

**Tooele City Council
Business Meeting Minutes**

Date: Wednesday, January 21, 2009
Time: 7:00 p.m.
Place: Council Chambers
90 North Main Street, Tooele, Utah

City Council Members Present:

Steve Pruden, Chair
Mike Johnson
John Hansen
Scott Wardle
Dave McCall

City Employees Present:

Mayor Patrick Dunlavy
Glenn Caldwell, Finance Director
Sharon Dawson, City Recorder
Lisa Carpenter, Deputy Recorder/City Council Liaison
Kami Perkins, Human Resource Director
Cary Campbell, Public Works Director
Milo Berry, Communities that Care Director
Roger Baker, City Attorney
Captain Newkirk

Others Present:

Shawn Milne

Minutes prepared by Elisa Jenkins

The meeting was called to order by Chairman Pruden at 7:00 p.m.

1. Pledge of Allegiance

The Pledge of Allegiance was led by Webelos Troop 3868.

Chairman Pruden welcomed Boy Scout Troops, 1354,126, and 868 who are working on their Citizenship in the Community and Communications merit badges.

2. Mayor's Community Recognition Awards

Presented by Mayor Dunlavy, Councilman Wardle, Captain Newkirk

Mayor Dunlavy welcomed all those who have come to support the recipients of this award. It is his pleasure to recognize these very special young people. He feels that it is

very important to recognize these students at what they do at home, at school, and in the community. He appreciates the Community that Cares program. He appreciates the teachers and those who support the program that helps students face the challenges of today. He also appreciates Councilman Wardle and Captain Newkirk for their help in presenting these awards.

Councilman Wardle explained that the students will be receiving a bag of goodies. The bag contains a Community that Cares water bottle, a notepad from the Chamber of Commerce, a gift certificate from Papa Murphy's, a Certificate from the Mayor, a Mayor's Recognition Award wristband, a Tooele City pin as well as some other goodies.

Councilman Wardle then presented the awards to the following students:

Raegan Hogan, Settlement Canyon Elementary
Tucker Hall, East Elementary
Britanie Smith, Harris Elementary

Mayor Dunlavy congratulated the students for receiving this award. He thanked the families for their support. He feels that it is very important to acknowledge the youth in this community. He explained that the Communities that Care program is under the direction of Milo Berry and is run through City Hall. This program was originally a grant from the University of Washington, and Mr. Berry does a great job running this program. The City is very proud that this program is in the schools and helping students. There is also a program called "Guiding Good Choices" which is a parenting program to help parents who are struggling or help parents who just want to be better. He invited anyone who would like to participate in that program please contact Mr. Berry.

A brief recess was taken to take a picture with the Mayor.

3. Open Forum for Public Comment

Chairman Pruden invited anyone who wished to address the Council to come forward. No one came forward.

Councilman Johnson moved to close the open forum. Councilman Hansen seconded the motion. All members present voted "Aye". The open forum closed at 7:18 p.m.

4. Resolution 2009-04 A Resolution of the Tooele City Council Approving a One-Time Early Retirement Incentive Program

Presented by Kami Perkins

Ms. Perkins stated that the Council has reviewed this Resolution previous to this meeting. She explained that the economy has impacted Tooele City, and personnel costs are a big part of the budget. One thing that is important to Mayor Dunlavy is impacting employees is the last resort. This early-out retirement incentive program is designed to give those

employees that are close to retiring a “win-win” situation. The purpose of this resolution is to open up some positions within the City which will give them some options to work with. Some of the options for the open positions would be to not fill the position, fill the position by transferring other employees, or filling the positions by lower paid employees. This would be a positive approach to addressing the budgetary concerns. Ms. Perkins asked for the Council’s support in approving this resolution.

Councilman Johnson verified with Ms. Perkins that the incentive would be a cash payment on a graduated scale from 55% of a one year base salary down to 35% of a one year base salary depending on when they retire. They could take one time cash payment which would be taxed, or they could take the money and use it to buy additional years to get eligible for Utah State retirement.

Ms. Perkins said that is correct. She feels like they have put a package together that helps the employee identify what their needs are. If the employee needs to buy the extra years this would help them, or if they already have their years in this would give them an extra cash incentive to help them make their decision easier.

Councilman Johnson also indicated that this program is not available to all employees; it is only available to those employees who are eligible to retire now or could get eligible with the incentive.

Ms. Perkins said that they could be eligible by age, or having their service credit under the pension plan and not needing to purchase any time. They could be eligible by re-depositing funds that they withdrew many years ago or by purchasing future years. This would allow for example, an employee with 25 years to buy their last five years and go out as if they had worked all 30 years. This incentive would not pay it all the costs but it would offset some of the cost.

Councilman Johnson asked if the police department would be eligible.

Ms. Perkins stated that the police department is eligible for this program. The police department would not be eligible to purchase future years; they would need to have at least 20 years of service to be eligible. There are five police officers that have twenty plus years that would be eligible for this program if they are interested.

Councilman Johnson understands that the budget sheet included with the resolution is a best guess, and it is based upon assuming that the employees eligible will retire. He asked if it shows a savings of \$180,000.

Ms. Perkins said that would be next year’s savings. She indicated that the savings this year would not come as a cash savings to the City because they have to buy the employees out. The tier has been developed based on the time the employees goes out to allow the City the appropriate time to re-cap the funds. The savings that the City will get this year is an opportunity savings, which gives the City something to work with. She stated that by having employees at the top of the pay scale retire out they could possibly

be replaced by lower paid employees thus decreasing costs. This budget sheet is the City's best guess of employees who they thought might be interested in this program. It shows approximately \$177,000 in reduction to the budget for next year, simply by getting some of the higher paid employees off the payroll.

Councilman Hansen said that this helps the City financially and it is good business to do a program like this every once in awhile.

Ms. Perkins stated that this is a one time incentive. The last time they proposed an early-out program was in 2001 due to economic struggles. Whether it is "real or perceived", Tooele City takes great pride in being recognized as a place of employment that provides a sense of employment security. They are presenting this plan to be a first step, positive approach to the work force. The presentation today is not a policy change or ordinance change it is a resolution to address current business needs. If the need arises in the future they could come back again with something similar to address the needs at that time.

Councilman Hansen moved to approve Resolution 2009-04. Councilman Wardle seconded the motion. All members present voted "Aye".

Chairman Pruden thanked Ms. Perkins, the Mayor and Mr. Caldwell for their work in putting this program together.

5. **Resolution 2009-05 A Resolution of the Tooele City Council Authorizing the City's Participation in the Local Technical Assistance Program (LTAP) for Public Streets Sponsored by Utah State University**

Presented by Cary Campbell

Mr. Campbell explained that they are asking the Council to invest in \$15,000 to help in maintaining a detailed survey of Tooele's streets and their conditions. This program is sponsored by the Utah State University and is entitled the Local Technical Assistance Program (LTAP). This will update the previous data that was collected in 2004. This is something the City should do every two years. Tooele has roads in all kinds of shape. This will give the City some guidance as to what they should be doing.

Chairman Pruden asked if Utah State University uses graduate students for this program

Mr. Campbell said they use all kinds of students.

Chairman Pruden asked if they will begin in the spring.

Mr. Campbell said they will start the preliminary work now, and go out and start surveying the streets in the spring.

Councilman McCall asked which streets they will look at.

Mr. Campbell stated they will look at every street. They will get a read out of which roads should be fixed first.

Councilman McCall moved to approve Resolution 2009-05. Councilman Hansen seconded the motion. All members present voted “Aye”.

6. Minutes: January 8, 2009

Councilman Johnson was not present at the last meeting and he had a question regarding the Sunset Estates Subdivision. He noted that Mr. Hansen stated in the minutes that under City Ordinance the Tooele North Special Service District (TNSSD) is not required to approve the public improvements. Councilman Johnson said that is true, however by interlocal agreement they are supposed to show the TNSSD the plat so they know what they are to maintain.

Mr. Campbell stated that has been done.

Mr. Baker said it is useful to clarify that the TNSSD approves what certain public improvements will be built, they do not approve on the back end whether they have been built. That is the City’s job.

Mr. Campbell said the question as he remembers was if the TNSSD has done their inspection yet, and they do not have to do an inspection.

Councilman Johnson asked if the TNSSD should do an inspection. That is when they take over the maintenance responsibilities.

Mr. Baker stated that he encourages frequent communication between the two parties.

Chairman Pruden stated that there were some members of the TNSSD at the last meeting and they were satisfied.

Councilman Johnson understood that they were waiting for the street lights to be turned on.

Mr. Campbell stated that they are waiting for the power company to turn the lights on.

Councilman Hansen moved to approve the minutes as presented. Councilman Wardle seconded the motion. All members present voted “Aye” except for Councilman Johnson who was not present at the meeting.

7. Invoices

Presented by Sharon Dawson

Ms. Dawson presented the following invoices for payment:

- Dyer Waldbillig for Grantsville litigation for December 2008 in the amount of \$68,339.20
- Broken Arrow Construction for pre-approval for road salt for the remainder of the 2008-2009 fiscal year in the amount of \$24,000.

Councilman Hansen moved to approve the invoices as presented by Ms. Dawson. Councilman McCall seconded the motion. All members present voted “Aye”.

8. Adjourn

Councilman Wardle moved to adjourn the meeting. Councilman McCall seconded the motion. All members present voted “Aye”. The meeting adjourned at 7:32 p.m.

Approved this 4th day of February 2009

Chairman Pruden