

**MINUTES OF THE CITY OF WEST JORDAN  
CITY COUNCIL MEETING**

**Wednesday, September 24, 2014**

**6:00 p.m.**

**Council Chambers**

**8000 South Redwood Road**

**West Jordan, Utah 84088**

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**COUNCIL:** Mayor Kim V. Rolfe and Council Members Jeff Haaga, Judy Hansen, Chris M. McConnehey, and Justin D. Stoker. Council Member Ben Southworth arrived at 5:18 p.m. Council Member Chad Nichols was excused.

**STAFF:** Bryce Haderlie, Interim City Manager; Jeff Robinson, City Attorney; Melanie Briggs, City Clerk; David Oka, Economic Development Director; Tom Burdett, Community Development Director; Wendell Rigby, Public Works Director; Ryan Bradshaw, Finance Manager/Controller; Marc McElreath, Fire Chief; Doug Diamond, Police Chief, Jim Riding, C.I.P. / Facilities Project Manager; Jon Gardner, Human Resources Manager; Michelle Thompson, Human Resources Technician, and several employees from the Police Department, the Fire Department and City Hall.

**I. CALL TO ORDER**

Mayor Rolfe called the meeting to order at 5:00 p.m.

Mayor Rolfe stated that real property would be discussed in an open session regarding a potential land swap of the former Salt Lake County Library building and City property.

Sim Gill, Salt Lake County District Attorney, explained that in the next twenty years, it was believed that there would be an additional one million residents within Salt Lake County. He stated that West Jordan was uniquely positioned to help meet the needs of those individuals with the Community Justice Center as an anchor for the South end of the Salt Lake Valley. Mr. Gill then turned the time over to Ms. Christina Oliver, Regional Development Director, for Salt Lake County Mayor Ben McAdams.

Ms. Oliver stated that Salt Lake County was interested in building a WIC & Immunization clinic on the west side of City Hall to serve as the hub of a facilities plan for health clinics. Towards that end, the County was asking to exchange the old County library building on 7800 South with a parcel of land adjacent to West Jordan City Hall.

David Clemence stated that while both the City and County were interested in pursuing the land swap, there was a difference of opinion between staff members of the two entities regarding parking issues. Mr. Clemence indicated that staff members from both entities were seeking direction from their respective Councils.

Mr. Gill pointed out that although the Health Center would complement the Community

Justice Center, it (and the associated parking issue) was separate from the CJC. He also mentioned that he was interested in discussing the possibility of locating a satellite District Attorney Office building at the West Jordan government complex which might house some aspects of the Community Justice Center.

Ms. Oliver clarified that the building currently being proposed on the West Jordan site was only a health facility, and the plan did not include further expansion. She indicated that there were approximately 120 parking stalls. The County would need to have sufficient available parking in order to provide services to their clients. Her suggestion was that the parking issue be left open for now, but asked that the City take steps to ensure that the health facility had ample parking in the future. She suggested that perhaps a certain number of stalls could be reserved for use by those using the clinic, and City employees could park across Redwood Road, or perhaps at the rodeo arena. She asked that the entities *not* do a cross easement, but instead enter into an Interlocal Agreement for the City and County to work together to find an equitable solution to the parking issue.

Mayor Rolfe expressed a desire for the two entities to work as a team to make both the clinic and a satellite District Attorney's Office realities. Ms. Oliver indicated that the County was willing to participate in a parking study. Mayor Rolfe asked Lori Bays and Jenn Campbell to address the Council on the subject.

Lori Bays, Salt Lake County Human Services Director, explained that the southwest quadrant of the valley was growing at a fast pace and with it, a corresponding need for health services in the area. She indicated that the West Jordan City Center was an ideal location with easy access to a public library, recreation center, and hopefully someday a family justice center.

Jenn Campbell, Associate Director of South Valley Sanctuary, explained that 95 West Jordan residents sought assistance from her agency in 2013. She pointed out the great need for services to be available outside of the downtown Salt Lake City area and expressed her full support for establishing West Jordan as a hub for community services available to those residing in the southwest part of the valley.

Mr. Gill pointed out that such a facility could provide services not just for victims of domestic violence but family violence as a whole, including elder abuse and a variety of other problems.

Ms. Oliver reminded those present that the health clinic she had spoken of served not just those who were victims of violence, but also the general population who had a difficult time providing immunizations, healthcare and adequate nutrition for their families due to financial constraints. Ms. Campbell pointed out that those seeking her services were generally also in need of the health services that Ms. Oliver mentioned.

Councilmember McConnehey indicated that this was a great opportunity for the County and the City to work together to promote more healthy communities. He indicated that his

only concern remained the parking situation.

Jeff Robinson pointed out that it might then be appropriate to enter into a closed session to discuss how the City might negotiate on the parking issue.

Councilmember Stoker thanked the speakers for attending the meeting and providing information to the Council.

**II. CLOSED SESSION**

**DISCUSS THE SALE, LEASE, OR PURCHASE OF REAL PROPERTY AND PENDING OR REASONABLY IMMINENT LITIGATION**

**COUNCIL:** Mayor Kim V. Rolfe and Council Members Jeff Haaga, Judy Hansen, Chris M. McConnehey, Ben Southworth and Justin D. Stoker. Council Member Chad Nichols was excused.

**STAFF:** Bryce Haderlie, Interim City Manager; Jeff Robinson, City Attorney; and David Clemence, Real Property Agent.

**MOTION:** Councilmember Southworth moved to go into a Closed Session to discuss the sale, lease, or purchase of real property and pending or reasonably imminent litigation. The motion was seconded by Councilmember McConnehey.

A roll call vote was taken

<b>Councilmember Haaga</b>	<b>Yes</b>
<b>Councilmember Hansen</b>	<b>Yes</b>
<b>Councilmember McConnehey</b>	<b>Yes</b>
<b>Councilmember Nichols</b>	<b>Absent</b>
<b>Councilmember Southworth</b>	<b>Yes</b>
<b>Councilmember Stoker</b>	<b>Yes</b>
<b>Mayor Rolfe</b>	<b>Yes</b>

**The motion passed 6-0.**

The Council convened into a Closed Session to discuss the sale, lease or purchase of real property and pending or reasonably imminent litigation at 5:30 p.m. They recessed the Closed Session at 6:05 p.m. and the City Council meeting reconvened at 6:10 p.m.

**III. PLEDGE OF ALLEGIANCE**

The Pledge of Allegiance was led by Kevin William from Troop 847.

#### ***IV. PRESENTATIONS***

Chief Doug Diamond introduced the Sedlacek family who on Sunday, August 10, 2014, was involved in a plane crash and received aid from some local heroes. The Sedlacek family of Boise, Idaho owned a small propeller-driven airplane which they had flown to West Jordan for a family event. That Sunday morning they had planned to fly home, but shortly after taking off, they crashed into the soccer fields just south of the airport. The Sedlacek family was in grave danger and fortunately for them, there happened to be five brave individuals who saw their plane crash and did not hesitate to run to their aid.

Kirby Crump and Robert Kelley were stopped at an intersection waiting for a green light when they saw the plane disappear into the soccer fields and knew it had crashed. With traffic being light that morning and with the urgency of the airplane crash, they both ignored the red light and sped to the soccer complex and drove right across the fields up to the crash. Kelly Busenbark was a little farther away, but he also ran a red light to get to the crash. David Lawrence saw the plane crash, drove into the parking lot north west of the crash and went running across the soccer fields to help. Michael Spor had barely started walking his dog in the park when he saw the crash. In fact, Robert initially keyed on Michael to know where to find the crash, because it was hidden by the berms that surround the soccer fields, until the smoke made the location obvious. Once they got to the plane, everyone could see flames around the engine at the front and knew it wouldn't be long before the whole airplane would be engulfed in flames.

Kirby and Robert ran up onto the right wing of the airplane, opened the door and pulled Kathleen Sedlacek out of the front passenger seat. Michael helped Robert pull her safely away from the airplane and stayed with her until someone brought him a backboard and they carried her to an ambulance. Kirby struggled to get Steven out of the pilot seat as Robert went to the back of the airplane and removed the Sedlacek's adult daughter, Anna Looper, through the rear door. By this time David was there to help. He drew on his experience as an EMT and assessed Anna's condition, reassuring Robert that she would be taken care of so that he could go back to help get the pilot. About this time Kelly arrived, having followed Kirby and Robert's tire tracks across the fields to the crash site, and he also helped with the Sedlaceks as they were rescued from the burning plane.

By now the flames were coming over the dashboard inside the airplane. Nevertheless, Kirby resolved to do whatever was necessary to get Steven out. He pulled, pulled again and then pulled yet again – each time using every last ounce of strength he could muster as the heat and the flames intensified. Robert returned to the burning airplane for a third time and saw how Kirby was struggling to get Steven out; he was not going to let two people be lost to the burning plane.

Miraculously, Steven finally came loose so Kirby and Robert pulled him out to where David and Kelly were once again waiting to help get him safely away from the burning airplane. People yelled at the men to pull the Sedlaceks and their daughter farther away from the burning airplane. However, the rescuers dared not risk additional injury or pain by moving them any farther. Instead they stayed with each of the Sedlaceks, reassuring

and caring for each of them until they were put on backboards and taken to an ambulance or medical helicopter.

As the firefighters were getting set up, they pressed the rescuers into service yet again; this time to help pull the hoses into position across the fields so they could put out the fire.

Chief Diamond presented Lifesaving awards to Kelly Busenbark, David Lawrence and Michael Spor, and Heroism awards to Kirby Crump and Robert Kelley for their service. He thanked them for the actions each took in saving the lives of the Sedlacek family. These individuals were then given the opportunity to speak briefly with those they had rescued.

Chief Diamond then introduced Bronco, the Police Department's newest K-9 officer as well as his handler, Steve Hutchings. West Jordan resident Alexandra Eframo donated \$10,000.00 towards the purchase of Bronco and in appreciation for her generosity; Chief Diamond presented her with a commemorative plaque.

**MOTION: Councilmember Southworth moved to suspend the rules and move Business Item 9a to be heard immediately. The motion was seconded by Mayor Rolfe.**

A roll call vote was taken.

<b>Councilmember Haaga</b>	<b>Yes</b>
<b>Councilmember Hansen</b>	<b>Yes</b>
<b>Councilmember McConnehey</b>	<b>Yes</b>
<b>Councilmember Nichols</b>	<b>Yes</b>
<b>Councilmember Southworth</b>	<b>Absent</b>
<b>Councilmember Stoker</b>	<b>Yes</b>
<b>Mayor Rolfe</b>	<b>Yes</b>

The motion passed 6-0 in favor.

**IX. BUSINESS ITEMS**

**DISCUSSION AND POSSIBLE ACTION REGARDING ORDINANCE 14-11, RATIFICATION OF THE PRELIMINARY DEVELOPMENT PLAN FOR THE STATION AT GARDNER MILL AND ESTABLISH MULTI-FAMILY RESIDENTIAL DENSITY OF 20.29 UNITS PER ACRE; FOR PROPERTY LOCATED AT APPROXIMATELY 7659 SOUTH 1300 WEST; P-C (TSOD) ZONE; COLOSIMO BROTHERS, APPLICANT.**

**MOTION: Council Member Southworth moved to pull Item 9a to a date uncertain.**

**The motion was seconded by Councilmember Hansen.**

Councilmember McConnehey pointed out that when this item was last addressed by the Council, there was a split vote. After consulting the Council's Rules & Procedures as well as the City Attorney, it was determined that the Rules allow a Councilmember who was absent from a decision to request reconsideration of that item upon their return. It was his understanding that Councilmember Nichols intended to bring this item back before the Council upon his return. Councilmember McConnehey spoke in support of the motion.

Councilmember Haaga pointed out that the rules only allow an item to be reconsidered when one was part of the prevailing vote, which Councilmember Nichols was not. Therefore, Councilmember Nichols was not authorized to make the request for reconsideration.

Mayor Rolfe indicated that the motion at that point was to move the item. Therefore, the issue currently being voted on by those Councilmembers' present was whether or not the discussion should be moved to a date uncertain.

A roll call vote was taken

<b>Councilmember Haaga</b>	<b>No</b>
<b>Councilmember Hansen</b>	<b>Yes</b>
<b>Councilmember McConnehey</b>	<b>Yes</b>
<b>Councilmember Nichols</b>	<b>Yes</b>
<b>Councilmember Southworth</b>	<b>Absent</b>
<b>Councilmember Stoker</b>	<b>Yes</b>
<b>Mayor Rolfe</b>	<b>Yes</b>

**The motion passed 5-1.**

The rules had previously been suspended. The Council recessed in order to convene a meeting of the Redevelopment Agency at 6:27 p.m. The City Council meeting reconvened at 6:35 p.m.

**V. COMMUNICATIONS**  
**CITY MANAGER COMMENTS/REPORTS**

Bryce Haderlie-

- Apologized for the lack of air conditioning in the building. The piping between City Hall and the condensing unit outside had rusted and sprung a leak. He indicated that he would put some prices and a change order together, and bring it before the Council for a future meeting. Councilmember Stoker suggested that any potential negative impact of moving the condenser closer to the building be considered at the appropriate time.

- Explained that it was nearing time for the City to solicit bids for healthcare coverage for City employees. He asked for direction from the Council regarding the make-up of a decision-making committee. Mayor Rolfe suggested the committee be comprised of three members of the City Council. It was determined that Mayor Rolfe, and Councilmembers McConnehey and Nichols would sit on the committee.
- Requested approval to fill the open positions of Administrative Assistant for the Fleet Department and the Parks Department as well as a full-time Executive Assistant in the City Manager's office, understanding that the person in that latter position would also be available to the Council as a whole. Councilmember McConnehey was opposed to filling either position at this time. However, it was the consensus of the majority of the Council that the hiring process should begin for an Administrative Assistant to be shared by Fleet and the Parks departments. The question of whether or not to hire an Executive Assistant (either part-time or full-time) for the City Manager's office would be addressed at some point in the future.
- Regarding the previously mentioned break in the condenser piping outside City Hall, it was determined that there were two different repair options. Mr. Haderlie indicated that further information regarding those options would be brought to the Council at a future meeting.

#### **STAFF COMMENTS/REPORTS**

Jeffrey Robinson-

- Reported that Shannon James, the City's Risk Manager, recently accepted employment elsewhere. He would be moving forward with posting her position.

David Oka-

- An agreement had been reached regarding the property at the corner of 2700 West 7800 South. It was hoped that a new building would be at the site by approximately February 2015.

Tom Burdett-

- The City's planning staff, Planning Commission and Councilmember Haaga had recently conducted a tour of multi-family developments on the west side of the Salt Lake valley, which provided them with a good idea of current multi-family development practices, particularly those with success in other cities.
- Planning staff was working on selecting a consultant to work with on the Redwood Road Corridor.
- Regarding the City Center development, an appraisal of the School District Auxiliary Services building was to be available soon which was needed before the overall plan and budget could be completed. The developer was fine-tuning the concept plan and we were slightly behind schedule regarding the Memorandum of Understanding with Jordan School District (by 1-2 weeks).

Ryan Bradshaw-

- Reported that the purchasing module of the ERP would be in operation on the following Monday, September 29, 2014, and fully live on the financial module by the following Wednesday, October 1, 2014.

Wendell Rigby-

- Overlay roadwork at 4800 West 9000 South had been completed. The re-design of that area was underway.
- Another anticipated in-house overlay project was to take place at 2700 W by the Trax station; it was to begin the following Monday but would not impact traffic during peak hours. Work on the north side of the road would begin one week after that.

Marc McElreath-

- Firefighter/Paramedic Zack Kesler had been deployed to Afghanistan where he served for almost a year. He had since returned safely and would return to work for the Fire Department around October 1.
- The emergency drill with UTA on October 12 would involve the 7800 South tracks near Gardner Village. The next Council agenda would include a request to close 7800 South for that event from 1 a.m. to approximately 4 a.m.

Doug Diamond-

- Reminded the Council that a Badge Pinning ceremony was scheduled for October 1st at 4:30 p.m. for two new officers as well as some recently hired support staff.

Melanie Briggs-

- Due to the holidays, the November and December City Council meetings would be held on the first and the third Wednesdays of each month (rather than the second and fourth).

### **CITY COUNCIL COMMENTS/REPORTS**

Councilmember McConnehey-

- He explained that he was in the area of 3200 West 7000 South during the previous weeks' storm, and fortunately there was no new flooding. However, he indicated that the area residents were still very anxious to have an Open House with City leaders/staff. He stated his intent to place the issue on the October 8 agenda in order to determine a date/time for that Open House.

Councilmember Hansen-

- She reported that she attended the Boeing Open House which she found to be both interesting and informative.
- She indicated that she also attended the Community of Councils wherein David Church spoke regarding different types of bonds. She stated that she would



forward the minutes of that meeting to the other Council members once she received them.

Councilmember Haaga-

- Indicated that he found the tour with the Planning Commission and planning staff to be very interesting.

Councilmember Southworth-

- Asked Mr. Robinson to pass along his thanks and best wishes to Shannon James.
- Expressed his appreciation to Mr. Oka and the Economic Development team for securing business to occupy corner of 2700 West 7800 South.
- He also expressed his profound appreciation to the “everyday heroes” among us— Alexandra Eframo who made a significant investment in our community; Zack Kesler who had sacrificed so much on all our behalves; and to those who were willing to lay their lives on the line for others.

Councilmember Stoker-

- He wished to echo the thanks that Councilmember Southworth had so eloquently expressed
- Gave accolades to the West Jordan Arts Council who did a tremendous job, particularly with the play ‘Steel Magnolias’. He encouraged others to patronize any of the coming events presented by the Arts Council, the theatre group and other groups of very talented residents.

Mayor Kim Rolfe-

- Explained that he received a letter from a woman who wanted him to know that the City’s Victim Advocates had saved her life as well as those of her children. He pointed out that these individuals were rarely given sufficient credit for the work they did.

## ***VI. CITIZEN COMMENT***

Michelle Foote, West Jordan resident, spoke in favor of reconsideration of the Gardner development plan.

Alexandra Eframo, West Jordan resident, asked those present to pause briefly and reflect upon common goals before beginning the meeting. She was concerned that no one from the Council attended the Jordan School Board’s meeting the previous evening. She pointed out that the Board would again be meeting on the second Tuesday of October, and felt that someone from the City should be present. She also reiterated her previously stated opposition to the Gardner Village development plan.

Gary Eastman, West Jordan resident, reminded the Council that he spoke to them at a previous meeting about the trains near his home that switch out their cars in the middle of

the night. He was told that someone from the City would be contacting him about the problem, but no one had. The trains were owned by Savage Transportation and tracks were owned by UTA, leased by Union Pacific. He also pointed out that the property behind his home appeared to be a storage area for UTA's "junk" and he believed that if he were to allow his property to be in such a state he would face fines.

Kelvin Greene, West Jordan resident, expressed his appreciation to the Council for postponing agenda item 9a. He indicated that there were encouraging signs that perhaps costly litigation could be avoided, and that the resulting project might be something the City could be proud of.

Kerry Groves, West Jordan resident indicated that he was not in favor of the Gardner Station *as it was currently designed*. He expressed his belief that there were problems with City staff not disclosing sufficient information to the Council, because he believed that there were rules, regulations, and possibly laws that were not followed. He asked that in the future, there was complete disclosure by City staff so that the Council had all the necessary information. He also pointed out to the Council that they were responsible to ensure they had all necessary information before voting.

Roy Todd, President of West Jordan Firefighter's Local #464 addressed the Council and made several points-

- City had been faced with pay issues for last five years
- Group of employees had been working diligently to assist in any way possible and have offered suggestions to the City.
- Their Initial suggestions were denied.
- Excited to see step system implemented
- Police and fire employees had less representation in this process than civilian employees
- A vertical promotion policy had been suggested, but denied
- Unlike other City departments, there was no career ladder within the Fire Department. He indicated that his group had such a plan ready for implementation if given the opportunity.

There was no one else who wished to speak.

## **VII. CONSENT ITEMS**

**7.a Approve the minutes of August 27, 2014 and September 3, 2014 as presented**

**7.b Approve Resolution 14-178, confirming the appointment of members to various City committees**

- 7.c Approve Resolution 14-179, confirming the appointment of Bryce Haderlie as the Interim City Manager, the City’s primary voting member on the Valley Emergency Communication Center (VECC) Board of Trustees, and to the Chamber of Commerce Board**
- 7.d Approve Resolution 14-180, authorizing the Mayor to execute a Customer Requested Work Agreement, Work Order #5938506, with Rocky Mountain Power to relocate a transformer 30 feet northward along 5200 West street in an amount not-to-exceed \$7,524.00**
- 7.e Approve Resolution 14-181, authorizing the Mayor to execute the Local Government Contract between the Utah Department of Transportation (UDOT), West Jordan City and Transportation Engineering Alliance (TEA) Group for construction engineering services for the 5600 West 6300 South to 7000 South Project intersection, in an amount not to exceed \$447,061.73**
- 7.f Approve Resolution 14-182, authorizing the Mayor to execute a Contract with GBS Benefits, Inc., as the employee benefit broker for the City**
- 7.g Approve Resolution 14-183, authorizing staff proceed with the rental of seven pieces of equipment for the Public Works Department, and the disposal of the City-owned equipment once the replacement equipment is placed in service**
- 7.h Approve Resolution 14-184, authorizing the Mayor to execute a 2<sup>nd</sup> Amendment to the Agreement to Develop Land between the Redevelopment Agency of West Jordan and Bangerter Station LLC, located at 3400 West and 8700 South in the Community Development Project Area**

Councilmember Haaga pulled consent items 7c and 7f for further discussion.  
Councilmember McConnehey pulled consent item 7e. for further discussion.

**MOTION: Councilmember Southworth moved to have the Council approve the remaining Consent Items. The motion was seconded by Councilmember Hansen.**

A roll call vote was taken

<b>Councilmember Haaga</b>	<b>Yes</b>
<b>Councilmember Hansen</b>	<b>Yes</b>
<b>Councilmember McConnehey</b>	<b>Yes</b>
<b>Councilmember Nichols</b>	<b>Absent</b>

<b>Councilmember Southworth</b>	<b>Yes</b>
<b>Councilmember Stoker</b>	<b>Yes</b>
<b>Mayor Rolfe</b>	<b>Yes</b>

**The motion passed 6-0.**

**VIII. PUBLIC HEARING**

**RECEIVE PUBLIC INPUT AND CONSIDER FOR APPROVAL AN ORDINANCE DECLARING AS SURPLUS AND DISPOSING OF CITY-OWNED PROPERTY LOCATED AT 7971 SOUTH 1825 WEST, WEST JORDAN, FOR THE PURPOSE OF TRADING THE CITY'S PROPERTY FOR SALT LAKE COUNTY'S PROPERTY LOCATED AT 1970 WEST 7800 SOUTH, WEST JORDAN, CITY OF WEST JORDAN, APPLICANT.**

**MOTION: Councilmember Stoker moved to continue this Public Hearing item until October, 8, 2014. The motion was seconded by Councilmember Stoker.**

A roll call vote was taken

<b>Councilmember Haaga</b>	<b>Yes</b>
<b>Councilmember Hansen</b>	<b>Yes</b>
<b>Councilmember McConnehey</b>	<b>Yes</b>
<b>Councilmember Nichols</b>	<b>Absent</b>
<b>Councilmember Southworth</b>	<b>Yes</b>
<b>Councilmember Stoker</b>	<b>Yes</b>
<b>Mayor Rolfe</b>	<b>Yes</b>

**The motion passed 6-0.**

**IX. BUSINESS ITEMS (CONTINUED)**

**DISCUSSION AND POSSIBLE ACTION REGARDING RESOLUTION 14-185, REGARDING IMPLEMENTATION OF THE STEP AND GRADE WAGE STRUCTURE AS RECOMMENDED BY THE WAGE EVALUATION COMMITTEE**

Bryce Haderlie apologized in advance if, in his excitement to move forward with the wage evaluation, he failed to include anyone on the Committee who should have been involved. He had asked the Department Heads to put aside loyalty to their individual departments and to focus on what was best for the City as a whole and find a solution that would do the greatest good for the greatest number of employees.

Mr. Haderlie turned the time over to Chief Diamond who explained that in June 2014, the City Council set aside \$550,000.00 to help deal with various salary concerns including

supervisor/subordinate compression, salary compression due to wage freezes between 2008-2011, lifting caps on the career ladder advancement, and to enhance the pay structure to better recruit and retain experienced employees, primarily in public safety.

During the discussions between department heads and other city staff, the biggest concern of employees seemed to be not having a defined wage structure. In order to bring back more structure to the salary schedule so that employees could anticipate future earnings, Staff had developed a step and grade wage structure for Council consideration. They proposed three alternative plans as described below. (See Appendix A for program costs and Appendix B for structure.)

1. 12-year Step Plan; or
2. 13-year Step Plan; or
3. 14-year Step Plan.

The current width of pay ranges was 32%, much smaller than market average of between 40-45%. Increasing range widths would help employees achieve the competitive advantage that City Council directed that they would like to see, as agreed upon when approving the Strategic Compensation Plan on May 8, 2013, and affirmed during strategic planning in January 2014. Staff suggested taking a moderate approach by increasing the current range width. The range widths would be:

1. 12-year Step Plan – 42%; or
2. 13-year Step Plan – 43%; or
3. 14-year Step Plan – 42%.

There were 12 supervisors whose hourly rates were less than subordinates. The philosophy that supervisors should be compensated at a higher rate than subordinates is supported by supervisors having greater responsibility for other individuals as well as job skills, knowledge and abilities. To address the supervisor/subordinate compression issue there were two alternative plans as described below. (See Appendix A for program costs.) Depending on which plan was chosen, the City would apply the approved proposal to the 12 supervisors, giving them credit for the years they had served as a supervisor in their current position.

1. 1-year plan: Upon promotion, a supervisor would advance to a step in the promoted pay grade which is: (a) closest to, but not less than, a 5% pay raise; or (b) at least a full step above subordinates, whichever was more.
2. 2-year plan: Upon promotion, a supervisor would, in the first year, advance to a step in the promoted pay grade which was: (a) closest to, but not less than, a 5% pay raise; or (b) the bottom of the promotion range, whichever was more. In the second year, the supervisor would advance to the step in their pay grade which was at least a full step above subordinates.

Staff indicated they would like to move forward immediately with the step plan and supervisor/subordinate compression plan. They would **continue to look at the other issues** of salary compression due to wage freezes between 2008-2011, lifting caps on the career ladder advancement, and enhancing the pay structure to better recruit and retain experienced employees in the near future. Staff believed it was important to establish a base in the step and range wage structure in order to better determine how to address the three issues.

Moving forward, the goal was to be able to provide employees with a step increase (provided they passed their annual performance review) and also provide a COLA which would adjust the ranges upward in order to keep up with inflation and market changes. Also, once employees topped out in their ranges, they would only be receiving the COLA.

The fiscal impact would depend on the options that Council decided to move forward with. For example if the Council selected a 13-year step plan and a 2-year promotional plan the aggregate cost the remainder of the current fiscal year would be approximately \$294,774 with ongoing costs based on the new step structure that was roughly equivalent to what had been done the previous few years.

Staff recommended approval to immediately implement the 13-year step plan which would increase the range width and 2-year plan to address supervisor/subordinate compression.

Various members of the Council asked clarifying questions. The following further information was provided:

- In order to earn a step increase, employees would need to have an additional year of service under their belts and also earn at least a satisfactory score on their annual evaluation.
- There was not yet a mechanism in the proposal that would reward an employee who might not have necessarily earned additional certifications per se but who was an exemplary employee on a day-to-day basis. Such a thing could be explored, however.
- Although it was hoped that it would not be necessary, the Council would still have the option in the proposed plan to freeze wages should there be another economic downturn. Similarly, if the climate was particularly good at some point, the plan had the flexibility to allow for a greater raise or a one-time bonus.

Mayor Rolfe indicated a belief that the Wage Evaluation Committee had been conservative and that there were still available funds in those set aside to fix the problems regarding employee wages. Many City departments had been unable to retain good employees at current wages. He indicated that he would like to see the Council be more aggressive than adopting what the Committee had proposed. He also indicated he wanted

the Council to direct the Committee to immediately begin working on coming up with a comprehensive career ladder.

Chief Diamond made a point to explain that if the Council were to approve the 12 Step Plan and the one year promotion plan, there would be nothing left from the \$550,000 set aside to address the wage issues, leaving nothing left to fix the compression issue or lift career caps this year.

Councilmember Stoker expressed a concern that the plan might not be sustainable without knowing what the economic future might hold

Councilmember Southworth indicated that he was in support of the plan(s) proposed and saw them as a compromise. However, he still wished to see a mechanism in place that would more greatly compensate an employee who consistently went above and beyond.

Councilmember McConnehey was concerned about making promises to employees that did not take economic volatility into account. Nevertheless, he also saw the merit of providing the opportunity for new hourly employees to increase their pay quickly when they were learning so much. He thought it might make sense to have one system for hourly employees and another for those who are salaried. He also thought it might make sense to have a separate plan for Public Safety employees since their pay structure was so unique. He wondered if the Council should have had a representative on the Wage Evaluation Committee, and indicated that he was hesitant to take action on the issue that night.

Councilmember Haaga reminded the rest of the Council that they had already budgeted for the increases-- the funds were already available. It was his opinion that the plan was sustainable.

Mayor Rolfe expressed a strong belief that aside from a wage structure, a Cost of Living Adjustment (COLA) should be given every year and that it should be tied to the Consumer Price Index. Otherwise, City employees lose money by working for the City. If there was an economic catastrophe in the future and wages must once again be frozen, the employees would understand. They understood five years ago and they would understand again. However, it would be irresponsible of the Council *not* to give their approval considering the past surpluses the City had enjoyed, and the future surplus still anticipated.

**MOTION: Councilmember Southworth moved to adopt Resolution 14-185, regarding implementation of the 13-year step plan and 2-year plan as recommended by the Wage Evaluation Committee and move that it be implemented in the current pay period. Mayor Rolfe seconded the motion.**

Councilmember Haaga opposed the motion only because he was in support of the 12 Step Plan, and 1-year program.

Councilmember Stoker indicated he was opposed to the motion because the plan was not yet sustainable, and therefore needed some changes, including addressing a COLA and career ladder.

Councilmember Southworth said he did not want to sacrifice ‘the good’ in pursuit of ‘the perfect.’ He explained that he made the motion because it moved the City forward on the issue.

Councilmember McConnehey explained that he must oppose the motion, as he believed the plan was setting the City up for failure. He indicated he could support the plan if it would only apply to hourly employees. He would also be willing to vote in favor of a COLA increase, or to direct staff to return in two weeks with answers to his concerns. However, he stated that he could not support the plan as presented.

A roll call vote was taken.

<b>Councilmember Haaga</b>	<b>Yes</b>
<b>Councilmember Hansen</b>	<b>No</b>
<b>Councilmember McConnehey</b>	<b>No</b>
<b>Councilmember Nichols</b>	<b>Absent</b>
<b>Councilmember Southworth</b>	<b>Yes</b>
<b>Councilmember Stoker</b>	<b>No</b>
<b>Mayor Rolfe</b>	<b>Yes</b>

**The motion failed 3-3.**

**MOTION: Council Member Southworth moved to take a five-minute recess. The motion was seconded by Councilmember Haaga. All were in favor.**

The meeting recessed at 8:30 p.m. and reconvened at 8:35 p.m.

**DISCUSSION AND POSSIBLE ACTION REGARDING  
RESOLUTION 14-186, AUTHORIZING THE REALLOCATION  
OF THE OPEN SPACE FUNDS BALANCE FROM THE 9000  
SOUTH PEDESTRIAN TUNNEL PROJECT.**

Wendell Rigby explained that in 2005 the West Jordan residents approved a bond for Open Space (Park, Trails, and Open Space) for \$4,000,000.00. The bond money was to be spent within two years of receipt.

Open Space Bond funds had been used to construct various parks:

- Oaks East Park
- Maple Hills Park



- Wildflower Park
- Bateman Pond Park
- Miracle Field
- Lucky Clover Trail Head
- Bridle Creek Park
- Plum Creek Pond Park
- Jordan River Trail
- Sycamores Park

In May 9, 2012, the City Council approved the balance of Open Space Funds be allocated to Jordan River Trail Projects. In February/March of 2014 two contracts were awarded, one for the construction of a Pedestrian Tunnel on 9000 South and the other to complete a section of the Jordan River Trail near 9000 South.

Funding for the trail project included McAllister Funds (\$40,000), State Park Funds (\$110,000) and Open Space Bond funds (\$913,565.04). The cost of that project was \$680,796.23, leaving a balance of \$382,768.81 in Open Space Bond funds. The Bond balance could be used for additional projects or used against the Pedestrian Tunnel project expenses.

Dave Murphy explained that funding for the Pedestrian Tunnel project was provided by a transfer of \$1,100,000.00 in telecommunication tax funds that had been designated for the 4000 West 7800 South to Old Bingham Highway road project. The City received \$1,100,000.00 from the State Legislature (S.B.164) for that road project, allowing for the telecommunication tax funds to be available for the Pedestrian Tunnel project. The tunnel project cost \$723,916.28 to complete. The City could use the \$1,100,000.00 telecom funds towards the tunnel expenses, leaving a balance of \$371,806.25 that could be returned to the Capital Roads account. The other option is to use the balance of the Open Space bond funds towards the tunnel, reducing the amount of the telecommunications tax needed for the project, allowing \$754,575.00 to be returned to the Capital Roads account (refer to attached Jordan River Trail and Pedestrian Tunnel Projects flow chart).

Staff did not anticipate a fiscal effect.

It was the recommendation of Staff to use the balance of Open Space Bond funds for the 9000 South Pedestrian Tunnel project; Option No. 2.

The Council and staff discussed clarifying questions regarding the pros and cons of reallocating the funds.

**MOTION: Councilmember Haaga moved to adopt Resolution 14-186, authorizing the reallocation of the Open Space Funds balance from the 9000 South Pedestrian Tunnel project, using Option No. 2. The motion was seconded by Mayor Rolfe.**

Councilmember McConnehey spoke against the motion.

A roll call vote was taken.

<b>Councilmember Haaga</b>	<b>Yes</b>
<b>Councilmember Hansen</b>	<b>Yes</b>
<b>Councilmember McConnehey</b>	<b>No</b>
<b>Councilmember Nichols</b>	<b>Absent</b>
<b>Councilmember Southworth</b>	<b>No</b>
<b>Councilmember Stoker</b>	<b>Yes</b>
<b>Mayor Rolfe</b>	<b>Yes</b>

**The motion passed 4-2.**

**DISCUSSION AND POSSIBLE ACTION REGARDING WEIR  
AT APPROXIMATELY 7000 SOUTH AND 2700 WEST**

Councilmember McConnehey explained that on March 6, 2012, Don Carlson initiated a conversation with him regarding the lack of water his property received from the canal in comparison to the amount of water received in prior years. After investigation by City Staff, it was concluded that the reduced water flow was caused by a City Safe Sidewalk project undertaken around 1993. In May 2012 the determination was made that a project would be initiated to correct the issues and construction would occur in Fall of 2012 or Spring of 2013. In October 2012 Staff indicated a lack of certainty that a new weir would correct the problem and stated plans to further research the issue. In March 2014 the issue resurfaced and Staff indicated the project was on hold pending adequate funding and indicated that the project was ranked last (30<sup>th</sup>) on the list of projects.

It was Councilmember McConnehey's hope that there would now be sufficient support from the rest of the Council to expedite the project and allocate the necessary funding to take care of the problem sooner rather than later since the problem was caused by the City and that Mr. Carlson had been dealing with the problem for such a long time.

Councilmember Southworth expressed surprise that the problem had not yet been solved, and stated he was in support of making it a higher priority.

Wendell Rigby pointed out that it had originally been anticipated that this project would involve storm water fees which is why it had been delayed. But since the problem was caused by a road project, it would be possible to use road funds (for example the Telecom funds) to correct the problem.

Mayor Rolfe expressed his hope that the Council would move forward on the 7000 South project, and stated that this problem could be solved at the same time for significantly less money than it would cost to do it separately.

**MOTION: Councilmember McConnehey moved to direct Staff to return to Council with a recommended funding source from the current budget and increase the priority of this project so that the problem could be taken care of before the next irrigation season began. The motion was seconded by Councilmember Stoker.**

A roll call vote was taken.

<b>Councilmember Haaga</b>	<b>Yes</b>
<b>Councilmember Hansen</b>	<b>Yes</b>
<b>Councilmember McConnehey</b>	<b>Yes</b>
<b>Councilmember Nichols</b>	<b>Absent</b>
<b>Councilmember Southworth</b>	<b>Yes</b>
<b>Councilmember Stoker</b>	<b>Yes</b>
<b>Mayor Rolfe</b>	<b>Yes</b>

**The motion passed 6-0.**

Councilmember McConnehey thanked Mr. Carlson for working with the City and for his exceptional patience.

**DISCUSSION AND POSSIBLE ACTION REGARDING  
PRIORITIZING THE CONSTITUTION PARK CAPITAL PROJECT  
FOR SPRING 2015 CONSTRUCTION**

Councilmember Haaga asked to postpone this item for discussion at the following meeting.

**CONSENT ITEM 7C**

**APPROVE RESOLUTION 14-179 CONFIRMING THE  
APPOINTMENT OF BRYCE HADERLIE AS THE INTERIM CITY  
MANAGER, THE CITY'S PRIMARY VOTING MEMBER ON THE  
VALLEY EMERGENCY COMMUNICATION CENTER (VECC)  
BOARD OF TRUSTEES, AND TO THE CHAMBER OF  
COMMERCE BOARD**

Councilmember Haaga indicated that he was not opposed to the Resolution but merely wanted to commend Mr. Haderlie for the professional job he had done during the transition.

**MOTION: Councilmember Haaga moved to approve Resolution 14-179, confirming the appointment of Bryce Haderlie as the Interim City Manager, the City's primary voting member on the Valley Emergency Communication Center (VECC) Board of Trustees, and to the Chamber of Commerce Board. Mayor Rolfe seconded the motion.**

A roll call vote was taken.

<b>Councilmember Haaga</b>	<b>Yes</b>
<b>Councilmember Hansen</b>	<b>Yes</b>
<b>Councilmember McConnehey</b>	<b>Yes</b>
<b>Councilmember Nichols</b>	<b>Absent</b>
<b>Councilmember Southworth</b>	<b>Yes</b>
<b>Councilmember Stoker</b>	<b>Yes</b>
<b>Mayor Rolfe</b>	<b>Yes</b>

**The motion passed 6-0.**

#### **CONSENT ITEM 7E**

**APPROVE RESOLUTION 14-181, AUTHORIZING THE MAYOR TO EXECUTE THE LOCAL GOVERNMENT CONTRACT BETWEEN THE UTAH DEPARTMENT OF TRANSPORTATION (UDOT), WEST JORDAN CITY AND TRANSPORTATION ENGINEERING ALLIANCE (TEA) GROUP FOR CONSTRUCTION ENGINEERING SERVICES FOR THE 5600 WEST 6300 SOUTH TO 7000 SOUTH PROJECT INTERSECTION, IN AN AMOUNT NOT TO EXCEED \$447,061.73**

Wendell Rigby explained that the contract was required by the UDOT regulations for the construction management portion of the project. Inspection and testing services were provided in the contract starting during the pre-bid time and continuing until the project was closed after construction was complete. All reports, coordination meetings, third party utility coordination, change order support, construction engineering, schedule analysis, payment control and authorization, inspection, observation, and compliance testing were a part of the contract. The contract was a 'not-to-exceed' price and was recommended for approval by staff.

Funds were available in the Capital Roads account.

Staff recommended approval of the Local Government Contract between the Utah Department of Transportation (UDOT), West Jordan City and Transportation Engineering Alliance (TEA) Group for construction engineering services for the 5600 West 6300 South to 7000 South Project intersection, in an amount not to exceed \$447,061.73.

Councilmember McConnehey asked for confirmation on the price limit of the contract--\$447,061.73.

**MOTION: Councilmember McConnehey moved to approve Consent Item 7e, Resolution 14-181 authorizing the Mayor to execute the Local Government Contract between the Utah Department of Transportation (UDOT), West Jordan City and Transportation Engineering Alliance (TEA) Group for construction engineering services for the 5600 West 6300 South to 7000 South Project intersection, in an amount not to exceed \$447,061.73. The motion was seconded by Councilmember Southworth.**

A roll call vote was taken.

<b>Councilmember Haaga</b>	<b>Yes</b>
<b>Councilmember Hansen</b>	<b>Yes</b>
<b>Councilmember McConnehey</b>	<b>Yes</b>
<b>Councilmember Nichols</b>	<b>Absent</b>
<b>Councilmember Southworth</b>	<b>Yes</b>
<b>Councilmember Stoker</b>	<b>Yes</b>
<b>Mayor Rolfe</b>	<b>Yes</b>

**The motion passed 6-0.**

#### **CONSENT ITEM 7F**

**APPROVE RESOLUTION 14-182, AUTHORIZING THE MAYOR TO EXECUTE A CONTRACT WITH GBS BENEFITS, INC; AS THE EMPLOYEE BENEFITS BROKER FOR THE CITY.**

Bryce Haderlie explained that the City had utilized GBS Benefits, Inc. as the benefit broker for the last four years. Based on the belief that the City occasionally needed to check competitive services available in the market, the City solicited proposals from qualifying firms. Six responses were received and reviewed by a selection committee that included the Mayor, Interim City Manager and Human Resource Manager.

The committee found that two of the companies did not have the experience necessary to accommodate a city of West Jordan's size and that two others were not competitively priced. The two remaining companies were comparably priced and also had similar services. GBS Benefits, Inc. had served the City for the past four years and they had provided excellent customer service as well as innovative thinking and cutting edge technology. GBS Benefits, Inc. had already established a working relationship with staff and it was determined that they would be the best option for the City and create the least amount of disruption to the benefits and wellness programs.

\$36,000.00 had been budgeted for the current fiscal year.

Staff recommended the appointment and approval of the contract with GBS Benefits, Inc.

**MOTION: Councilmember Haaga moved to approve Resolution 14-182, authorizing the Mayor to execute a contract with GBS Benefits, Inc. as the employee benefits broker for the City. The motion was seconded by Councilmember Hansen.**

A roll call vote was taken.

<b>Councilmember Haaga</b>	<b>Yes</b>
<b>Councilmember Hansen</b>	<b>Yes</b>
<b>Councilmember McConnehey</b>	<b>Yes</b>
<b>Councilmember Nichols</b>	<b>Absent</b>
<b>Councilmember Southworth</b>	<b>Yes</b>
<b>Councilmember Stoker</b>	<b>Yes</b>
<b>Mayor Rolfe</b>	<b>Yes</b>

**The motion passed 6-0.**

**X. REMARKS**

Councilmember Southworth asked for clarification regarding the status of the wages issue, explaining that it did not appear that the Council had given direction one way or another beyond the failed motion. Mayor Rolfe suggested that the item be placed on the October 8, 2014 agenda wherein a full Council was expected to be present. Councilmember McConnehey recommended that in the meantime, those Councilmembers who spoke in opposition to the motion could meet with staff in an effort to come up with a proposal that could be supported by the majority of the Council.

**XI. ADJOURN**

**MOTION: Councilmember Southworth moved to adjourn. The motion was seconded by Councilmember McConnehey.**

The meeting adjourned at 9:13 p.m.

The content of the minutes is not intended, nor are they submitted, as a verbatim transcription of the meeting. These minutes are a brief overview of what occurred at the meeting.

**KIM V ROLFE**  
**Mayor**

**ATTEST:**

**MELANIE BRIGGS, MMC**  
**City Clerk**

Approved this 22nd day of October 2014