

City of Green River

460 East Main Street, Green River, Utah

City Council Minutes
Special Meeting
Tuesday, May 19, 2015

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

ABSENT: Penney Riches

CONDUCTING: Mayor Pat Brady, the meeting began at 6:15 p.m.

ORDER OF BUSINESS:

1. Budget Workshop. Mayor Brady asked how much was in the General Fund for the 2015 budget year. Philip Engleman said \$400,000. Conae Black said she has prepared some suggested amendments for the 2015 budget year. The General Fund has an excess of \$483,759. She said that she just looked at each line item and increased or decreased where needed. Professional Service expenditures in the General Fund Administrative are higher due to the creation of the RDA and the annexation of the West Industrial Park. She asked the Mayor and Council to look at the General Fund transfers and stated that after all of the necessary increases and decreases were made in each department suggested that \$50,000 more should be transferred over from the General Fund to the Museum Fund and \$483,759 be transferred over to Capital Projects. Mayor Brady said since there is an excess of General Fund money could \$109,000 be used for the 2016 budget since there is a shortfall from the budget requests. Conae Black said by law we cannot leave more than 21% of excess into the General Fund but because of the shortfall in the 2016 budget from what the Council has requested we can balance out the General Fund by drawing from the beginning balance. It is call appropriating the General Fund Balance. If the Council is in favor of appropriating \$105,200 of the beginning balance of the General Fund into the 2016 budget then it balances out and unless there are any further project recommendation then the budget is complete.

Mayor Brady would like the city to try and purchase the property up for tax sale. Michael Silliman thought it would be in the best interest of the city to try and purchase that property. Philip Engleman felt the city should try and purchase anything that is available on a tax sale. One of the properties was a vacant motel and there was some discussion on the condition of the property. Mayor Brady said there are people just waiting for Green River to own some property like that to help out our housing situation. This would not be at any expense to the city and he hates to see good property go at that price. The city does not want to be landlords but we do want to be property owners. There are two different motels that are delinquent on their taxes. Mayor Brady mentioned how Green River could be a quieter, gentler Moab.

Gary Riches brought up the potential of pay raises for the employees. Conae Black said she would like to put in another plug for a code enforcement officer. The general fund had an excess of over \$400,000 this year and the Council has only budgeted \$24,000 for a code enforcement officer. One of the reasons the city lost C.J. Vetere was due to the low wages that he was being paid. Gary Riches said he doesn't know how it can be done but finding the right person is important. Among other things this person needs to be self-motivated. Mayor Brady said he would like to write up a good job description for a code enforcement officer this summer while he is out of school. Conae Black said the advertisement should state someone who is a self-starter, self-motivated and can do a job with little direction. Gary Riches said there will be some police officers who will apply for that job when it is not a police officer position. There is a difference between a code enforcement officer and a police officer. It is not a fine line it is a very definitive line. There is a difference between the two jobs. He said he doesn't know where to start. Conae Black suggested the city advertise for it again and if there aren't any good applicants then don't hire any of them but you won't know that unless you try. Gary Riches

agreed with that but was concerned about thinking they may have hired the best person for the job and that person does not work out to be the employee they needed to be. He gave the example of this person being on the payroll for two years and they end up not pulling their weight anymore. Philip Engleman said that is why evaluations need to be done. Gary Riches said he likes our public works department but Roy Pfander and Chet Hunt need to retire. He doesn't mean to point fingers but due to Chet Hunt's accident he is not any good to the city right now. Mayor Brady said he needs to let Chet Hunt know that the city does not want him to come back until he gets a doctor's approval. Philip Engleman said he doesn't want to see light duty, either you do the job or not. Gary Riches said he is not trying to talk negatively about them but Roy Pfander has windfall of an inheritance and all of the time invested into the city and using that to his advantage of which he is entitled to. You can't take it away from them. Roy Pfander works for one day and then is off for four days. In the meantime they get behind in their work.

Philip Engleman asked if there were any applicants for the Grounds Maintenance position. Conae Black said no. Mayor Brady asked how old someone needed to be to run the parks machinery. Gary Riches thought the age should be 18 years old. Conae Black said if you are going to drive a vehicle then they need to have a driver's license but to run a lawn mower there is not any age limit. Mayor Brady said there was a high school student who asked if he would be eligible for the grounds maintenance job. Conae Black said this person needs to be someone who is self-motivated and can do the job without a lot of supervision. There was some discussion on a high school student not being available for the entire season because they would need to back in school.

Mayor Brady said there has not been any response to the seasonal grounds maintenance job. Philip Engleman said the city should post for a new management position. Mayor Brady said there has been a lot of blame on Bryan Meadows because he hasn't taken the initiative to go to classes and improve himself. He puts a lot of the blame upon himself because he hasn't helped him grow. He doesn't know if anyone has sat down with him and instructed him on what to do if you want to be the boss. He had a talk with Bryan Meadows the other day and he honestly does not understand why you people are all over his case but if we need to get someone over him then let's do that. He doesn't think it should be a code enforcement/manager position. Philip Engleman said the city can only afford so many employees and someone has to be in charge. There is not a boss. Kathy Ryan said someone needs to line out the crew. She used the example of right now the storms are coming and the drains should be cleaned out. The crew shouldn't just keep driving by the drains and not clean them out. Anything that needs to be taken care of like stop signs that are down or weeds that needs to be taken care of. You don't just drive by them and turn your head and then cry because you are not getting a raise. She takes the initiative to do things and she is not even employed with the city.

Philip Engleman said the equipment needs to be replaced. The city just keeps putting money into old equipment. They need to be replaced and rotated every couple of years. Kathy Ryan said Colby Hunt called her and said John Deere has a really good deal on a lease. It would be \$800 a year to lease a back-hoe. Philip Engleman said it can't be \$800 a year. Kathy Ryan said Colby Hunt told her his boss called and checked on it.

Mayor Brady asked the Council how they feel about employee raises. Philip Engleman said cost of living raises. Mayor Brady asked what the cost of living raises were this year. Philip Engleman said he has not had a raise since Obama has been President so he didn't know. Conae Black reminded the Council that through the PayScale studies there are three employees who are designated at being over paid. They are Howard Burnett, JoAnn Wetherington and Roy Pfander and the Council just gave Tim Glenn a raise just a few months ago. Gary Riches questioned as whether Howard Burnett was fulfilling his responsibilities at the transfer station. Mayor Brady said he was not there two Saturday's ago. Gary Riches felt he is gone 50% of the time. Philip Engleman said it is always a mess at the transfer station. Mayor Brady felt a part time seasonal help could work at the transfer station. Philip Engleman said the town of Hanksville started charging the citizens for waste taken to their landfill and now there all kinds of garbage being taken out on the desert. Gary Riches asked questions on what the wages were for a few employees. Philip Engleman expressed that hiring PayScale to set up an employee compensation plan was a waste of money. Gary Riches asked if the increase of wages would affect all other payroll expenses such as retirement and payroll taxes. Conae Black said yes but

if you are trying to calculate those expenses into the budget and you are off the budget can always be amended. Philip Engleman said he would like to get a raise but doesn't feel that will happen as long as Obama is in office. Gary Riches proposed that all City Council Members and the Mayor get a raise. He wants an additional \$40 a month. He said for the record that he was joking and would not vote for that. Mayor Brady said he tried to increase the Council Members wages a few years ago and was unsuccessful. Gary Riches said he was just trying to bring a little levity to this. Mayor Brady looked up what a COLA raise would be. He said the Social Security Administration determined it to be 1.7% in 2014. Gary Riches calculated that if an employee was making \$13.50 an hour with the 1.7% COLA raise that would be an additional .22 cents an hour. That doesn't seem like much but it is. Philip Engleman reminded those present that the city pays 100% of the insurance premiums. He pays \$125.00 a week for his insurance. Mayor Brady said Loni Meadows called Avenue H and they go to Arches which we already tried and they were not any better than what is in place. They cater to health care in Northern Utah and not Central Utah where Green River is located. Any of the medical care facilities that we go to are not in their system. We are back to Regence and determining which plan the city will pay the premium prices for. Gary Riches asked if we had checked into PEHP. Conae Black said their premium rates are higher than Regence. Conae Black said Avenue H suggested the Select Health Care plan which means only IHC care facilities. The premium rates are lower and the plans are better than Regence but the IHC facilities are only in Northern Utah. We as employees may choose the Select Health option because of the Affordable Health Care Act. Gary Riches was working through the insurance options and brought up having the city discontinue providing insurance benefits for the employees. The employee would get their own health insurance. Kathy Ryan said her son gets his own insurance and has a really good plan for a very good premium rate. Gary Riches asked what the city would pay out for the employee getting their health insurance on their own. Mayor Brady said either increase their wages or reimburse their premium costs at a certain level. He said Bryan Meadows chose a different plan than the rest of the employees and paid the difference in the premium cost. Gary Riches asked what if the city went that route where the city wouldn't pay for the premiums and the employee shops for their own health insurance plan and give the employee an increase in their pay. Conae Black asked Philip Engleman how it is determined how much the employee pays on the insurance premium rate. Does every employee pay the same amount? Philip Engleman said there are five or six different insurance plans to choose from one is a basic insurance and the others offer better plans. If you choose a plan above the basic you pay the difference in the premium rate. Conae Black said the premium expenses are based on your age. The city pays a larger premium rate on her than they do for Bryan Meadows because she is older. Philip Engleman works for the Federal Government and his premiums are not aged based. Gary Riches said if the city asked the employees to go out on their own for health insurance then they would be required to get a physical and that will determine the premium cost. There were some other comparisons made from each member of the council's personal employment experiences. Mayor Brady said in his opinion they can't just drop the health insurance benefits until they get their own insurance. Gary Riches asked if the employees really know how much the city pays out in insurance benefits. Mayor Brady said it is shown on their payroll check summary. Gary Riches asked if it would be appropriate to have an open meeting and let them know what the insurance premiums rates are and ask them what they want done. This could give the employee an opportunity to state they will get their own insurance and the city can pay them back. Mayor Brady said the city would need to put a cap on that. Gary Riches agreed and said then there could be the other employees who may say they appreciate the benefit. Mayor Brady asked Conae Black what her point of view was. Conae Black likes the insurance benefit and would rather not have a pay raise than cut out that benefit. She doesn't know how others feel about but she appreciates the benefit. She wouldn't even mind paying for a part of the premium rates but would like a COLA raise with that. Gary Riches felt it is a great benefit and employees don't often think about that. Conae Black said when she started her job with the city her starting wage was \$9.00 an hour but what attracted her to the job was all of the benefits and not the wage. Philip Engleman felt all insurance plans had their problems. Gary Riches said if the employees choose to use the local health care facilities then that benefits our community. Kathy Ryan said she is going on a trip tomorrow for city business and would like to ask these other towns what they offer for health

insurance benefits. Michael Silliman suggested looking onto health insurance with Utah Local Government Trust. Conae Black said the city paying for the insurance premiums are included in the 2016 budget. Mayor Brady said they can always discuss this later and have an open meeting with the employees and the City Council. Gary Riches said the majority of the employees need some kind of a pay increase. Kathy Ryan and Michael Silliman suggested a cost of living pay increase. Gary Riches posed a discussion question as to whether the city should split the difference and say with the health insurance this is how much you are going to see on your paycheck and this is how much we are going to be adjusting in health care costs. Mayor Brady liked Kathy Ryan's suggestion of talking with other towns to see what they do. The city has been doing the same thing for years but that doesn't mean we can't change. Philip Engleman agreed with Mayor Brady's statement. Mayor Brady asked Conae Black if the insurance can be canceled at any time. Conae Black said it can be canceled at any time but we would have to wait until the open enrollment period to sign up for other insurance which is June or July. Mayor Brady suggested staying with Regence but decide at a later date on whether the city should pay all or a part of the premiums. Mayor Brady asked the Council if they would like to hold off on employee raises or go forward with raises. Kathy Ryan felt the employees should get a cost of living raise. Gary Riches approved a cost of living raise. Kathy Ryan said if the employees are looking for a .50 cent or \$1.00 an hour raise then she is not sure about that. Mayor Brady said that is not going to happen. Gary Riches said that is what the Public Works Department has voiced their opinion on is a better raise. Kathy Ryan said she hasn't seen enough proof of performance with the Public Works to warrant a substantial pay increase. They are really good at repairing water leaks but that is part of their job. Philip Engleman felt the public works department should be getting over time pay rather than comp time for call outs. Mayor Brady asked if it would cost the city less money to pay overtime rather than giving comp time. Conae Black said it would be more productive. It costs the city the same amount of money but is far more productive than taking a day off of work. The city is paying them for doing nothing. Philip Engleman said he doesn't know if the city pays for overtime but he feels they should be. He said the comp time can be limited. That is why they should have someone scheduled seven days a week. He cannot understand when you have all services seven days a week why someone is not on duty seven days a week and stagger your days off and then they could get paid time and quarter for working Sundays. Conae Black said if you work a 40 hour week you do not qualify for overtime pay. Philip Engleman said when he worked at Lake Powell they paid you time and a half for working on a Sunday, Holiday or if you are called out after hours. Gary Riches said the time they work on Saturdays and Sundays will not be very productive. Conae Black said they need to have at least two people on to do a lot of the work. Philip Engleman asked Conae Black why they needed two people. Conae Black said that is what they tell her. Philip Engleman said if they have to go down into a manhole or something like that then they should have two people. He worked weekends by himself and did all of the lift stations, took care of the water plant and did everything by himself. He calls B.S. Conae Black said Bryan Meadows does not agree with you. Philip Engleman said there is one of them when they work the weekend. Conae Black said they are paid for 4 hours of work on Saturday and Sunday but they don't work for 4 hours. Philip Engleman asked if they get paid for 4 hours or do they get 4 hours of comp time. Conae Black said they get paid for 4 hours. Philip Engleman asked where the comp time was coming from. Conae Black said they work their regular 40 hour week and then the weekend so the additional 8 hours from working the water plant over the weekend they now have built up comp time. Philip Engleman said you can eliminate the comp time if they have someone working every day of the week. Philip Engleman said the person working the weekends could work at the water treatment plant, do the work at the sewer lift stations or mow the grass. Kathy Ryan said they could check, and clean out drains or fix street signs. Gary Riches said they would need a supervisor who is on top of it making assignments of work needing to be done on the weekends. Mayor Brady said imagine what that shop could look like if they cleaned it up. Gary Riches said we will all agree sitting here. Mayor Brady said it is our decision. Philip Engleman felt that if they work on Sundays then they need to be paid extra for working on that day. Kathy Ryan said she did not know why Sunday was special. She didn't get special pay for working on Sundays when she worked for the State. In the winter time if the State knew there was a storm coming then you were sent home early so there would not be any overtime. There were times that it happened but

it was very limited. If they were called out then they got .90 cents more an hour. There were more personal job comparisons amongst the Mayor and Council. Mayor Brady said he didn't ever think about comp time being unproductive time. With Roy Pfander working weekends and getting 4 hours on Saturday and 4 hours on Sunday then taking Mondays off of work is not good for the city. Conae Black has talked to the public works crew about putting in overtime. They keep saying they are behind and shorthanded but no one is putting in overtime to get caught up. Kathy Ryan said there is not any self-motivation there. Mayor Brady asked the Council if they were all on the same page where they are going to get rid of comp time and pay overtime. He asked how they were going to pay overtime. Conae Black said it is time and a half by Federal Standard Labor Laws. Mayor Brady asked why the State only paid an additional .90 cents an hour. Philip Engleman said when you called out in the middle of the night and your working conditions are poor then it should be worth time and a half. Kathy Ryan agreed. Philip Engleman said when he was called out after hours he was paid a minimum of 2 hours so if he just worked for 15 minutes he was paid for 2 hours. He doesn't know if the city needs to do that though. Kathy Ryan and Mayor Brady were not in favor of that. Mayor Brady asked what the public works were paid if they were called out on a holiday. Do they get time and half or double time? Conae Black said she couldn't remember but it seems like it is double time. Kathy Ryan said it is already double time because you are getting your 8 hours of holiday pay and then you get your 8 hours of pay which makes that double time. Mayor Brady asked if these changes were an ordinance change. Conae Black said it would be an amendment to the personnel policy. Philip Engleman said when they make these employee policy changes then they should change vacation and sick leave time. Gary Riches stated he did not have a problem with public works being paid out a minimum of 2 hours if called out because if they are called out in the middle of the night it is going to be at least 2 hours. Philip Engleman said this way they will see more money on their paycheck and it wouldn't be so bad. Mayor Brady was summarizing what was discussed stating the public works crew would be paid a minimum of 2 hours if called out, no more comp time, they get time and a half for overtime and then asked about the seven day a week schedule. Philip Engleman thought it was a good idea. Kathy Ryan said there is only one person tending to the water treatment plant on the weekends now. Mayor Brady thought it would be more productive over all. Kathy Ryan did not see why it wouldn't work. Philip Engleman said if they want they could switch out and do schedule changes so one person is not always working the weekends. He always wanted to work the weekends because he liked having Tuesdays, Wednesday and Thursdays off so he could schedule appointments during the week and when he went camping during the week there was not any other people there. He said they worked 9 hour days so that every other week you could have a three day weekend. Mayor Brady asked the Council who would work out the schedule so they could see it. Gary Riches said this schedule they have been discussing should be offered to every employee. Mayor Brady said yesterday Bryan Meadows worked alone. All other public works employees took the day off. He was concerned about having only one public works crew member in town in case there was an emergency and one person not being able to handle the situation. He asked if there was some way the city could require at least two people in town at all times. Gary Riches didn't think that was possible. Philip Engleman agreed unless the city paid on call time. Philip Engleman and Gary Riches talked about the need for the employee to be self-motivated. Conae Black said there are just times when there is only one public works crew member but not frequently. She was asked if work was being done when there was only one employee. She stated that it depended on who the employee was. Philip Engleman said he liked working alone because then there was not anyone there to distract him. Kathy Ryan said even now with being paid for 4 hours on Saturday and 4 hours on Sunday that the employee was spraying for weeds or taking care of other needs if they were not spending all of that time at the water treatment plant. She said it puts her over the top because from the time she gets up until the time she goes to bed there is always something that she can do. Gary Riches said it is an integrity issue. It is no different than if an employee who works at a hardware store and had taken a few screws and bolts home without paying for them. Mayor Brady said Gary Riches is right that employee is robbing the city. Mayor Brady said we need to put all of this on paper and see how it looks.

Mayor Brady asked if there was anything more that they needed to go over on the 2015 budget. Conae Black provided a copy of the adjustments that she recommended. All of the

adjustments were highlighted in blue. She asked the Council if they agreed transferring over an additional \$50,000 from the General Fund to the Museum Fund. The Council and Mayor agreed. She said the Council never really established a budget for Capital Projects so she amended that to reflect what was spent. They went page by page and Conae Black highlighted some of the necessary changes in each fund. The changes were based upon what the actual revenues and expenditures were. She thought the Council could adopt the 2016 budget and amend the 2015 budget at the next regular meeting in June. She told the Mayor and Council that she will be absent for the June City Council meeting. She instructed them on the process for adopting budget. She said that at the budget public hearing it will need to be disclosed who the city is giving donations to and how much they will be getting. She also said that if an employee gets a raise that will need to be disclosed also. It will need to be stated how much the raise will be and to whom. Gary Riches asked if the city was going to give the cost of living raise. Conae Black asked the Council if they had decided if the cost of living raises were going to Roy Pfander, JoAnn Wetherington, Howard Burnett and Tim Glenn. Mayor Brady said not to Tim Glenn or Julie Spadafora. Someone asked why Julie Spadafora wouldn't be getting a cost of living raise. Gary Riches said because she was just hired. Philip Engleman said this is a cost of living raise not a performance raise so all employees should get the raise. It would cause a lot of problems if some of the employees get the raise and not others. He also stated that he didn't agree with PayScales evaluation of the employees. Kathy Ryan agreed that a cost of living is across the board and performance is when you are performing to the standards of your job. Michael Silliman said you can bring a piece of paper stating that you attended a 4 hour class. Philip Engleman said that does not deserve a raise because that is part of your job. The city pays for the schooling why should they get a raise for it. He said you are required to have a certificate to legally operate the water treatment plant and if you have other certificates it should be from one scale to another scale. That is what he tried to explain to Kent Brewer that he needed to get the certificates to get the raise. He said Kent Brewer told him that he didn't need the certificate and that he could do the job. Philip Engleman said it is required to have the certificates to make it legal. You can't just go and teach school without a certificate. Gary Riches said to Philip Engleman that he thinks Kent Brewer needs to get his certificates if he wants to get a pay raise. Philip Engleman said yes. Mayor Brady and Kathy Ryan said Kent Brewer has been told that many times.

There was some discussion on the best location to shoot off the July 4th fireworks.

2. Adjourn. The meeting adjourned at 7:44 p.m.

Pat Brady, Mayor

Conae Black, City Recorder

Approved: July 14, 2015