

# *City of Green River*

460 East Main Street, Green River, Utah

City Council Minutes

Special Meeting

Wednesday, April 23, 2014

**ATTENDING:** Mayor Pat Brady, Council Members Michael Silliman, Penney Riches and Gary Riches; Employees Conae Black; Citizens Emery County Commissioner Ethan Migliori, Chris Lezama

**ABSENT:** Kathy Ryan, Philip Engleman

**CONDUCTING:** Mayor Pat Brady, the meeting began at 6:08 p.m.

## **ORDER OF BUSINESS:**

1. Budget workshop. Conae Black stated she had input all of the budget requests from the City Council and showed where the general fund was in the negative about \$200,000. She explained that the recreation fund was actually general fund money but was accounted for separately so the general fund always needs to transfer over money to support that department. With the entire budget requests there needed to be \$48,000 which is more than has been requested in the past. She also included a transfer of \$10,000 from the general fund to the solid waste fund. The general fund transfer to the museum is currently set at \$180,000. Last year the museum received \$146,725 from the general fund to help out with the deficit. The museum is still in the deficit but has improved greatly from the 2013 fiscal year. Penney Riches has kept the operating income the same as the 2014 budget year. The Green River City Archivist wages have been taken out of the museum fund and are now being paid from the general fund which allows the money necessary to pay for the museum manager's position. More money has been budgeted for travel and training to allow the museum manager the ability to network with other agencies and museums for the betterment of our museum. More money was also added for programs and events but no more money to buildings and grounds improvements. The hope is to find funding for those improvements. Conae Black said it is best to budget low on the revenue within each department. For the general fund the proposed revenue for 2015 is \$1,026,200. One area that is an unknown is the expenses from the archives and CHEER which comes from administration office supplies and asked Mayor Brady if he knew what to expect from those departments. She recommended keeping the budget amount at \$30,000 due to the history of the expenses this year. She asked if the Council would like to budget for an information sign. The Council is still hoping that will take place but are not sure what the cost will be. She stated that \$40,000 was put into the buildings and grounds for equipment. It was discussed if this was necessary for the 2015 budget year. It was decided to reduce that to \$30,000 due to the history of the cost of the new truck the city purchased this year. The information center is paid for through the Emery County Travel Bureau. It was discussed if the city has gone back to the Travel Bureau to ask for more funding due to the pay increases that have recently been given. The answer to that is no the city has not asked for more funding. Conae Black said the medical center loan has been paid off and there should not be any other fees assessed for that so no money was budgeted in that department. The request from the Medical Center for \$12,000 was put into the recreation fund under community activity grants. Gary Riches stated that he has for a little more money in the fire department because there are about 8 members of the fire department who will be taking training to get their Fire Fighter I and Fire Fighter II levels. According to the by-laws the fire fighter will get a pay increase for their volunteer services. They are also trying to upgrade some of the equipment for the fire department through the county fire district. Conae Black said the only suggestion that she has is with the new cell phone for the fire chief there will some expense there. There were some adjustments in the animal control department but it basically stayed the same. Kathy Ryan has requested to keep her street budget the same as last year. There is still an airport pavement improvement project that will probably be paid out in the 2015 budget year. Mayor Brady explained the expenses the city will need to pay for the fuel tanks at the airport.

Conae Black said she is working on curb, gutter and sidewalk replacement along Main Street. The city will partner with the State on these projects. There was some discussion on whether to take out the \$700 on travel in the parks department. It was decided to leave that in. There was also some discussion on the performance of the new grounds maintenance employee. Michael Silliman clarified his budget request for the parks department.

Emery County Commissioner Ethan Migliori arrived to the meeting. Conae Black gave him an update on the Public Safety building which will house the Emery County EMT's. Commissioner Migliori was not serving as County Commissioner when the city approached the county about partnering on the public safety building. The city asked the county for \$71,000 towards the project. Commissioner Migliori said the county understood that the city received the property for free but was asking the county to pay \$70,000 for three acres and when the county counteroffered \$40,000 the city turned them down. He feels that he could convince the other commissioners to partner with the city if the city would come down on their price for the property. Conae Black said the city went to the county and asked to partner because we knew that the county needs a new justice court building. Commissioner Migliori said that is still the case but didn't know if that would come into play during his term in office. Conae Black said the city had the 3 acres appraised and it appraised for \$70,000. Commissioner Migliori said the county looked at the assessed value and it was much less than the appraised value. Conae Black said the city did get the property for free but it is going to cost some money to clean up the contaminated soils. Commissioner Migliori asked if the city was getting Brownsfield grant to clean up the property. Mayor Brady said Brownsfield told him because the city purchased the property we were no longer eligible for their funding. Mayor Brady would like to know why Dan Harrison was able to get funding to clean up the Tesoro property that he purchased. Conae Black said to go back to the amount the city asked the county for on the property it was because it was what the property was appraised for and that price included a water and sewer connection. The County wanted to keep the buildings separate for insurance purposes. Commissioner Migliori said if the city wants to go forward with the project then go ahead but if for any reason there is a hitch in the project then come back to the county and we will work things out. The timing might be right now where it wasn't two years ago. He said the county has to look at what property is the best value for them. Conae Black said there is still enough property for the county's justice court building on the same piece of property that the city has for the new public safety building and if the county would like to purchase a piece of that property then they may come back to the city to negotiate that. In the meantime the city is still going forward with their plans for the new building with a portion of it housing the county's ambulances as long as the county is all right with that. Commissioner Migliori said the county is fine with that. Conae Black said she spoke with the town of Emery's mayor who stated that she had county support to the CIB meeting when she went for their new building. Commissioner Migliori said they would do the same for Green River.

Conae Black asked Commissioner Migliori if he was in attendance tonight to support Chris Lezama's proposal. Commissioner Migliori said he was here to make sure Green River stays progressive in everything that they do. Conae Black said that Green River needs to be more involved in Emery County. It is nice to put a face to a name. Rather than just blame Emery County for things we need to find out all of the facts first. Gary Riches did not agree with the State law on filling a position on the Emery County Travel Bureau with a person who owns or operates a business who collects transient room tax. Conae Black said that rule works perfectly fine for the larger communities or counties because they a big pool of people to draw from but it doesn't work for the smaller ones. Transient room tax is used by the entire county or municipality so why can't any business owner or community member make the decisions on how the money is spent. There was more discussion on filling the vacancies on the Travel Bureau. Penney Riches asked Commissioner Migliori about designating trails. There was some discussion on trails.

Chris Lezama said he was in attendance to this meeting to ask for support on the Epicenter providing some unduplicated services. PACT is asking for continued support in paying for all of their utilities. He explained the efforts of PACT to help reduce the utility costs. He talked about

some of the programs that PACT provides. He spoke of the proposed Community Development position. He pointed out the newly amended General Plan which established goals set by the members of the community. From the survey we learned that many citizens love living in a small rural community while others are still hoping for a swimming pool and movie theatre. 80% believed in more livable neighborhoods and 70% believed that more economic vitality was important. The Epicenter is proposing that they perform the needed actions to spearhead efforts to bolster the economy and make sure that this does not remain an abstract object but has real plans and actions to those plans. Some of the goals that the Epicenter has established are: Establish a City Community Development position to forward efforts in local economic development, planning, and community events; work with the BEAR program; establish and provide marketing for additional tourism generating community events; maintain city representation at county and local economic development meeting; sponsor local and regional economic summits in Green River; and increase marketing efforts to promote business growth in cooperation with county, state and local agencies. They will facilitate, develop, grow and promote three events with one being held in the off-season. They believe that by slowly building and creating events that are sustainable is the way to go. Some of its benefits would be more tourists coming to town, additional sales tax and positive exposure for Green River. They would like to partner with the Mayor's office to write beautification grants and spearhead beautification efforts which a lot of people have wanted to happen in the community. They would still like to continue to organize "Potluck" and coordinate community wide customer service training events. They would like to continue to work with RCAC to create economic development opportunities. For the scope of work the Epicenter is asking for \$11,250 to be paid in two payments. Penney Riches said if the city has that much money to pay out then she feels the city should hire someone to do just special events and they only get paid if the event is successful. Mayor Brady said the city will not find anyone who will do that. Penney Riches said there is not any money in the budget to hire anyone and that is why she didn't bring it up earlier. She feels that city representation on the county and state level needs to be someone on the city council. She has not seen any benefits from an economic development summit. Conae Black said the last one that was held in Green River she put it on and it was very successful. There were goals set at that meeting and those goals have been met. She feels that we are paying too much and reaching too far. Gary Riches there is a fine line between helping people out and enabling people. He does not have a problem helping people but at the same time the city council are stewards of the tax payer's dollars. It is those who pay taxes who are supporting this or not supporting this. There have been benefits but at the same time he has heard people complaining about handouts. Chris Lezama said they have heard that before and that is something they need to consider. Penney Riches felt the city should do a summit if you thought that was helpful and asked them to figure out what the budget would be for that. She doesn't know if she likes just turning over to just anyone to promote business growth and increasing the marketing efforts. She knows that the museum is planning a lot of events and feels the city could use the museum as a hub for economic development with the employees that we already have. Mayor Brady felt that beautification efforts should be by volunteers. Gary Riches agreed and said if we could hire someone to clean up the town then the city would do so but the money isn't there. Gary and Penney Riches said the citizens need to take ownership on beautification efforts. Commissioner Migliori said to the Council to vote for things that will keep you progressive, we too often get caught up on money. When you get into a business and don't want to invest the money then there is not return. It is the same thing when we talk about tax payer's money. He hopes that he will be able to convince the other County Commissioners that part of the county's budget needs to be allocated to economic development. They have never done that before. If you want to know why Emery County is the way it is it's because they have never allocated money that is specifically designated for economic development. They feel that hiring an Economic Development Director is enough but it isn't good enough. If you look at this plan submitted by the Epicenter and find that there are parts of it that others can do then that is appropriate but if there are other parts that are not getting done then the council should consider that and renegotiate the scope of work. Penney Riches believes that if the city had their own economic development director then the city would not needed to enter into an agreement with the Epicenter to oversee the trails committee. This person would take that over and all other events held within the city. Commissioner Migliori said not everyone has

that expertise. The county has hired a land consultant, because they are an expert, who works with the employee that they already have because it is that important to them. Penney Riches said she has seen some of their events that she did not feel were successful. Commissioner Migliori compared that to a business that may bring in a product that does not sell but that business had to take that risk to find out. The business learned from it, made a change and then moved on and was more successful. Unfortunately some events initially sound good but when we get into them then we find out that it is too costly, we couldn't promote it right and we didn't have the return that we wanted. What we learned from that is we won't do that again. He did a study on why a Chamber of Commerce are or are not successful in rural Utah. He pinned it down to one key factor was whether or not they had paid administrative staff. If they had someone who was paid to do it and it was on their mind then it is successful. Volunteers get burnt out every six months. Volunteers can go for years when someone else is paid and all they have to do is pick up the pieces. The Epicenter's proposal may not be perfect but things like this allow the city to be more progressive. He is not saying that he is for or against this proposal; he is saying that it will allow the city to be more progressive. If you look at the proposal then you may find some key things. When you look at the bottom line and think that if the city doesn't invest some money into this then nothing is going to happen because volunteers are not going to do this for very long. If the Epicenter says they can do this and they can do it for less than an employee then the city should consider it or whoever else may be able to do this. We do not have the time to educate people anymore; we need to hit the ground running. Some parts of this proposal from the Epicenter addresses hitting the ground running. Penney Riches said that is why she would like to get someone hired. Conae Black said to Penney Riches that she is not sure how her proposal will work. Commissioner Migliori said the city shouldn't worry whether the economic development position is done internally or externally. You should focus on whether they are the right person to do the job, do they know what they are doing and can they do it for less than hiring someone for the job. Conae Black said as PACT Board Chair this is the first time that she has seen this proposal but it has a lot to do with Epicenter breaking off from PACT. She does know that if these young professionals are given an assignment they go above and beyond what they are asked to do. She would like to see the city keep an open mind and maybe renegotiate this a little bit. Chris Lezama said they are motivated to do this; they are in town and are pretty much in the city's pocket. These are the kind of things that they like to do. Penney Riches said the proposed actions have not been discussed as a city and that is part of the problem. She said not having it broken down to what they will be doing, it is too broad. Mayor Brady said the city has discussed the events. Penney Riches said we need to figure out which one of the events is going to work because if the citizens are not behind them they won't work. Mayor Brady felt the reason a Chamber of Commerce has failed in Green River is because of lack of involvement and there is not anyone there that pushes it. Penney Riches said she has tried to get the "Potluck" group involved in doing some events but hasn't been successful. Mayor Brady said the business group that we had before the Potluck group failed because of lack of involvement. We don't have anyone pushing it. Commissioner Migliori said the reason Emery County Chamber of Commerce is still alive because he told them that it would fail if they didn't hire someone so they now have a paid position. Penney Riches said the previous business group dues were higher than the Emery County Chamber of Commerce's dues. When she asked what the dues were going to she was told the phone bill, internet and the printer which she could use if she chose to. She said that you need to have someone in that people will support. You can't have a self-appointed person. Mayor Brady said that is where the businesses come in and vote someone in. Penney Riches said she has spoken with those who set up the Potluck meetings and told them either this group needs to start doing something or she is getting out. Chris Lezama agreed that Potluck needs to change gears or go away. Conae Black said a Chamber of Commerce is more successful if you at least have one paid part time staff. She said again that she would like the City Council to have a little bit of an open mind on this. Penney Riches asked if this money would come out of the Economic Development line item. Mayor Brady said yes. Commissioner Migliori said Green River has been the best example for funding some money towards economic development. In fact Castle Dale has started their own economic development committee to start interest because they see things happening in Green River and when they ask why things are happening in Green River they are told because Green River wants it to happen. They put forth the effort and money

to make it happen. He then reported on some of the things that the other communities are doing in Emery County. Chris Lezama said he would like to do more. He wants things to happen and have real goals with actions. He said this that was presented tonight was the first draft. Gary Riches brought up that many employees who are working in the service industry do not have knowledge of our surroundings. When asked by a customer what there is to do they do not have an answer. He said part of the problem might be the lack of training. Penney Riches said she does not have enough employees to cover a shift let alone send someone for training. She requires her employees to assist the customers with their questions. Gary Riches said it is the business owner's responsibility to train the employees. Penney Riches did not want to use tax payer's money for customer service training. It was agreed that there are other resources available for training. Commissioner Migliori said the State of Utah is the most progressive state in the nation because they use tax payer's money to promote themselves. Locally we have this fear that we are going to be spending tax payer's money but Governor Herbert understands that if we don't do that we are not going to get better. Don't feel so ted down that we can't use tax payer's money to do stuff. Just make sure that you are smart about the way you use that money and that there was a specific goal that you are trying to achieve. If it doesn't quite work out then you need to have a way to analyze it and make adjustments. Penney Riches said there was customer service training held last year and she asked how many of those employees that attended use that training. Commissioner Migliori said it is best to train business owners and managers who will train the employees under them. He told Penney Riches she was doing it right by requiring her employees to know the answers asked by her customers. He gave an example of the "Peter Principle." He said there was a janitor named Peter who did a great job for his company and when a maintenance position became available he applied for that and was hired. He again did a really great job on maintenance. Now an opening for a department head becomes available and because Peter has been such a good employee he was hired on as department head and all of a sudden his production goes down, people are frustrated with him and he is worthless. It wasn't that Peter did not work hard at it; it was because he didn't have the skill set to deal with five employees so now he is failing. Business works the same way. If you take someone who has a background in welding and then all of a sudden they have a welding shop with a few employees. He might be a fantastic welder but not a good business owner because he doesn't have a background in finance. He didn't know how to keep his books clean and the State of Utah is hammering him because he forgot to pay his sales tax. Business owners may not always have the skills and background to run a business. There is money set aside to help them acquire those skills but the problem is how do you let them know that. Sometimes it takes a city investing money. Maybe the city will decide that strengthening the businesses is important. The next question to ask is if the Epicenter can deliver it. Don't just give them some money, help them to understand the message that you are trying to get across. Some of them may have fantastic backgrounds in architect but how does that transition into economic development. Sometimes experience can offset that because they have been doing it. There might be opportunities to take what you have been saying in your discussion and say, hey we like this piece and we really want to expand on this one because it has more value to us but we don't care about the beautification because we are going to give our own committee a try. The more someone comes to town and has a good experience with the business the more they will come back. He gave the example of his dad who stopped at the gas stations that gave away free popcorn. Jeff Beicker from the oil refinery said what he likes about a community is one that invests in themselves because an employee wants to live somewhere that is nice. They want to drive down and see a nice city park that has been maintained. Sometimes you have to invest money in beautification because it makes your city look more beautiful and more appealing to the eye. In the Council of Governments meeting they will be talking about the RAP (Recreation, Arts and Parks) tax so the cities can have access to money to strengthen their parks. It is designated specifically for parks and cannot be used for anything else. If we run it through the recreation department and they take 20% and then designate the rest to the cities. Mayor Brady said a problem with the businesses is they do not promote Green River. That is the reason for the city creating the economic development funding. The Epicenter has been handing out a lot of things to the city that they should have been paid for. Penney Riches said we all do. Mayor Brady said not like the Epicenter has. Penney Riches said she could tell you of many people who have put

in hundreds of volunteer hours in behalf of the city. That's what you do when you live somewhere. Mayor Brady said he feels this is a little bit different than just volunteering to do things. He would like Chris Lezama consider the comments that have been made and go back and draft up another proposal. He thinks we need to look at the comments made by the citizens through the General Plan and promote the city. The museum is definitely going to be doing their part. He thinks that our airport is much underutilized. There should be a lot more things going on out there. Mayor Brady asked if there were any more comments. Conae Black said to go back and revamp the proposal. Commissioner Migliori said to be more specific. Mayor Brady said to take out the beautification part because that should be volunteers doing that. Commissioner Migliori said the State of Utah has money to help with beautification. They have a TAP fund that can be used specifically for sidewalks or lights. Mayor Brady thought that it was only to be used along Main Street. Commissioner Migliori said yes but Main Street needs it. He suggested doing something between the gas stations and the main part of the city to make it more appealing to the eye. The State has money designated for town with a population of 5,000 or less. Gary Riches and Conae Black said the city is working on updating the street lights along Main Street. We are just waiting on Rocky Mountain Power to approve led street lights. Commissioner Migliori said that is an annual grant. Even if you paid the Epicenter a commission on writing that grant and figuring out how to access those funds every year. Someone needs to be on top of that. That is where it goes back down to city council members and volunteers doing that kind of work. It is not happening because your time is limited and your focus is different. When that is their job and focus they do not have an excuse. Chris Lezama said in speaking to Penney Riches comments on customer service he felt that there focus should be data driven and the quality of something should be determined by the data of whether it was successful or not. He made some suggestions on what they could do. Conae Black suggested working with the Museum Manger on creating more events. Gary Riches asked how we can get the word out on these events. The led sign and other signs were brought up.

The meeting went back to the budget. Conae Black suggested reducing the general fund transfer to the museum to \$150,000. In the capital projects fund Michael Silliman has asked for \$4,500 for the Shooting Sports Park. Michael Silliman said that is for the work that has already been done by Double E Construction. She added in the \$2,700,000 for the public safety building into the capital projects fund. The museum roof is another project and the estimate is \$98,000 but the architect fees are unknown.

C road budget is fine. The money is still tied up on the debt for the last street improvement project.

The water and sewer budget is looking good. The improvement project for the water and sewer are budgeted for. Conae Black explained why it would be best to wait until October to apply to the CIB for funding on the improvements.

The solid waste fund is showing a deficit of \$15,680. A transfer from the general fund of \$10,000 will help with that deficit. The city could raise the fees and/or reduce labor into that department. She spoke with Howard Burnett and he would not mind if his hours at the bulk waste transfer station were reduced. She suggested that perhaps one alternative would be to have Howard Burnett work only on Saturdays and the citizens could call into city hall and ask for the transfer station to be opened for them during the week when they needed it and the public works crew could meet them up there and take care of that. This would place an added responsibility onto the public works crew. The crew could reduce their time spent out at the dump site. C.J. Vetere could drive out there once a week and check for illegal dumping and code his time to code enforcement rather than solid waste. Gary Riches liked that idea. He also brought up prosecuting those people who are in violation of illegally dumping.

Conae Black said the recreation fund is a negative \$14,515 at this time due to overspending in previous years. Melon Days is budgeted in this fund. She stated that we are still educating Julie Zwahlen on how the fiscal year budget works which made the 2014 budget year off. She is

learning and doing much better. The July 4<sup>th</sup> and Christmas activities are budgeted for in this fund. The community activity grant requests this year were \$12,000 from the Medical Center, \$500 for PTSA, \$500 for MECCA Bicycle Club and \$1,000 for the Special Olympics which is budgeted for in the recreation fund. PACT's request for \$14,000 in this fund also.

2. Discuss/approve/deny employee compensation plan and insurance premium costs. Conae Black asked Commissioner Migliori some questions on employee compensations for the county. He used some examples of the county and the university which is where he is employed. The different insurance options were presented to the Council again and there was some discussion on this again. **MOTION:** Penney Riches moved to approve having the city pay for the premium costs for option # 3 and if the employee wanted a different option then that employee would pay the difference in the premium costs. Gary Riches seconded that motion. **VOTE:** Penney Riches, Gary Riches and Michael Silliman voted aye. There was not any action on an employee compensation plan.

3. 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: \_\_\_\_\_