

56 appreciated the commitment they have given over these ten years, and said how much it has
57 benefited the community and the City. A representative of the Friends of the Library Board
58 expressed their appreciation.

59
60 Police Chief Kim Hawkes presented the Paul R. Lamont Office of the Year Award to Sgt. John
61 Italasano of the North Park Police Department, and further explained some of the programs and
62 work Sgt. Italasano has been involved in. He also mentioned that Sgt. Italasano is going to be
63 returning to serve as a Patrol Sergeant.

64 Chief Hawkes presented a North Park Police Department commemorative coin to the City Council
65 members in appreciation of the council's service to the community.

66
67 Consider an ordinance re-zoning approximately 2.19 acres, of the 3.69 parcel of Community
68 Commercial (CC) property, into the Residential Multi-Family (RM) zone. The property off of 400
69 East located at approximately 1625 N 400E is being proposed as a development of additional
70 apartments, Phase II of the Legacy Apartments, with the remainder of the parcel staying
71 Community Commercial (CC).

72 Jeff Jorgensen briefly discussed the item, and said there have not been any changes since the
73 last presentation.

74 Allen Kartchner said he was at the Planning Commission meeting where this was discussed; and
75 said he perceived that the Planning Commission felt this was probably the best use of land for
76 this site. He explained this further.

77 John Bailey said he does not have any concerns about this proposal; but did mention the concern
78 brought up by some regarding whether there is data to support all of the residential being
79 proposed to be located in this one area.

80 Kevin Dustin said the council should assume the market data must be there to support this or the
81 developers would not be asking for it. John Bailey said he would like to see that information
82 sometime.

83
84 *Kevin Dustin made a motion to adopt the ordinance for this rezone. John Bailey seconded the*
85 *motion. A vote was called and the motion passed unanimously with Kevin Dustin, Nancy Potter,*
86 *Al Moser, Allen Kartchner, and John Bailey voting in favor.*

87
88 -Consider approval of a resolution adopting the second revision to the FY2011 Municipal Budget.

89 -Consider approval of a resolution adopting the FY2012 Municipal Budget.

90 Jeff Jorgensen discussed some changes made since the council's last discussion. He said the
91 certified tax rate was approved, and said it was extremely close to what was estimated. He
92 further discussed the related figures. He mentioned two other changes in the streets department
93 section.

94 Mayor Berentzen said he is concerned about the economy, as well as a couple of issues that
95 could potentially make some of our budget a bit uncertain, and said he is therefore concerned
96 about raising wages. He asked the council if they might consider a one-time increase across the
97 board at possibly a 2% level; which could then be reviewed in the future to determine whether it is
98 sustainable. He said he is concerned about the fact that the City has a lot of other demands and
99 needs, and that it does not currently have the growth in revenue to apply it to those needs in
100 terms of infrastructure. He said he understands that the employees have gone a long time
101 without an increase, and they would like to see that occur; but he does not know whether it would
102 be the most reasonable thing to do at this time. He said the other suggestion he had was to
103 potentially take that same [2%] increase and hold it for a little bit longer, perhaps several months,
104 until the City passes a couple of more critical junctures.

105 Per a question from Al Moser about what Mayor Berentzen's preference would be, Mayor
106 Berentzen said he would prefer to do the one-time 2% increase across the board, and for it not to
107 happen immediately. He discussed this further. He reminded the council that the budget is fluid,
108 and that if at some point the council feels that things are in a better place financially, the
109 increases could then become a permanent part of the budget. He said this one-lump sum could
110 be given to the employees, perhaps in December, and then it would keep their checks as they

111 currently are and they would not see a change [in their paychecks] when they get to the next
112 year.

113

114 *Al Moser made a motion to give a one-time 2% increase, across the board, as Mayor Berentzen*
115 *recommended; the administrative details to be determined by Jeff Jorgensen and Mayor*
116 *Berentzen. John Bailey seconded the motion.*

117

118 John Bailey said he really felt that we should do something for the employees given the history of
119 not being able to do it in the past; but said he is concerned and has struggled with this issue. He
120 said there are certain items in the budget that are uncertain, and that there could be a problem if
121 we expect to be able to do something, such as a permanent salary increase, if things don't work
122 out as the council hopes it will. He said more time is needed to determine the status of all of it.
123 He said that Mayor Berentzen's recommendation might be the best option for now; particularly
124 given the fact that the situation and the budget can be reevaluated at any point.

125 Nancy Potter said she agrees with John and said the City should do the one-time 2% increase in
126 December, based on incoming revenue, and merit, so that people understand what they are
127 getting and why; as some people will get more, some less.

128 Allen Kartchner said he is not opposed to what is being said, but something that concerns him is,
129 that on both revenues and expenditures, because of the uncertainty, there is a tendency to not do
130 anything. He said we haven't raised the certified rate in a number of years, which he said he
131 thinks is a mistake. He said it should be reviewed every couple of years and the rate should be
132 "bumped" up where the City wants it, which is closer to the 180, rather than 178; because he said
133 it erodes over time. He said we should not wait to increase it every four or five years and then
134 have to take a great big jump all at once. He said that translates to wage increases, and that
135 there is a strong argument for giving; if not a larger increment, to still give a smaller increment;
136 and make that increment on a fairly regular basis. He said that if it cannot be given one year, it
137 should be done the next year. He said since we have not had an increase for two years, he is in
138 favor of making a solid increment, whatever can afford to be done, recognizing that the cost of
139 living has gone up, but that the employees have not received an increase for a couple of years.
140 He said in good faith, we ought to give a raise. He said the council *could* wait for a couple of
141 months before doing this, and make the decision when the council has better information on how
142 things are going. He said he is in favor of giving some kind of increment, at least every other
143 year, if not each year.

144 Kevin Dustin said he is very much in favor of what Allen said. He said "other needs" are
145 discussed, but said he cannot think of a greater need than our employees. He said they have not
146 received an increase for three years, and considering the cost of living increase, they are working
147 and living on less than they were three years ago. He said if we don't take care of people, we are
148 going to lose our greatest asset, which is human capital. He said he would rather put a road on
149 hold than put an employee on hold. He said he would vote against the motion as it is, and hope
150 that a serious discussion can be had regarding implementing increases. He said the funds can
151 be found, even if we have to have cuts in other areas.

152 Mayor Berentzen asked Kevin if he would be willing to put it on hold for a month or two.

153 Kevin Dustin said he would rather find a way to do it now, so the employees can plan on it.

154 Al Moser said he would be willing to adjust his motion to include the increase being based on
155 merit, as Nancy suggested.

156 Mayor Berentzen discussed again possibly doing this in December, and then evaluating that by
157 the council to determine whether it could be a permanent situation in the future.

158 Kevin Dustin said if the council moves forward with this, and then decides to do this in December
159 and decides it won't work; the council would likely do the easiest thing, which would be to cancel
160 the increase. He said he would rather commit the council now, and continue to review the
161 budget, as always. He said he thinks the City has prepared all these years, and been frugal and
162 careful, and the employees have sacrificed in the past, just so that we *don't* have to face this
163 again this year. He said the three things that concern him are morale, productivity and attrition.
164 He said replacing an employee is typically much more costly than a 2% increase would be.

165 John Bailey said he *does not* want to make a decision for the year, that because things are so
166 uncertain, they end up doing nothing. He said the 2% is a possible solution. He said, on the
167 other hand, that he is uncomfortable making a firm decision to do something to build it into the
168 budget at this point. He said perhaps the council could make a commitment to see what happens
169 in the next 60 to 90 days, including how the potential development affects things, and to continue
170 reviewing things and see how it may be built into the budget in the future, but not to make a
171 commitment tonight; that he would be comfortable with that.

172 Jeff used an overhead projection of an Excel worksheet reflecting what the difference would be in
173 the budget for a 2% increase versus a 4% increase, which he said would change the bottom line
174 of the general fund approximately \$29K for a 4% increase (which is increase from a 2% to a 4%
175 increase), and includes wages *and* benefits.

176
177 Mayor Berentzen clarified the motion, now including the statement "based on merit":

178
179 *Al Moser made a motion to give a one-time 2% increase, based on merit, across the board, as*
180 *Mayor Berentzen recommended; the administrative details to be determined by Jeff Jorgensen*
181 *and Mayor Berentzen. John Bailey seconded the motion.*

182
183 Jeff mentioned that the City has a system and formula for determining wage increases, using the
184 money set apart in the budget for increases; based on merit and where an employee is in their
185 pay grade. He recommended that this system and formula for allocating raises be used, and not
186 just base the increases on merit.

187 Kevin Dustin recommended voting down the motion, in order to reword it.

188
189 *Al Moser made a motion to give a one-time 2% increase, based on merit, across the board, as*
190 *Mayor Berentzen recommended; the administrative details to be determined by Jeff Jorgensen*
191 *and Mayor Berentzen. John Bailey seconded the motion. A vote was called and the motion*
192 *failed with and Kevin Dustin, Nancy Potter, Allen Kartchner, and John Bailey voting against, and*
193 *Al Moser voting in favor.*

194
195 *Kevin Dustin made a motion to give a 2% wage increase, to be distributed as per the Mayor and*
196 *City Administrator; based upon existing formulas and merit. Allen Kartchner seconded the*
197 *motion.*

198
199 Nancy Potter asked if Kevin meant this would become a permanent increase, and would be
200 effective this budget year, and Kevin confirmed that is what he intended by his motion. He
201 commented further.

202 Mayor Berentzen reminded the council that the budget is fluid, and if there is a problem down the
203 line, things can be adjusted.

204 Nancy Potter said it will be harder to take [an increase] back later down the line, and therefore
205 thinks the council should wait to do this. She said she would hate to receive a paycheck [with an
206 increase], and then have it go down.

207 Per a question from Al Moser about what his preference would be, Mayor Berentzen said what he
208 initially stated would have been his first choice. He commented further.

209 Jeff said that there is some room within the budget to adjust items if necessary, and that there is
210 room in the budget to provide for raises, which he explained further.

211 Kevin Dustin discussed the possibility of having "furlough days" in the event of a crisis, similar to
212 what USU did. He said he did not think that was going to be necessary, however, and said he is
213 more optimistic.

214 Nancy Potter expressed her concerns about the permanent nature of raises, and that it would put
215 the City in a further "hole" to have to dig out of if financial problems occur. She said she feels that
216 the council should give this more time.

217
218 *A vote was called and the motion passed with Kevin Dustin, John Bailey and Allen Kartchner*
219 *voting in favor, and Nancy Potter and Al Moser voting against.*

220

221 Mayor Berentzen clarified that the motion means that there is a 2%, permanent pay raise that will
222 be put into place and it will be based on the merit formula the City uses for increases.

223 John said part of this is to look for efficiencies, and take the approach that the Logan School
224 District has taken.

225 Mayor Berentzen said there *are* some efficiencies that can be had within the system. He said
226 over the years, Jeff's job has become enormous in trying to govern all of these things, and that
227 one of the suggestions he will have for Jeff is that we might try to do some things organizationally
228 that might help things as we move forward. Mayor Berentzen said he will be recommending
229 some changes organizationally within the City, which he said he wanted the council to be aware
230 of. He said he has discussed this with Jeff and some of the council members individually; and
231 said it is an administrative issue, therefore it will likely not come before the council.

232 Kevin Dustin said it is important to always look for efficiencies, whether the City is in a crisis or
233 not. John said that is why he brought it up and feels that it is an important element in making the
234 motion as passed, work.

235

236 *Allen Kartchner made a motion to approve the resolution adopting the second revision to the*
237 *FY2011 Municipal Budget. John Bailey seconded the motion. A vote was called and the motion*
238 *passed unanimously with Kevin Dustin, Nancy Potter, Al Moser, Allen Kartchner, and John Bailey*
239 *voting in favor.*

240

241 *Al Moser made a motion to approve the resolution adopting the FY2012 Municipal Budget. Kevin*
242 *Dustin seconded the motion.*

243

244 Nancy Potter said she cannot support the budget as she thinks the council is doing the wrong
245 thing on the item regarding wage increases, and thinks we are "making a mistake".

246

247 *A vote was called and the motion passed unanimously with Kevin Dustin, Al Moser, Allen*
248 *Kartchner, and John Bailey voting in favor and Nancy Potter voting against.*

249

250 Consider approval of an interlocal agreement among the city, the North Logan Re-Development
251 Agency, and three canal companies. The agreement would commit to designating certain CDA
252 funds to help mitigate the impact of storm water and groundwater from the CDA area that is to be
253 drained into the Logan North Field Irrigation Company's canal along 2200 North.

254 Minutes for this item are repeated in the minutes for the RDA Meeting. Except for this item, the
255 RDA meeting took place after this council meeting, and the minutes are written under separate
256 cover.

257

258 *Kevin Dustin made a motion to act concurrently as the City Council as well as the RDA [to*
259 *discuss this item]. Allen Kartchner seconded the motion. A vote was called and the motion*
260 *passed unanimously with Kevin Dustin, Nancy Potter, Al Moser, Allen Kartchner, and John Bailey*
261 *voting in favor.*

262

263 *John Bailey left the meeting at this time, 7:30 p.m.*

264

265 Jeff discussed the drainage situation with the CDA (Community Development Agency) area,
266 which the council had previously discussed. He explained how tax increment funds are received
267 by the CDA and may be used to help mitigate some of the problems that will come as water is
268 collected together and put into the pipe in this location. He said after the last discussion with the
269 council, he was tasked with determining the appropriate amount of funds needed for this, which
270 he went on to explain. He reviewed the various terms within the agreement. He explained that
271 Logan City has drafted an approximate \$18 million storm water project, which over time, would
272 make the stormwater system work like it should. He said the City worked with JUB Engineering,
273 and further explained the options JUB presented in how to potentially handle this. He said the
274 CDA's portion should be approximately one percent or \$100K to 200K. He said the agreement
275 states that the CDA agrees to contribute the funds, when the work is done, and when the funds

276 are available, i.e., when the tax increment funds start flowing; but that we would commit to it, up
277 to \$100K.

278 The council briefly continued their discussion with Jeff.

279

280 *Kevin Dustin made a motion to authorize the Mayor and the City to enter into an agreement up to*
281 *the figure of \$100,000 from CDA tax increment funds, as they become available. Al Moser*
282 *seconded the motion. A vote was called and the motion passed unanimously with Kevin Dustin,*
283 *Nancy Potter, Al Moser and Allen Kartchner voting in favor.*

284

285 **Reports from city officers, boards, and committees**

286 Nancy Potter asked Chief Hawkes who would be in charge when he takes his vacation. Chief
287 Hawkes said Sgt. Italasano would be in charge when he is gone from July 2 through July 20.

288

289 Jeff Jorgensen mentioned a letter from Gordon Younker that the council received regarding the
290 situation with dyer's woad, as it is particularly bad this year. Jeff discussed this further with the
291 council. Alan Luce, Cordell Batt and Chief Hawkes discussed the situation and how it is
292 managed by the various City departments, including the issue with private properties. Gordon
293 Younker also commented on the problem. Mayor Berentzen said he would try to work with staff
294 to help with the problem.

295

296 Scott Bennett reminded the City Council that the candidate packets [for potential City Council
297 candidates] will be available between July 1st and July 15th, which is also when they need to be
298 turned back in.

299

300 Marcia Cheney said they had approximately 900 people attend the Library's Summer Reading
301 Program kick-off party.

302

303 Jason Killinen said he spoke with Fire Chief Jon Keller who discussed the work the department is
304 doing in Arizona on the wildfire and mentioned that they had some injuries. Jason said he did not
305 know the status at this time, but would keep staff posted.

306

307 *Al Moser made a motion to adjourn the meeting. Allen Kartchner seconded the motion. A vote*
308 *was called and the motion passed unanimously with Kevin Dustin, Nancy Potter, Al Moser and*
309 *Allen Kartchner voting in favor.*

310

311 The meeting adjourned at: 7:57 p.m.

312

313 Approved by City Council:

July 6, 2011

314

315 Transcribed by Marie Wilhelm

316

317 Recorded by



Scott Bennett/City Recorder

318

319

320

321 *Note that the City Council will also be acting in their capacity as the North Logan Redevelopment
322 Agency in taking action on agenda item 2.

323

324

325

326 * Due to the fact that there is other documentation related to this agenda item that may not be included in the official
327 minutes of this meeting, the following repositories, cross referenced to applicable agenda items within these minutes, shall
328 indicate where additional documentation can be found for future reference for that agenda item:

329

1. Annual City Council meeting binders in the Office of the City Recorder

330

2. Budget folders in the Office of the City Recorder

331

3. Special Project folders in the Office of the City Administrator

332

4. Subdivision Folders in the Office in the City Engineer