

Heber City Corporation
City Council Meeting
02/16/2006

7:00 p.m.

REGULAR MEETING

The Council of Heber City, Wasatch County, Utah, met in Regular Meeting on February 16, 2006, in the City Council Chambers in Heber City, Utah.

Present:	Mayor	David R. Phillips
	Council Members	Terry Wm. Lange Vaun Shelton Jeffery Bradshaw Elizabeth Hokanson
Excused:		Shari Lazenby
Also Present:	City Manager	Mark K. Anderson
	City Recorder	Paulette Thurber
	City Engineer	Bart Mumford
	City Planner	Allen Fawcett
	Chief of Police	Ed Rhoades

Others Present: Justin Hatch, Annie Bruehl, Wendy McKnight, Krista McKnight, Mike Thurber, Paul Kennard, Mark Rounds, Gary Carlile, Chance Morris, Jen Morris, Fred Schloss, Kourtne Powell, Nioma Duke, Anthony Kohler, Echo Neal, Lisa Snelgrove, Ryan Benson, Mike Johnston, Cathy Riley, Hadly Bingham, Kieth Rawlings, and Kevin Diaz.

Mayor Phillips excused Councilmember Lazenby. Mayor Phillips welcomed those in attendance. He asked if anyone wanted to give an opening thought or a prayer. No one responded.

Pledge of Allegiance: Mayor David Phillips
Prayer: Councilmember Terry Wm. Lange

Minutes: February 2, 2006, Work Meeting
February 2, 2006, Regular Meeting
January 5, 2006, Regular Meeting

Councilmember Lange moved to approve the February 2, 2006, Work Meeting minutes and the February 2, 2006, Regular Meeting minutes. Councilmember Bradshaw made the second. The voting was unanimous in the affirmative.

It was explained Councilmember Lazenby wanted the January 5, 2006, minutes on the Information Dissemination topic changed so that comments from all Councilmembers were quoted and not summarized.

Councilmember Lange moved to approve the January 5, 2006, Regular Meeting minutes. Councilmember Hokanson made the second. The voting was unanimous in the affirmative.

OPEN PERIOD FOR PUBLIC COMMENT

Chief Rhoades gave an invitation to the Council for the CERT graduation ceremony on March 1, 2006, at 7:30 p.m. at the Police Department.

Paul Kennard introduced himself. He indicated he was the new Economic Development Director. Kennard indicated he had already spent some time with Mayor Phillips and Mark Anderson. He discussed the Interlocal Agreement between the different entities in the Valley and said he felt that was a very beneficial arrangement for the community. He explained there was someone from each entity on the executive board of the Wasatch Area Economic Development Agency and the one at-large member was Brad Baird. He said the thing that excited him was working together. He felt it critical that everyone was “marching in the same direction,” working together and not competing. Kennard gave the Council a handout which outlined those serving on the Economic Development Board, voting and non-voting members, the Mission Statement, Objectives and strategic ways to realize the Objectives. He reviewed the handout. Kennard said he was looking forward to working with Heber City and invited the Council to have open communication with him and that he could be reached at the Chamber of Commerce building at extension 11. Mayor Phillips thanked him.

Fred Schloss encourage people to start listening to radio station 1340 at 9:00 a.m. on Fridays and 9:00 a.m. on Mondays. In fact he encouraged people to listen all the time as they had different people on. “This is not Mickey Mouse stuff, folks,” he said. He indicated that two weeks ago Paul Royall had an excellent presentation. They have also had Bob Wren and Rudy Kohler on talking about activities that are going on. He said he had been enlightened by listening to them. “Mike Davis was on today and he gave a good presentation,” Schloss continued. He encourage “All of you to get up to speed,” as he was finding out things he didn’t know before.

ACTION ITEMS

Ordinance 2006-02 – Adoption of proposed changes to Title 12 – Streets, Sidewalks and Public Places

(Continued from 02/02/2006 City Council Meeting): Mayor Phillips opened the discussion on this proposed ordinance and asked for comments and concern.

12.04.070, Obstruction of Sidewalks and Streets. Mayor Phillips wondered if dirt should be added to the list or if it was addressed in another location. Mumford said it would be easy to add. Councilmember Lange expressed concern with canisters being placed on the sidewalks.

12.20.010, Establishment. Mayor Phillips asked when ordinances were approved, did the City have to go out and remove trees. Mumford talked about grandfathering. It was pointed out that the Council had gotten a new addition of 12.20 tonight because Anderson had concerns with the administration of 12.20 as presented last meeting. Anderson suggested passing everything within the proposed ordinance except 12.20, Street Trees. The Council indicated they would look at 12.20 another time.

12.24.185, Prohibited Burial Dates. Mayor Phillips said he read information on other cities’ burial days. He thought this might be worded more clearly. Councilmember Hokanson expressed concern with those people having special circumstances. Mark Rounds pointed out that some of the ordinances he reviewed had particular language for special circumstances. Councilmember Hokanson wanted to add language stating any exceptions would have to be approved by the sexton.

12.24.220, Removal of Grave Decorations. Anderson reminded the Council that Councilmember Lazenby had some concern with this Section and had asked for public input on the radio. He did not know if she had any response. Mayor Phillips ask for other comments. None were received. Mayor Phillips talked about other cities’ ordinances on the issue of shepherd hooks and decorations. It was discussed that some graves were very well kept and others were not. Mayor Phillips read 12.24.220 and pointed out potential conflict. He thought the way it was written it was across the board January through December. He thought the sentence reading artificial flowers, windmills, toys, etc., should be reworded. He thought the way this was presented was shepherd hooks

were prohibited and wanted to make sure that was brought out. He asked Rounds for input on the rational with shepherd hooks. Rounds said it was a maintenance problem but was becoming a risk management issue, as well. He said the problems with wire, glass and candles was that they become projectiles. He did not think glass should be allowed at all. Discussion about the mowing schedule. Mayor Phillips asked about allowing shepherd hooks for a week during memorial week. Rounds said most people that place them are out of town and don't get back in a week to take them down. Councilmember Shelton wanted to know how the City was going to answer to the public when there was no way to anchor flowers. Rounds said most fresh flowers were placed during memorial day. He said it was just something the City had to make a decision on. The Council agreed there were risk management issues to be considered. Rounds indicated enforcement would be a very hard process the first year but after the first summer, it wouldn't be so difficult. Discussion that the language would have to be changed if wires were going to be allowed during Memorial Day. Rounds said his personal opinion was that the City should allow flowers attached by wires during Memorial Day. Councilmember Hokanson wanted to allow shepherd hooks in the off season. Rounds talked about the frozen ground and the problem with hooks. He said he was more concerned with shepherd hooks during the mowing season. Councilmember Hokanson wanted to leave some room for people to decorate graves as they desire and to try and strike a balance. She said it helped with the grieving process to be able to place decorations. Rounds indicated his crew had been told off royally when they had disturbed the hooks. He wanted language in the Code that allowed his crew to remove the hooks, if necessary. Rounds said the biggest time to decorate in the winter was Christmas and suggested that time frame should be addressed, as well. It was decided that glass, rocks and bullets should be prohibited at all times. Councilmember Hokanson wanted hooks to be allowed November to May.

Councilmember Lange suggested continuing the proposed ordinance for two weeks. Mayor Phillips suggested approving all but Section 12.20 and Section 12.24.220. Councilmember Lange did not want to do that. Councilmember Bradshaw felt the entire ordinance should be continued. Councilmember Hokanson and Councilmember Shelton agreed.

Mike Thurber suggested to put in the ordinance what to include instead of what to not include. He thought it would be better to put in what was allowed and when and not what was not allowed. Mayor Phillips agreed. Rounds indicated he would be going to a conference in March at which time cemetery personnel from all over the State would be talking about issues of this nature. He said they planned to draft a sample ordinance to be reviewed by their respective cities.

Councilmember Lange moved to continue this until the cemetery conference attendees had prepared a proposed ordinance dealing with the issue of grave decorations. (approximately April) Councilmember Hokanson made the second. Rounds said he had gotten the ordinances he had given to the Council off the internet. He said there were probably some others out there that did approve of shepherd hooks, etc. He stated he wanted to do what was best for the community. Voting AYE: Terry Wm. Lange, Vaun Shelton, Jeff Bradshaw, and Elizabeth Hokanson. Councilmember Lazenby was excused.

Councilmember Lange said there were a lot of safety concerns to address with this ordinance. He also discussed the possibility of damage to headstones. Mayor Phillips concurred and said there were numerous ways to grieve and this was a sensitive issue. He also expressed a desire to do what was best for the community.

Ordinance 2006-03 – Adoption of proposed changes to Title 13 – Public Services: Mayor Phillips pointed out this ordinance was larger than Title 12 and had a lot more information in it to go over. Mumford explained he had been given the task of up-dating both Title 12 and Title 13 which was what these last two topics were about. Mumford pointed out he had made several comments in his staff report regarding the more significant changes to the Title. He reviewed those changes.

13.04.060, Unauthorized Water Use. Mumford said he had revised the language in this Section to make it more clear regarding the use of someone else's water.

13.04.280, Installation Permit. There was discussion on this issue because of backflow prevention. Gary Carlile explained this inspection had been turned over to the Public Works Department.

13.08.220, Cost and Expense Responsibility. Mumford said this was a significant issue and that he had had conversations with Councilmember Shelton about it. Mumford said the City had to make a decision about their responsibility. Mayor Phillips agreed this was one of the biggest changes. Mumford said there were two issues, clogs and repair. Councilmember Shelton said he had opposed this all along. He said the City had taken the responsibility all along from the property line to the street. He felt if the City was able to resolve the responsibility, it was the same as a tax increase. "It hands it back to the individual and is a burden to them," he said. He did not want the City to divorce themselves from the responsibility. Councilmember Hokanson said that, in terms of the cost to the property owner, she agreed with Councilmember Shelton. She wanted the City to keep the responsibility and felt it was too big of a burden for the property owners. Councilmember Shelton discussed the fact that sometimes a problem is across the street and that made for even more cost to the homeowners. Councilmember Bradshaw indicated he did not want to make the suggested change. He said in the best interest of the City, it should be the City responsibility. He felt these problems would happen in older homes. Councilmember Lange reviewed the history of going to the source—language was initially written because of problems on the lots in Valley Hills. He discussed testing the laterals and video of the main. There had been bad laterals installed by shoddy contractors in this City, he felt. Councilmember Lange cautioned, though, that this change could become very expensive to the City. He reviewed several cases in the past. Mumford suggested the City continue to accept the responsibility of repair but if the problem was just a stoppage, let the homeowners be responsible. Councilmember Shelton felt this suggestion would only cause arguments. Mumford said he was suggesting it didn't matter the location of the plug—wherever it was located, it would be the responsibility of the property owner. If it was a repair, the City continue with the responsibility. However, if it was something they flushed down their toilet, it be the homeowners responsibility. He was suggesting there be a difference in responsibility between a repair problem and a maintenance problem—homeowner have responsibility for maintenance all the way to the main and repairs be the responsibility of the City. Discussion about problems from tree roots. Mumford said tree roots were repair. Mayor Phillips asked Mumford to reword 13.08.220 and re-present it to the Council.

13.04.080, Wasting Water Prohibited. Councilmember Lange wondered if this could be enforced. Councilmember Hokanson also wondered. Mayor Phillips said there was no way to check everything but if the Public Works Department was driving down the road and saw wastefulness, it should be brought to the attention of someone. Anderson said the best enforcement was based on the water bill. Anderson indicated with the new meters, it would be very easy to identify leaks. Mumford suggested that when the price of water got high enough, the City would then "bring on the enforcement people." He continued that, "Water is not expensive enough to put that effort into it." Mayor Phillips indicated the Council had the option to approve this with the exception of the one Section. Councilmember Lange wanted to continue this issue as well and give the Council more time to look at it. Councilmember Lange wanted it brought back in one month. Councilmember Hokanson agreed.

Councilmember Hokanson moved to continue the issue, Ordinance 2006-03, Adoption of proposed changes to Title 13 – Public Services, for two Council meetings. Councilmember Lange made the second. No further discussion. Voting AYE: Terry Wm. Lange, Vaun Shelton, Jeff Bradshaw and Elizabeth Hokanson. Councilmember Lazenby was excused.

Award Bid for Main Street Park Restrooms: Mumford reviewed that there was a budget last year to replace the restrooms in the park. In October he and the architect brought back a park concept plan. He proposed the restroom be pre-cast rather than prefabricated. He felt that was a more indestructible unit than a pre-fab unit. They planned so this would not interrupt activities for most of the summer. The vendors that submitted were reviewed. He check them out. He reviewed the bids. Mumford said the low bid from CXT was a more durable product and was also the low bid. Mumford talked about vandalism that everyone had to deal with in buildings

of this type. He recommended to go with CXT. He said he was looking for a three or four month turn around time with the building being finished about June 1.

Councilmember Bradshaw moved to accept the CXT bid for \$98,466.35. Councilmember Lange made the second. No further discussion. The voting was unanimous in the affirmative.

Resolution 2006-02 – A Resolution of the City Council expressing strong opposition to Senate Bill 170, Land Use Amendments, and requesting that our Senators and Representatives vote against the Bill: Anderson explained this Bill was dead and there was no need for the Council to take action on this Resolution..

Resolution 2006-03 – A Resolution voicing support for and a request for the Imposition of a locally imposed Motor Vehicle Registration Fee for the purpose of developing a Local Option Transportation Corridor Preservation Fund: Anderson indicated he had given a copy of the proposed Resolution to the County Council to review. He said three of the City Council members attended the County meeting yesterday when he made his presentation to the County about a corridor preservation fund. Mayor Phillips reviewed the purpose of the Resolution was a way to show support for a fund to help with the expense of a bypass road as well as other roads. Councilmember Lange asked if UDOT would ultimately have to pay for the road. Anderson said that was his goal and indicated he talked with Dave Nazare of UDOT about placing the bypass road on UDOT's long- term plan. Councilmember Lange said he felt the County was fairly favorable about this and also felt the impact fee issue brought up by Jay Price was not as favorable.

Councilmember Lange moved to adopt Resolution 2006-03, a Resolution voicing support for a Local Option Transportation Corridor Preservation Fund. Councilmember Bradshaw made the second. No further discussion. Voting AYE: Terry Wm. Lange, Vaun Shelton, Jeff Bradshaw and Elizabeth Hokanson. Councilmember Lazenby was excused.

DISCUSSION/ACTION ITEMS

At this time a five-minute break was taken.

Discussion – 4-day 10-hour work week: Mayor Phillips gave some background by saying the City had gone to a 4-10 work week on September 27, 2004, on a test basis. That was about 16 months ago. He indicated Councilmember Shelton had asked this issue be a topic of discussion at the Strategic Planning Meeting and that Councilmember Lazenby had asked for discussion at this meeting tonight. He pointed out this meeting was not a public hearing but that he wanted to hear from those in attendance. He said there was not a right or wrong answer--there were pros and cons. He asked the Council if they wanted to hear from those in attendance or from the Council first or just from the Council. Councilmember Bradshaw wanted to hear from City employees first.

Wendy McKnight – Police Department. I like it. I like going in early. I like the three days off. It is accommodating to the public and the people she dealt with also liked it. “We have educated the public now and need to keep it,” she said.

Nioma Duke – Treasurer. She indicated she worked in the treasurer's office and dealt with the majority of the public. She had found it to be very successful—especially the early and late hours and especially on cut-off day. She said she had mailed 196 cut-off notices this month. She said this allowed people to come in until 6:00 p.m. to make payment on their bills. She continued that very few people had complained on her side of the building. She stressed there was an on-call person on duty for emergencies. Duke said she had talked with other cities and some had been on a 4-10 schedule for 10 years. When she told them Heber City was studying the issue and there was a possibility of going back to 5-8's, they all felt it would be a step backwards.

Kirk Sulser – Public Works Department. He felt the 4-10's had been a great thing. He said the Department achieved more throughout the day. They had more time to work on water leaks, sewer repairs and water repairs. He felt the three day weekend was very good for the employees because they don't get burned out—there was actually three days to go do something they could enjoy. He said, too, some employees had other jobs they go to help out financially. He also talked about the on-call person and said there was coverage on Fridays and other times the City Offices were closed. He personally felt it had reduced overtime. He said, "The ten-hour days allows completion of jobs and eliminates overtime." He said in the winter it made for a long day, but they kept busy. He felt the 4-10's was a good benefit for the employees and would like to see the Council keep it.

Cathy Riley – Accounting Technician. Riley indicated she did not work with the public that much. She said she was one of the ones skeptical about the 4-10 schedule. She said she had changed her mind and said she could accomplish a lot more with this schedule. She said she felt more efficient and seemed to get more done. "As far as my position and my productivity, I have done a better job," she said.

Gary Carlile – Building Department. "With any change there is problems and resistance," he said and that the 4-10's worked well in his Department. He said they had been able to do more inspections and keep up on plan reviews--most of the time they keep them under two weeks. The problems encountered in building can't be solved if the schedule is changed back to 5-8's. "There are those that want us here seven days a week. The 4-10's are working. The contractors around here understand and it seems to be working fine in our Department," he concluded.

Chief Rhoades – Police Department. He explained his Department was somewhat different. They had worked 10-hour shifts since 2001, other than the administration staff. He said they get a lot of calls saying "we can't make it by 5:00" and are happy to know the office is open until 6:00 p.m. He said he could see where it could go both ways but agreed that if the public really wanted, staff would work 6 days a week and "that would be the answer to everyone's problem." He cautioned the City couldn't answer everyone's problem. He said his Department hadn't had a lot of resistance to the 4-10's. He discussed the benefit to the employees and said the employees had enjoyed it and it was working well with the public. He felt it was a matter of education. He pointed out there were several businesses in this town that were only open 4 or 5 days a week. "If you want to deal with those people, you learn when they are available," he said.

Bart Mumford – In the things he dealt with, he knew he was more effective. There was no question in his mind. "Each situation is different," he said. He pointed out he had verified the City saved on overtime. He said that when the City first went to the 4-10 schedule, he pulled the time cards. He indicated it cut 10 or 15 hours a week in overtime, which added up quickly. Not as much time is saved in the winter. His study of the overtime convinced him it (4-10's) had merit. He said he got more done and did not think the City was less effective. He continued that he felt people in the City gave the City a good day's work. "If they don't, you have the same problem with five days," he said. He pointed out the majority of complaints were not the majority of the City. "If you switch back, you will have people unhappy with us being here only eight hours. Whichever plan, there will be someone unhappy." He said that overall he was supportive of 4-10's. He felt it was a perception issue but also said he had had good comments from the public. He thought it was a good thing unless "you can't overcome the perception."

Allen Fawcett – Planner. What is our main purpose, he asked. Are we serving the public? As frantic as it got for them, he felt the public was satisfied with the 4-10 schedule. He said he had far more people making good comments than bad. "By and large, as far as my Department, $\frac{3}{4}$ of them feel it is an improvement," he said.

Justin Hatch - Animal Control. When he first took the job 5 ½ years ago, his department was working 4-10's and then switched to 5-8's. He said they get more work done on 4-10's. He pointed out the public liked his

department being open that extra hour so they could get back in town and didn't have to wait the extra day to get their animals out of jail and pay the extra fee.

Mayor Phillips asked for a show of hands in favor. Everyone voted in favor of 4-10's (12 employees)

Annie Bruehl – CAMS. Bruehl indicated she was not an employee, but wanted to vote in favor of the 4-10 schedule. She said she appreciated the offices being open until 6:00 p.m.

Mike Johnston – Summit Engineering. Johnston indicated he wanted to speak in favor of the 4-10's and wanted to be able to tell the radio station it just wasn't City employees that were in favor. He personally felt it was a great schedule and his office utilized the extended hours.

Mike Thurber – Citizen. Thurber indicated he was on the Council when they voted for the 4-10 schedule and he was the only one voting against it. He said he was afraid it would cause more overtime for his wife. However, he said she had less overtime now giving her more time with her family. He said when campaigning this last election period, he specifically asked the public their opinion about it and only got one complaint. Most of the public was appreciative of the extended hours. He concurred with Nioma that the 4-10 schedule worked and several cities in the State used that schedule and it was successful.

Mayor Phillips read the letters of opposition from George Bennett and Nelson Carter.

Fred Schloss – Citizen. He indicated he was attending the meeting to gather information and had been trying to gather information for the last two days. "Your people out there have no clue that you're working four days," he said. He said he talked to a businessman in town earlier in the day and he wasn't aware of it. This man did not know and consequently, it didn't matter to him or he had not had occasion to need City services on Friday. He asked the Council to continue this discussion for two weeks and let the public know the Council welcomed their letters. No one has asked the public to send letters in. He wanted the Council to open the discussion to the public and give them a chance to comment. He pointed out the following based on a 4-10 schedule: This year it would give nine 4-day weekends, one 5-day weekend and forty 3-day weekends. He encouraged the Council to listen to the public. He also pointed out Councilmember Lazenby was absent and felt the Council should wait to make a decision until the whole Council was present.

Paulette Thurber – City Recorder. Thurber indicated she was one of the only employees that voted on a 5-10 schedule when an alternate work week was initially talked about and felt, with additional staff, it would still work. That would be a win-win situation for the public and for the employees. She understood the financial implication of additional staff, however. She indicated she liked the 4-10 schedule and felt it was more efficient for her personally. She pointed out that the public actually did have a chance to make comment at this meeting because there was an article in the Wasatch Wave and it had been talked about on the radio station all week. She indicated she would be disappointed if the 5-8 schedule was re-adopted.

Annie Bruehl – Commenting on the remark made by Schloss: In relation to the businessman that didn't know, "he obviously did not have needs for them on Friday."

At this point, Mayor Phillips asked the Council for thoughts and comments.

Councilmember Bradshaw asked about the finances of this. He then asked about the holiday schedule. It was explained that on the 5-8 schedule, thirteen holidays were allowed. With the 4-10 schedule, the employees were given 11 holidays and each employee was required to give up six hours of vacation time to offset the difference. Mayor Phillips reviewed the holiday schedule and explained that as far as financial, the public had not had to pay for more. Councilmember Bradshaw talked about the 3 hours less the office was open a week and said it

might not be significant. (5-8 schedule, 9 hour days x 5 days week = 45 hours; 4-10 schedule, 10.5 hour days x 4 days = 42) Anderson said one of the things the 4-10 schedule does was eliminate 30 minutes of break time (for those that take breaks) because there were only four days to take breaks in instead of five.

Anderson said from his perspective, he felt the employees had enjoyed the 4-10 schedule. He admitted there had been occasion when there were people wanting access to the City building on Friday. He said the people the City had most complaints from were generally the person not normally doing business with the City--the first-time developer or the person from another community. He indicated the City was providing more and more ways for people to pay their utility bill without having to come to the office. He suggested there may be other things the City could do to enhance that—sign up for service on the internet, etc. He suggested that other than the development community, most people didn't have the need to come to the City Offices. He commented the City always had police and public works personnel on call. Emergency situations were addressed 24 hours a day. Anderson also indicated he had queried Ivory Homes about this as well as other people. Ivory Homes people and Jay Gordon, Desert Pointe, indicated they had been happy with the level of service they get from Heber City. They suggested Heber City's Building Department service was more timely than others that were open five days a week.

Mayor Phillips said he has heard for and against. One of the comments was that the employees would be for it because they benefit. His response to that was "that's not wrong." He said the City Council would make the decision, not the employees or the City Manager or the public. Mayor Phillips indicated his first thoughts on an alternate work schedule was also 5-10. However, he said the City was not structured so that employees could cover each other's positions. He talked about the level of service and not wanting to raise taxes to increase that level of service. He felt to cross-train in some areas might be possible, but not in others. He pointed out not all positions were created equal—police versus another department. He discussed the frustration of people from out of town that come in and weren't aware of the hours. They then go to the Chamber of Commerce and complain. In some cases it might be a business that was interested in relocating to Heber. In that respect we might wish we were open.

Councilmember Lange said he asked a group of 50 and everyone was fine with it.

Discussion that the Justice Court was open all day on Friday. Anderson explained that could change because of some recent communication from the State Court. He said he appreciated the employees for the work they did for the City.

Councilmember Hokanson indicated the two things at balance were the public and the employees. She said when campaigning, she only had two negative comments out of thousands. She said the bottom line was there was not a lot of public resistance and not a lot of inconvenience—just a little getting used to. She said it was obvious the employees liked it and benefited from it. She felt the morale had increased and productivity had obviously increased. She felt that tipped the scales in favor of the four-day work week.

Councilmember Bradshaw indicated he had heard a lot of complaints. He said he hadn't asked for comments, they were just given to him. He said he dealt with business people, builders, and people coming to Heber from out of town. He said that prior to being on the Council, he never heard anyone say they liked the City's four-day work week. "It's obviously the employees like it," he said. He continued he was not entirely convinced it was the best thing for the public. He said he would keep an open mind and continue to look into it and start asking people about it.

Councilmember Shelton said he had several people express opposition to the 4-10 schedule. He said it didn't surprise him that the employees like it. He asked about snow removal on a Friday and if those called out would be on overtime. Anderson said yes. "There are some of the public out there that is not of the same vain as the

bulk of the audience is. They oppose this.” He said one businessman in town, who had been here many years and employed a lot of young people, had indicated he did not like the schedule one bit. He said he had a lot of respect for the individual and understood “where he was coming from.” He felt if the Council were to continue the issue, there would be others that would come forth expressing opposition. He appreciated the input from the employees and said, “I am not enemies with anyone that wants a 4-day work week, I’m just telling you like it is.”

Anderson said it was fair to say our first and foremost responsibility was to provide service to the public. We need to look at ways to enhance that service and take advantage of technology which would reduce the need for people to come into the office. He said, too, the Council needed to understand what the reason for complaints were and if there was dissatisfaction with the schedule or something else. “Is it a philosophical issue or is it a service that is not being provided by the City that ought to be,” he questioned. He suggested the older members of the community might be more philosophical rather than really needing access to the City. He wanted to understand where the City was falling short of giving service. He suggested as conversations were held with people, the real reason for opposition needed to be determined. Those determinations could then be evaluated to see if there were ways to overcome those issues.

Mayor Phillips indicated if the Council wanted to make a decision, that was fine. But if they wanted to get more input, that was fine, also. He questioned how to get more input—the next newsletter? He said, “If the Council is interested in doing what the people want, we have some homework to do.”

Jennafer Morris – a public citizen – She said she and her husband had been trying to purchase ground in Wasatch County. There are many things to do and she had found it very frustrating over the last month because Wasatch County was only open Monday-Friday, 8-5. As a common citizen of Heber City, she also works 8-5 and it was impossible for her to get her business done unless she took time off from her work. She suggested that being open on Friday would not serve the public any better.

Fred Schloss – He felt the Council needed to look at what they were doing. He didn’t think it was the people in town so much and those working 4-10 in the lower valley as they were in Heber on Fridays. He said if the City wanted to be a tourist town, the City better be available to serve the public when the public wanted served. He said, also, the Council needed to think about those people that had businesses in town and if the Council wanted the public to spend their money here, “you better stay open.”

Councilmember Lange said he appreciated everyone’s comments. He said he had great misgivings when the City went to 4-10’s and he appreciated the comments received which gave him more insight. He said he appreciated the service the employees gave the City.

Mayor Phillips questioned, “Are we trying to fill a need or create a need?” He asked what the real issue was and asked if there was a problem the Council was missing. He said there were a lot of issues to consider. He indicated he wanted to compare sick leave usage over the last 16 months to the 16 months prior. He felt overtime needed to be looked at, as well. He questioned if the City was trying to service those that live in the community or those that come to the community. He felt if the City were to go to 50 hours of service, that would be a high level of service, but costly.

Councilmember Bradshaw said he was not ready to vote and wanted to talk to more people.

Councilmember Lange wanted to see if there had been any savings to the City and also wanted to check sick leave patterns. He indicated he personally would like an extra day. He also stated he wanted the Personnel Policy Committee to study and review the issue.

Councilmember Hokanson felt this issue should be continued and have the Personnel Policy Committee look at it. She suggested the City look to see what it would mean to provide limited services on Fridays.

Mayor Phillips said his organization had compressed work schedules and that the Federal Government was going that way. However, he suggested Friday wasn't always the best day to be closed.

Councilmember Shelton supported what had been said and agreed to postpone the issue and give Councilmember Lazenby a change to make comments.

Mayor Phillips concluded, "When all is said and done, we serve the people. People want to be heard. To make a good decision is to be educated. We need to do the best we can for the most people. We need information and education to make a decision."

COUNCIL BOARD REPORTS

Heber City Planning Commission – 2nd Thursday – **Bradshaw**
Heber Valley Special Service District – 3rd Wednesday – **Phillips, Shelton, Hokanson**
Historic Preservation - **Lazenby**

No reports were given.

CLOSED SESSION AS NECESSARY

Land Acquisition
Closed Session Minutes – 12/15/05, 01/05/06, 01/19/06 and 02/07/06

The Council did not go into Closed Session.

At 10:20 p.m. the regularly scheduled meeting of the Heber City Council adjourned.

Paulette Thurber, City Recorder