

City Council Work Session

April 17, 2006

6:15 PM

Community Center

ATTENDANCE:

Mayor/Council (please check) ✓ Tussing, ✓ Ronquillo, ✓ Gaghen, ✓ Stevens, ✓ Brewster, ✓ Veis, □ Ruegamer, ✓ Boyer, ✓ Ulledalen, □ Jones, ✓ Clark.

Note: This is an INFORMAL discussion meeting of the Billings City Council.

CONVENE TIME: 6:15 P.M.

ADJOURN TIME: 9:15 P.M.

Agenda

TOPIC #1	PUBLIC COMMENT
NOTES/OUTCOME	
	<ul style="list-style-type: none">▪ Mayor Tussing noted that Bruce Putnam, Director of Aviation & Transit will be retiring June 30th, after more than 30 years experience in the aviation industry and 28 years at Billings Logan International Airport. Mayor Tussing asked Mr. Putnam to make a few comments.▪ MR. PUTNAM said, "It has been a heck of a saddle bronc ride. I can say quite truthfully in a bottom-line sort of way that if I was ever reincarnated like George Patton thought he was, I'd probably do this again." He said it was a special career and he has had no regrets about his choice and spending the bulk of it here in Billings. Mr. Putnam said he was raised in Montana and he and his wife intend to stay here in their retirement years. His wife completed 33 years in the school district and recently retired.▪ SKIP GODFREY OF 4146 CLEVENGER said he attended the special meeting immediately before this work session and heard all the comments and responses made by the Billings Police Foundation (BPF). Mr. Godfrey said he felt the foundation is due an apology. "From the first minute I heard about this issue, it seemed like much adieu about nothing. I think it has been; I think it has been harmful. I already know personally of a lot of fallout that has occurred because of this," he stated. He concluded by stating he believed the foundation was 'called on the carpet' needlessly and the City has suffered as a result.▪ CONNIE WARDELL OF 1302 24TH ST. W said she has watched the Billings Police Foundation evolve and seeing how they were able to supplement the police dept. by purchasing equipment that was badly needed. The foundation has done good things for the police dept., raised considerable monies for the department and has now been maligned. "It makes me wonder why anyone wants to do anything for the City, when the City Council turns on them in this manner," she said. Ms. Wardell said an apology is in order. She added that it is not unreasonable for the Council to ask questions of issues brought to them, but before any reasonable questions were asked, there was "a lot of mud thrown", which is not appropriate. Ms. Wardell said she would like to see every City department supported by a foundation. It allows taxpayers to direct their money where they would

like to see it go, instead of being assessed higher taxes. She added the animal shelter will feel a lot of fallout from this as well.

TOPIC #2	BOARD AND COMMISSION REPORTS – PARKS BOARD
PRESENTER	Dennis Pitman, Chairman

NOTES/OUTCOME

Joe Fedin, Recreation Superintendent, introduced Park Board Chairman Dennis Pitman. He noted the Parks Board consists of nine members, including one permanent liaison with the school district. The board is not only an advisory board, but serves as a sounding board and the dept's eyes and ears to the community.

- DENNIS PITMAN identified the members of the board, noting the board is very aggressive. It is watching the growth of the community and trying to “catch the City up” in a sense. He said the board is trying to help volunteer organizations and formalize the relationships with these organizations via contracts and agreements rather than just a “handshake” as in the past.
- Mr. Pitman said the board has been (1) reviewing practices such as alcohol permits in parks, (2) reviewing liability issues and how to protect the City and the parks, (3) actively trying to create more spray parks in the City, (4) working on the new baseball stadium proposal, and (5) encouraging increased use of volunteers to supplement the department budget.
- He said the board is very proud of the Par 3 operation. It holds it up to every organization and volunteer group that comes to the board and says “this is how you need run a city-owned facility”.
- Mr. Pitman said the cemetery is also doing a good job. Policies have been changed to allow for other religious beliefs to be observed as far as lowering the casket. He noted that the cemetery’s policy previously was that people could not be in the cemetery when the casket was lowered into the grave. Mr. Pitman said a lot of cemeteries still have that policy, but a solution is to have good equipment.
- Mr. Pitman noted also that all the board members now have name tags and are encouraged to wear them when they are out in the parks and to ask people what they think of the parks.
- He handed out the new brochures that the Parks and Rec Dept is doing this summer. There are approximately 36 pages of events the department is sponsoring within the City.
- Mayor Tussing asked about the possibility of partnering more with other entities in the community – like the YMCA or the schools. Mr. Pitman said the board has not had any discussions on that matter. Mr. Fedin said the department works quite closely with the school district because the department uses a lot of the school district’s facilities for programming. The school district’s activities director is a member of the Parks Board and serves as the liaison between the Parks Dept and the school district. He said the department is also working with other organizations to establish other partnering arrangements.

COUNCILMEMBER GAGHEN asked for an update on assistance for low income children to participate in Parks & Rec dept. sponsored events. Mr. Fedin said there are two ways to accommodate children from low income families. Federal guidelines obtained from the Community Development Division are utilized. Two listings are utilized, the published listing is used to determine eligibility for reduced fees and the unpublished listing is used to determine eligibility for a “free” program. He said that families are

required to bring in a copy of Form 1040 to verify annual income. Mr. Fedin also noted that two years ago Wendy's of Montana realized the need for low-income subsidies for recreation program and began donating cash or scholarships each year to assist underprivileged or low income families participate in programs. Councilmember Gaghen asked if ample funds are available to assist with the present needs of low income applicants. Mr. Fedin replied that currently the funds are adequate. He added that the requirement of income verification via Form 1040 has reduced the number of requests for subsidies.

TOPIC #3	MLCT: Introduction & Montana Public Power
PRESENTER	Alec Hansen
NOTES/OUTCOME	
This presentation was cancelled due to bad weather and difficulty in Mr. Hansen coming from Helena.	
TOPIC #4	SHILOH ROAD UPDATE
PRESENTER	Bruce Barrett, MDOT
NOTES/OUTCOME	
<ul style="list-style-type: none"> ▪ Bruce Barrett, Billings District Administrator for the Montana Dept. of Transportation (MDOT) introduced himself and Kirk Spalding of Engineering, Inc. Mr. Barrett said Engineering Inc. is the consultant retained by MDOT to develop the Shiloh Road project. He noted that some interesting “twists” have been encountered in designing the Shiloh Road project and the dept. felt it was appropriate to brief the Council on the status of the projects and the decisions made to date. ▪ Mr. Barrett said the dept. has been developing the environmental assessment document based on the number of intersections that were originally proposed. Originally it was thought there were six intersections, but there are actually seven, including the intersection of Zoo Drive/Shiloh Rd. reconstructed with the Shiloh Interchange project. As the project has been progressing, in a parallel process, the dept. was meeting with landowners and developers and large stakeholders throughout the Shiloh Corridor. ▪ Mr. Barrett said what they found was “startling” in the amount of development that is “poised” to take place in this area once this roadway is completed. In the course of the discussions with landowners and developers, the dept. recognized the need to consider four more intersections, for a total of eleven (11) intersections. One of the intersections is at the Montana Sapphire Subdivision, annexed into the City as an approved plat. As part of the SIA, the developer was authorized to install a signal on Shiloh at the Montana Sapphire entrance once it met warrants for a signal. Another issue was encountered at the entrance for the JTL facility. JTL anticipates operating this concrete/asphalt facility for the next 20-30 years. The volume of vehicles did not trigger warrants for a traffic signal, but the long trucks coming from that facility block two lanes of traffic. When the road is upgraded to four lanes, these trucks will be blocking four lanes of traffic. Mr. Barrett said from the standpoint of safety, this intersection needed to be reviewed. ▪ Other intersections reviewed were: (1) a partially platted City street called Howard between Central and Broadwater at the south end of Faith Chapel and (2) the intersection on the Yegen property located between Broadwater Ave and Grand Ave. This acreage is currently in the County but is part of a 320-acre master plan. ▪ The dept. met with the Project Advisory Committee (PAC) recently to review all 11 intersections 	

in the environmental assessment. The PAC authorized the dept. to move forward with evaluating the additional intersections.

- Kirk Spalding of Engineering Inc. discussed the commercial developments planned for Shiloh Rd, especially those south of King Ave. It is anticipated that the development in this area will be rapid and large-scale. Mr. Spalding said the Reger development at the corner of Zoo Drive and Shiloh Rd has a master plan that proposes more dense commercial and retail development than originally anticipated. This proposal changes the original projections for the area. Mr. Spalding noted that the marketing that is occurring right now identifies this area as the “hot” spot for future commercial and retail development.
- Mayor Tussing asked about roundabouts v. traffic signals. Mr. Spalding said signals are not mixed with roundabouts. The PAC decided that the dept. should look at eleven intersections, determine which ones were valid and how to proceed. In terms of signal v. roundabout, eleven roundabouts get traffic through the corridor faster than seven signals. With intersections being a ½-mile or more apart, it is difficult to coordinate the signals and to get good traffic progression through the signals. Additionally, cultural impacts, emissions, and safety will be considered during the assessment process. Roundabouts operate on the premise of “yield” on entry and yield to circulating vehicles – i.e. “if no traffic is on your left, you can just go.” Nationwide there is a 90% reduction in injury accidents with roundabouts, primarily because the speeds in roundabouts are much slower, generally 25 mph.
- Councilmember Veis asked about the chance that some of the roundabouts would become “right in, right out” only. Mr. Spalding said that matter will be studied further. The intersections will be discussed at an upcoming meeting between the dept., county, city, state, and Federal Highway Administration. Should MDOT and FHA decide to utilize all signals only, the build out will occur over time. If the project proceeds with all eleven roundabouts, these will be built with this project and federally funded. Councilmember Veis asked if there could be more than eleven intersections. Mr. Spalding said eleven intersections is the limit.
- Councilmember Gaghen asked if there were any comparable developments in Montana. Mr. Spalding replied there were no such projects in Montana and not in the U.S. This is a unique corridor because there is so much undeveloped land. He noted that Russell St and S. 3rd St. in Missoula is the closest example and is Missoula’s preferred alternative.
- Councilmember Stevens said she was shocked by the eleven intersections proposed in the project. She said she would like to see the dept. consider reducing the number and forcing traffic to major intersections instead. Mr. Spalding said this option will be considered.
- Councilmember Veis asked if this project would be built in one or more phases. Mr. Barrett said there will be a sequence of operations in the contract. Right-of-way will need to be acquired as well. Inverse condemnation may also be an issue since the project will change the value of affected property. Development will probably proceed from south to north, after constructing the portion from Zoo Drive to King Ave. first. It may be possible to construct two of the four lanes through most of the project area and move traffic over them, and then construct the other two lanes.
- Councilmember Boyer asked if the Council should be attending the PAC meeting about the environmental assessment and intersections. Mr. Barrett said this meeting is primarily for staff. An access management plan will be developed and MDOT will work with all entities. When the

project has reached a decision-making stage, the dept. will come back to the Council with a preferred alternative and all the rationale for it and ask the Council to take formal action.

- Councilmember Veis asked how long it will be before the environmental assessment is completed. Mr. Spalding said it should be done in approximately four months.
- Ms. Volek said this project is a state owned and operated project. She noted that Mr. Barrett had indicated it is not the state's plan to force a plan on a City without the City's concurrence.

TOPIC #5	CLASSIFICATION & COMPENSATION UPDATE
PRESENTER	George Gmach & Paul Hunter, AEM
NOTES/OUTCOME	

Deputy City Administrator Bruce McCandless said the City has been undergoing a classification and compensation study since 2004. One company performed most of the work, but the City decided that product could not be implemented. The City selected two firms to pick up with where the other firm had left off with job descriptions, etc. and to complete the compensation plan. The presentation will be an update on the progress and process of the project.

Paul Hunter of Associated Employers of Montana (AEM) said they are now working on the second phase of the project. Mr. Gmach will discuss the Phase I: the job evaluation and market study. Mr. Hunter said AEM is part of an employers' association group, a national organization. Mr. Gmach's group in Minneapolis is also part of that association.

Mr. Gmach said he has approximately 25 years experience working in the public sector --16 years as a councilmember in a community in the metropolitan area of the Twin Cities, a number of years on a Planning Commission, also consult with a number of local governments, and doing research in the area of compensation for about 20 years. He noted that prior to this he spent eleven years in manufacturing.

- Mr. Gmach described the "process" which begins with documentation – documenting job content/descriptions. This step is coming to a close. Mr. Hunter and his team are finalizing the job descriptions to present to the department heads for approval. This step involved interviews and reviewing existing documentation – the work of the previous consultant and the work originally completed in the early 1990s. The jobs were evaluated using a point-factor system, using a group process, the group of which consisted of job evaluation committee members and department heads. Mr. Gmach said the piece remaining is to determine the City's current market position. He noted that he has a good idea of where the City will fall in market, after having worked on previous studies with the City of Fargo, etc. Mr. Gmach said he expected the City will find that it is pretty close to market, in terms of other regional centers in the upper Midwest and Mountain region. There may be individual jobs that will be low, such as the City Administrator position.
- The next step is to determine the ability to pay and determine an implementation plan. Mr. Gmach said it does no good to have this type of plan if the City does not have a long-range strategy to make inroads in terms of improving internal equity. The pay administration policy also needs to be updated, followed by communicating the plan and strategy to supervisors and employees. Mr. Gmach noted that this process only "informs" the bargaining units; it does not include the bargaining process.

- The review considers components of pay philosophy – to attract, retain and motivate employees and addresses specific concerns such as making sure the plan is legal and sustainable. The City has discretion in implementing the output of this program. The Council will eventually need to make the following decisions: (1) where does the City want to be relative to the market; (2) what structure or system will the City use to deliver pay (i.e. grades, steps, merit, etc.); (3) individual pay administration decisions, i.e. pay for setting individual salaries; and (4) to what extent does the Council want to delegate pay policy decisions.
- Mr. Gmach said job evaluation is a series of decisions about how a job is valued within an organization. It values the job, not the employee. When combined with market data, job evaluation guides the assignment of pay ranges, but does not make the final decision. The advantages of job evaluation: (1) a systematic means of establishing relative internal value of jobs (2) allows market studies to concentrate on benchmark jobs for greater efficiency and (3) is more stable than market data. The limitations of job evaluation: (1) it requires maintenance, (2) requires discipline to avoid manipulation, and (3) will not address market supply/demand extremes.
- The design of the system used the same measures and scale for all jobs. This avoids bias in language or factors such as overweighting a factor that may be unique to certain occupations and avoids overlapping factors unless weighting is adjusted. Logically, progressive steps within factors are utilized. He noted that there is a correlation between the points generated and the market.
- Mr. Gmach said market variables are affected by regions (east coast and west coast being on the high side and the middle being more average), sector and industry, size and scope of the organization and collective bargaining prevalence. He noted that the market survey is conducted using organizations from which the City would hire, i.e. organizations that are sources for employees, as well as organizations that may recruit employees away from the City. Mr. Gmach noted also they look at similarly structured organizations – where the greatest emphasis lies. A “bracketing” concept is utilized – looking at organizations that are a little larger, a little smaller and some that are just the right size – i.e. the “three bear’s concept”. He noted also that the higher the level of job, the broader the region for survey because the recruiting market is broader and greater work mobility.
- The job evaluation system has a number of different factors: (1) qualifications, (2) decisions, (3) problem solving, (4) relationships, (5) efforts – Parts A & B, (6) hazards, and (7) environment. Qualifications look at progressive levels of education and experience for each job. Decisions look at progressive levels of decision complexity and impact on the totality of the City. Problem solving looks at progressive levels of problem complexity and impact of the problem solving on the totality of the City. Relationships look at complexity of working relationships both internal and external to the City, who the relationships are with, and the impact on the totality of the City. Effort is split into two parts: (1) physical effort and (2) mental effort – attention to detail, etc. and the frequency of each. Hazards look at the nature of injury or illness that can occur despite best safety efforts and the probability of these occurring. Environment considers the “nature” of the environment and the frequency of exposure.
- Mr. Gmach said the committee process included the following steps: gathering information from job descriptions, position questionnaires, employee interviews, and supervisor comments; reviewing and rating each factor for each job description; looked for reasonable connections

between qualifications and duties and looked for consistency among jobs with job “families” within the overall organization. This process avoided the following practices: looking at the individual rather than the job, projecting what the job will or might be in the future rather than what it is now, rating jobs in the same work group differently on factors that should be similar, acting without adequate verification and excessive lobbying for your department. He said the committee’s role is that of “recommending” placement; final approval rests with management and the Council. He recommended the final plan be maintained by scheduling regular meetings with the committee to review job requests. New jobs or reorganized jobs would be reviewed on an ad hoc basis. Existing jobs would be reviewed either on request – no more than once/budget cycle or on a rotating schedule.

- Councilmember Stevens asked how many job categories are proposed. Mr. Gmach said about 280 were created initially and those are being reduced slightly. He said the City Administrator’s salary appears to be low. The regression line indicates a salary of \$120,000 - \$125,000 would be a reasonable target for a city the size of Billings. The top job is often paid less in communities that do not have a professional administrator, but an elected mayor as administrator.
- Mayor Tussing said this information seems inconsistent with information he has received from the U.S. Conference of Mayors and the National League of Cities – most have elected mayors. Mr. Gmach said in the larger cities, it is common to have elected mayors that handle the administration of the cities. Mayor Tussing said only 30 of the top 100 cities have city administrators. Mr. Gmach said he recently completed a study of cities and found that 40% had the mayor as the top administrative and elected official. The balance had a hired person appointed by the mayor and council.
- Mr. Gmach noted that they are two weeks behind on finalizing the ratings. The edits for the job descriptions by department heads and supervisors are due by May 5th. Mr. Hunter explained this entire process began in November with interviewing many of the incumbents for every occupation. He said during the course of the interviews they repeatedly heard: (1) Fox Lawson did not listen to employees; (2) the hazards of the job were not considered; (3) the environment of the job was not considered; and (4) the job description was cumbersome and outdated. To date over 280 job descriptions were completed. Department heads will receive the proposed job descriptions for their department on April 25th. The department heads are to review the job descriptions and return them along with edits to AEM in June. This information will be combined with the final ratings and market surveys that Mr. Gmach will finalize. Implementation guidelines will be provided to the Council after that point.

Councilmember Veis noted that at the last council meeting the Council asked for Staff to obtain a job description for the city administrator. He asked if AEM could finalize that job description and get it back to the Council next week. Mr. Gmach said they have a working draft prepared. They still need to incorporate anything from the charter and to reference the goal setting process in the job description.

TOPIC #6	CDBG BUDGET UPDATE
PRESENTER	Brenda Beckett and Duane Loken
NOTES/OUTCOME	
▪ Duane Loken, chair of the Community Development (CD) Board said the board was very unified	

on its recommendation to the Council. The board had \$110,000 left to allocate to CDBG and HOME programs this year. He said it was difficult for the board to divide and allocate the limited funds.

- Brenda Beckett said the funding has decreased significantly over time. The allocation of funds for the current year FY2005-06 goes for home repair and improvements, first-time homebuyer education, affordable housing development and public services. This year, the board identified the most important activities and had to eliminate nearly everything else for funding. In doing this, the Board reviewed and considered the task force priorities. This year the board's recommendation includes a large allocation for home repair and improvement, but did not include additional funding for rental rehab. There is also a large allocation for first-time homebuyers, park projects, affordable housing development and public services.
- Ms. Beckett noted that applications were available online and were distributed on December 9th with a due date of January 27th. Task force input was received in February and March. The CD board did site visits in February and March and visited the applicant's business. The board develops written questions for the budget hearings and conducted budget hearings (with public comment periods) on March 23-24.
- Ms. Beckett informed the Council that they can expect to hear a lot of comment during the public hearing about the decrease in funding. She noted the board emphasized loans over grants due to the lower appropriations. Applicant leveraging is critical because it makes fewer CDBG dollars go further. The public hearing before the Council is on April 24th with Council action scheduled for May 8th. The program year begins on July 1st.
- She said the board also focused also on basic necessities. Most of the organizations were funded at 85% of last year's amount. The board also focused on cutting down on duplicative services.
- Councilmember Jones asked about the Big Sky Economic Development Authority (BSEDA) allocation when anyone can get free small business assistance from BSEDA. Ms. Beckett said they have a business center and provide free classes to anyone to help develop their business plans.
- Councilmember Boyer asked about the \$175,000 for CDBG administration, asking how many staff persons are included. Ms. Beckett said there are four staff members. This allocation also covers the office space for the Community Development Division as well as annual office supplies, liability insurance, etc.
- Councilmember Stevens asked for a recap on the Galles Building project. Ms. Beckett said the Galles Building was given to the City and sat for some time because of no funding. The Parks Dept took the lead in raising funding to get some improvements done to the building since it is directly across from the Skatepark. The building must be equipped with ADA compliant restrooms and the HVAC system needs work. Mr. Loken said the building will function in conjunction with the Skatepark. The Parks Dept. is trying to work with getting a vendor set up in the building to have a snack shop, but a building without heating, cooling and restrooms is not attractive to any vendors.
- Councilmember Veis asked if the Staff recommendations for CDBG and HOME funding total the budgeted amount. Ms. Beckett said the Staff recommendation exceeds the amount budgeted because they neglected to subtract the public services funding on the front end. She noted the CD Board recommendations are the actual budget numbers recommended. She noted the staff

recommendation will change in the first-time homebuyer program and affordable housing, but both programs are still receiving a substantial amount of funding.

- Councilmember Gaghen noted a concern in the past was that some organizations did not use the funding it had received and the money was lying dormant. She noted the CD board has now added a constraint so that the dollars must be used within a specified time so that the money is not productive. Ms. Beckett said about \$100,000 unspent funds were recaptured.
- Councilmember Gaghen noted that without heavy lobbying from National League of Cities and Towns this year, this program could have been totaling eliminated this year because of federal budget cuts. She noted this is still a possibility in the future.
- Councilmember Jones asked if all the agencies will be appearing at the public hearing. Ms. Beckett said she has been warning the agencies from the outset about the reduced funding. Mr. Loken said the CD Board held a special meeting to “break the bad news” to those organizations that would not be considered because of the reduced funds. Ms. Beckett said the Council can expect to hear from some of those agencies.
- Interim City Administrator Tina Volek noted that the Community Housing Resource Board (CHRB) has not been recommended for CDBG or HOME funding. The CHRB brought in a letter today asking the City for General Fund replacement funding for the CDBG funding that was allocated to them.
- Councilmember Gaghen urged the Council to give serious consideration to the recommendations of the CD Board. As liaison to the board, she said the board has worked hard to make the allocations go as far as possible. Councilmember Gaghen said CHRB was not funded simply because there was no money to fund them.

TOPIC #7	FIRE DEPT. EQUIPMENT UPDATE
PRESENTER	Marv Jochems

NOTES/OUTCOME

- Fire Chief Marv Jochems reminded the Council that Assistant Fire Chief Paul Gerber did a presentation previously on the Equipment Replacement Program (ERP). There was some question at that time about mini-pumpers and asked for more information on them.
- Chief Jochems said it is his style “not to paint anyone into a corner” and give the Council only one option. He said he tried to find another option to the standard pumpers. Chief Jochems said the dept actually has mini-pumpers in use, but not in an urban application. They are the department’s brush trucks that are used in the BUFSAs.
- Chief Jochems said he called a number of cities purportedly using mini-pumpers. When he checked with these cities, he found out in fact that they were not using mini-pumpers in urban applications. Chief Jochems said Toledo, OH has not used mini-pumpers for 7-8 years and when it did, these trucks were used only in limited circumstances. Syracuse, NY (the originator of the mini-pumper) indicated they never used mini-pumpers for structure fires and indicated that only two firefighters to a fire was never safe. In neither case were the mini-pumpers considered as a replacement for primary pumpers or a front-line emergency response vehicle.
- He said the original concept of a mini-pumper was for a smaller vehicle with two firefighters to

get them to the scene quicker to put small fires out and to keep big fires from getting any larger. Chief Jochems said all of the equipment needed to today for rescue, HazMat, etc. are carried on either side of a standard pumper. A lot of equipment must be carried at all times, since the department no longer merely puts out fires.

- Use of a mini-pumper reduces the ISO ratings. OSHA and NFP standards do not permit two firefighters to enter a burning building UNLESS there are two firefighters outside. Mini-pumpers cannot carry much water – only 300-500 gallons.
- Chief Jochems noted the International Association of Fire Chiefs (IAFC) said when loaded, mini-pumpers are too hard and expensive to maintain. IAFC noted that in cities that tried mini-pumpers it was usually a one-year experiment with long lasting consequences.
- Councilmember Jones asked if the manufacturer indicated who was buying the mini-pumper. Chief Jochems indicated that the manufacturer sold these units to smaller cities and towns that respond in the country. He said they are not selling these units to large cities to be utilized inside the city.
- Chief Jochems said potentially these units could have some value at an outlying station for use on a medical call or small fire, but he believed the costs and limitations outweigh the limited potential. He said it would not be his recommendation to replace a standard pumper with one of these units.

Additional Information:

There was no additional information presented at this time.

Submitted by Marita Herold, CMC/AAE, City Clerk