

City of Taylorsville
Work Session
Minutes

Wednesday, May 23, 2012
Council Chambers
2600 West Taylorsville Blvd., Room No. 140
Taylorsville, Utah 84129

Attendance:

Mayor Russ Wall

Council Members:

Chairman Jerry Rechtenbach
Vice-Chairman Dama Barbour
Council Member Ernest Burgess
Council Member Larry Johnson
Council Member Kristie Overson

City Staff:

John Inch Morgan, City Administrator
John Brems, City Attorney
Cheryl Peacock Cottle, City Recorder
Jessica Springer, Council Coordinator
Del Craig, Chief of Police
John Taylor, City Engineer
Scott Harrington, Chief of Finance
Donald Adams, Economic Development Director
Michael Kwan, Judge
Marsha Thomas, Judge
Robin Bronson, Human Resource Manager

Others: Israel Grossman, John Gidney, Jay Ziolkowski, Dave Ballou, Lynn Handy, Jim Bradley, Scott Juges, Keri Nakamura, Lary Talbot, Judy Lynne Talbot, Ron Ward, Royce Larsen, Karen Jeutzsch, Blaine Awerkamp, Wes Fulton, Susan Oliver, Jason Fidler, Jon Fidler

18:31:04 Chairman Jerry Rechtenbach called the Work Session to order at 6:31 p.m. and welcomed those in attendance. City Recorder Cheryl Peacock Cottle conducted a Roll Call, wherein all Council Members were present.

18:33:05 Chairman Rechtenbach recognized Salt Lake County Council Member Jim Bradley, who was in attendance along with Keri Nakamura and Scott Jurges. Mr. Bradley spoke regarding the Unified Police Department (UPD). He gave explanation regarding the UPD fee that was previously levied by the County and clarified that the fee was only assessed in the unincorporated areas of Salt Lake County. He reported that the fee was lowered as additional revenues came in and the fee was discontinued altogether at the end of 2011. He reiterated that the fee is now long-gone and will not be coming back.

18:37:51 Mr. Bradley noted that both Herriman and Riverton have opted into the Unified Police District; Holliday and Midvale are not part of the District. He stressed that all participating cities have an equal part in the decision-making process of the UPD Board, whether or not they have joined the District.

18:39:30 Mr. Bradley observed that a healthy fund balance is critical to running a City. He noted that property tax is a stable source of revenue for entities and helps to fund public safety.

18:41:55 City Administrator John Inch Morgan inquired about a potential scenario for ever re-implementing a fee for UPD. Mr. Bradley confirmed that there will never be a fee associated with UPD.

18:45:04 Mr. Bradley relayed that the UPD was officially formed in January 2010. Chairman Rechtenbach expressed concern related to past issues when contracting with the Salt Lake County Sheriff's Department. Mr. Bradley described the different model used for contract cities that participate in UPD. He clarified that each participating city currently has a representative on the Board and Salt Lake County has three members, all based on population. The County's representation covers the Kearns, Magna, and Millcreek areas.

18:48:14 Mr. Bradley addressed potential scenarios if additional areas like Millcreek should incorporate and join UPD. Discussion ensued regarding future shifting populations. Mr. Bradley indicated that in such cases, representation on the UPD Board may need to be adjusted to reflect actual populations. Mayor Wall noted that such a requirement is already in the UPD Bylaws.

18:51:13 Mr. Bradley outlined the makeup of the Board. He cited eight current members, with three from Salt Lake County and one each from Herriman, Riverton, Midvale, Holladay, and Taylorsville. It was affirmed that Mayor Russ Wall is the Taylorsville representative.

18:52:24 Council Member Burgess inquired about 911 services. Mayor Wall relayed that he is the Chairman of the VECC 911 Council of Governments (COG) Committee. He said that it is likely that the dispatch centers will be merged and the City should see a future savings of \$150,000 to \$250,000 per year for dispatch services.

18:54:39 Council Member Johnson inquired about any kind of forecast on future UPD costs. Mr. Morgan indicated that there are not yet any forecasts. He indicated that Taylorsville currently has 58 sworn officers; with UPD, the officers that are specific to Taylorsville would decrease to 48 and the other 10 officers would go into pooled services.

18:55:34 Council Member Johnson called for clarification on potential costs. Mayor Wall explained that UPD is willing to fund the Fleet Reserve Fee for Taylorsville and that fund will not have to be replaced next year.

18:56:53 Scott Juges gave additional explanation on UPD costs. He clarified that the \$7.5 million amount that would be charged this year would be the same for next year, assuming the same circumstances and services are in place; the \$700,000 needed to fund the Fund Balance for the fleet and for the compensated absence for current Taylorsville employees is being paid for by Herriman, Riverton, Holladay, Midvale, and the unincorporated County through a political agreement of the UPD Board. He noted that this \$700,000 amount is being contributed on Taylorsville's behalf to build the fund balance and is basically a gift to the City. Mr. Juges stated that the only increase Taylorsville should see in future years would be for small increases to insurance, retirement, etc. He observed that these increases would be considered by the UPD Board with input from the Taylorsville representative on the UPD Board.

18:59:04 Council Member Johnson cited observations that the Taylorsville Police Department is short on officers. The Mayor said he is not sure he agrees with that observation. Council Member Johnson suggested that additional officers would need to be added if the City contracts with UPD. Mayor Wall noted that if it is believed that more officers are needed on the street, they will need to be funded whether or not Taylorsville contracts with UPD. Mr. Morgan observed that, with a larger organization and through pooled services, there will be a costs savings and actually be more "boots on the ground."

1. 2012-2013 Fiscal Year Budget Discussion – *John Inch Morgan*

1.1 Police Services

19:01:14 Chief Del Craig outlined the proposed budget of \$8.2 million for the Taylorsville Police Department. He reviewed increases included in the proposed budget, i.e. salary increases; overtime; coverage for Taylorsville Dayzz; employee benefits; travel and training; office supplies; E-Ticketing System; vehicle maintenance/fuel; network and telephone; dispatch, records and evidence; professional fees (hepatitis vaccinations); uniforms; supplies and small equipment; firearms expense/training; and vehicle replacement in the aging fleet. Chief Craig noted that pay has been frozen since 2008 and said he believes wage increases this year are very important. He indicated that some budget lines for other items have been reduced in order to mitigate some of the increases cited. He stated that the amount for anticipated grants has been

reduced by about \$140,000. He said that rising fuel costs may dictate that additional funds are requested later in the year.

Chief Craig relayed that recent legislative mandates make it mandatory for cities to purchase E-Ticketing Software this year.

19:08:19 Chairman Rechtenbach said that he would prefer to have an accurate estimate for vehicle maintenance included now rather than at mid-year. Council Member Overson asked about the E-Ticketing Program. Chief Craig reiterated that Taylorsville's ticketing system is outdated and E-Ticketing is mandatory; therefore, the City must come up with some solution.

19:11:25 Council Member Larry Johnson inquired about the approximate cost of a police vehicle. Chief Craig estimated that a vehicle costs about \$25,000; to fully equip a vehicle brings the total to approximately \$30,000 per car.

19:14:22 Council Member Ernest Burgess asked how reduced training affects officers. Chief Craig stated that the City's training is currently dangerously low and this could become a legal issue.

19:14:37 Chief Craig reiterated that the total Police Budget being proposed is \$8.2 million budget, with additional "Add Packages" being requested for two additional officers, one additional civilian; a fleet management program, improvements to the Police Department space, and furnishings in the Police Department. He relayed that additional space is needed in the Taylorsville Police Department and noted that one officer is working out of the armory.

19:15:59 Council Member Overson inquired about the fleet program request in the Add Package. Chief Craig confirmed that there is an additional \$500,000 amount in the Add Packages. He suggested that, ideally, an employee is needed to manage the police fleet.

19:17:57 Chief Craig described scenarios for variable costs and quotes on vehicle maintenance. He cited the need for safe police vehicles.

19:18:45 Chief Craig confirmed that the Taylorsville Police Department has been in operation for seven years and the request has been made for funding of a fleet management program for the past several years. Chairman Rechtenbach noted that he pushed for the funding of such a program last year, but it was voted down.

19:19:24 Chief Craig addressed questions regarding police overtime. He noted that there is some overtime that cannot be replaced with a full-time officer. He cited potential call-outs, court compensation, and other areas that cannot be controlled. He referenced the high cost of fringe benefits for full-time employees and said it is cheaper to fund overtime.

19:21:02 Chief Craig cited Add Packages for a Master Officer program, holiday payout, and a Motor Crash Station (electronic surveying/measuring device for use at accident scenes). He gave explanation on specific needs in these areas.

19:22:54 Chairman Rechtenbach inquired about grant time and Chief Craig indicated that funds are expended up front by the City for overtime for various State programs, but are then refunded by the State. City Administrator John Inch Morgan gave additional clarification on City participation in State programs and noted that the money must be shown as an expense and then the City applies for reimbursement.

19:24:46 Council Member Johnson referenced salaries and benefits in the proposed budget. Mr. Morgan and Chief Craig clarified that retirement benefits alone are at 32% and the total for benefits of public safety employees is about 67%. It was noted that retirement costs have gone up every year for the last three years. Mayor Wall explained that Police Officers have a 20-year retirement program, resulting in a larger percentage; rates and increases are the same for every officer in the State. Finance Director Scott Harrington cited other costs that contribute to the benefits percentage, i.e. life insurance, Medicare, and taxes (over-burden).

Chief Craig confirmed that most cities have a reserve fund to pay leave time for an employee who separates from the City, but Taylorsville does not have such in its budget. He explained that paid leave time is not funded in the budget as a separate line item. Mr. Harrington gave additional clarification that paid leave time is included in salaries and wages. Mr. Morgan said that when funds are needed to pay leave time for an employee who is exiting, the budget must be opened and funds are taken from the Fund Balance. He noted that a Reserve Fund is recommended in this regard. He clarified that leave time is included in annual compensation amounts, as employees are still paid even if they take leave time.

19:29:51 Council Member Johnson cited paid leave time given to employees. Mr. Morgan confirmed that leave accrual is the same for civil employees and public safety employees.

19:30:58 Chairman Rechtenbach called for clarification on the Budget Summary Sheet. He asked for specific explanation on items in the yellow section, i.e. overtime. Mr. Harrington and Mr. Morgan gave explanation on overtime categories. It was noted that the overall difference in the budget is a decrease.

19:32:25 Additional clarification was given on office equipment/non-capital expenses. Mr. Harrington relayed that the amount in question is for the E-Ticketing Software previously discussed.

19:33:05 Mr. Harrington noted that Chief Craig's initial proposed budget was for \$8.7 before Administration made some cuts.

19:33:33 Council Member Dama Barbour thanked Administration for reviewing the budget with her previously. It was confirmed that the E-Ticketing software is mandatory.

19:34:23 Chairman Rechtenbach recommended that the 3% pay increase recommended in salaries/wages be eliminated for elected officials, department heads, and newly-hired employees. He stated that he would love to see all employees receive an increase, but feels elected officials and department heads are currently earning a sufficient salary. He said that no disrespect is intended toward department heads.

19:36:09 Council Member Larry Johnson suggested eliminating the proposed market adjustments. Mayor Wall confirmed that the market adjustments are intended for some court positions, and a few administrative positions. He noted that an outside market analysis was performed on positions and the adjustment amounts are variable.

19:37:51 Council Member Overson agreed with Chairman Rechtenbach that there should be no increases for employees who have been employed with the City less than a year.

19:38:33 Council Member Barbour agreed that is appropriate to eliminate increases for employees employed less than a year. She said she would like more information on the market adjustments.

19:39:17 Council Member Johnson asked whether it will be up to the Mayor to make any adjustments he desires. Mayor Wall clarified that the market adjustments would only go to specific positions based on professional analysis recommendations. Mr. Morgan cited internal market surveys performed on positions where disparity was suspected. He noted that the City then brought in an outside market analysis professional that resides in Taylorsville and he has made his recommendations based on market data. Mr. Morgan stressed that adjustments are not proposed at the whim of the Mayor, but are based on current data. Mr. Morgan cited employee retention problems in the Court and said it is difficult to hire or retain competent individuals in the Court because of lower wages.

19:41:55 Council Member Johnson asked what the total cost would be for market adjustments.

19:42:19 Council Member Johnson suggested that anyone who makes over \$65,000 not be considered for a wage increase, but those making less than \$65,000 might receive a 1% or 2% increase. He observed that this might do away with the need for a market adjustment.

19:42:57 Mr. Morgan said that the market adjustments are completely separate from the proposed pay-for-performance increases that would be given to those who are performing at adequate standards or above. He noted that those increases would vary based on performance.

He explained that the market adjustments would move positions into an adequate range to ensure that positions are fairly compensated based on market comparisons. He suggested that this will help maintain employee retention.

19:43:46 Chairman Rechtenbach stated his agreement with that concept, but said the City's revenue stream must be taken into account. He said that Taylorsville cannot be compared with other cities. He relayed that he is not in favor of raises based on salary amounts, but possibly on grades. He suggested that the market adjustments be considered on an individual basis.

19:45:52 Discussion was held regarding the effect to employee benefits with salary increases.

19:44:43 Mr. Harrington stated that the overall market adjustment cost is \$80,000 and the associated benefits cost is \$20,086.

19:45:13 Chief Craig clarified that police officers are on a step plan and that does not work well with the 3% option. He cited his preference that the whole step-plan be moved up 3%. He said he would especially like to see those hard-working employees who are "topped out" be given some sort of increase. The Chief observed that it is also important to give newer employees appropriate compensation. He noted that some employees have lost ground over recent years in regard to compensation.

19:48:49 Chairman Rechtenbach cited economic factors that must be considered and referenced citizens who are paying the tab.

19:49:43 Council Member Overson asked for clarification on the budget for the Taylorsville Police Department. Chief Craig confirmed that his original budget request of \$8.7 million, plus the "Add Packages," is what it would take for the department to move forward.

19:50:50 Council Member Dama Barbour inquired how the UPD would make a difference in regard to office space for the Police Department. Mayor Wall explained that some of the pooled-service employees would likely be moved to the main UPD office, while some detectives and officers would remain at the Taylorsville location. Chief Craig gave additional explanation about the officers that would potentially change locations.

19:51:37 Chairman Rechtenbach indicated that he would like to finish the budget discussion and move to the citizen comment period by 9:00 p.m.

1.2 City Council Budget Expenditures

19:51:54 City Administrator John Inch Morgan observed that the City Council budget is the same as last year for the most part, other than the salary line. He inquired whether it is the

Council's desire to remove the 3% salary increase. It was the consensus of the Council to remove the 3% increase for elected officials.

19:52:31 Chairman Rechtenbach recommended moving the budget for the professional lobbyist into the non-departmental budget. Council Members concurred.

19:53:48 Council Member Johnson said he is not a fan of lobbyists and would like to see the lobbyist budget dropped to \$50,000. Mr. Morgan cited return on investment in regard to lobbyists. The Mayor confirmed that the City has received in excess of \$70 million over the last three years through the efforts of lobbyists. He suggested that the lobbyist is the best profit center in the City. Mr. Morgan clarified the qualifications and connections that Dave Nicponski brings to the City for his flat rate of \$80,000.

19:54:57 Council Member Johnson suggested cutting the Legal Services budget to \$5,000. Mr. Morgan clarified that any amounts not spent fall to the bottom line. Council direction was given to cut \$5,000 from the legal services line in the Council budget.

19:56:12 Council Member Johnson cited the \$1,000 amount for Strategic Planning Sessions. Chairman Rechtenbach observed that this is a small amount and suggested leaving it in the Council Budget. He noted that anything not used will fall to the bottom line.

19:56:54 Council Member Johnson referenced the budget amount for Studies. Mr. Morgan cited potential studies covered under this budget, i.e. UTA, Bus-Rapid Transit, etc. Mayor Wall observed that the amount is pretty low compared to past needs.

19:59:12 Mr. Morgan cited processes and costs associated with opening the budget, i.e. noticing in the newspaper, etc. He cautioned against reducing budget lines so low that flexibility is limited.

19:59:43 Council Member Overson inquired why "Studies" is in the City Council Budget. Mayor Wall referenced a disagreement over studies in previous years between the City Council and the Administration. He relayed that the Council ultimately opened the budget and moved studies into the City Council Budget. He clarified that this requires the Council to sign off on expenses for studies.

20:00:42 Council Member Johnson suggested dropping the Studies Budget to \$40,000. The Council was polled and Council Members Barbour and Overson wanted it left at \$50,000. Council Members Burgess, Johnson, and Rechtenbach voted to drop it to \$40,000. The majority direction of the Council was to reduce the Studies Budget to \$40,000.

1.3 Office of the Mayor Budget Expenditures

20:01:59 Mayor Wall called for any questions on the Mayor's Budget.

20:02:11 Council Member Johnson inquired about the salary for Wayne Harper. Mayor Wall clarified that the salary wasn't added, but just moved within the budget. Council Member Johnson cited the City's Economic Development Team, as organized by the Administration, and questioned why Mr. Harper was hired.

20:03:13 Mayor Wall stated that he has serious concerns over discussing professional competence in an open meeting. He suggested that the Council should go into a Closed Meeting to discuss professional competency of an individual, if necessary. He noted that Mr. Harper does possess the needed credentials, education, and job experience.

Mayor Wall described budget changes that were made when the former Economic Development Director left the City's employment and also when a City Communications Director was placed under contract. He gave further clarification on adjustments that were made at Mid-Year. The Mayor observed that once the Budget is set, the Mayor has the same authority over his departmental budget as the Council has over theirs.

20:07:53 Chairman Rechtenbach reiterated that increases for department heads and elected officials are to be removed.

20:08:23 Council Member Johnson asked about the budget for books and subscriptions. Mayor Wall noted that the amount includes \$4300 for membership in the Conference of Mayors. He relayed that, as he may be attending the Conference of Mayors in Orlando to pursue possible grant money, he is required to be a member of Conference of Mayors in order to be eligible for such grants.

20:10:56 Mr. Morgan gave clarification on actual audited budget amounts.

20:11:46 Council Member Johnson referenced the Hospitality and Promotions Line in the Mayor's Budget and inquired whether he could get by with \$8,000 instead of \$11,500. Mayor Wall stated that he could not. The Mayor described the City's need for hospitality and cited the return on investment received for building relationships. He suggested that, if anything, the Hospitality Line should be increased in order to adequately defend City projects.

20:15:16 Council Member Barbour cited the efforts of the City's lobbyist and those of Mayor Wall. She said that these efforts greatly contributed to successes during the last legislative session.

1.4 Municipal Justice Court Budget Expenditures

20:15:39 Judge Kwan stated that he has gone through the Court Budget with a scalpel. He presented a Power Point Presentation outlining the Court's Budget. He relayed that last year's budget revenue was just short of \$2 million and budgeted expense were \$2.3 million, resulting in a shortfall of \$326,081. The Judge projected that revenue for this year-end will actually reflect a shortfall of \$142,859. The Judge noted that the Bailiff expense in the Court's Budget was \$152,000. He said that the Court will outperform the budget passed last year by \$183,222.

20:17:11 Chairman Rechtenbach commended Judge Kwan for improvements made in the Court over the last two years.

20:17:38 Judge Kwan reviewed the proposed Court Budget for FY 2012-2013, with revenues projected at \$2.1 million and expenses at \$2.4 million; this reflects a shortfall of \$242,264, which is \$116,000 less than FY 2011-2012.

20:19:14 The Judge observed that the Taylorsville Court costs each household in the City about \$9.69 per year. He discussed what citizens receive for that amount, i.e. established justice, legislative/executive checks, etc. He suggested that this amount is a small premium for residents to pay for valuable court protection.

20:22:51 Judge Kwan cited the Court's goal to end the very expensive cycle of hiring, training, and losing staff to higher-paying courts. He indicated that the Court Budget the City Council recently received is not the actual budget that was prepared for presentation. The Judge cited slight differences in the budget.

20:23:27 Chairman Rechtenbach inquired whether the decision to remove 3% salary increases from department heads and elected officials applies to the municipal judges. Judge Kwan stated that judges' salaries are set by ordinance. Mayor Wall explained that the City is required to give the judges a raise that is equal to the average raise given by the Court, as long as the amount is not in excess of the amount paid to District Judges. It was confirmed that judges' salaries are set separately. Judge Kwan discussed reasons that protections are in place for judges' salaries. He relayed that his salary is capped at 90% of the amount a District Judge makes, although he carries 2½ times the caseload. It was noted that Judge Kwan is not at the 90% mark.

20:25:57 City Administrator John Inch Morgan noted that the Court has the largest number of employees affected by the recommended market adjustments. He said that a change must be made to cover a discrepancy in the amount needed for market adjustments. It was clarified that the correct number should be \$609,611 to bring Court employees into market range; benefits also were increased to \$303,313. Mr. Morgan confirmed that Administration agrees with those

numbers. Judge Kwan noted another change for the bailiffs to \$161,040. The Judge indicated that changes made are highlighted on the expense analysis provided to the Council.

20:27:16 Chairman Rechtenbach inquired as to the increase in budget for office supplies when the City has recently invested in technology to go paperless. Judge Kwan explained that the Court is moving toward going paperless, but is not yet there. He noted that electronic citations won't go into effect until July 1, 2012 and there won't be capability to import documents for another two years. The Judge relayed that the Court is always looking for ways to cut expenses. He also observed that the Court has been forced to move a number of different line items to cover unfunded State mandates.

20:29:53 Chairman Rechtenbach agreed that Court employees are the in the greatest need of market adjustments.

20:30:40 Council Member Larry Johnson inquired about the expense for Traffic School. It was conveyed that the Traffic School Budget was moved to the Administration Departmental Budget. Mr. Morgan relayed that there has been some drop-off in traffic school attendance with the increased tuition price, but recent surveys indicate that the Traffic School Class being taught by Ben Pender is very popular.

20:31:39 Council Member Overson inquired about caseload in the Court. Judge Kwan relayed that caseload is now picking up and should end up fairly close to last year.

20:34:14 Judge Kwan gave explanation on the decreased budget for interpreters. He cited better scheduling for interpreters and a consolidated Court calendar. It was also noted that Indigent Defense costs are down because the standard for indigent defense has changed. He cited fewer DUI's, drug cases, etc.

20:35:29 Judge Kwan confirmed that Defendant Transportation is a contracted service. He discussed the utilization of video arraignments.

20:35:45 Judge Kwan explained that bank charges are less because more people are paying cash.

20:36:45 Council Member Johnson inquired about collections in the Court. Judge Kwan relayed that the Court is gaining ground making good progress. He observed that collections should not be a never-ending battle.

20:39:46 Clarification was given on Interpreter Services and Contract Services. The difference between Prosecution costs and the costs for the City Prosecutor's services was discussed.

20:41:55 Finance Director Scott Harrington confirmed that he hopes to have budget changes sent out by Friday. He agreed to highlight changes made during this meeting, along with a budget summary and detail annotations.

20:43:13 Judge Kwan relayed that there are 12 ³/₄ employees in the Court, not counting the Judges and bailiffs. He noted that only two Court employees are close to the mid-range mark.

20:44:45 The Judge encouraged City Council Members to look closely at the proposed salary increases. He indicated that he is willing to meet in a Closed Session for discussion, if necessary.

1.5 Administration Budget Expenditures

20:45:52 City Administrator John Inch Morgan relayed that he has already noted the removal of the 3% increase for Department Heads.

20:46:08 Chairman Rechtenbach asked for clarification on services from Matthew Bender. Mr. Morgan explained that Matthew Bender is a company that provides documents, including Code updates.

20:47:01 Mr. Morgan addressed a question regarding membership dues. He relayed that, in the past, he has personally paid for membership in the International City Managers Association (ICMA), but is now asking the City to participate in that cost. He cited valuable benefits in belonging to ICMA.

20:47:52 Council Member Dama Barbour cited a significant increase to travel and training. Mr. Morgan described new training that is needed for the City's IT Manager in order to keep up with changing technology. Finance Director Scott Harrington clarified that costs cover two separate weeks of classes for training on the City's local server technologies. Mr. Morgan noted that the training will result in Microsoft Certification.

20:50:34 Chairman Rechtenbach cited corporations that pay for education or certification in exchange for some sort of tenure or commitment from employees. Mr. Morgan explained that the City has required the training in order for the IT Manager to perform his job responsibilities and keep networks running. He stated that some sort of agreement might be considered.

20:52:16 Mayor Wall asked that the City Council not discuss professional competency of an employee in a public setting. He observed that such discussion is only appropriate in a Closed Session. He suggested that a discussion could be held in a future Closed Meeting and Chairman Rechtenbach concurred.

20:53:16 Council Member Larry Johnson asked that a future Closed Session be scheduled regarding professional competency of an individual.

20:54:14 Council Member Kristie Overson questioned the budget for election costs. Mr. Morgan agreed that the budget for election costs is high and recommended reducing it to \$2,500 instead of \$10,000. Council Members concurred. Mr. Harrington also noted the potential for increased costs for ordinance codification in relation to the new development code.

20:55:47 Mr. Harrington addressed questions regarding credit card charges and relayed that law does not allow those charges to be passed to those using credit cards.

20:56:04 Mr. Harrington cited upgrades needed for recording equipment in the Council Chambers (FTR Gold), Millennial Vision (Laserfiche), and Accounting Software.

20:56:43 Chairman Rechtenbach inquired about legal services. Mayor Wall indicated that the Utah Local Governments Trust is picking up costs for some litigation. Mr. Morgan gave additional clarification regarding ongoing legal services and the City's share of costs related to lawsuits.

20:58:17 Council Member Larry Johnson inquired about the budget for Employee Recruitment. Mr. Morgan cited some employee turnover in the City and relayed that this budget line covers expenses associated with the hiring process, i.e. advertisement, background checks, etc.

20:59:30 Council Member Johnson asked for clarification on the fund for retirement. Mr. Morgan relayed that the City's contribution toward retirement for civilians who work over 30 hours is 16.04%. Mr. Harrington clarified that this percentage is taken on gross income and no overtime is included.

21:00:31 Mr. Harrington called for clarification on the salary freeze requested. It was confirmed that the salary freeze applies to elected officials, department heads, and employees who have worked less than a year.

2. Citizen Comments

21:02:13 Chairman Rechtenbach read the procedures for citizen comments and called for any citizen comments.

21:02:41 Jon Fidler stated that IT is his specialty and suggested that \$10,000 for IT training is excessive. He observed that there are online or local training alternatives. He inquired whether police officers might be housed in the Harmon's Building. He referenced individuals on fixed

incomes and observed that a lot of people will be affected by raising taxes. He suggested that departments could further cut budgets if asked to do so.

21:05:16 Susan Oliver addressed the proposed property tax increase and the fire/police departments. She noted that similar recommendations were declined last year. She observed that all but one of the Council Members is in support. She asked whether the economy has improved over last year and whether residents are able to pay the proposed increases. She noted that Council Members must truly represent those people in their districts and not rely on their own feelings. Ms. Oliver inquired whether the City's new Media Person is really necessary. She stated that it is great to have a local police department.

21:07:47 Les Fulton cited a tough economy and called for restraint. He observed that revenues are uncertain. He suggested that an Incentive Program might be implemented wherein bonuses are awarded for City employees in order to get a return on investment. He gave his opinion that City benefit packages are better than those offered by some corporations.

21:10:21 There were no additional citizen comments, and Chairman Rechtenbach closed the citizen comment period.

3. Other Matters

There were no other matters for discussion.

4. Adjournment

21:10:53 Council Member Dama Barbour **MOVED** to adjourn the City Council Work Session. Council Member Kristie Overson **SECONDED** the motion. Chairman Rechtenbach called for discussion. There being none, he called for a vote. The vote was as follows: Rechtenbach-yes, Barbour-yes, Johnson-yes, Burgess-yes, and Overson-yes. **All City Council members voted in favor and the motion passed unanimously.** The meeting was adjourned at 9:11 p.m.


Cheryl Peacock Cottle, City Recorder

Minutes approved: CC 06-20-12

Minutes Prepared by: Cheryl Peacock Cottle, City Recorder