENTION:

To access this meeting electronically with ZOOM,
Dial: 253-215-8782
Meeting ID: 4042719951
Password: 151041

Posted: 12/02/20

UNAPPROVED MINUTES

The City Council held meeting #1557 on Monday, November 16, 2020, in the Council Chambers at City Hall.

Call to Order:

The meeting was called to order at 7:00 pm by Mayor Brent Teske.

The Pledge of Allegiance was completed, and Roll Call commenced. Present were Mr. Beach (via Zoom), Mr. Dufficy, Ms. Smith (via Zoom), Mr. Taylor, Mr. Zimmerman (via Zoom), and City Clerk/Treasurer Mr. Sikes. Mrs. Williams was not in attendance.

Mayor Teske welcomed all in attendance, continued without prayer as Mr. Mark Smith was not in attendance.

Approve City Council Meeting minutes for #1553 dated 21 September 2020. Councilor Zimmerman **MADE A MOTION** to approve and Councilor Smith **SECONDED**.

Mr. Beach, Mr. Dufficy, Ms. Smith, Mr. Taylor, And Mr. Zimmerman voted **FOR**.

MOTION PASSED.

Approve Public Hearing minutes for 21 September 2020. Councilor Dufficy **MADE A MOTION** to approve and Councilor Smith **SECONDED**.

Mr. Beach, Mr. Dufficy, Ms. Smith, Mr. Taylor, And Mr. Zimmerman voted **FOR**.

MOTION PASSED.

Approve City Council Meeting minutes for #1556 dated 2 November 2020. Councilor Zimmerman **MADE A MOTION** to approve and Councilor Smith **SECONDED**.

Mr. Beach, Mr. Dufficy, Ms. Smith, Mr. Taylor, And Mr. Zimmerman voted **FOR**.

MOTION PASSED.

Announcements:

There were no new announcements.

Committee Reports:

City Administrator's Report: Mayor Teske stated that Mr. Hammons had sent any pertinent reports to the key personnel that would be discussed as reached during the meeting. The Mayor went on to update the Council that the leaf pickup was completed, but that the crew was still driving the small pickup around to catch any stray bags of leaves.

Fire: Councilor Zimmerman reported that in October LVFD responded to 7 calls for service. The calls consisted of 2 for the City and 5 in the Rural District. 2 were for vehicles, 1 for structural, 1 for a chimney, 2 for mutual aid and 1 false alarm. This brings the total number of calls to 108 through the end of October.

Police: None.

Resolution/Ordinances: None.

Lights/Streets/Sidewalks: Councilor Beach reported that Noble was finished removing the two platforms from the walking bridge and that crews were dismantling them to repurpose the timbers in repairing the bridge itself, where the fence attaches. New security fencing will be installed once it arrives and the repairs are completed hopefully within the next two weeks depending on the weather.

Building: None.

Water/Sewer: Councilor Zimmerman reported that the water main replacement in the alley around Idaho and Nevada, near 10th and Bush, should be completed tomorrow. Roughly 50 linear feet of the previous 2" piping had deteriorated and was leaking, so it had to be replaced with a new 8" main. This main replacement meant that six new radio-read meters and meter pits were also being installed. Councilor Zimmerman went on to explain that this replacement was originally going to be completed via a bid that was included in upcoming water project bidding but owing to the extent of the leaking the replacement status had to be upgraded to an emergency. Thus Thompson Contracting was hired to complete the work. Further reclaiming of the alley will have to wait until spring and fairer weather.

Councilor Zimmerman went on to inform the Council that applications were still being received to replace the Wastewater Treatment Operator stating that Friday the 20th of November would be the cutoff for receiving applications.

Councilor Dufficy asked if the old 2" pipe was being replaced with 8" and if the differences would be noticed by the City. Mayor Teske stated that there was 2" main, mostly in the old rural outreach areas, replaced and there would be much better pressure in the hydrants but that homeowners would not realize much change except a small boost in pressure.

Zoning Commission: Mayor Teske brought to everyone's attention that the newly added committee report was next. Councilor Smith informed the Council that the Commission would be meeting on the 30th of November and on the last Monday of the month moving forward. The next meeting will go over the Residential Zoning A and Conditional Use Permit Code 10.17 with nothing else new to report.

Mayor Teske informed everyone that there would be a Public Hearing at 6:30 pm on the 23rd of November to go over the Conditional Use Permit for the Asa Wood Assisted Living facility and asked that the Council refresh themselves with Code 17.10 and the Residential Zoning A.

Councilor Smith stated that everyone should have received the memo on the updates and the recommended course of action, and if not, it could be resent. Councilor Smith then asked if there were any new updates whereas Mayor Teske responded that the only changes is that Gerald Fritts with the Housing Foundation would like to have the meeting via zoom due to Covid-19.

Mr. Sikes stated that he would send out an electronic copy of all the proposed Asa Wood paperwork in the morning tomorrow.

Cemetery/Parks: None.

Finance: Mr. Sikes informed the Council that the audit with Bob Denning is going well and everything should be completed and returned to the City in the next couple weeks. From there Mr. Sikes stressed the importance of completing the end of year reports due to the State and Federal Government by the 31st of December. Also reported was that Mr. Denning was going to assist the City in bank reconciliation once an e-mail is received showing the problems.

KRDC: None.

City-County Board of Health: None.

Park District Manager: None.

Public Comment on Non- Agenda Items:

Mrs. Teri Kelley, 163 Scenery Rd., approached the Council from Flathead Electric to discuss the proposed electric car charging stations now that the State had released the RFA and a deadline to submit of the 11th of January. Teri was excited to identify specific locations on Highways 2 and 93 mentioning that the Libby, Eureka, and Kalispell corridor will apply and work together with other utilities and other locations. Teri stated that by working together all involved would earn more points towards getting the proposal accepted by the State.

Mrs. Kelly went on to express her desire to obtain letters of support from the Council and area business owners speaking to the economic benefits that the charging stations would bring to the area. The same requests will be presented to the Chamber of Commerce as the plan is to put the charging station in the Chamber's parking lot as that would be an ideal location, just as is planned in Kalispell.

Mrs. Kelly mentioned that Lincoln Electric in Eureka was going to do the same charging station but was unsure of the exact location planned. Teri added that the DEQ operates slowly so there is no way to know when the project could be funded but believes it has a good shot at being accepted.

Mayor Teske asked the Council if they would be interested in submitting a support letter which received resounding agreement with Ms. Smith stating that this would absolutely be a good thing. Mrs. Kelly went on to again say that receiving support letters from local business owners is important if we want to get a high score to increase the odds that the application would be approved.

Councilor Dufficy asked if there was only going to be one charging station in Libby which Mrs. Kelly responded that there would be one station with a Level II and a Level III charger at the same location owing to the State's redundancy factor.

Councilor Zimmerman questioned if Mr. Sikes had access to the business e-mail list that had been used in the past to request letters then Councilor Smith commented that it may not be appropriate for the City get so involved and that the Reporter in the room should report the request for support adding that Mr. Chisholm may have something to add.

Mr. Chisholm commented that it was probably not illegal for the City to e-mail business owners but that it may appear to be inappropriate in some eyes. Mayor Teske commented that the Council Members know enough business owners that word will spread and saturate without sending an e-mail from the City. Councilor Smith added that the Chamber sends out a weekly letter that would be the optimal way to get the request for support out.

Mrs. Kelly went on to explain that each location will be constructed with one Level II and one Level III charger on site with the ability to expand each location. Councilor Dufficy then questioned the differences between chargers. Teri explained that a Level III charger is a quick charger, taking just 30 minutes to fully charge while the Level II charger is more comparable to a household station taking several hours to completely charge a vehicle averaging 20-30 miles charge per hour.

Councilor Dufficy then asked about sensors or auto shut offs on the electric vehicles worried that car owners will just plug in and leave the vehicle unattended for extended periods. Mrs. Kelly went on the explain that electric vehicles only charge to capacity, ~~and that~~ the location at the Chamber would be perfect as people could go to Rosauers or stay at the Venture while their car was charging and still be close enough to unplug and move the vehicle once charged.

Mayor Teske stated that most electric cars shut off charging once they reached capacity stating that the City will complete a support letter and put the word out for business letters soon.

New Business:

Approve all business licenses received to date.

Mayor Teske read through the 3 applications. Councilor Taylor **MADE A MOTION** to approve all three licenses and Ms. Smith **SECONDED**.

Mayor Teske commented that he was pleased to see all the new license requests as it means the City is doing well and that the City could always use another tree cutter.

Mr. Beach, Mr. Dufficy, Ms. Smith, Mr. Taylor, And Mr. Zimmerman voted **FOR**.

MOTION PASSED.

Unfinished Business:

City of Libby Wildlife Management Plan. Councilor Taylor informed the Council that communication was being held with Tonya and Neil referring to where Mr. Taylor found a refrigeration trailer for sale and how much it had cost from who.

IP Negotiations. Mayor Teske said that the EPA and DEQ want to have a Zoom meeting between the City and International Paper to discuss the controlled groundwater area, but no word has been received from International Paper. Mr. Teske informed the Council that Mr. Payne had in fact been out of the country but has since returned and will commence working on it.

Approve location for vault toilet at the Cross-Country Ski Course. Mayor Teske informed the Council that he was in contact with Mr. Scott who was getting State Building Permits for the facility next week but has nothing ready to present to the Council at this time as he is researching construction standards and load capacities. Mr. Teske was answered in the affirmative when he asked the Council if they had all received the second draft of the Source Water Delineation and Assessment Report (SWDAR).

General Comments from Council:

Mayor Teske spoke as to the number of Covid-19 cases in Libby stating that the infection rate is through the roof with well over 500 cases and well over 200 active cases being reported in folks we know and are close to so to be cautious and safe.

Mayor Teske, Councilor Dufficy and Councilor Smith entered a conversation. Mr. Dufficy questioned age break-downs for Covid-19 infection and the Mayor stating that with the current workload, the Libby Health Department is not publishing the age brackets in e-mails as of late, adding that the State is hiring Contact Tracing workers right now.

Councilor Smith spoke to Covid-19 age ranges across the board mentioning that age brackets were included in the past but not in the last few posts. Ms. Smith also informed the Council that Libby school students are now remote learning from home for the next two weeks. Ms. Smith spoke of the impact of how swamped the Health Department is and about how the working parents are now having to make work and childcare arrangements. Mayor mentioned that the Eureka schools were also out but was unsure of Troy's status.

Adjournment:

Councilor Dufficy **MADE A MOTION** to Adjourn and Councilor Smith **SECONDED**.

Mr. Beach, Mr. Dufficy, Ms. Smith, Mr. Taylor, And Mr. Zimmerman voted **FOR**.

MOTION PASSED.

Meeting adjourned at 7:29 pm.

Mayor Brent Teske

Attest; _____

Clerk/Treasurer Samuel Sikes

UNAPPROVED MINUTES

The City Council held a Public Hearing on Monday, November 23, 2020, in the Council Chambers at City Hall.

Call to Order:

The meeting was called to order at 6:30 pm by Mayor Brent Teske.

The Pledge of Allegiance was completed, and Roll Call commenced. Present were Mayor Teske, Mrs. Williams (via Zoom), Mr. Beach (via Zoom), Mr. Dufficy, Ms. Smith, Mr. Zimmerman (via Zoom), and City Clerk/Treasurer Mr. Sikes. Mr. Taylor was not in attendance.

Mayor Teske welcomed all in attendance to the Public Hearing to approve a Conditional Use Permit, for phases I and II, to The American Covenant Senior Housing Foundation in their efforts to purchase Asa Wood School land and facilities for a future Independent and Assisted Living Facilities. The Mayor then read through Libby Municipal Code 17.10, Conditional Use Permits, then asked Councilor Smith if there was anything to offer from the Zoning Commission.

Councilor Smith stated that she did not have anything to add to the Code but informed all that the Zoning Commission completed a summary review on the 28th of September after receiving a proposal from the Housing Foundation. The Committee discussed various concerns and made suggestions for improvements such as how the neighborhood would be affected by increased traffic. The Zoning Committee forwarded the Council a series of nine recommended conditions in a memo dated 1 Oct. 2020.

Councilor Smith communicated that the Zoning Commission recommended Council allow the Foundation to go forward with Phase I and II as it would be a good project and an asset to the community, if the nine conditions to receive the permit were accepted. Ms. Smith added that Phase III has not yet crystalized and the Foundation will return for the review when it is time. Councilor Smith then offered that it would be best to hear from the applicants at this time to which the Mayor agreed.

Mr. Gerald Fritts of Kalispell, Montana and Executive Director of the American Covenant Senior Housing Foundation accepted the summarization of recommendations from the Zoning Commission adding that there will be more than those specific conditions to aid in the Community usage of the land and facilities.

The Housing Foundation Planner, Mr. Mike Sikes (via Zoom), spoke to the fact that the plan is to build forty multi-use housing units behind the current school. Along with the housing units would be support staff and facilities to go with landscaping improvements to create an attractive setting. Mr. Sikes added that the Community Garden would remain untouched with the Food Bank and Public School Kitchen being moved into new facilities specifically built for their purposes.

Councilor Dufficy asked if the Foundation was going to build new buildings or use the existing structure. Mr. Fritts answered that, agreeable to the layout provided, the existing Asa Wood would be remodeled, 40 additional housing units, a new Food Pantry, and new Public School Kitchen would be constructed.

Councilor Dufficy requested information as to what would happen to the existing kitchen equipment and whether or not the buildings would be single or double storied. Mr. Fritts answered that that current kitchen equipment would be moved and that the new buildings would be double storied. Councilors Smith and Zimmerman along with the Mayor chimed in to say that the new construction would be in phase III.

Mr. Fritts stated that in the south west area of the property there is a trapezoidal area that may become a community center or memory care facility in the future, however, no feasibility studies or plans had been completed.

Mayor Teske reminded all that this hearing was to approve the Conditional Use Permit for Phases I and II only. Councilor Smith added that phase II was the housing unit construction to the West and Phase III would be the housing construction to the East.

Gary Beach asked the Foundation if the new Food Bank and School Kitchen would be where the current Basketball Court is located, which was answered yes.

Mr. Steve Lauer asked the Foundation if it had completed a study to find out if the existing water lines were large enough to provided adequate pressure for fire suppression systems in the buildings and if there would be enough flow to cover increased demands in the future.

Mr. Sikes said he believed that there was adequate pressure adding that new lines would be installed if it was not acceptable as fire suppression systems were mandatory in the permitting process. Mr. Sikes continued that he had met with the City Zoning Commission and Building Inspector three times but without the Civil Engineer he could not give an exact answer as to if the water lines were sufficient.

The Mayor asked if Mr. Lauer knew the size of the water main in that area and was answered no. Councilor Smith asked Mr. Sikes if the pressure were not enough if the line would be replaced with a larger one which Mr. Sikes answered in the affirmative.

Councilor Beach asked the Foundation if there was a rough timeline when the construction would commence. Mr. Fritts explained that with the EPA Grant was being processed, that it could take up to two and a half years to start.

Mayor Teske asked the Council to look at the nine conditions on the Memo dated 1 Oct. 2020 to make sure they were good with the points. With no responses from the Council, Mayor Teske opened the Hearing to the public.

Mr. D.C. Orr of 1117 Nevada Ave., proposed to the Council that the future use of the Asa Wood area be strictly a residential area and questioned if the new facilities would be solely for assisted living or if the public could just move in. He also questioned if the structures would be two stories and was worried that the area would become low-income drug houses.

Mr. Fritts explained that Independent Living and Assisted Living were just classes of care that would be provided in the new facilities where Assisted Living would have more medical assistance. Mr. Fritts went on to explain that the Foundation manages many developments in the State which are not drug houses. Mr. Fritts explained that there is a one strike rule that is agreed upon when a unit is rented which states that if the police are called the offender will be evicted. This includes violations such as drug violations or domestic disturbances.

Councilor Dufficy asked if the rules were in the contract which was answered yes. Councilor Smith questioned that the target age of the occupants was for those aged 55 years and above which was also answered in the affirmative. Mr. Fritts added that the minimum age limit of 55 would be the same for Assisted or Independent Living as set by law but that the age could change if State laws were altered.

Ms. Jennifer Nelson, member of the Zoning Commission, and Councilor Smith brought up worries about drainage owing directly to the sheer amount of square footage of impervious surfaces contained in the paved lots and roofs.

Councilor Smith stated that she was sure the City had planned for the drainage and the Mayor added that it was designed along with the storm runoff drainage.

Mr. Sikes assured the Council that the process will not allow the facilities to be permitted without addressing the issue of drainage. Mr. Sikes went on to explain that there is an abundance of impervious surfaces at the Asa Wood site currently and that the proposed plans would ensure that all storm water discharge was more manageable. Councilor Smith stated that the City Engineer could offer his assessment.

Ms. Jennifer Nelson, of 1026 Washington Ave., expressed her concerns on a multitude of items relating to the lower elevation and thus flood prone area of the Asa Wood site. Ms. Nelson discussed the multiple years in which flooding occurred at the site from 1948 through to 2013 with no mitigation plans prior to 1974. Mayor Teske posed the question to the Foundation if they had plans to elevate the back area to alleviate the problems.

Mr. Sikes commented on how the last thing that the Foundation wanted was flooding in the area covering how studies had to be completed both upstream as well as downstream to create a mitigation plan for flooding and ice blockage within Flower Creek. Mr. Sikes informed the Council that the permitting process can not continue without having an outside study completed on if and how to mitigate any flooding issues.

Ms. Jennifer Nelson asked if flood insurance costs would then be passed to the occupants and residents? Mr. Sikes explained that the Foundation has three other properties with flood insurance clarifying that getting the insurance is a process that must be taken care of at the proper time.

Councilor Smith suggested that two more conditions, J and K, be added to the Memo for 1 Oct. 2020. Paragraph J would be that it is necessary that Foundation have a completed Flood Mitigation Plan prior to being permitted. Paragraph K will be that the Conditional Use Permit is subject to revocation based on the opinions and decisions of the City Engineer.

Mayor Teske asked if there was any discussion on the two extra conditions with Councilor Dufficy having the only question which was if Mr. Fraser was the City Engineer which was positively answered.

Councilor Smith **MADE A MOTION** to grant the Foundation permission to move forward with the Conditional Use Permit subject to conditions A – K on the 1 Oct. 2020 memo as amended and Councilor Zimmerman **SECONDED**.

Mayor Teske asked if there was any public comment and Mr. D.C. Orr spoke to his concerns about Asbestos remediation on the land. Mr. Orr went on to explain that the walking path, old ice rink and track area were constructed with tailings from the W.R. Grace mine that would have to be remediated asking if this had been disclosed to the Foundation along with the legal responsibility for the asbestos.

Mayor Teske asked Mr. Fritts if he was aware of the asbestos and if he had a mitigation plan. Both were answered in the affirmative adding that the Foundation had accepted all future responsibilities for the asbestos remediation. Mrs. Williams, Mr. Beach, Mr. Dufficy, Ms. Smith, and Mr. Zimmerman voted **FOR**.

MOTION PASSED.

Mayor Teske stated that the final draft of the Memo would be finalized and disseminated.

Adjournment:

Without a Council vote the Hearing was adjourned by Mayor Teske at 7:08 pm.

Mayor Brent Teske

Attest; _____
Clerk/Treasurer Samuel Sikes

City Administrators Report

December 7th, 2020

Walking Bridge

Over the years, the old haul bridge, designated as a walking bridge, has been vandalized multiple times. One area in particular was targeted, the south end of the bridge over the railroad tracks had two large platforms, most likely put in place to protect the tracks from falling objects.

These platforms became a place where young folks like to cut thru the fence and climb through to hang out. City crews have repaired this area many times.

After having the bridge vandalized again, we looked at removing the platforms to prevent folks from tearing down the fencing. Looking at the complexity of removing the platforms, and dealing with BNSF Railway, we contacted Noble Excavating. They work with BNSF and have the equipment to lift the platforms from the bridge.

Two weeks ago, Noble Excavating setup a schedule with BNSF and removed the platforms. The platforms were set aside for the city crews to dismantle. The material in the platforms were in good condition, crews used most of the large beams to mount to the bridge deck to attach new fencing.

The crews finished working on the project last week. The new fencing should last a long time and the bridge will be much safer.

Water Main Replacement

With the Covid-19 pandemic lasting most of this year, a lot of things in government got delayed, our water project being one of them. We are now looking at spring 2021 before we can go to bid. Not all the delays were pandemic related. There were issues with getting easements for the new main to go in west of town. The last two were secured last week so the design of the project can now move forward.

Part of the water project was a section of water main between Idaho and Nevada, south of 10th street. A section of 2 inch main was scheduled to be replaced. Crews have made many repairs to this main over the years and it became so bad that just disturbing the surround material around the main could cause it to start leaking.

With the increased number of leaks, the ground getting saturated, and the water project getting put off, we needed to come up with a plan to get the main replaced. I contacted Thompson Contracting and together we came an agreement to replace the main. Thompson would do the work, the city would provide materials.

Once we came to an agreement, Thompson began to hookup residents to temporary water and started digging to install the new main. They worked about a week and a half to finish the project. The 2 inch main was replaced with a new 8 inch, and meter pits were put in. The city crew will finish the alley work in the spring when the material dries up.

Sewer Vac Truck

The truck the City purchased for the sewer collection system is expected to be delivered the week of December 14th. All the financing is in place using the same company that financed the Volvo frontend loader. The payments will be yearly and will be paid for 5 years.

This truck will replace the old truck that was costing the sewer plant a lot of money to keep it operational. The amount of money the department paid out in repairs and maintenance will almost cover the loan payment on the new truck.

This truck will be used in the streets and water departments as well, they will share in the cost of the payments. The streets can use the truck for pumping out storm drain basins located on the street corners. The water crews will use it to pump out ditches around water leaks so repairs can be made.

Departments

The wastewater department will have a new member starting December 7th. Curtis Blaine is the new employee for the City of Libby. He is originally from Riverton, Wyoming, served 20 years in the Navy as a Chief Machinist Mate aboard a nuclear submarine.

He has been in Libby for a while and was employed with Thompson Contracting. The operators at the plant will be glad to have a full crew again to pick up the slack and get back on their regular schedule.

Street crews finished the triangle (by the tennis courts) for the season. They hauled away the concrete steps and foundation material. They brought in pit run material to bring it up to grade but with the ground being so soft they will have to finish this work next year.

The water treatment plant has been running on a different schedule since the Covid-19 cases have been increasing in the area. They are working with only one operator at the plant at a time to protect each employee. If one gets ill and infects another operator then we could be down to one operator at the plant. They ran this same schedule last spring and it worked well for the operators.

Jim Hammons