

MINUTES
ENOCH CITY COUNCIL
November 16, 2016 at 6:00pm
City Council Chambers
City Offices, 900 E. Midvalley Road

Members present:

Mayor Geoffrey Chesnut
Council Member David Harris
Council Member Steve Johnson
Council Member Jolene Lee
Council Member Dave Owens
Council Member Shawn Stoor-phone

Staff present:

Julie Watson, Recorder
Dan Jessen, Treasurer
Gary Kuhlmann, Atty.-absent
Robert Dotson, City Mgr.-phone
Jackson Ames, PD Chief
Earl Gibson, Public Works

Public present: Michelle Pritchard

1. CALL TO ORDER OF REGULAR COUNCIL MEETING-By Mayor Chesnut at 6:00pm.

- a. **Pledge of Allegiance-Led by Dan Jessen**
- b. **Invocation-Audience invited to participate-Given by Council Member Lee**
- c. **Inspirational thought-Given by Council Member Owens**
- d. **Approval of Agenda for November 16, 2016-Motion to approve agenda by Council Member Harris. Motion seconded by Council Member Owens and all voted in favor.**
- e. **Approval of Minutes for November 2, 2016-Council Member Harris made a motion to approve the minutes. Motion was seconded by Council Member Owens and all voted in favor.**
- f. **Conflict of Interest Declaration for this agenda-none stated**

2. DISCUSS PRIORITIZING CAPITAL IMPROVEMENT LISTS FOR CDBG/CIB AND SET A PUBLIC HEARING FOR DECEMBER 7, 2016

Mayor Chesnut asked City Manager Dotson to bring them up to speed on the lists. City Manager Dotson said every year the CDBG and CIB grant programs require that we have 1-year list prioritized by high, medium and low projects and also a 2-5 year list. These are items we may want to apply for grants or loans to do the projects. This is a planning tool but we do have to decide and prioritize the projects and hold a public hearing. He noted this is part of the process required in order to be able to apply which we may or may not decide to do. City Manager Dotson said he puts the lists together based on conversations in City Council meetings and based on budgets and the CFP (Capital Facilities Plan). This year the new shelter, the new culinary well and now the other well offer we were given to consider have been on top of the priorities.

Mayor Chesnut asked Dan for comments and there was discussion of the new animal shelter. Dan said with this year's planned addition to savings we have \$110,000 plus \$50,000 from the easement sale to Rocky Mountain Power that can be used for this project. City Manager Dotson said the floor plan for the shelter is done. Go Civil Engineering has done the design work pro bono for us. We will bid it out and hope to have it built by the end of this fiscal year. Dan said to be clear this shelter may cost \$100,000 or it may be \$200,000 but if we get some other funding that would be a good thing.

There was some discussion of storm water drainage and that it is tied into other projects such as the update to the CFP. It was suggested that adding curb, gutter and sidewalks in some areas would be good for safety of kids but would not constitute a project that CDBG/CIB funds

would consider. It could however be part of a drainage project. City Manager Dotson noted that our biggest drainage project to date was funded by the NRCS and we are still on their list for an expansion of the project. Earl Gibson said the Fire Department has asked us to store one of their trucks out in Enoch and we had planned to keep it at the sewer building. Having this truck in Enoch will lower our insurance rates. That building would need to be insulated and improved to store the fire truck. The Fire Department will pay to heat the building. He would like to see that move up the priority list as it is a need we have right now. The exact cost is unknown but would be for materials with our crew doing the work.

There was discussion that the priorities have changed over the years with growth. We have bids coming in now to update our CFP and that will affect the drainage projects we do. The water storage tanks are out a few years as we are at 116% of storage needs now. The City Office remodel and new PD building are out into the future as the need is not that great now. Dan said if you have a real need it might shift the list. He said he went to training for this last week. CDBG does not do large projects but helps lower income communities. You have to prove lower levels of income to get assistance. It was noted this was done when the sewer system was put in. This may be good for CDBG to get us in a better position. After the public hearing is held and voted on there is a meeting he goes to and meets with all other county bodies. The projects are prioritized for all participating. He noted most did not show up so our projects took a higher priority giving us a better chance for funding.

There was more discussion of the lists and priorities. Council Member Harris asked if there is anything not on the list we need to talk about. It appears to be a good plan now. Drainage is still very important but will be covered in other projects as will a transportation plan. **Council Member Harris made a motion to set a public hearing for December 7, 2016. Motion was seconded by Council Member Johnson and all voted in favor.**

3. OPEN 2016-2017 BUDGET BY MOTION

Treasurer Dan Jessen said typically we open the budget this time of the year to make adjustments. He said he would send some information on changes out to them this week by email. Dan explained the auditors do not like budget overruns so we open the budget and make adjustments as needed due to unforeseen changes that have occurred. One example was we have some cost overruns in the Building Department due to getting a new inspector and the training he had to go to. It is routine to tweak things within departments to balance the budget. Dan said he will get information out and present it at the next meeting. We will set a public hearing for the meeting after that and then close the budget.

Council Member Harris made a motion to open the 2016-2017 budget. Motion was seconded by Council Member Johnson and all voted in favor.

4. DISCUSS WAGE SCALE

Mayor Chesnut asked Dan to give a quick history of what happened and where we are in that process. Dan said we got access to statewide data on job descriptions and wage levels. We formed a committee with two City Council Members, Mayor Chesnut, City Manager Dotson and himself. We targeted studies from cities with similar populations to us. We had five to ten cities of data to compare and we looked at average salaries. The committee picked a target based on information and trying to apply logic to our situation and get what target salary for each job should be. We found our pay scale was very low. In each case they picked a target and compared the total target salary to our target salary and that gave us a number to increase the budget. The committee decided we could raise salaries 50% in year one and other 50% in year two if the budget allowed. We did not increase some jobs such as the PD as they had raises given already. It was never the goal to be at the top but to be more competitive. The approach to set the target was not to set an average but what we felt was due for the jobs being done. Cost of living and benefits

were considered too, Council Member Harris said. The objective is to reduce turnover and get qualified people for more efficiency and accuracy. That also reduces liability to the City when jobs are done right. People here wear a lot of hats because our staff is small.

Council Member Harris said we still have turnover and that is expensive. We pay to train people and then they go elsewhere for more money. He said he is in favor of staying with the plan for the other 50% increase next year. Mayor Chesnut said given our budget we will never be the highest paying in the area but we have a good culture here and there are other things to consider than just the pay. It has been shown that other cities want our people. The question is do we always want to be a training ground? Maybe we won't have "lifers" working here but we build allies who got a start in Enoch and that is not bad.

Council Member Stoor said he appreciates the work done so far but wanted to talk about moving faster to retain people. There is a wide gap; more than other cities. Although we are moving in the right direction we need to discuss how fast we can move there. Can we get to an average quicker for those due for it. He said he feels like we get good work in the City but we don't want a revolving door. Dan said it costs money to train and retrain and also an unknowable amount of institutional knowledge is lost. Mayor Chesnut said we tried to create a model to be helpful. Do we have an open discussion with the public and tell them. Do we want to compete with Cedar and Parowan? Are residents willing to bear that cost? It was discussed briefly in the budget public hearings. Mayor Chesnut asked how we convey that to the public. How do we frame it to be neutral but informative? Do we get the press involved? Council Member Stoor said how many citizens would disagree with what we are talking about. Most reasonable people would think this is reasonable and should have been addressed long ago before losing people. Council Member Lee said this is a representative form of government and we as elected officials decide. Mayor Chesnut said when a tax increase was proposed before the public showed what they thought with a referendum. We should bring them in sooner than when we have made a decision.

Historically the public feels counted out of the discussion and the only way to address that is head on. Council Member Lee said meetings are noticed and no one comes. Council Member Harris suggested we haven't defined what we are doing yet. We need to reform the committee and get a goal or proposal. Mayor Chesnut agreed in principal with Council Member Lee asking if there is a way to take action to mitigate the risk that the action is overridden by rule by the mob or referendum. Council Member Stoor said we should be transparent and say why we are doing this. We have to initiate the conversation. Council Member Lee agreed we need to move this topic faster than what was planned.

Council Member Stoor said if we are transparent the public will come to the same conclusions on what we pay. Council Member Johnson said he did not agree with that. People shared with him that jobs being done by employees do not warrant them more money in many private sector employees. He mentioned the average wage of Enoch residents saying the median household income is almost \$54,000. We are paying above that Council Member Johnson said. Dan said our average target pay is \$35,000. Council Member Harris said we should move forward and define it before any public discussion and that is the first step. Council Member Johnson said the plan was for two years depending on the budget being there. Council Member Lee said Council Member Johnson talks to his public and that is what they think. While anecdotal information is important we need to be objective and hear from more than a small group.

Council Member Stoor said he is hearing the consensus is to reconvene the committee in a working group and he made a motion to do that. It was noted the committee is not a quorum but a working group. It was noted this agenda did not have any action associated with this item so a motion is not necessary. Mayor Chesnut said he is fine with that and good to change the membership of the committee. Then it comes back here and will be discussed again. City Manager Dotson said we will discuss it and set the meeting to look at this again. Dan said it is all about the budget.

5. PUBLIC COMMENTS-none

6. COUNCIL/STAFF REPORT

Earl Gibson reported the crew is finishing some crack sealing of the roads now.

Dan Jessen reported we have posted his job on Work Force Services and other sources. Aly is moving into Susan's job and we hired Debbie Kostanin for Utility Clerk. She retired from the AZ school system and will do an excellent job.

Julie Watson said she would do the public hearing noticing for the CIB/CDBG funding. She said she would be off work for ten days for ankle surgery and will miss the Planning Commission meeting on Nov. 22nd.

Council Member Stoor said they are in Woods Cross for the Arbinger training and it is good information.

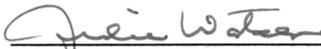
Council Member Harris said the Planning Commission would consider and R-1-11 zone along with other things they are working on. They will be setting some public hearings for later in the year when Julie is back. Council Member Harris said he would miss the meeting on the 22nd.

Council Member Lee said she and City Manager Dotson gave a presentation to the County Tourism Board for a \$6000 grant. They have not heard back yet about that. The disc golf cages arrived and the discs also. She will meet with Cam Findley to mark locations and will be putting out a brochure. She met with an SUU intern who is interested in presenting the disc golf to the schools. She wondered about some new businesses that are coming into Enoch and suggested maybe the EDC could get some press coverage and do something to welcome them.

Council Member Owens said the EDC has one more application to consider. He liked that idea for new commercial businesses and would like to look into that.

City Manager Dotson said it has been our tradition to have a Christmas Party after the second meeting in December. He asked the City Council if they would like to do that and they agreed it would be a good tradition to continue.

9. ADJOURN-Motion to adjourn by Council Member Harris. Council Member Owens seconded the motion and all voted in favor. The meeting ended at 7:45pm.

 12-8-16

Julie Watson, Recorder **Date**