

59 Per a question from John Bailey, Cordell said the Planning Commission will be reviewing the
60 results of that survey during the first meeting in May; and that he will forward copies of those
61 results to City Council and Planning Commission.

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63 **New Business**

64 **3rd Quarter Financial Report**

65 Jeff Jorgensen reviewed this information with the council.

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67 **Consider a proposed revision to the Position Allocation by Grade listing which sets the pay**
68 **ranges for all positions in the city.**

69 Mayor Berentzen said this is not a proposal for raising individual salaries; it is simply the structure
70 set up by previous city councils to establish wage ranges for positions within the City based on
71 market comparisons with average salaries in other cities in Utah. He said there will be no
72 increases unless the council approves them; and then those would be done proportionally, with
73 influence by the grade listing.

74 Kristen Anderson asked if this will influence the pay for new hires. Jeff said it does, and
75 explained further.

76 Jeff further explained the numbers and how they are determined. He said if the grade has
77 changed, and an employee is being paid below the bottom of their range, the City should try to
78 set some money aside to at least bring them into the bottom end of their range. He referred to
79 the part of the list that reflects the current employees who are being paid below the bottom of
80 their range.

81 The council discussed the information with Jeff, and how some of the information was
82 determined.

83 Mayor Berentzen said he is concerned about being held by a tool that keeps us within a certain
84 mechanism; and agrees with paying someone commensurate with their abilities, regardless of
85 whether that range corresponds to that. He also said, however, that it is important to review
86 some of these positions independently, in addition to considering the range. He said we need to
87 adapt it to the circumstances and have some flexibility; and discussed the police department
88 positions in particular, in relation to this.

89 Jeff discussed some of the ranges that are established when the positions are generally filled by
90 inexperienced hires, such as part time employees hired right out of high school. The grades set
91 for those positions are not based on other cities' ranges.

92 Nancy Potter discussed her concerns about setting a range, and then employees having an
93 expectation about what they should be making, and then being disappointed about not making
94 their range. She said the reality of what the City can pay, doesn't always reconcile with what the
95 City can afford to pay. She also asked if people can get raises within these steps without having
96 to go to the City Council. Mayor Berentzen said yes, and explained.

97 Jeff Jorgensen said it is important to consider what we can afford, and then use the tools to
98 consider where to apply [those funds]. Jeff said his recommendation is \$45K, which is roughly
99 1.5% of the Personnel budget. He recommended about half of that amount to be used to bring
100 people up to the bottom of their range, and the other half to be used to average an approximate
101 1% raise for everyone.

102 The council continued their discussion.

103 Jeff said because we have not kept up with the market; this is an attempt to reflect those places
104 where the market has far exceeded where the City has been paying its employees. He also said
105 this is based on the average of what employees in other cities are actually being paid and then
106 setting the bottom of our range 15% below that point (it is 20% below for exempt employees). He
107 briefly explained this further.

108 Mayor Berentzen reminded the council that the increases that were done last year were done in
109 the way the City Council requested.

110 Per a question from John Bailey about whether the Utah League of Cities and Towns does
111 something similar to this; Jeff said that they had a professor from USU Human Resources
112 evaluate this. John said he doesn't want North Logan City to have the reputation of being 15%
113 under every other comparable municipality; and said he also thinks we need to be careful saying

114 "we can only do what we can afford", as we need to look at the data and see what other
115 municipalities, that have a similar tax base and are similarly structured, are doing. He said if we
116 are falling significantly behind some of those municipalities, we are "hiding" behind the idea of
117 "only doing what we can afford". He said, therefore, he wants to make sure we are looking at
118 comparable data, and are being objective. He discussed this further.

119 Per discussion, Jeff explained the process of how raises are done within our City.

120 Jeff and the council continued their discussion; including how to proceed.

121 Jeff explained that as he puts the budget together, this item needs to be determined. He said he
122 would like to at least have approval enough to try putting this in the budget and see how it works
123 out. He discussed this further. John Bailey supported this idea, and said it can then be reviewed
124 to determine how to proceed. He asked the council if there was a consensus on proceeding this
125 way; and having Jeff put the figures together for review; and not having to give a formal approval
126 at this point.

127 The discussion continued.

128 Jeff expressed that not everything that all of the departments are asking for can be done; but also
129 that he did not think that \$40K in an eight million dollar budget is a lot.

130 The council agreed to have Jeff put together a budget including these figures and for the council
131 to review what that looks like, without adopting the revision to the Position Allocation by Grade
132 listing.

133 Nancy said we would also need to see how much the benefits would increase with the proposed
134 increase in wages to the bottom of the range. Jeff agreed and said he would get that information
135 to the council.

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137 *Kristen Anderson made a motion to have Jeff Jorgensen begin the budget process using this*
138 *information. John Bailey seconded the motion. A vote was called and the motion passed*
139 *unanimously with Nancy Potter, John Bailey, Roger Anderson, Damon Cann and Kristen*
140 *Anderson voting in favor.*

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142 Budget Presentations from Utilities Department (Water and Sewer). Also, budget discussion on
143 personnel/benefits costs, general administration costs, the Capital Improvement Fund, and funds
144 related to the redevelopment agency.

145 Bob Wilhelm presented the budget for his department and reviewed the various items therein. He
146 addressed various questions from the council.

147 Roger Anderson asked about the prioritization of projects.

148 Jeff explained that we will make a list of discretionary projects in all the funds and prioritize them
149 within there.

150 The council continued to discuss items with Bob and Jeff.

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152 General Government Budget Proposal

153 Jeff presented the budget for General Government area, which includes the City Council, City
154 Justice Court, Executive Staff, Administrative Agencies, and Non-Departmental (Administration).

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156 Water Impact Fees for Meters Larger than 2 inches

157 Jeff presented the item and explained the situation, and how this item came about originally.

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159 *John Bailey made a motion to approve the installation of the four inch water meter and authorize*
160 *the associated water and sewer impact fees as presented for the Wasatch Pointe Senior Housing*
161 *Development. Damon Cann seconded the motion.*

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163 Jeff addressed some questions from the council regarding how the impact on the water system is
164 determined, as well as the associated fees.

165 Kristen Anderson asked if the numbers needed to be updated; and Jeff said that they do, and that
166 an impact fee analysis may need to be done again, which he further explained. Per a question
167 from the council about how much that study might cost, Jeff said approximately \$50K.

168 The council continued to discuss this.

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A vote was called and the motion passed unanimously with Kristen Anderson, Roger Anderson, Damon Cann, John Bailey and Nancy Potter voting in favor.

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The council asked to have the ordinance on the agenda for the next meeting for review, to potentially change this so that the four inch pipe requests would not have to be approved by the City Council each and every time.

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Reports from city officers, boards, and committees

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Jeff discussed the Utah League of Cities and Towns conference he attended in St. George the previous week at the Mayor's request; and said he would like to give a short presentation at the next council meeting on what he learned. He briefly discussed some of the items.

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Kristen Anderson mentioned the lack of toilet paper at the Elk Ridge park restrooms, which Alan Luce addressed.

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Damon Cann asked about the meeting that is supposed to take place between the Mayor, Police Chief, Jeff and the architect, regarding the new police building. Jeff said the meeting is taking place at 9 a.m. the following morning.

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Roger Anderson asked about federal grants for roads, and some potentially upcoming deadlines; which Jeff explained and also said he would look into it further.

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John Bailey asked about the memo from BRAG regarding a CIB training workshop the following day, which Cordell said he was planning on attending. Cordell discussed this further.

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John Bailey discussed noxious weed control and asked if the item could put on a future agenda, which Jeff said will be done.

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Nancy Potter mentioned the Easter egg hunt that took place the previous Saturday; and said it was a great event and commended the staff on this. Alan said there were at least 1000 kids there.

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Damon Cann made a motion to adjourn the meeting. John Bailey seconded the motion. A vote was called and the motion passed unanimously with Nancy Potter, John Bailey, Roger Anderson, Damon Cann and Kristen Anderson voting in favor.

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The meeting adjourned at: 8:04 p.m.

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Approved by City Council:

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Transcribed by Marie Wilhelm

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Recorded by


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May 2, 2012



Scott Bennett/City Recorder