

**ORR CITY COUNCIL
MINUTES OF SPECIAL MEETING
OCTOBER 10, 2024**

A Special Meeting of the Orr City Council was held Monday, October 10, 2024, at the Orr City Hall. Mayor Robert Antikainen called the meeting to order at 5:00 p.m. Roll call was taken and the Pledge of Allegiance was recited.

Present:	Mayor	Robert Antikainen
	Councilperson	Bruce Black
	Councilperson	Melissa Wright
	Councilperson	John Jirik

Absent:	Councilperson	Hannah Manick
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Also present: Clerk/Treasurer, Angela Fabish; Kelly Irving, Veolia North America Vice President.

The purpose of the Special Meeting was to discuss contracting City of Orr Public Works Department with Veolia North America.

Kelly Irving, Vice President of Veolia North America, introduced herself as Veolia employee for 28+ years, 24 years in Water/Wastewater Manager field. She has been gathering information for the last couple weeks regarding City of Orr systems. She noted that the biggest issue the City is having is with staffing and it's a problem everywhere right now, stating that there are more plants than certified people, and it would be hard to find a professional to come into the City at the wages offered. She found that along with staffing issues, some violations in permitting, deferred maintenance and aging infrastructure which can be common with small cities without a lot of resources. Veolia will offer computerized maintenance management program where preventative and corrective maintenance projects would be tracked and completed and a condition and criticality assessment will be done and put into a model for capital improvement plan that can go out 50 years, noting that this would be a cost savings as the city engineer would not be needed in the water/wastewater field. Veolia also provides a technical and performance division that helps support all projects and that also comes at no additional cost. 4-5 people will be on site in the first month to help install the computerized maintenance programs. Will not hear this is not our job.

Items covered in the proposal Employee related training and travel, benefits, PPE, uniform, lab. Discounts for national agreements with companies on items like labs and pumps. Accounts payable vendor, utility billing \$1500 to cover postage. Covered in the cost is a replacement for employees that are off on vacation and only having to pay a fraction of a project manager with the licensing to be on site instead of paying full benefits for a full-time employee. There is no additional cost for labor and OT. The contract is billed monthly and the City will not be billed for anything over.

John Jirik asked if all current City routine maintenance, including airport duties, plowing, and repairs at the Liquor Store, are covered in this proposal. Kelly Irving advised that all current maintenance duties are covered and Veolia's high standards of expectations and structure will offer more than the City has been getting.

Melissa Wright asked if employees would remain City employees. Kelly Irving advised that all employees would become Veolia employees as City staffed employees would not be able to be

directed by the Company which would create problems. Follow up question from Bruce Black regarding what happens to Ethan Olson's employment, Kelly Irving advised that existing employees are offered contracts and additionally Ethan would be offered a raise with his contract. John Jirik asked if Ethan would be expected to get the licenses and she shared that he would but it's not required.

John Jirik was reassured that the contract would be honored if a replacement employee was not found for the maintenance supervisor.

Bruce Black asked if negotiations happen after the 3-year term contract. Kelly Irving advised that there are, and that the contract could be ended by breach of contract or if it just did not work out stating they are "not going to stay where they are not wanted". John Jirik asked if it could happen that Veolia would choose not to renew and he was advised only in nightmare situations as in failure of nonpayment, failure to move forward with significant capital project that needs to be done to stay compliant.

Bruce Black asked what the City would need to provide to Veolia. Kelly Irving listed trucks would be included, initial tool list would be needed when could be done and not as an emergency, and any purchase over \$1000 needs to be approved by the City unless an emergency. Imhoff pipe will be looked at by experienced technical staff to help make the best decision for the City and long-term operability of the system which will most likely result in savings.

Melissa Wright asked about help finding grants and was advised that a Regional person has been employed by Veolia to help clients find funding and they have staff that can help write grants.

Kelly Irving advised John Jirik that Veolia can help with the Airport to find options in maintenance and projects and relay to the council in laymen's terms what the engineering firm has requested.

Melissa Wright asked the timeline for staff hiring. Kelly advised that she planned on moving forward ASAP with approval from the meeting. They can officially start as soon as there is a signed contract. It would take a couple of weeks for standard preemployment requirements and the City would be reimbursed if Ethan could continue to be paid by the City until onboarded.

Motion by Melissa Wright, second by John Jirik, to accept the proposal with Veolia North America with the condition of a pending review from our City Attorney. All in favor. MOTION CARRIED. One (1) absent.

There being no further business before the Council, motion by John Jirik, second by Melissa Wright, to adjourn. All in favor. MOTION CARRIED.

Meeting adjourned at 5:32 p.m.

Respectfully submitted,


Robert Antikainen, Mayor


Angela Fabish, Clerk/Treasurer