

# *City of Green River*

460 East Main Street, Green River, Utah

City Council Minutes  
Special Meeting  
Tuesday, March 25, 2014

**ATTENDING:** Mayor Pat Brady, Council Members Kathy Ryan, Michael Silliman, Penney Riches, Philip Engleman and Gary Riches; Employees Conae Black

**CONDUCTING:** Mayor Pat Brady, the meeting began at 7:07 p.m.

## **ORDER OF BUSINESS:**

1. Discuss/approve/deny engineering firm. The City requested Statements of Qualifications for a full service engineering firm to design, construct, engineer and help with funding for the proposed Public Safety Building. Those engineering firms who responded were Epic Engineering, Ensign Engineering, Sunrise Engineering, Jones & DeMille Engineering, Forsgren Associates Inc. and Johansen & Tuttle Engineering. Each member of the Council and the Mayor were given a copy of their statements. Philip Engleman spoke with an engineer who worked for Epic Engineering and who said they had a lot of internal problems and recommended that the city not get involved with them. Gary Riches said he was not impressed with their statement of qualifications that they submitted. Philip Engleman said that he spoke with four different engineers from Richfield and Cedar City area and they all liked Jones and DeMille Engineering the best. They also said to stay away from Epic Engineering. They did not Ensign Engineering firm or Forsgren Associates Inc. He felt that Sunrise Engineering is a good firm if you get the right engineer that works for them. He also stated that Sunrise Engineering was the engineers hired for the Huntington City fire house and they fired them. Conae Black said she asked a Huntington City employee about that and called Doug Nielson from Sunrise Engineering. She said that Sunrise Engineering was hired by Huntington City to engineer their fire house. They designed it and a contractor was hired to construct the fire house and the contractor started making all kinds of changes to the design. Sunrise Engineering started making all the requested changes until all of the money that was contracted for was used up. So it got to a point where Huntington City needed to make a choice whether to keep the engineers or the contractor. With the advice of Sunrise Engineering they chose to let the engineers go and finish the project out with the contractor because the design was already complete. Sunrise Engineering has worked with this contractor before on the Gunnison City fire house and did not have any problems until Huntington City. Sunrise Engineering now has an Architect on staff. Kathy Ryan stated that she was told from someone from Gunnison City that Sunrise Engineering was doing a great job for them. They just did an eight million dollar water project. Conae Black reinforced that Sunrise Engineering does a great job on water and sewer projects. She also said that she and Bryan Meadows have worked with Sunrise Engineering and had a very good experience with them. Kathy Ryan said Carbon County praised Jones & DeMille Engineering. She said she could not get anyone from Ensign and Forsgren to answer their phone when she called to ask questions. Conae Black suggested that a decision not be made tonight. She said that the Council could narrow it down to three and call them in for an interview. You could ask them at that time what their rates would be and any other questions. Gary Riches said he believes in hiring locally which to him that means within southeastern and central Utah. That narrows it down to Sunrise Engineering, Jones & DeMille and Johansen and Tuttle Engineering. Kathy Ryan said she was very disappointed in the inspection of the large drainage project. At first she thought that was engineered by Sunrise Engineering but Conae Black explained the engineer on that project was Johansen and Tuttle Engineering. Kathy Ryan said as far as the design, how they worked and if they came in on budget she couldn't speak for that but the inspection was done poorly. Philip Engleman felt all engineering firms have their problems. Kathy Ryan agreed with Philip Engleman. Philip Engleman said he is looking at who has built the most fire houses and stated

Jones & DeMille fit that category. Michael Silliman said Sunrise Engineering has not built as many fire houses but they have designed other buildings. Kathy Ryan said she liked the idea of hiring locally. Gary Riches said based on the information and discussion that they just had he would go with either Jones & DeMille or Johansen and Tuttle Engineering. Kathy Ryan and Penney Riches both said they would like to know what their fees will be. Philip Engleman said based on the advice that he got the fees will be basically all the same. Kathy Ryan said that was what she thought. Kathy Ryan and Philip Engleman wanted to make a decision tonight and get going on this project. Philip Engleman said from everyone that he talked with no one had anything bad to say about Jones & DeMille Engineering. Kathy Ryan said she had a bad experience with that firm. Philip Engleman said again that all engineering firms will have something wrong with them. Kathy Ryan agreed again. Michael Silliman said he heard that Jones & DeMille Engineering outsources their Architects from up northern Utah. **MOTION:** Philip Engleman made a motion to hire Jones & DeMille Engineering Firm to assist the City of Green River in the design, construction and funding sources for the proposed Public Safety Building. Michael Silliman seconded the motion. **VOTE:** Michael Silliman, Kathy Ryan, Penney Riches, Philip Engleman and Gary Riches voted aye.

2. Discussion on the budget. Michael Silliman has been looking at leasing a Gator mower from John Deere for the grounds maintenance. This equipment would also have attachments for snow removal on the sidewalks and preparing the baseball fields. There was some other discussion on this equipment. Gary Riches said that Julie Zwahlen, our Melon Days Coordinator, is asking for more money for Melon Days. She would like to build upon the event by bring in bands. There was more discussion on the extension and building of Melon Days. Conae Black brought up her concerns about asking for money for Melon Days. Penney Riches brought up the Museum and the suggestions that Tim Glenn, Museum Manager, had to save money. Getting the museum roof repaired or replaced was also brought up. She stated that Tim Glenn would like to have a billboard for the museum. The best way to advertise was discussed. Penney Riches also requested that all of the Archives expenses be moved to the General Fund. Philip Engleman asked Penney Riches the status of the changes in the museum landscaping. She reported on that. There was some discussion on museum landscaping. Kathy Ryan said she wanted the same amount of money as the current year. She brought up the need to replace the street signs and her ideas for doing that. Philip Engleman said he did not change much on his budget for the water and sewer departments. Conae Black said that we need to address the over expenditures in the Solid Waste fund and Museum fund even though the changes made this year has helped the museum greatly. Conae Black went over the laws for a city donating or gifting municipal funds. There was some discussion on the PTSA asking the city for donations for Grad Night. There was some discussion on employee training and employee compensation plan. Conae Black suggested hiring a professional to advise the City Council on a compensation plan. Philip Engleman stated that he was not in favor of paying a professional. Conae Black also stated that a personnel director needs to be in place and that responsibility should not be the Mayor's responsibility because the mayors have full time jobs and cannot be on the job site to witness employee performance. She also said that each member of the Council compares the city employees with their own personal career experiences when a professional would compare to the positions equal to each individual employee. Gary Riches summarized one problem stating that the city does not have one single designated employee to oversee all other employees. Penney Riches voiced that the employee compensation plan does not pertain to the museum manager. She also stated that there is not anything in place with the plan for an employee to have any incentive to improve upon their jobs. Conae Black said some of the employee concern with the suggested compensation plan is it is based on how many years of service not on your skills and qualifications. Another concern is some employees feel they are underpaid. Another concern the only way for an employee to get a pay raise is by years of service. The Mayor and some City Council members said that is the way it is in their jobs and other places of employment. The Council then brought up that the city pays 100% of the health insurance premiums. Mayor Brady asked Philip Engleman and Kathy Brady how they determined what grade an employee should be at. Philip Engleman said that was determined by the employees current wage and how many years of they have been employed with the city. The discussion led to employees needing to

continually receive training for their jobs and not getting a raise for that because it is important to be trained in your job. Also the sick leave benefit was discussed and the need to make a change there. Conae Black suggested that a meeting be called with the city employees and the city council. Some members of the council agreed to that meeting. It was decided to meet on March 28<sup>th</sup> at 3:00 p.m.

3. Executive Session. An executive session was not held.

4. Adjourn. The meeting adjourned at 9:16 p.m.

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Pat Brady, Mayor

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Conae Black, City Recorder

Approved: \_\_\_\_\_