

NORTH SALT LAKE CITY COUNCIL  
WORK SESSION MINUTES  
AUGUST 17, 2010

Mayor Arave called the meeting to order at 5:05 p.m.

PRESENT: Mayor Len Arave  
Council Member Stewart Harman  
Council Member Brian Horrocks  
Council Member Conrad Jacobson  
Council Member Matt Jensen  
Council Member Stan Porter

STAFF PRESENT: Barry Edwards, City Manager; LaRae Dillingham, City Recorder; Linda Horrocks, Minutes Secretary.

1. INTERVIEWS FOR CITY ATTORNEY OPENING

**At 5:05 p.m. Council Member Jensen moved to go into closed session to discuss the character, professional competence or physical or mental health of an individual. Council Member Harman seconded the motion. The motion was approved by Council Members Harman, Horrocks, Jacobson, Jensen and Porter.**

**At 7:02 p.m. Council Member Jacobson moved to go out of closed session and back into regular session. Council Member Harman seconded the motion. The motion was approved by Council Members Harman, Horrocks, Jacobson, Jensen and Porter.**

2. ADJOURN

Mayor Arave adjourned the meeting at 7:05 p.m. to begin the regular session.

NORTH SALT LAKE CITY COUNCIL  
REGULAR SESSION MINUTES  
AUGUST 17, 2010

Mayor Arave called the meeting to order at 7:08 p.m. Council Member Horrocks offered the invocation and led those present in the Pledge of Allegiance.

PRESENT: Mayor Len Arave  
Council Member Stewart Harman  
Council Member Brian Horrocks  
Council Member Conrad Jacobson  
Council Member Matt Jensen  
Council Member Stan Porter

STAFF PRESENT: Barry Edwards, City Manager; Brian Passey, Assistant City Manager and Finance Director; Rod Wood, Public Works Director; Ken Leetham, Community and Economic Development Director; David Church, City Attorney; Chief Craig Black, City Police Chief; T. J. Riley, Parks Superintendent; LaRae Dillingham, City Recorder; Linda Horrocks, Minutes Secretary.

OTHERS PRESENT: Noah, Cole and Mike Martin, BSA Troop 3157; Joseph and Jacob Stone, BSA Troop 679; Brian and Isaac Rodgers, BSA Troop 1438; Matt Hardy, resident.

1. CITIZEN COMMENTS

There were no citizen comments.

2. POLICE REPORT

Chief Black reported that the NSL Police Department has been reorganized, which seems to be working well, and all officers are staying busy. He reported that there have been many labor intensive incidents during the past month, including several burglaries, and he added that they would appreciate residents reporting suspicious activities in their neighborhood.

Council Member Harman asked about gang activity in the City. Chief Black stated that approximately 70% of the known gang members are incarcerated right now; however, most of them are booked on light charges, so the officers will probably see them again.

3. ACTION ITEMS

The list of action items was reviewed. Completed items were removed from the list. Incomplete items remained on the carry over list.

Mayor Arave asked that the following items also be added to the list:

Barry Edwards and Council Member Porter - look into getting the City's assessment as part of the Jordan River coalition reduced.

Barry E. - Get codification back from Sterling Codifiers.

Ken Leetham - Set up open houses for ideas regarding the new Shoreline Park

4. DISCUSSION AND POSSIBLE APPROVAL OF OPTIONS FOR DESIGN OF SKINNER PARK ( INTERSECTION OF HAWORTH AND SKIPTON)

T. J. Riley stated that City staff looked at several different options for this parcel of land and also discussed options with the residents in the area. Staff presented one plan and received an engineer's estimate of \$8,750. Another popular suggestion for this area was to install a bridge, which could be built for approximately \$15,000.

There was some discussion about giving the land to the adjacent property owners, and it was suggested that Mr. Riley and Mr. Edwards readdress this issue with the current property owners. Otherwise, perhaps the City should landscape the parcel with water-wise landscaping.

5. DISCUSSION AND POSSIBLE APPROVAL OF A REVISED PAYSCALE CHART AND PLACING MANAGEMENT IN GRADE AND STEPS

Barry Edwards stated that the City's current pay scale is set up so that in order to attract new qualified personnel, they are being hired at the maximum pay level, and there is no bargaining room. It was noted that the City's revenue has decreased substantially, and unless the revenue changes, the City will also need to reevaluate merit increases and cost of living increases.

Mr. Edwards stated that they have been trimming staff, so he believes additional money would be available for some merit pay. Mayor Arave noted that merits would not come before the Council for review.

Council Member Jensen stated that although City staff does a great job, he believes that there are many cuts being made throughout the City, and all expenditures should carefully be considered before funds are taken from one area and given to another area.

Council Member Porter stated that he would feel more comfortable if there were a policy to approve at the same time as a new pay scale table to outline how this would be implemented.

Mayor Arave expressed concern that this pay process seems to be on auto-pilot and within a brief number of years, every department head could be paid excessive salaries.

The concern was also raised that if a new pay scale were implemented as something "set-in-stone," then future administrations may feel forced, or obligated, to adhere to this chart. In doing so, there is a risk that the needs of the City may not be met, such as street improvements, etc.

Mr. Edwards stated that the Council may override where the City Manager places the employees on the scale, but they could be placed somewhere that at least gives them some mobility within the chart, rather than starting at level one and increasing their salary exponentially.

Mr. Edwards suggested that the motion could reflect that this pay scale expires each fiscal year, which would require the Council to adopt a new chart when the next budget is adopted. The COLA and/or merit increases would be reviewed each year.

**Council Member Jacobson moved to adopt the proposed hourly pay scale as furnished, with the provision that current employees be placed on the scale commensurate with their current salaries at a step no lower than four, and with the provision that the City Council revisit and approve changes to the pay scale on an annual basis, as the chart expires each June 30th (on a fiscal year basis). Council Member Horrocks seconded the motion. The motion was approved by Council Members Jensen, Horrocks, Porter, Harman and Jacobson.**

#### 6. APPOINTMENT OF CITY ATTORNEY

Mayor Arave reported that several firms and individuals were interviewed, and all were very qualified. Council Member Harman thanked all those that applied, stating that they were pleased with the applications and interview process.

**Council Member Porter moved to accept the application and appoint David Church, of the firm Blaisdell and Church, LLC, as the new North Salt Lake City Attorney. Council Member Jacobson seconded the motion. The motion was approved by Council Members Jensen, Horrocks, Porter, Harman and Jacobson.**

#### 7. FINANCIAL REPORT

Brian Passey presented the financial report for the first month of the fiscal year, and stated that one month does not provide a very clear picture of where the City is going. He stated that general sales taxes are down \$14,994, or 8%, from last July. Building permit and plan check fees are down over 50% from last year. Court revenues are down approximately 15% from last July, but all general fund department expenditures lie within YTD expectations. Culinary water revenues increased approximately 72% from last July, and he added that an aggressive meter replacement program has commenced with almost \$80,000 being spent in July for new radio-read meters.

The secondary water fund has been separated from the culinary water fund. Mr. Passey added that the City plans to issue draft financial reports in September 2010 for the fiscal year ending June 30, 2010 so that groundwork can be laid for future water and other necessary bond funding.

#### 8. APPROVE MINUTES

The August 3, 2010 minutes were reviewed and amended. **Council Member Harman moved to approve the work session and regular session minutes of August 3, 2010 as amended.**

**Council Member Jacobson seconded the motion. The motion was approved by Council Members Jensen, Horrocks, Porter, Harman and Jacobson.**

9. ATTORNEY'S REPORT

Dave Church reported that the building permit issue is heating up with Woodside Homes. Brian Passey and Jerry Thompson will be giving depositions. Staff believes there could be the possibility of a few overcharges, but it is going to take quite a bit of time for Brian and Jerry to put this information together.

Mr. Church then thanked the Council for offering him the position as City Attorney and offered to assist where needed.

10. CITY MANAGER'S REPORT

Barry Edwards reported that the preliminary building walk through inspection has been done, and the punch list was published. They are anticipating the equipment and furnishings to arrive next week. He then asked the Council about holding an open house. He believes the staff will have moved into the building by September 7, but he suggested holding the open house no sooner than the September 16. He will let the Council know the time and date.

11. MAYOR'S REPORT

Mayor Arave reported that he recently attended an open house for the Spectrum Academy, a school designed for autistic children. He stated that the school was very nice, and seems to offer a good program, as they have a 600 student waiting list to attend the school.

12. COUNCIL REPORTS

Council Member Porter stated that the opening of the Wild Rose Trailhead Park went well, and residents are excited about the new park. This Saturday there is an opening for the Foxboro open space bridge at 9:00 a.m.

Council Member Harman reported that there will be an emergency preparedness information fair at the Camelot Mobile Home Park clubhouse Aug. 21 from 9:00 a.m. until 1:00 p.m. There will also be an emergency preparedness fair at Bountiful High School September 11.

Council Member Harman asked if the City has an ordinance on heights of Ham radio antennas. Mr. Edwards responded that Ham radio antennas are exempt from such ordinances because of FCC regulations.

Council Member Harman reported that he met with Marty Petersen (Emergency Preparedness Coordinator), and their plan is to put together contact information for the emergency preparedness coordinators for each of the four areas of the City. A meeting will then be held with Barry Edwards, Chief Black, Marty Petersen, and Council Member Harman as well as the

coordinators. They will discuss how to implement a City-wide emergency preparedness program.

Council Member Jacobson reported that the Youth City Council elected a new youth mayor. The Council also had a great movie night at the park last week which was well supported. There is still money in the budget to award our past youth city council mayor a scholarship, and on September 7, they will award the check in the amount of \$1,000 to Jenny Brunner, and also swear in the new council.

Mayor Arave mentioned that there is also a Skinner Scholarship available to students, and it was suggested that this be offered to dependents of public servants.

13. CLOSED SESSION

**At 9:25 p.m. Council Member Harman moved to go into closed session to discuss the character, professional competence or physical or mental health of an individual. Council Member Horrocks seconded the motion. The motion was approved by Council Members Jensen, Horrocks, Porter, Harman and Jacobson.**

**At 9:40 p.m. Council Member Horrocks moved to go back into regular session. Council Member Harman seconded the motion. The motion was approved by Council Members Jensen, Horrocks, Porter, Harman and Jacobson.**

**Council Member Harman moved to increase the City Manager's salary to \$112,000 per year. Council Member Jacobson seconded the motion. The motion was approved by Council Members Jensen, Horrocks, Porter, Harman and Jacobson.**

Council Member Jacobson commented that he withheld his comments in closed session so that he could comment for the open record. He said that he appreciated Mr. Edwards' honesty and candor in fulfilling his duties. Mr. Edwards expressed his appreciation to the Mayor and City Council for their confidence and kindness.

14. ADJOURN

Mayor Arave adjourned the meeting at 9:45 p.m.

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Mayor

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Secretary

**New Action Items**  
**August 17, 2010**

- \_\_\_\_\_ 1. T. J. and Barry - readdress issue of giving the land (Haworth and Skipton) to the current property owners to maintain. Otherwise, perhaps the City should use water-wise landscaping.
- \_\_\_\_\_ 2. Barry and Stan – look into getting the City’s assessment as part of the Jordan River coalition reduced.
- \_\_\_\_\_ 3. Barry – get codification back from Sterling Codifiers.

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Carry Over Items

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- \_\_\_\_\_ 1. Action - (Barry) Acquire numbers and information from Centerville on their green waste recycling program recently implemented. (Another hauler is also giving a bid.)
- \_\_\_\_\_ 2. Action: Barry/Paul - draw up specs and request bids to 1) demolish the old City Hall and 2) keep it as a partial building. Include landscaping.
- \_\_\_\_\_ 3. Action: Stan - Update on web advisory board and social media. (*Barry Edwards stated that the City is waiting to hear from the woman from Deseret News who is going to make a proposal for the City.*)
- \_\_\_\_\_ 4. Ken Leetham - work to get important thoroughfares cleaned up, i.e. Hwy. 89, Redwood Road, etc.
- \_\_\_\_\_ 5. Action: Ken L. - review geological hazard maps, and incorporate into planning process.
- \_\_\_\_\_ 6. Action: Rod - Eagleridge Drive water tank – fix landscaping (spring '10) – (discuss in budget meeting - increase budget?)
- \_\_\_\_\_ 7. Action: Chief Black – have updated police statistics available (Fall 2010).