

Heber City Corporation  
City Council Meeting  
04/30/2011  
8:00 a.m.

SPECIAL BUDGET MEETING

The Council of Heber City, Wasatch County, Utah, met in **Special Budget Meeting** on April 30, 2011, in the City Council Chambers located at 75 North Main Street in Heber City, Utah.

Present: Mayor David R. Phillips  
Council Members Eric Straddeck  
Nile Horner  
Robert Patterson  
Alan McDonald  
Benny Mergist

Also Present: City Manager Mark K. Anderson  
City Recorder Paulette Thurber

Mayor Phillips indicated he would be meeting with Wal-Mart executives to discuss an office area to start interviewing, etc., for positions they would be hiring.

Mayor Phillips asked Anderson to start this meeting with those things he had to have direction on in order to move forward. Anderson talked about the April 6 meeting materials and the things he had identified as needed.

Anderson indicated there was approximately 1.1 million dollars in surplus and some of that would need to be allocated into projects. Councilman Straddeck asked how much was one-time monies. Anderson said the Heber Light and Power's last payment and Corridor Preservation funds. He said though, the City would still show \$115,000 revenue short of expenditures and that was without addressing manpower and equipment.

Anderson reviewed Page 12 of the April 6 handout. He talked about the vacated position of Treasurer and needing additional help in that Department. He said there was money in the budget to cover that position and suggested Michelle Kellogg be given additional hours since she was part-time and willing to work a few more hours.

Discussion about the weekend duty request from Public Works' Director, Tozier. He had indicated he wanted three people on call instead of two. Discussion about costs for the overtime people. Councilman Mergist did not think it was necessary to have three people on call. He said when he worked for the City and was on call he had always been able to find someone in town to help. Councilman Patterson reviewed that the Council had talked about two people instead of three people. Councilman Mergist said he was okay with two on call for the safety reasons. Councilman Horner said he was okay with two people on call as was Councilman Straddeck.

Councilman McDonald said he was okay with having lead men in the Public Works' Department. Councilman Mergist agreed, but said if that was approved they truly had to be lead men and take responsibility and Tozier had to let go. Councilman Mergist reviewed that the Council had previously talked about two lead men that actually could lead and not have to call clear up to the top to get permission to do something. He wanted to make sure Tozier gave them responsibility.

Councilman Mergist did not think a School Resource Officer was necessary. Councilman Patterson agreed. Councilman McDonald said the Police Department was 40% of budget. He suggested the City was still staffing the Police Department as if the population of Heber was 6,000. He suggested the City had to allocate more money to fund that Department or consolidate with Wasatch County--fund it and staff it like it should be or let it go. Councilman Horner said the Police Department was understaffed and cities all across the state were consolidating. Mayor Phillips reminded the Council that Draper City had consolidated and then pulled out. He suggested the City would lose control if the Police Department was consolidated with the Sheriff's Department. He said consolidation would cause less focus on particular areas and goals for the City would not be realized. Councilman McDonald suggested the City had a problem and the Council should either fund the Department and get serious or let it go. Councilman Patterson said if the Council let the Department go, they lost the ability to get together and make decisions. Councilman Horner felt the Council needed to look at consolidation and if not the Department needed at least two additional persons. Councilman Mergist said he was not opposed to looking at the options. Councilman Straddeck suggested this fiscal year consolidation was probably not an option but felt a study might be in order to weigh the possibilities. Councilman Mergist said the Council needed to commit to improve the Police Force. Discussion about a public safety fee similar to water and sewer. The Council decided on two patrol officers, not backfilling a sergeant and no school resource officer.

Councilman Straddeck felt the Parks/Cemetery Department needed more help. The Council was in favor of an additional person in that Department for 25 hours a week.

The Council discussed janitorial services. Councilman McDonald said he was in favor of a contract person and not having an employee do the cleaning. Discussion about the Public Works'

employees doing their own cleaning. Councilman Straddeck wanted a person/service to do three buildings and to make sure this building looked good. He said the tabernacle building was the face of the City and should look good. The Council directed Anderson to get bids and to make sure those submitting bids had a business license and insurance.

Public Works Maintenance Worker. Anderson said there was work there to do but he wanted to feel confident that there was going to be revenue to support additional workers. Councilman McDonald wanted a part-time airport manager. Councilman Mergist suggested the snow removal at the airport be given back to OK3AIR. Councilman Horner agreed. Additional discussion about a part-time airport manager. Councilman Horner said he wanted snow plowing and grass mowing done through a contract with OK3AIR. Councilman Horner and Councilman Mergist thought it would be better to put those monies towards another Parks/Cemetery person. Councilman Patterson said he liked the idea of having a part-time manager at the airport but wanted someone that actually knew about airports. He suggested our airport ran more smoothly when there was a manager. Additional discussion about a Park/Cemetery Maintenance Worker. It was decided a full-time person (40 hours) should be hired in that Department instead of a part-time person (25 hours).

Discussion about a ½ time position at the airport. The Council agreed on that. Discussion that the Council would talk to the FBO about snow removal Thursday night during the regular City Council meeting.

The Council again discussed an additional person in the Public Works' Department. Again Councilman Mergist said he wanted to see lead workers be able to make a decision without calling the Public Works' Director. Councilman Horner wanted to look at two things. He said the Council needed to look at Mark Rounds' request of narrowing the gap in pay between the Public Works' Department and the Parks/Cemetery Department. Councilman Mergist agreed. Councilman Horner suggested that needed to be looked at before consideration be given to lead workers. He said the City needed to give them the money they were worth. Councilman Horner said he did not want five lead people and giving them more money did not solve the issue of the Director making all the decisions. Councilman Mergist felt the problems with the Public Works Department was not just money. Additional discussion about equal wages for the Parks/Cemetery people and the Public Works' personnel. Discussion about certifications for the Parks/Cemetery Department. Discussion about a change in pay grade for Mark Rounds. Discussion about a 22-3. Councilman Mergist indicated Tozier supervised more people over a larger area of the City and said he would not match wages exactly. Councilman Straddeck agreed and said he was looking at a 20-4. Mayor Phillips said Rounds was not only asking for a pay raise but a grade raise, as well. Councilman Horner suggested a 22 for Rounds. Anderson suggested looking at all positions in the City and said it created problems when only one person and/or department was considered. Mayor Phillips suggested taking people to a higher position

on their scale and then complete the study. He thought it was smarter to move them along on the scale and then determine if their grades were actually in line with their job descriptions. Councilman Horner said instead of 2% COLA the Council look at giving step raises and pay grade changes. Mayor Phillips indicated, based on Personnel Policy, there had to be rationale behind pay grade changes. Councilman Horner felt Rounds' job was worth more than he was being compensated for and his duties were similar to the duties of the Public Works' director. Councilman Mergist agreed with Councilman Straddeck and said Parks/Cemetery certifications should allow for increases/raises. Anderson talked about when the City last did a market analysis of positions. Councilman Mergist suggested the Council did not need to depend on market to make decisions. Councilman Straddeck said the right thing to do was get market data because since the last time the City did that, things had changed. He said to get market data based on current job descriptions would allow the Council to make good decisions. He wanted to look at the entire City and then determine the impact of it. Anderson indicated a foundation was already in place because of the last analysis. He said he would call Mike Swallows to see what it would cost to upgrade if the Council wanted. The Council agreed to have a study done. Councilman Straddeck felt the Council needed to wait for data and give a COLA right now. Councilman Patterson agreed. Councilman Straddeck said he was sure the information would come back for Mark Rounds that he would be qualify for an increase in pay grades. Councilman Horner said he was not in favor of a COLA--he wanted a step increase. Anderson said a step increase would cost the City about 3 ½%. Councilman Mergist suggested Rounds be moved to a 20-5, give everyone else a 2% COLA, get the study and revisit it for everyone. He wanted to follow through with putting a program in place for increases for certifications. The Council agreed on 20-5 for Rounds.

Councilman McDonald said he wanted to look at a Financial Director position. He said most companies had a separation between manager and money. Councilman Mergist agreed. Councilman McDonald suggested taking the funds allocated for the Planning Department position and put towards Finance Director.

Additional discussion about increases. Councilman Horner no COLA. Councilman Mergist 3% increase. Councilman Patterson 4.3% increase. Councilman Horner wanted a 4% merit for all employees.

Discussion about a property tax increase. Councilman Mergist said he would be in favor but the presentation to the public had to be convincing by giving them accurate facts and figures. Councilman McDonald said he still was not in favor of a property tax increase.

Councilman McDonald and Councilman Horner left at 10:35.

Anderson said there was a \$115,000 shortfall from revenue and expenses in the proposed budget and there was now \$400,000 additional in wages and positions determined by this budget session and the Council had not even talked about capital equipment.

Additional discussion about surplus monies being reduced, property tax increase, sales tax, and other projected revenue. Continued discussion about property tax increase because it had been years since the last property tax increase. Councilman Straddeck suggested Anderson determine the dollar increase needed with water, sewer, and storm drain and then find what increase in property tax that related to and phase it over a two or three year period.

Councilman Straddeck also said when looking at wages and positions, he now felt only one position should be approved in the Police Department. He also suggested if the Council approved a finance director that would free up some of Anderson's time so he did not think there was a need for an airport manager. He said he had concerns of not matching revenues with expenses.

Councilman Straddeck led a discussion on increases in fees and different possible scenarios. Anderson said he would work with some numbers showing base rate increases, overage increases, etc. Anderson recommended that the city have an overage rate different for those that have access to Pressurized Irrigation than those that didn't. Anderson said he would build the changes discussed today into the budget materials for next week's meeting.

Mayor Phillips indicated he would be gone for both meetings in June.

Discussion about medical insurance. Councilman Mergist did not want to change insurance unless it decreased the cost to employees. It was decided the cost for the employee would stay the same and the City will absorb the increase.

Councilman Straddeck indicated he would be absent for Thursday's meeting.

The Special Budget Meeting of the City Council held on April 30, 2011, adjourned at 11:30 a.m.

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Paulette Thurber, City Recorder