

Moscow City Council



Regular Meeting ~Minutes~

www.ci.moscow.id.us

Laurie M. Hopkins
City Clerk

208.883.7015

Monday, October 6, 2025

7:00 PM

**Council Chambers
206 E. Third St.**

The meeting was called to order at 7:00 p.m.

PRESENT: Mayor Art Bettge, Bryce Blankenship, Drew Davis, Sandra Kelly, Hailey Lewis, Julia Parker, Gina Taruscio

STAFF: Bill Belknap, Mia Bautista, Justin Goodwin, Tyler Ochoa, Betsy Rawls, Sharon Games, Laurie M. Hopkins

PLEDGE OF ALLEGIANCE

Council Member Taruscio led the Pledge of Allegiance.

CONSENT AGENDA

1. All Consent Items (ACTION ITEM)

A. Approval of Moscow City Council September 15, 2025 Minutes - Laurie M. Hopkins

B. Approval of Payment of Claims - Sarah Decker

Parker moved and Davis seconded to approve the consent agenda as presented. Roll Call Vote: Ayes: Unanimous. Nays: None. Abstentions: None. Motion carried.

REGULAR AGENDA

2. Mayor's Golf Tournament Check Presentation

Ochoa acknowledged sponsors and said proceeds were being donated to Latah Recovery Center. Daryl Keim thanked the community and Mayor Bettge for choosing the recovery center.

3. Mayors Appointments (ACTION ITEM)

Mayor Bettge presented to the City Council for consideration the appointment of Mark Heinlein to the Moscow Tree Commission. Kelly moved and Lewis seconded approval of the appointment. Roll Call Vote: Ayes: Unanimous. Nays: None. Abstentions: None. Motion carried.

4. Public Comment (limit 15 minutes)

Evan Holmes (Moscow) suggested that the City consider creating a library of pre-approved single-family home plans ranging from 900 to 1,500 square feet. Property owners with a building lot could select one of these plans to reduce design costs and expedite the building process, helping to simplify some of the more daunting steps of home construction. He recommended establishing a task force to identify or develop 5–6 such home plans.

Jonathan Adams (Moscow), president of the New St. Andrews Civic Club, invited the Mayor and Council

to the NSA candidate forum Friday Oct 24 at 3:00 p.m. at the Nuart. There is a reception following the forum.

Paul Kimmel (Viola) invited everyone to the Palouse Basin Water Summit, key note speaker will be Daniel Rothberg. He provided additional session information.

5. Citizen Commission Report – Parks and Recreation Commission – Betsy Rawls / Cat Harner

Rawls introduced Cat Harner, chair of the P&R Commission. Harner provided a list of the members and the purpose of the commission. This year baseball teams collaborated with the Moscow Baseball Association for a facility improvement day at the school district playfields. Projects the Commission worked on in 2025 included promoting pollinator planting; review and approval of the 2024 Bee City USA annual report; another pesticide free park at Morgan's Orchard Park, and tabling at two Farmers Markets. Upcoming considerations for the Commission include an MOA with the Palouse Pickleball Club; parkland dedication in the Augustine Avenue Apartments Subdivision; and review of the Parks and Facilities Capital Improvement Plan.

6. PUBLIC HEARING: Amending MCC Title 7, Chapter 3, Regarding the Electrical Code (ACTION ITEM) - Justin Goodwin

The State of Idaho recently adopted the 2023 National Electrical Code, with amendments, under the advice of the Idaho Electrical Board. As required by law, the City must also adopt the 2023 National Electrical Code as adopted by the state. On October 30, 2024, the City's Building Code Advisory Committee reviewed the proposed changes and provided recommendations in various sections where they believed certain clarification or additional requirements were warranted for the public health and safety of citizens of Moscow.

PROPOSED ACTIONS: Approve the Ordinance under suspension of the rules requiring three complete and separate readings and that it be read by title and published by summary; or consider the Ordinance on first reading and that it be read by title; or reject the Ordinance; or take such other action deemed appropriate.

Mayor Bettge explained the public hearing process and opened it at 7:26 p.m. Goodwin introduced the item as written above. Moscow has historically had additional regulations in the code. Now that the State adopted the 2023 National Electrical Code, a lot of Moscow's amendments could be removed.

Mayor Bettge asked for testimony in favor, opposition and general nature. Hearing none, the hearing closed at 7:28 p.m.

Lewis asked about the review of the codes. Goodwin explained the State has three review boards, building, electrical and plumbing and the codes are on 3-year cycles.

Taruscio moved to approve the ordinance Lewis seconded. Roll Call Vote: Ayes: Unanimous. Nays: None. Abstentions: None. Motion carried.

Mayor Bettge read Ordinance 2025-10 by title:

AN ORDINANCE OF THE CITY OF MOSCOW, IDAHO, A MUNICIPAL CORPORATION OF THE STATE OF IDAHO; PROVIDING FOR THE AMENDMENT OF MOSCOW CITY CODE TITLE 7, CHAPTER 3; PROVIDING FOR THE ADOPTION OF THE 2023 NATIONAL ELECTRICAL CODE AND ANY SUBSEQUENT AMENDMENTS AS ADOPTED BY TITLE 54, CHAPTER 10 OF IDAHO CODE; PROVIDING THAT THE PROVISIONS OF THIS ORDINANCE BE DEEMED SEVERABLE;

AND PROVIDING FOR THIS ORDINANCE TO BE IN FULL FORCE AND EFFECT FROM THE DATE OF ITS PASSAGE, APPROVAL, AND PUBLICATION ACCORDING TO LAW.

7. Personnel Policy Light Duty Amendment (ACTION ITEM) - Sharon Games

Occasionally, City employees may be injured either during or outside work hour activities and may be unable to perform their job duties during their recovery. Like many employers, the City's personnel policies allow for temporary light duty assignment when there are tasks available for the employee to perform during their recovery. The City's current light duty policy includes a maximum light duty assignment period of 60 days (two independently approved 30-day periods), which has proven inadequate for significant injuries to employees in positions with greater physical demands, such as law enforcement and field operations personnel. In review of the policies of our neighboring cities, it was found that Coeur d'Alene and Lewiston have a light duty assignment limit of 6 months, while Post Falls uses discretion with no specified maximum limit. Human Resources has prepared an amendment to the City's personnel policies to increase the maximum duration of light duty assignments to 6 months to be approved by 30 day increments.

PROPOSED ACTIONS: Approve the proposed policy amendment and associated Resolution, or take other action deemed appropriate.

Games introduced the item as written above. There would be a review every 30 days or when any doctor's note is received. Davis said he is in favor and moved to approve the proposed policy amendment and associated resolution. Parker added that council leadership discussed this policy change and given some of the physical nature of work some employees have, liked this change. Roll Call Vote: Ayes: Unanimous. Nays: None. Abstentions: None. Motion carried.

8. Summer 4X10 Work Schedule Pilot Report — Bill Belknap

Belknap explained the City's 165 full-time employees utilize a wide variety of work schedules and shifts to provide the necessary services to the citizens. On June 2, 2025, the Council authorized an 8-week summer office hours pilot for all City business offices to shift to a 4:10 work schedule with four 10-hour workdays, closing City business offices on Fridays. The pilot ran from June 30th through August 22nd, during which City business offices were open from 7:00 AM to 5:30 PM Monday through Thursday and closed on Fridays. Employees had an unpaid 30-minute lunch break for a total of 10 hours worked each day, following the City's 40-hour work week. This is very similar to office hours observed at many University of Idaho offices and the Moscow School District. The City notified the public through our website, social media posts, and postings on all office buildings, with an email provided for any concerns or questions from the public. He received one phone call with questions but other than that, received no complaints.

The Human Resources Department (HR) developed and distributed an anonymous survey that was sent to all employees seeking feedback on the pilot. HR received 76 survey responses, including 46 with detailed comments. Overall, it appeared that the summer pilot was well received

- 73% of respondents felt that team morale improved during the pilot
- 71% of respondents felt that the schedule improved their overall well-being
- 76% of respondents expressed a desire to repeat the pilot next year

Some of the comments noted enjoying the 4/10 schedule and would like to follow it all year; desire for greater flexibility in schedules as a whole; didn't work well with certain customers (contractors), or did not fit childcare schedules. The 4/10 schedule may not work well for all employees or positions. Employees were allowed to stay with five 8-hour days a week where needed. He would like supervisors to talk with employees to see if there are things that can be finetuned and explore other work schedule options where possible. There needs to be consistency between the offices, so it is clear to the public when

the city is open. It can't become unwieldy with too many variations.

Parker felt it was a great program. Anything that doesn't cost any money but makes employees happier is a win. She would like to do it again next summer. Davis agreed.

REPORTS

City Council

Historic Preservation Commission – Davis said the Commission toured the 1912 Center and discussed work that will be happening. Orchid awards will be Nov 13.

Moscow Urban Renewal Agency – Davis said trees will be planted at the 6th & Jackson lot.

Planning & Zoning Commission – Blankenship said the Commission discussed the area of city impact agreement.

Palouse Basin Aquifer Committee – Lewis said the stake holder group met. These meetings will be spread out over time.

Parks & Recreation Commission – Lewis said Recreation is recruiting for referees and coaches. The Commission moved the planting party for Harvest Park to the spring.

SMART Transit – Lewis said the group had a strategic planning discussion and are discussing smaller buses that would not require drivers to have a CDL.

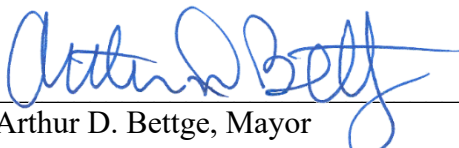
Council members spoke on other meetings and events they attended.

Mayor

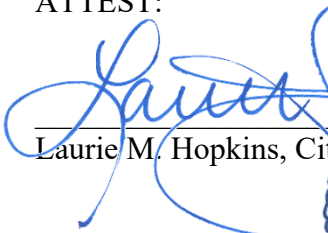
Mayor Bettge said he attended teacher appreciation day at the MHS. He took a trip to Washington DC with Tony Bean and Francis Benjamin where they met with Idaho and Washington delegates and asked for federal assistance and discussed airfare, alternate water supply and metropolitan statistical area.

ADJOURN

It was moved, seconded and mutually agreed upon to adjourn at 8:02 p.m.


Arthur D. Bettge, Mayor

ATTEST:


Laurie M. Hopkins, City Clerk

