

City of Green River

460 East Main Street, Green River, Utah

City Council Minutes
Regular Meeting
Tuesday, April 8, 2014

ATTENDING: Council Members Michael Silliman, Penney Riches, Philip Engleman and Gary Riches; Employees Conae Black, Tim Glenn; Citizens JoAnne Chandler, Armando Rios, Samuel Bassett, Mary Rothlisberger, Amy Wilmarth, Kim McFarlane, Jackie Nelson, Travis Bacon, from Utah Community Planners Ken Young, from Utah State University Kim Cloward Drown and Jeff Drown

ABSENT: Mayor Pat Brady and Kathy Ryan

CONDUCTING: Mayor Pro Tempore Philip Engleman, the meeting began at 7:05 p.m.

ORDER OF BUSINESS:

The Pledge of allegiance is directed by Gary Riches.

1. Discuss/approve/deny consent agenda. **MOTION:** Penney Riches made a motion to approve the consent agenda. Michael Silliman seconded the motion. **VOTE:** Gary Riches, Philip Engleman, Penney Riches and Michael Silliman voted aye. The motion carried.

February 2014 Recorder's report

March 2014 Treasurer's report

April Payment Approval report

2. Adjourn for Planning Commission Public Hearings. The meeting adjourned at 7:15 p.m. for the Planning Commission's public hearings on proposed amendments to the Subdivision Ordinance and updates to the General Plan. The regular City Council meeting reconvened at 7:51 p.m.

3. Presentation of 2014 Art Show at the JWP Museum. JoAnne Chandler addressed the City Council and those attending the meeting. She stated that this event has been going on for nine years now. Last year they held a raffle to raise funds to support this event. She showed the quilt a group of them had made to raffle this year. The art show is held the entire month of June.

4. Discuss/approve/deny Ordinance No. 2014-02 with respect to amending the subdivision regulations. Samuel Bassett, Planning Commission Chair, addressed the City Council. He stated the Planning Commission is requesting approval for amendments to the subdivision ordinance. He asked the Council to make another change to the ordinance in the design section on cul-de-sacs making the turnaround minimum diameter 80 feet rather 60 feet. **MOTION:** Penney Riches made a motion to approve Ordinance No. 2014-02 with a change in the minimum diameter turnaround of cul-de-sacs found in the design section of the ordinance from 60 feet to 80 feet. Gary Riches seconded the motion. **VOTE:** Michael Silliman, Penney Riches, Philip Engleman and Gary Riches voted aye. The motion carried.

5. Discuss/approve/deny insurance options for employee health insurance benefits. Conae Black stated that with the current plan that the city employees have the premiums will increase \$2,000 a month. With the help of Banasky Insurance we looked into other plans. Insurance plan option #3 premium rates are comparable to what the current rates are but the plan is not as good of a plan for the employee. An option #4 plan is comparable to what the plan that is currently in place but the rates are higher. A change with the Affordable Health Care Act insurance companies do charge based on an age range it is based on your age. This lowered the rates for individuals who are older and raised the rates for those who are younger. An example was given

to the Council on what the premium rates would be for each employee on Option #4 and Option #4. Another change with the Affordable Health Care Act is each employee can chose which plan they would prefer whereas before every employee had to be on the same plan. Conae Black stated the City Council needs to make a decision on insurance plans, if the city will be paying 100% of the premium costs or will the employee be paying for a portion of that expense. There was some discussion on the different ways this could be handled. Conae Black stated that a decision needs to be made by May 1, 2014. **MOTION:** Gary Riches made a motion to table this agenda item. Michael Silliman seconded the motion. **VOTE:** Michael Silliman, Penney Riches, Philip Engleman and Gary Riches voted aye. The motion carried.

6. Discussion on employee compensation plans. Conae Black stated that she was given the assignment to research out some different options to help the Council make a decision on employee compensation plans. She contacted John Daniels who is Price City's Human Resource Director. John Daniels is well known and respected throughout the State for his knowledge and expertise in Human Resources. She informed the Council on Price city's form of government which is a five member council with the mayor at the head who does not have a vote unless there is a tie vote. Price City does not have a City Manager. They have a Community Development Director, a Finance Director and a Human Resource Director. All three of those positions are fairly high paid positions. John Daniels said the disadvantage of not having a city manager is there are three high paid positions instead of just one high paid position. John Daniels gave her some information on two different companies who consult on employee compensation plans. The first company we talked about was HRN Performing Solutions. Mr. Daniels said they are like the Cadillac of the business and very pricey and even Price City cannot afford them. So he didn't give them a call and thought why even bother. She asked the Council if she made the right decision there. Gary Riches said if Price City can't afford them neither can Green River City. Another business that Mr. Daniels informed her on was First West Benefit Solutions. They are also an insurance broker. They told her that if Green River City would change brokerage services from Banasky Insurance to them they would provide employee compensation services for free. The City would be able to stay with Blue Cross Blue Shield with the same plans and premiums that we currently have. Pay Scale is another company that Mayor Brady knew about and she looked into them also. They are out of Seattle Washington. They are compensation consultants who collect market data for employee compensation. The first question they had for me was how many salaried, full time, part time and seasonal employees we have. They have about 3,000 customers and have been in business since 2002. Their customers range from large business, small businesses and municipalities, which shows that they have a broad experience. They submitted to us via email which she passed along to the Council a list of some of the things that they will do for Green River City. They can give professional input for employee compensation that no one on the Council or and city staff member has expertise in. They will identify where employees fall in the market within their pay range. They communicate the pay with the staff which could be 100% of insurance paid by the employer, use of the city vehicles and any kind of trainings or certifications that the employee gets that is paid by the employer which includes the employee being paid for their time and travel expenses. Because the city has less than 25 employees the cost for their services would be \$4,999 a year for the next three years. The rates for an external consultant would be anywhere to \$150 to \$500 an hour. She did give Banasky Insurance a heads up and told Scott Banasky what First West was offering to give them the opportunity to counter offer their offer. Scott Banasky said he would look into it and get back with me. There hasn't been enough time for him to respond to her inquiry. Philip Engleman said he would not be in favor of paying an outside consultant. Conae Black asked him even if the fee was free? He did not have a response. Penney Riches felt it was worth looking into. Conae Black said there are different ways to compensate an employee. Price City does not use the step and grade system, they use what they call a career ladder program that is based upon merits and gives them an automatic pay raise at the end of the year if the employee has met their goals. She spoke with John Daniels about assigning a mayor as the personnel director and he agreed that would not work well due to the very limited time they spend with employees. He suggested that each Council Member could do evaluations for the employees who work in their departments or assign the responsibility to a city staff member. Taking on the responsibility

of a personnel director is not an easy task. There is a lot of training and time involved. Assigning that task to a city council member may not be the best idea because they are only guaranteed a four year term. If you put a lot of time and expense in training them and they are only around for one term it could get expensive to have to turn around and train a new council member. Another bit of information that she found out is under the Fair Labor Standards Act a salaried employee is exempt from a step and grade system.

7. Department Reports. Penney Riches invited Kim Cloward Drown from Utah State University to report on the plans for the museum grounds improvements. She wanted to do a review in hopes that it will help with the final process. The plan was to conserve water, make more user friendly and inviting space. She introduced how the native plants would possibly look. In the front there might be some native plants and in the back will be some plants that do not take a lot of water. The two ideas are going with plants and shrubs that are a little tighter and artistic looking or the natural oasis look. Once that decision has been made then she can give to Penney Riches the fine-tuned concept plan with a planting list, rough grading of an irrigation plan, where power and lighting might be added, suggestions on materials and equipment. She said she is not sure what the city is looking for on playground equipment but she offered her help with making that decision. She will also provide a rough cost estimate on the plan chosen. It was decided that she would get send a message on to Penney Riches on what she needed and Penney Riches would consult the museum manger and museum board. Tim Glenn reported that he submitted his first grant and should be hearing back on their decision soon. He is meeting with Emery County Recreation Board to try and get some funding for the Junior River Runners program this summer. He met with the State Historical Society about a partnership to add to our collections. He is in contact with the Historic River Runners Film series. He watched some of the films that were shot back in the 1950's. Michael Silliman reported that the lawn mower the city will be leasing has been ordered. There will be a shoot at the Gun Range this Saturday. The City was awarded a \$400 Arbor Day grant to plant some trees. Gary Riches reported that there have been a few fires that the fire department has handled and all of them have been out of city limits. We have seen a little bit of an increase in expenses for the fire department so for next year's budget he will be requesting more money. Amy Wilmarth said there has been more movement between all local EMS in the county and Emery County on public safety. Conae Black asked if there was going to be any city representation at the diversion dam meeting on the 10th. Gary Riches felt that with Chet Hunt and Duane Riches on the Canal Company Board and also Penney Riches attending the meeting that would be sufficient representation. Capital Investments has given to the city what the costs would be per 1,000 gallons of water used for new meters, the installation of the meters and maintenance on the meters. She provided to the Council how much that would actually cost. Michael Silliman stated that this contract is for 15 years and the meters will not belong to the city unless we purchase them. There was some more discussion on this issue. The tentative budget needs to be approved at the first meeting in May. Jones and DeMille would also like to meet with the Public Safety team. Another meeting to go over the design on the public safety building and a budget work session was scheduled for May 15 or 22 by 6:00 p.m. She has asked the engineers to get some numbers to the Council on how much it is going to cost the city to add the ambulance into this building. It is not going to solve the problems that we have with the county it will just house the vehicles. Gary Riches said this would be an argument for later but he is looking into the future when perhaps Green River City will be taking over EMS services for our area. Philip Engleman said he is in favor of the city providing a new building for the ambulances. He doesn't see how two extra bays would cost that much more.

8. Adjourn. The meeting adjourned at 9:01 p.m.

Pat Brady, Mayor

Conae Black, City Recorder

Approved: _____