

**MINUTES OF THE CITY OF HARRISVILLE  
CITY COUNCIL MEETING**

Tuesday, June 8, 2010

7:00 p.m.

Council Chambers

363 West Independence Blvd.

Harrisville, Utah 84404

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**COUNCIL:** Mayor Richard Hendrix, Council Member Chad Allen, Council Member Wayne Crowther, Council Member Darla Fowers, Council Member Bruce Richins, Council Member Grover Wilhelmsen.

**STAFF:** Pamela Crosbie, Finance Director; Lynn Fortie, City Treasurer; Max Jackson, Chief of Police; Jennifer Morrell, City Recorder; Bill Morris, City Administrator.

**VISITORS:** Glenda Clawson, Rich Clawson, Ruth Pearce, Jeff Pearce, Jennie Knight, Jackie VanMeeteren, Glen Gammell.

**6:00 P.M. WORK SESSION**

Mayor Hendrix welcomed everyone and explained the focus would be making a decision on the employee cost of living adjustment (COLA) and the employee 401k that the City contributes to. He reviewed each scenario prepared by Lynn Fortie, City Treasurer, beginning with Scenario 1. Mayor Hendrix explained that this scenario would take the amount contributed to the 401k and roll it into the employee's wages at the beginning of the year with no COLA added the first year. Scenario 2 would include the 401k amount in addition to the 2% COLA raise rolled into the wages at the beginning of year. Scenario 3 would give employees a 2% COLA raise, a possible 2% merit raise, and a matching contribution to the 401k of 2%. Mayor Hendrix said a fourth option would be to keep things as is with a 2% COLA and the current 401k contribution.

Council Member Allen asked for clarification on the differences between Scenario 1 and Scenario 2. Mr. Fortie said the difference is no COLA raise is included in the first scenario. He also pointed out that in Scenario 1 the negative number in the cumulative difference field is a savings to the City. Mr. Fortie said the COLA raise was not included in the first year but is included in subsequent years thereafter. Mayor Hendrix also pointed out that the numbers used to calculate the retirement costs were the current year rates and that future rates were unknown.

Mayor Hendrix said his recommendation is to take the 2% used for the COLA raise and use it for a wage adjustment. He then proposed to take the 4% that has been contributed to the 401k and use 2% for a performance/merit raise to be given in July and use the other 2% to match an employee contribution to a 401k. He also noted that the salary analysis done three years ago is out of date. He explained that there is an easier system used by many cities. He said it would allow the City to enter our compensation information and see how we compare to other cities. Mayor Hendrix made a commitment to complete the survey by December so it would be available for next year's budget. Council Member Fowers asked if the Mayor had specific people in mind for the salary adjustment and he replied that he did not.

Police Chief Max Jackson said the patrolmen from his department are the ones whose salaries are out of line from what is paid in the surrounding communities. Chief Jackson and the Council discussed what line officers/patrolmen are paid in the Weber County Sheriff's Office compared to what they are paid in Harrisville. Council Member Allen thinks the 2% COLA raise should be given along with the 2% merit raise and the 401k match. Mayor Hendrix pointed out that one of his concerns was the uncertainty of the economy saying that some cities have been setting money aside for future wage adjustments, adding that it is something the Council might consider to raise certain individual salaries. He complemented the employees and said they are very reliable and have a desire to stay with the City. He explained that most of our financial funding comes from sales tax. He also mentioned an option proposed by Council Member Richins to give everyone a lump sum raise. Council Member Crowther thought this was a good idea because you can determine from year to year what is available to disperse.

Council Member Richins asked Mr. Fortie to clarify what is COLA and what is merit on Scenario 3. He also asked what percentage of City employees are in need of a wage adjustment. Mayor Hendrix said it is probably about a third based on his observation. Council Member Richins said he is not aware of a City that is giving a COLA this year. Mayor Hendrix reported on the information he received from

neighboring cities regarding their employee compensation. Council Member Richins asked the Mayor which scenario he favored. Mayor Hendrix said he favors the option he just described with the wage adjustments, no COLA, and the 2% 401k match. Council discussed what this scenario might cost the City. Council Member Richins asked if the City could follow the Mayor's suggestion but give a 2% lump sum as well, pointing out that the lump sum could be halted if there was a bad year. Mayor Hendrix said he would like to give the employees in the audience an opportunity to express their feelings on the issue.

Glen Gammell came forward and expressed his concern with the Council comparing Harrisville to other cities saying we deal with a lot more crime than other cities. He said there are officers in Pleasant View making \$2 more an hour than him with the same number of years as him. He said you can go to the Dept. of Workforce Services website and compare our city to others in the county and see that the City is not close to paying what other officers in the county make.

Chief Jackson said that in years past one of the selling points he had for recruiting was the 401k contribution as a way to compensate for lower pay. Also, there was a step in grade used at one time that was also a good recruiting tool as it allowed him to tell officers how much they could expect to be making after so many years. He said a change in administration is why those options were discontinued and said the same thing could happen down the road with the current 401k. He also mentioned the disadvantages and volatility of investing your retirement in the stock market which is why he suggested doing away with the 401k and raising everyone's salary. His desire is to give employees more control of their retirement and greater stability.

Jennie Knight thanked the Mayor for recognizing part time employees and talked about going from 8 hours to 20 hours. She was appreciative of the benefits for part time employee and the flexibility in her schedule and feels privileged to work for the City. She expressed her concern about the idea of a 2% employee 401k contribution. She said she does not make enough to contribute the 2%. Mrs. Knight said she understands the stock market is shady right now but she would like to be a long term employee and is looking at this from a long term perspective.

Council Members expanded on the ideas and scenarios that had been presented. Council Member Richins suggested setting aside the 2% COLA and for wage adjustments, taking the 2% from the 401k for a possible merit raise, and using the other 2% for matching a 401k contribution. He also discussed with Mayor Hendrix the idea for giving a lump sum. Council Member Fowers added that the 2% COLA suggested for a wage adjustment be applied by January 2011. She also suggested that the 4% being contributed to the 401k could be reduced to a 2% contribution and the remaining 2% be given as a lump sum, with 1% given now and 1% at the end of the year. The Mayor added that currently those in public safety get less than 4% contributed to their 401k. He is suggesting that it be 4% for everyone regardless of how it is distributed. Council Member Crowther argued that we need to act on the money now and not drag it out another year. Council Member Fowers explained that in January they would have 2% for adjustments and then those wages would be increased.

Mr. Fortie reminded the Council they did not need to make changes tonight to employee compensation. He said they could wait until next year to make those changes. He told the Council that the budget needed to be adopted but they did not need to make any changes to salaries and could leave them as is.

Officer Rich Clawson talked to the Council about his qualifications and how he is paid \$2 more an hour when he works for Weber County. He also talked about training Pleasant View Police Department in fire arms knowing their officers make more money than him. He talked about the risks and dangers of his job and stated that if he wanted to he could qualify for food stamps. He said it is tuff to stay with the City making only \$17 an hour. Officer Clawson also referenced the Dept of Work Force Services website saying his current pay is the same as what they show for someone who is inexperienced. He discussed some of the hazardous conditions he has been in and the number of arrests he makes in a week, typically on his own, and reminded the Council that Harrisville is not the small town it used to be.

Mayor Hendrix suggested the Council follow the advice from Mr. Fortie and leave the 2% COLA and take 2% that is not in there and increase the budget by 2% to use for a wage adjustment. Council Member Fowers asked why they need to wait six months to do the wage adjustment. Mayor Hendrix noted that it could be moved on faster.

Jennifer Morrell, City Recorder, asked if they could give employees the option of taking the 401k contribution or a 4% wage increase.

*(Council Member Wilhelmsen arrived at 6:50 p.m.)*

Council Member Crowther said he liked the idea of giving employees the option of the 401k or a wage increase. Mayor Hendrix suggested leaving things as they are and adding an additional 2% to the budget. He also added that this needed to be fair for the employees but still give them an incentive to

work hard. He said merit should be based on performance and not just handed out. Chief Jackson requested that supervisors get less of a merit raise than line officers who are further down the pay scale. He said you would not be able to give everyone an adjustment but those who do could receive a 3% or 4% increase. Council Member Fowers said this is where we are starting today but the Council may come back with additional suggestions throughout the year.

Council Member Richins said he would personally like to see no COLA in the future and have it all based on merit. Mayor Hendrix agreed with that and said it would be included in future discussion. Council Member Fowers talked about getting statistical data.

Mayor Hendrix said the proposed budget would remain as is with a 2% COLA and the 3-4% contribution to the employee 401k. He would like to utilize a service that compares job descriptions and benefits for Harrisville City employees with those of comparable cities noting that our crime rate may be more comparable to a larger city. Council Member Allen asked if this would be done for all departments in the City. Mayor Hendrix said it would and Council Member Allen asked that it be done as quickly as possible. Council Member Crowther mentioned reviewing it in 6 months.

Mayor Hendrix said that an additional 2% will be added to the budget to be used for wage adjustments and set a goal to have the analysis study done by the first of October.

### **7:00 P.M. CITY COUNCIL MEETING**

- 1. Mayor Richard Hendrix called the meeting to order at 7:00 p.m. and welcomed all visitors.**
- 2. Council Member Allen led the Pledge of Allegiance and offered the opening ceremony.**
- 3. CONSENT ITEMS**

Action to approve the minutes of May 11, 2010 as presented.  
Action to approve the minutes of May 25, 2010 as presented.

**MOTION: Council Member Allen moved to approve the minutes from May 11, 2010 and May 25, 2010 with corrections noted. Council Member Richins seconded the motion. All Council Members voted aye. Motion passed.**

### **4. BUSINESS ITEMS**

- a. PUBLIC HEARING: Discussion and possible action on Resolution #2010-03, a resolution increasing the rates for sewer and garbage services and providing an effective date.**

**Council Member Fowers moved to open the public hearing for Resolution #2010-03, Sewer and Garbage Rate Increase. Council Member Crowther seconded the motion. All Council Members voted aye. Motion passed.**

No public comments

**Council Member Richins moved to close the public hearing. Council Member Wilhelmsen seconded the motion. All Council Members voted aye. Motion passed.**

Mayor Hendrix excused Bill Morris, City Administrator.

Mrs. Morrell explained the \$2.92 increase on the sewer rate stating that \$1.39 would go toward the increase from Central Weber Sewer and \$1.53 was for the sewer maintenance fund. Mayor Hendrix reviewed the new garbage service fees stating garbage service will go from \$12.50 to \$13.75, recycle service will go from \$2.00 to \$3.00, and the cost for additional cans will go from \$4.75 to \$5.00. Council Member Wilhelmsen asked if this will make the garbage service self sufficient. Mayor Hendrix confirmed that it would. The Council and Mrs. Morrell discussed some of the problems and challenges that have occurred in billing for garbage services. Council Member Crowther asked if Section 2 could include the old costs as well as the new costs.

*(City Administrator Bill Morris arrived at 7:10 p.m.)*

Bill Morris explained how Bona Vista does their billing and discussed using an intern to go door to door to get an accurate count of garbage cans. Council Member Richins voiced an opinion on residents who put their garbage cans in the front yard and how unattractive it is. Mayor Hendrix said something could be put in the newsletter to encourage residents to store their garbage cans somewhere else and to make them aware of the increased cost. There was also some discussion about using the newsletter to educated residents on who to call when they have broken cans. Mayor Hendrix discussed the audit that was done last year by Waste Management.

**Council Member Wilhelmsen moved to accept Resolution #2010-03, Sewer and Garbage Rate Increase with the changes noted. Council Member Fowers seconded the motion. Roll call vote. All Council Members voted yes. Motion passed.**

**b. PUBLIC HEARING: Discussion and possible action on Resolution #2010-04, a resolution adopting the FY 2009-10 amended budget for the fiscal year ending June 30, 2010.**

**Council Member Crowther moved to open the public hearing for Resolution #2010-04, a resolution adopting the FY 2009-10 amended budget for the fiscal year ending June 30, 2010. Council Member Wilhelmsen seconded the motion. All Council Members voted aye. Motion passed.**

No public comments

**Council Member Richins moved to close the public hearing. Council Member Fowers seconded the motion. All Council Members voted aye. Motion passed.**

Mayor Hendrix asked if there was any discussion from the Council. Council Member Richins asked why Heritage Days was over budget. Council Member Wilhelmsen said part of it was due to the cost of the advertising book and part of it was not collecting from sponsors. He also mentioned there were receipts being turned in from the Little Miss Harrisville pageant four to five months later. Council Member Wilhelmsen said this year all expenses will be approved by Sue Russell and himself with a 90 day window to turn in receipts for reimbursement. He also mentioned their efforts to anticipate what is going to happen in 2011. He said the cost of the breakfast would be decreased this year but most of the cost came from the advertising. Mayor Hendrix expressed appreciation for all the work done by the Heritage Days committee.

**Council Member Fowers moved to approve Resolution #2010-04, a resolution adopting the FY 2009-10 amended budget for the fiscal year ending June 30, 2010. Council Member Allen seconded the motion. Roll call vote. All Council Members voted yes. Motion passed.**

**c. PUBLIC HEARING: Discussion and possible action on Resolution #2010-05, a resolution adopting the FY 2010-11 final budget for the year ending June 30, 2011.**

Mr. Fortie said there is no printed budget because of the last minute changes so the Council will need to adopt the tentative budget with the changes that were made in the budget work session. One of the changes will be the 2% salary increase for merit which will need to be added into the budget. He also said the City will need to pay approximately \$15,000 over the next year in unemployment benefits for a former employee who is now unemployed. This will come from account 10-44-200, Administrative-Employee Benefits.

**Council Member Richins moved to open the public hearing for Resolution #2010-05, a resolution adopting the FY 2010-11 final budget for the year ending June 30, 2011. Council Member Allen seconded the motion. All Council Members voted aye. Motion passed.**

Ruth Pearce, 295 E. 1150 N., Harrisville. Mrs. Pearce wanted to know how much is budgeted for CERT. Mr. Morris said \$1,000 has been budgeted. Jeff Pearce said the state is pushing some new programs and Mrs. Pearce added that they are thinking of getting the CERT van upgraded to be a mobile shed for supplies and a generator.

**Council Member Crowther moved to close the public hearing. Council Member Wilhelmsen seconded the motion. All Council Members voted aye. Motion passed.**

Mayor reiterated the two items mentioned by Mr. Fortie. There were no further comments.

**Council Member Fowers moved to approve Resolution #2010-05, a resolution adopting the FY 2010-11 final budget for the year ending June 30, 2011 based on approval of tentative budget with additions of 2% merit raise and \$15,000 for unemployment insurance in the category 10-44-200. Council Member Allen seconded the motion. Roll call vote. All Council Members voted yes. Motion passed.**

Council Member Crowther asked where the additional money would be coming from. Mr. Fortie said it will come from the Use of Fund Balance.

**d. Closed executive session to discuss the character, professional competence, or physical or mental health of an individual(s).**

**Council Member Wilhelmsen moved to go into a closed executive session to discuss the character, professional competence, or physical or mental health of an individual(s). Council Member Fowers seconded the motion. All Council Members voted aye. Motion passed.**

Those present were Mayor Richard Hendrix, Council Member Chad Allen, Council Member Wayne Crowther, Council Member Darla Fowers, Council Member Bruce Richins, Council Member Grover Wilhelmsen, City Recorder Jennifer Morrell, and City Administrator Bill Morris.

**Council Member Wilhelmsen moved to go back into the regular session. Council Member Fowers seconded the motion. All Council Members voted aye. Motion passed.**

**e. Appointments to nomination commission.**

Mayor Hendrix recommend Pamela Crosbie and Bill Morris be appointed to the nomination commission to replace Judge Beesly who is retiring. Council Member Allen questioned the requirement for a nomination committee. Mr. Morris said this is a new policy created by the State Legislature. Council Member Crowther clarified that there would be two individuals from the City, an individual appointed from all the mayors in the county, one from the Utah State Bar and one from Weber County. Mr. Morris affirmed that was correct.

**Council Member Fowers moved to appointed Bill Morris and Pamela Crosbie to fill positions on the nomination committee. Council Member Crowther seconded the motion. All Council Members voted aye. Motion passed.**

## **5. PUBLIC COMMENTS**

No public comments

## **6. MAYOR/COUNCIL FOLLOW-UP**

Council Member Crowther discussed some of the things he would like the park committee to do and asked for information from staff on the design of the ball field and splash pad. He will get input from the park committee on the water features. Mayor Hendrix stressed that the splash pad size should be something the City can grow into with the option to add additional above ground features in the future. He wants it to be a quality project that will be built in phases. He discussed replacement of the old city shop and little white house with additional parking and said there has been some talk with UDOT for additional parking on the vacant lot west of the ball field. Council Member Richins asked about the cost for the Riverdale splash pad. Council Member Allen talked about some of the features that aren't working at the South Ogden splash pad indicative of which features are most popular. He said the splash pad in Riverdale is bigger than South Ogden's.

Council Member Fowers asked if there has been any negative feedback from opening the restrooms. Staff said they have not heard any. Mayor Hendrix talked briefly about closing the splash pad on Sunday. Council Member Wilhelmsen asked that Mr. Morris pass on his appreciation to the public works staff for restoring the marquee. He said everything is falling into place for Heritage Days however they are still trying to determine which activities will comprise Fear Factor so they can get Mike Junk's approval.

Council Member Allen asked for an update on the SPS parking lot. Mr. Morris said he would get everyone a copy of the letter sent from Mike Junk to the Butter's attorney.

Council Member Crowther asked if the newsletter could outline special projects that are going on or specific things happening in the City.

## **7. ADJOURN**

Mayor moved to adjourn at 8:22 p.m.

*The content of the minutes is not intended, nor are they submitted, as a verbatim transcription of the meeting. These minutes are a brief overview of what occurred at the meeting.*

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**RICHARD HENDRIX**  
Mayor

**ATTEST:**

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**JENNIFER MORRELL**  
City Recorder

Approved this 13<sup>th</sup> day of July 2010