

MINUTES
ENOCH CITY COUNCIL
April 18, 2018 at 6:00pm
City Council Chambers
City Offices, 900 E. Midvalley Road

Members present:

Mayor Geoffrey Chesnut
Council Member David Harris
Council Member Jolene Lee
Council Member Dave Owens-absent
Council Member Katherine Ross
Council Member Shawn Stoor

Staff present:

Julie Watson, Recorder
Ashley Horton, Treasurer
Justin Wayment, Atty.-absent
Robert Dotson, City Mgr
Jackson Ames, PD Chief
Earl Gibson, PW Dir.

Public present: Franklin Tilley and Dilworth Armstrong

1. **CALL TO ORDER OF REGULAR COUNCIL MEETING-**By Mayor Chesnut at 6:00pm. He excused Council Member Owens.
 - a. **Pledge of Allegiance-**Led by Council Member Lee
 - b. **Invocation-**Audience invited to participate-Given by Franklin Tilley
 - c. **Inspirational thought-**Given by Council Member Harris
 - d. **Approval of Agenda for April 18, 2018-Council Member Harris made a motion to approve the agenda. Motion was seconded by Council Member Stoor and all voted in favor.**
 - e. **Approval of Minutes for April 4, 2018-Council Member Harris made a motion to approve the minutes. Motion was seconded by Council Member Ross and all voted in favor.**
 - f. **Approval of Minutes for March 21, 2018-Council Member Harris made a motion to approve the minutes. Motion was seconded by Council Member Ross and all voted in favor.**
 - g. **Conflict of Interest Declaration for this agenda-**none stated

2. **DISCUSS/VOTE ON ENOCH SPONSORED SOCCER PROGRAM**

Mayor Chesnut asked City Manager Dotson to tell the Council about this. City Manager Dotson said Cam Findlay wanted to start a soccer league in Enoch like T-ball. They had a discussion about it and we would have to figure out how to do it. He and his committee will do that. City Staff would only be involved to collect funds like we do for T-ball. He and his committee have a logo and a flyer for the newsletter. They have no revenue for this now but that will come in with the uniform fees. This would be a fall league starting in about September. They will charge \$30 per child plus a \$10 uniform fee. Others charge about \$80 per child. This would be a smaller Enoch organization for the younger children aged four to twelve. They would not be taking money in until after July 1st so we would need to add a budget line item. Council Member Lee asked if he knows if there is much interest. City Manager Dotson said according to Cam's group there is interest. On T-ball we spend about \$3000 Ashley said. Council Member Stoor asked if T-ball is self-sustaining. We get sponsors sometimes. The revenue covers the shirt and hat and is a pass through. \$1000 is paid to the person who heads up the program. We get a recreation grant of \$3,000 to help with this. The cost and effort is minimal for the City. The soccer league is talking about playing at Enoch Elementary to start. They have not gotten permission yet but the school has been amenable before. City Manager Dotson said he thinks it will be good. They need City Council approval. We have old goals they could fix up. Some fees

collected would go to new equipment. Council Member Stoor said as long as it is self-sustaining with fees covering it so the City is not out he is OK with it. Council Member Harris he is fine even if we put in a few hundred. Mayor Chesnut said he takes his daughter to Cedar to play soccer so this would be nice for Enoch kids. Council Member Ross asked about insurance. It is covered under general liability City Manager Dotson said. If there is minimal City involvement all were fine with trying the program. City Manager Dotson asked if the City could pay \$120 from current "supplies and materials" line item to help get started and pay for the flyers. Mayor Chesnut asked for a motion.

Council Member Harris made a motion to approve sponsoring the Enoch soccer program and paying \$120 for the flyers. Motion was seconded by Council Member Stoor and all voted in favor.

2. DISCUSS PRELIMINARY 2018-2019 BUDGET

Budget information was presented on the screen. Ashley cited the attachment in the packet with prior year's budgets shown. She said she does not know how in depth they want to go tonight. We need to pass the final budget by June 22nd after holding a public hearing. If there is a proposed tax increase then we go into Truth in Taxation and have until August to get a budget passed. Ashley said she looked at the prior and current year and came up with some tentative numbers. We get the actual property tax figure later in the summer after the budget is approved so she left that the same for now. She went through the numbers saying this is adjusted a little from what was in the packet. (See budget attached to these minutes.) A few main points were as follows:

- Home business licenses can no longer be charged a fee so that figure is lower.
- Building permits and impact fees are based on 50 new homes projected for the budget year.
- In revenue, Class C road funds are hard to estimate and are about \$275,000.
- In the Class C road fund reserve and want to move funds from savings for things Public Work's needs.
- The PD may be getting more grants than we have shown now.
- The Federal Grant is a match for trails and may carry over if we don't get done this year.
- The Rec Complex money set aside for the pavilion would carry over if not completed this year.
- Things may change regarding billboard signs because the Little Agreement is still on hold waiting for their response.
- Total General Fund revenues are \$1,938,875.
- Expenses stayed about the same. It was noted some line items that show -0- because we had them at one time but no longer have them.
- Ashley said regarding benefits, PEHP will be a 6% increase. She and City Manager Dotson went to a meeting and we will go to one single plan instead of offering two plans so we can save 3%. Now the increase will be 3.3 % and she did the figures showing the 3.3% increase.
- No COLA raise is figured in because we still have negotiations and talking to do about that issue.
- Administration was adjusted because we got close on that and some employees who don't take benefits and get "in lieu of" payments instead of insurance.
- We have not figured pay increases yet so that is not in this budget tonight. There was more discussion of what we had talked about doing regarding pay increases and merit pay. We had a two year plan that we accomplished that but have not

talked further. City Manager Dotson invited Council Member Stoor to sit down with him on this soon for more discussion.

- Benefits were adjusted to reflect the 3.3% increase.
- Travel and training went up to cover City Manager Dotson's pending scholarship to pay for flight and entrance to the International City Manager's Convention. We have to pay for the trip and then get reimbursed.
- Maintenance stayed the same although fuel may be a bit more.
- We lowered utilities because we converted to LED lights in the office to save money.
- Community development is the EDC for their events.
- July 4th is the same as last year at \$7500. We added nothing extra for fireworks. We have had donations in the past but have no offers so far.

The discussion diverged into a discussion of ideas and plans for the 4th celebration at Old Enoch Park. Mayor Chesnut said he would like to see this become a real community event with things going on all day. There is not a lot of interest in a parade although we will still have the car show and they will form a parade to get to the park. We will cook the hot dogs and have fireworks at dark. Mayor Chesnut said he saw a hot wings eating competition that was really fabulous. He told about that adding it was so neat that he would personally put up a large prize for the winner. (He added he could raise money from others he knows) Charles BBQ may be open to donating the wings. This could be the start of an annual event. The prize has to be huge, maybe \$1500 and will draw people from other communities. The day's events will start with the 5-K run and then hot dogs and then the hot wing eating competition. Maybe we can get a band and have games and then fireworks. Mayor Chesnut said he loves this idea and will figure out how to do it and pay for it too. We need things to draw people to the park during the day. Council Member Stoor said we have lost some community involvement with not having events. We could also advertise for other food vendors. We want to maximize the bang for the buck on that line item.

Ashley went on with list going through all of the departments and enterprise funds. Things were mostly the same with no major changes noted. The total General Fund expenditures are about 1.9 million. There was brief discussion of the \$2 rate increase per trash can and noted that Kanarrville and Paragonah are supportive and approved it. Kanarrville indicated they would like us to do their building inspections again. It was noted we have not shown the new garbage truck expense on here. There are two options. We can pay for it this year or pay the county this year and borrow from the General Fund and use funds we have to pay for it. The County is willing to pay for it upfront when it comes in September and then we can make our arrangements and pay for it next year. City Manager Dotson said he prefers to just to pay for it and keep it out of next year's budget.

Ashley said Chief Ames needs an officer or two to be added to the PD. It is not figured in this budget but she has done the figures with one or with two officers added. One officer is about \$100,000 added to the budget for wages and benefits. We already have an extra truck for him to drive. Two officers would be \$100,000 each and then we would need another vehicle lease and to increase the fuel budget by \$5,000. The truck lease would be about \$10,000. That is the increase in the budget that would be needed. Training would be about the same. If this is decided it is necessary it is a straight increase of \$200,000. We could adjust other things a little to try to bring it down a bit. Council Member Lee said she is concerned also about Council Member Stoor's question about adding COLA increases for all employees. She wants our budget to include COLAs. We need our officers and staff to be competitive. City Manager Dotson said we knew when we did the analysis it would not be completely equal. There are many other factors.

City Manager Dotson said a \$220,000 increase would come from property tax revenue which is about \$298,000 now and covers many other things in the budget. Chief Ames returned to

the Council room to join the discussion. Chief Ames said it boils down to ultimately what kind of coverage we want for the City moving forward. We have four full time officers. They had a pursuit earlier today and Jeremy is on that even now so he is not here in Enoch and Chief Ames said he is covering calls. From his perspective the bigger picture is we had five officers for a few years. We reduced that to four officers to be more competitive with wages and save money. Chief Ames said he knew this would work for a while but just with the level of calls we get now they are getting by but not able to do the job or be as proactive as they could be in terms of addressing problems in neighborhoods. There are drug houses we know of but no time to deal with it. They balance between getting by and being proactive. They are stretched thin and pushed to the max and they are getting burned out. There is not a lot of complaining but they need a break and need to be more effective and do a better job with more officers. He gave more details. When one officer has to go out of the area, there is no one patrolling in Enoch. We have coverage from 8:00 am until 2:00 am so there is no coverage during the late hours of the night. They can be called out for emergencies. That is how they handle it. He would like to be in the schools more interacting with the kids but is too overloaded with other work. He talked with other chiefs of cities our size and most have one officer per thousand residents. Cedar PD has one officer per 843 residents. Parowan has one per 597 residents. Our ratio is one per 1642 residents. If we went by the same ratio as Cedar we would need eight officers. At the recent Chief's Conference he talked to the chief of Preston ID which is a city of about 6500 people like Enoch and they have nine officers. He ran some reports on calls for last year and divided it up by officers and we are doing 753 calls per officer. He asked the City Council to think about it and asked for questions. We are understaffed for the number of calls we get. He needs at least one officer but would like two. Money has to come from somewhere. They have a genuine need for this for coverage. We are seeing more drug activity in this area but we can't get it all done and it is getting worse with our manpower shortage.

Council Member Stoor said we would likely have to raise taxes to do this. City Manager Dotson said he wanted them to see the property taxes we have coming in to see how it works. Mayor Chesnut said we have talked about the Council having the will to do something. This City Council now faces drugs, population growth and we now face the same dilemma presented three years ago. Council Member Lee said we have fewer officers and an extra thousand people. Mayor Chesnut said he and Chief Ames have talked about what law enforcement has to look like for a period of time. The lions share fell on the Chief when we went to four officers. He does all that and works shifts on the road in order to make wages competitive. He made that sacrifice. We have added homes every year but no increase in the police force. This keeps Mayor Chesnut up at night he said. Council Member Lee said on the salary committee the objective was to raise salaries to be competitive. Did we raise them enough in the PD she asked. Yes, but they are required to do more and work longer hours to do it. Council Member Stoor said the buzz is how many officers are leaving for better money or retiring. Council Member Stoor said as citizens we have to hit it face on. Council Member Harris said the push back is from the fixed income people. We have to be sensitive to that and they will push back again. If the City Council wants to do this we have to keep the community in the loop and be empathetic to those with tight incomes. We have to help them understand this is done reluctantly but is necessary to prevent decline in what makes living in Enoch good. No one wants to have to worry about drug issues threatening our security and peace. It increases the tax on a home but if a community gets less valuable because no one wants to live there because they could be victimized by drugs and crime. We have to get it out in front transparently and empathetically.

Council Member Harris said he would look at the numbers but figures it would be about \$100 per home per year tax increase. Council Member Stoor again expressed concern for the other employees and them getting a COLA increase. Council Member Harris said he would love to support two officers. The question was asked would a part time officer work. Chief Ames said

we have advertised and there is no interest. The market is hurting for police officers and they can get full time jobs with no problem. It is an employee's market. Being in law enforcement is not as appealing with the current anti-police sentiment in many areas of the country. Wage growth and increased wages will be a bigger thing with almost full employment nationwide. Also retirement options have changed so not as many are coming into the job because the package was lowered to be less desirable.

City Manager Dotson said the biggest challenge as administration is that the officers we have are highly motivated to be the best they can but have to work 116 hours in a pay period at times. They have multiple trainings they have to go to. It can be detrimental to families and to their psyches because they are motivated to perform at a high level and that can hurt them. They get burned out. That is his worry. The second reality is there are other employees in our system too. The PD is funded out of the General Fund not like other companies like water, sewer and garbage which are Enterprise Funds. There is no other income for the PD and funding them depends on property taxes. Most people get no direct benefit because most don't need to call the police to their homes. Indirectly they protect and keep all of the community safer. If we go that direction to take care of our officers it has to be because all get the benefit and we need to communicate it that way.

Council Member Lee asked if this new hiring would include training. Jackson said you never know who will apply and they did not base the figures on entry level that have to go to POST. We did \$21.63 per hour which is close to what Jeremy makes. If they have to go to POST, we save some money with starting them at a lower rate of pay. The more experience the higher the wage. Council Member Stoor stated again he wants to bake in the COLA increase too. City Manager Dotson said tax rates do not keep up with inflation.

Council Member Harris said the problem is they are victims of their own success as people think all is well. Before we absorbed the losses and lost one officer. The public did not get the ultimate effect of the savings. Only two of the five still work for us and we had additional churn. The community did not see that or the potential risk to them. Council Member Harris said before we had the Enoch PD we contracted with the County Sheriff and they came when needed but were not proactive and taking care of problems. We have grown considerably in population since. It would be too expensive to contract the service out and we would pay more for less. Council Member Harris said we need to do something but there is a PR challenge ahead. Council Member Stoor said we have to explain and most people, when they understand the facts, would be onboard. Council Member Harris said the problem is people not accessing information and getting educated. Some will still object. There will be a referendum unless they don't get the required signatures. If most people understand the need, they won't sign the referendum petitions. We have to educate well enough that they don't sign for a referendum.

Council Member Stoor said we have to consider what is best for the community when we are all long gone. There are consequences for every action and also for no action. The cancerous effect of criminality is that it can take over a community. Unless it hits you personally there is no problem. Council Member Lee said she is concerned that exponentially it is more problematic with less PD coverage. She does not want to live where she does not feel safe and she feels that where she lives. She is in favor of looking forward to moving along and getting more PD coverage. Her neighborhood has suffered and is also a more conservative neighborhood financially so there will be objections to the tax increase. She is tired of the uphill fight. Council Member Stoor said she is not alone in that and we all love it here. Council Member Harris suggested we put it in the budget for two officers and start educating people on it.

Mayor Chesnut said he will lean on all of the Council Members to educate the community. There was a divide on the City Council before when this came up. He added we don't hide this. We get out in front of it. We run the numbers and do what we have to do. It can't go like before. The public has to understand how serious this is. We all realize what is in store

with this action to go into Truth in Taxation. It is not calculated or connived. The number is what it is. We run so lean now we could not cut out enough other places to cover this for two officers. We have to be committed and they have to pay more money and no one likes that. We have to have the adult conversations and if you want certain things there is a cost. We have never increased taxes in Enoch, Council Member Stoor said, and that is irresponsible. It is their responsibility as the City Council even though this is difficult. We have to be united on the facts. We learned from the painful experiences in the past and the facts put out there were bad and many untrue and over blown. We will give true information and learn from past mistakes. Staff has learned to cut back and there is a cost to that if it goes too far. We have to allow for us to have costs inherent to growth. Staff has done great with cutting back and working with less. Council Member Ross said if we do this we have COLA increases for the other employees too.

Mayor Chesnut said if he is hearing a consensus we will instruct staff to rerun the numbers to prepare that for publication and public viewing. Council Member Harris said most residents support the PD and this tax increase will be for the PD mostly. We will state it as such, he said, and it will be supported. He recommends to staff to run the numbers and prepare for the meetings and the numbers to show the need. The facts have to be clear. Mayor Chesnut said we can't say it is only \$10 per month or give up one pizza a month. That position trivializes the legitimate concerns. There will be a burden for some people. Mayor Chesnut said he has been thinking and losing sleep on how to message that. He saw it before and how badly it went. We need better insights on how to address this. It is our neighbor's wallets and ours and we need to help people understand this is not a luxury. We also need to treat our employees right. People have expectations and we show up when needed on all City services when residents need us. Mayor Chesnut said moving forward we will need a motion.

Council Member Harris made a motion to adjust the budget to add two officers as discussed and bring it back for further discussion. The motion was seconded by Council Member Stoor and all voted in favor.

4. PUBLIC COMMENTS-none

5. COUNCIL/STAFF REPORT

Earl Gibson reported he got the samples on the new well and turned them into the State to get our operating permit. The 8 inch water line to animal shelter is in and we are building the road. We will try for a groundbreaking the first part of May.

City Manager Dotson said we will have the groundbreaking with the dog park people. He has talked to them and they are all excited. We need to name the road and have a contest for that. Diane Gil of the Festival Country Canines said she will head that up. There will be businesses moving in out there too. We will be starting the messaging regarding the fireworks restrictions. The legislature changed the regulation this year.

Julie Watson noted the budget presentation discussed tonight will be attached to these minutes when they are posted after approval.

Council Member Ross reported she is going to the wastewater board meeting with Earl and also to the ULCT training.

Council Member Stoor said the parks projects are in motion and all good. We need to agree on what the Iron Mountain Park should look like. City Manager Dotson said he received the plan for the drainage basin today. They are getting bids on the Pavilion at the Rec Complex for the design. Arbor Day is on the 28th.

Council Member Harris reported the Planning Commission is almost done with the CUP list and will hold a public hearing next week and get that to the City Council.

Council Member Lee said there was change on prairie dogs and that is good news. The nuisance ordinance meetings are hard meetings and we are finding that words matter. They will be trying

to present some information soon. They got good responses on polling residents. That would need a budget increase and what we want the City to look like.

Chief Ames said he appreciated the concern on this and speaks for staff that they feel supported. He attended domestic violence meetings today and awareness and getting the word out of the reality of what is going on in communities is at the forefront. This is sexual assault awareness month. It is an issue.

6. ADJOURN-Motion to adjourn by Council Member Harris. Motion was seconded by Council Member Ross and all voted in favor. The meeting ended at 8:45pm.

 5-2-18
Julie Watson, Recorder Date