

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

Wednesday, October 8, 2014

6:00 p.m.

Council Chambers

8000 South Redwood Road

West Jordan, Utah 84088

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

STAFF: Bryce Haderlie, Interim City Manager; Jeff Robinson, City Attorney; Melanie Briggs, City Clerk; David Oka, Economic Development Director; Tom Burdett, Development Director; Ryan Bradshaw, Finance Manager/Controller; Marc McElreath, Fire Chief; Wendell Rigby, Public Works Director; Doug Diamond, Police Chief; Jim Riding, CIP/Facilities/Fleet Project Manager; Jonathan Gardner, Human Resources Manager; David Clemence, Real Property Agent, and Reed Scharman, Deputy Fire Chief.

I. CALL TO ORDER

Mayor Rolfe called the meeting to order at 5:30 p.m.

II. CLOSED SESSION

DISCUSS THE PURCHASE, EXCHANGE, OR LEASE OF REAL PROPERTY

COUNCIL: Mayor Kim V. Rolfe and Council Members Jeff Haaga, Judy Hansen, Ben Southworth and Justin D. Stoker. Council Member Judy Hansen and Chad Nichols arrived at 5:35 p.m. Council Member Chris McConnehey was excused.

STAFF: Bryce Haderlie, Interim City Manager, and Jeff Robinson, City Attorney.

MOTION: **Councilmember Southworth moved to go into a Closed Session to discuss the purchase, exchange, or lease of real property. The motion was seconded by Councilmember Haaga.**

A roll call vote was taken

Councilmember Haaga	Yes
Councilmember Hansen	Absent
Councilmember McConnehey	Absent
Councilmember Nichols	Absent

Councilmember Southworth	Yes
Councilmember Stoker	Yes
Mayor Rolfe	Yes

The motion passed 4-0.

The Council convened into a Closed Session to discuss the purchase, exchange, or lease of real property at 5:31 p.m.

The Council recessed the Closed Session at 6:03 p.m. and reconvened the meeting at 6:08 p.m.

III. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Holden Turner, Troop 1628.

IV. COMMUNICATIONS

CITY MANAGER COMMENTS/REPORTS

Bryce Haderlie –

- Comcast Cares Day would be held in conjunction with ‘I Love West Jordan Day’
- Endurocross – The Council agreed to have this item brought back at a later date
- Expression of Appreciation to the Community Development Department and Building Department regarding flooding. Pamphlet available for homeowners to help assist against flooding.
- Expression of Appreciation to the Public Works Department for their assistance during the Jordan Valley Water Conservancy District’s (JWCD) waterline break near 7000 South and Bangerter. No fee would be submitted to JWCD for the assistance of City personnel.
- Remodeling of the City Council Chambers and Large Community Room

STAFF COMMENTS/REPORTS

Tom Burdett –

- Updated the Council on information from the Utah Transit Authority Board meeting regarding support of the Boulder Ventures and the Jordan Valley Transportation Oriented Development (TOD) project

Ryan Bradshaw –

- Reported that the City was live on financial modules with the ERP system

Wendell Rigby –

- Reported on open positions:
 - Four new positions previously approved in the budget
 - (2) - Water System II

- (2) - Storm Water Operators
 - o Vacant due to promotion
- (1) - Waste Water Operator III
- Free paper document and E-Waste shredding on Saturday, November 1, 2014, 10:00 a.m. – 12:00 p.m.
- Rocky Mountain Power – City received incentives for Well #6 changes (rebate of \$23,710)
- Last Monday, West Jordan City was awarded \$316,000 from the Corridor Preservation Committee, for two different parcels along 7800 South

Doug Diamond –

- Reminded the Council of the Utah Transit Authority (UTA) exercise, Sunday, October 12, 2014, Midnight until 4:00 a.m.
- Updated the Council on Fire Station 54
- Doug Diamond was nominated as the Chair on the Advisory Board for the Children’s Justice Center

CITY COUNCIL COMMENTS/REPORTS

Councilmember Stoker –

- Commented on the funds awarded from the Corridor Preservation Committee. He acknowledged the hard work by City staff on their presentation.
- Updated the Council on his attendance at the Wasatch Front Regional Council Board meeting
- Updated the Council on his attendance at the Jordan River Commission Board meeting
- Theater Arts would be holding auditions for their summer show

Councilmember Southworth –

- Holding Endurocross in West Jordan would be a good opportunity for the City
- Engaged residents regarding Colosimo Station at Gardner Mill

Councilmember Nichols –

- Updated the Council on his attendance at the Jordan Valley Water Conservancy District meeting.
 - o Water usage more of a growth problem
 - o Projected that Utah population would double by 2060
 - Three prong approach – Conservation, Optimization, and Expansion

Councilmember Haaga –

- Expression of appreciation to Police staff for speaking with the residents in the area of 7000 South 1100 West
- South Valley Sanctuary had rebranded with a new name “South Valley Services”
- Sim Gill, Salt Lake County District Attorney, praised Doug Diamond for the Police Departments efforts regarding Domestic Violence

Councilmember McConnehey –

- Met with residents in the area of 3200 West 7000 South regarding the broken water main from Jordan Valley Water Conservancy District's waterline. These residents praised West Jordan employees. He shared the comments from one family: "I wish I could tell you specifically the names of the West Jordan Fire Fighters who were so quick to offer assistance, but we didn't get their names. One came pounding on the door to alert us, that the river of water that we had yet to notice, if not for his quick response and alert, we never would have been able to get ahead of the flow of water. Another fireman brought sandbags to throw down to divert the water and then returned to crawl under our house to see if anything electrical had been damaged by the water and needed to be shut off. We never had to make any call for help; they just knew what to do." This family also praised Jordan Valley Water Conservancy District and Utah Disaster Cleanup. They commented on how well all of the groups worked together. They expressed their appreciation to West Jordan Officials and staff.

Mayor Rolfe –

- Questioned which Council Members would be in attendance for the November 5, 2014, Council meeting. Council Member McConnehey might not be in attendance.
- Executive Assistance needed immediately

V. CITIZEN COMMENTS

Clint Hutchings, resident of the City and President of the West Jordan Employees Association, encouraged the Council to approve a step/grade structure and Cost of Living Adjustment (COLA) for City Employees. He commented on the the following:

- Years since significant raise in wages
- Health Insurance increases created less take home pay
- Employees enjoy serving the public, and being part of the City
- Economy picking up, employees would move-on without compensation

Steve Jones, West Jordan resident, commented on the 7000 South 3200 West flooding. He said in 1999, Salt Lake County performed a study similar to the one be performed by West Jordan. He addressed the first paragraph of this study. The hundred-year average for this area was between 1.3 and 1.35 inches, in an hour. He indicated that during the first flood at his home, his rain gauge showed .3 inches and second flood showed .78 inches. Both well below the 10 year average. He felt the flooding problem should be addressed.

Stella Larsen, West Jordan resident, commented on the traffic, fencing, and need of a sound barrier wall along her property. She invited the Council to her home to help addressed these issues.

Lisa Larsen, West Jordan resident, addressed the issue of fencing along 7800 South. She asked that a sound barrier fence be installed along her property to match the fencing along 7800 South all directions.

Alexandra Eframo, West Jordan resident, asked the Council to pause for a moment to reflect upon common goals prior to the business of the meeting.

She asked the Council to vote in favor of Business Item 8.B. She felt employees should be compensated for their jobs.

She also asked Councilmember Southworth to include her on the official committee regarding the Station at Gardner Mill.

Councilmember Southworth informed Alexandra Eframo that there was no official committee regarding the Station at Gardner Mill.

Councilmember Haaga asked for a personal privilege.

Jeff Haaga and Mike Kellermeyer, West Jordan residents, reported that they were two of five applicants, which had submitted to the City an initiative to gather signatures to change the form of government to a 'Full-time Mayor' form of government. They said the gathering of signature would begin immediately.

Roy Todd, President West Jordan Fire Fighters Local 464, expressed appreciation to the Council and Fire Chief McElreath for addressing wage compensation. He said Fire Fighters were in support of the 13-step implementation.

Mandy Bastian, West Jordan resident, representing the Youth Theater, expressed the appreciation of the Youth Theater for the proposal of the new Arts Center.

There was no one else who wished to speak.

VI. CONSENT ITEMS

- 6.a Approve Resolution 14-141, authorizing the Mayor to execute a Contract Renewal with the Chamber of Commerce for membership and services for Fiscal Year 2014-2015**
- 6.b Approve Resolution 14-187, declaring items from various City Departments that are no longer of any value or use as surplus property, and authorize the disposition**
- 6.c Approve Resolution 14-188, authorizing the Mayor to sign the Local Government Contract Modification No. 4 with UDOT and Horrocks Engineers, Inc. for the 5600 West 6300 South to 7000 South Project in an amount not to exceed \$11,954.28**

- 6.d Approve Resolution 14-189, authorizing staff to amend the budget approving \$40,000 in telecommunication monies for an irrigation project to take corrective action on an irrigation system located near 3100 West and 7000 South**
- 6.e Approve Resolution 14-190, authorizing the Mayor to execute Amendment No. 1 to the Professional Services Agreement with Hansen, Allen and Luce, Inc. for additional surveying of newly constructed storm drain pipes and manholes, in an amount not to exceed \$22,000**
- 6.f Approve Resolution 14-191, authorizing the closure of 7800 South at the TRAX overpass (Gardner Village) for Fire and UTA training, October 12, 2014, between the hours of 12:00 a.m. and 4 a.m. for Fire and UTA training**

The Council pulled Consent Items 6.d for further discussion.

MOTION: Councilmember Southworth moved to approve Consent Items 6.a through 6.f. with the exception of 6.d. The motion was seconded by Councilmember Hansen.

A roll call vote was taken

Councilmember Haaga	Yes
Councilmember Hansen	Yes
Councilmember McConnehey	Yes
Councilmember Nichols	Yes
Councilmember Southworth	Yes
Councilmember Stoker	Yes
Mayor Rolfe	Yes

The motion passed 7-0.

VII. PUBLIC HEARING

RECEIVE PUBLIC INPUT AND CONSIDER 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

Jeff Robinson reported this item was to consider whether the City Council should exchange City property located behind Fire Station #52, for property which was the former Salt Lake County Library.

Councilmember Haaga reported that this proposed exchange had been in the process for the last six months.

Mayor Rolfe opened the public hearing.

Dave Newton, West Jordan resident, spoke in favor of the proposed exchange. He reviewed this reasons:

- 1) Gaining a Health Facility in the City would be of great value
- 2) 19 years of promising of an Arts Center may come to a realization

Christina Oliver, representing Salt Lake County, expressed her appreciation to Bryce Haderlie and City staff. She reported that the County was excited to create this partnership with West Jordan.

Alexandra Eframo, West Jordan resident, commented on the destruction of the Sugar Factory buildings. She supported the Arts and a new facility.

Mayor Rolfe closed the public hearing.

Mayor Rolfe felt it would be the right thing for this Council to move forward with this item tonight, and declare this property as surplus, so it may be traded with Salt Lake County.

MOTION: Councilmember Stoker moved to direct staff to consider the property as surplus and dispose of the City owned 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; and bring back formal action at the next Council meeting. The motion was seconded by Councilmember Nichols.

A roll call vote was taken

Councilmember Haaga	Yes
Councilmember Hansen	Yes
Councilmember McConnehey	Yes
Councilmember Nichols	Yes
Councilmember Southworth	Yes
Councilmember Stoker	Yes
Mayor Rolfe	Yes

The motion passed 7-0.

VIII. BUSINESS ITEMS

DISCUSSION AND POSSIBLE ACTION REGARDING A PROPOSED OPEN HOUSE TO DISCUSS STORM WATER FOR RESIDENTS LOCATED NEAR 7000 SOUTH AND 3200 WEST

Councilmember McConnehey commented on the flooding located near 7000 South 3200 West. He said residents were concerned with the state of the City's Storm Water system.

The following power point presentation was provided:

PROPOSED OPEN HOUSE

Proposed Storm Water Open House for resident near 7000 South 3200 West

Why an Open House?

- Recent Flooding and Storm Water Issues
- Open Line of Communication with Residents
- Address the Current State of the Neighborhood

Current State of the Neighborhood

- Several slides were shown

Open House Objectives

- Overview of Storm Water System
 - System overview from Oquirrhs to Jordan River
- Communicate improvements to Storm Water
 - New Equipment
 - Additional Employees
 - Improvements to Constitution Park
- Discuss upcoming topics
 - Storm Water Master Plan
 - Upcoming Projects
 - Funding options for projects
- Neighborhood Involvement
 - Show Vac Truck and Camera Truck
 - Provide Sandbags to those interested
 - Fill sandbags to replace those earlier distributed

Points for Determination

- Date
 - Before or After Prioritization and Funding Conversations?

- Day of the Week
 - Weekday easier for staff, weekend for residents
- Time of Day
 - Evening concerns with daylight hours

Capital Improvements

- Storm Six-Year Strategic Plan was included in the Council's agenda packet

Councilmember McConnehey wanted an open house date established for residents.

Councilmember Southworth comments:

- Agreed with holding an Open House
- More information facilitates better outcomes

Councilmember Haaga comments:

- Liked this idea, but wanted to wait for facts and data

Councilmember Hansen comments:

- Agreed with holding an Open House
- Felt the City staff could provide information regarding the stormwater system and the problems being faced by the City
- How to address/remedy the situation

Mayor Rolfe comments:

- Felt this could be premature, computer data regarding rainfall would be helpful
- Would like to hold an Open House in the spring
- Staff would be better prepared

Councilmember McConnehey comments:

- Residents would be reassured just to hear from Public Works staff
- Storm Water Plan information should be received in December

He proposed a Saturday in March for the open house.

Councilmember Southworth once again indicated that 'more information leads to better decisions' for example, in speaking with the individuals involved with Gardner Village and talking to the residents, one of them brought up an idea, what if we did this, it was an idea that could have solved all of the issues. He said if residents and staff were involved with providing various levels of information, it would help everyone.

Councilmember Stoker comments:

- Agreed with holding an Open House

- Felt the residents needed the opportunity to let staff know where the water was coming from, and how they were being affected.

Councilmember Haaga proposed meeting with leaders of the neighborhood and possibly creating a grant program for residents with storm water backup.

Mayor Rolfe reported that all of the Council and staff were aware of the issues and impact created by the flooding. He said holding an open house without a solution would only leave residents frustrated. He reported that his home was flooding during the recent rains. He understood the frustration of residents.

Bryce Haderlie suggested having him and one or two other staff members meet with residents and listen to their feedback. He believed that having numerous staff members conversing with residents might provide facts, which might not be factual.

Councilmember Southworth felt the conversations with the residents, should start now.

Councilmember McConnehey said given the time that had already passed, he felt this should be coordinated for the spring, with plenty of information, and use Bryce Haderlie's suggestion specifically for the homeowners whom have had issues.

Councilmember McConnehey directed staff work with him to bring back a proposed date and time in March 2015, to host an open house for the residents in this neighborhood to discuss the points in the power point presentation.

Mayor Rolfe indicated that he would be in attendance at the open house.

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 expressed his appreciation to the Council for allowing staff the responsibility to bring forward this presentation/recommendation for Council's consideration.

In June 2014, 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 can anticipate future earnings, staff had developed a step and grade wage structure for Council's consideration. Staff proposed three alternative plans as described below. Appendix A for program costs and Appendix B for structure was included in the Council's agenda packet.

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

Our current width of pay ranges is 32%, much smaller than market average of between 40-45%. Increasing range widths would help employees achieve the competitive advantage that City Council informed staff that they would like to see, as agreed upon when approving the Strategic Compensation Plan on May 8, 2013, and affirmed during Strategic Planning session 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%.

We currently have 12-supervisors whose hourly rates were less than subordinates. The philosophy that supervisors should be compensated at a higher rate than subordinates was supported by supervisors having greater responsibility for other individuals as well as job skills, knowledge and abilities. To address the supervisor/subordinate compression issue staff had two alternative plans as described below. (Below - Appendix A for program costs.) Depending on which plan was chosen, staff 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 is more.
2. 2-year plan: Upon promotion a supervisor would, in the first year, advance to a step in the promoted pay grade which is: (a) closest to, but not less than, a 5% pay raise; or (b) the bottom of the promotion range, whichever is more. In the second year, the supervisor would advance to the step in their pay grade which is at least a full step above subordinates.

Staff would like to move forward immediately with the step plan and supervisor/subordinate compression plan. Staff would continue to look at the other issues of salary compression due to wage freezes from 2008 until 2011, lifting caps on the career ladder advancement, and to enhance 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 these three issues.

Moving forward the goal was to be able to provide employees with a step increase (provided they pass 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 top out in their ranges, they would only be receiving the COLA.

Provided below was information meant to clarify and answer some of the questions that were raised during the September 24th Council Meeting.

Step Increases:

The step and grade plans that staff had proposed *should not be construed to be a "guarantee"* of an increase each year. Step increases within a pay range were meant to reward employees who were performing at an acceptable level or higher, gaining experience and skills, and/or years of service/longevity. The steps in our proposal were intended to give employees and the City a *guide for future compensation*.

Steps Could be Merit Based:

Wage increases in the City of West Jordan had been based on employees achieving an *adequate/acceptable level of performance*, not just time. The *goal of department heads was to have every employee performing at an acceptable level*. Department heads make every effort to ensure employees were performing at an acceptable level by making corrections to behavior and or performance on a regular basis. Employees whose performance dips below an acceptable level were *corrected as quickly as possible as situations arise*. Supervisors most often counsel/mentor an employee to correct performance or place the employee on an Employee Development Plan. When necessary the department head would issue appropriate discipline to correct performance. When these small corrections were made *employees bring themselves to an acceptable level of performance*. Therefore, our goal is that they would receive acceptable ratings on evaluations. If an employee's performance continued to be substandard, the employee may be terminated.

Rewarding Exceptional Performance:

A concern was raised about additional compensation for employees who had demonstrated *exceptional levels of performance*. City staff agreed these employees should be recognized for their performance. We can accomplish this in a variety of ways including giving the exceptional employee a bonus at the end of the year, recognizing (monetary or other recognition) employees who demonstrate exceptional leadership or performance on specific projects, and the City *currently provides KUDOS awards* for exceptional performance. We believe that exceptional performance could be best accommodated by our *Employee Recognition Program*, which may need to be expanded.

COLA:

Some questions/concerns were raised about a *cost of living adjustment (COLA) being included in our initial plan*. COLAs were adjustments made to income in order to counteract the effects of inflation. COLAs in the City, when approved, had been generally based on the Western Region consumer price index (CPI) for all urban consumers. *Staff included a consideration for a COLA* in the plan presented to City Council on September

24, 2014. *Any COLA considered should be based on the CPI-U and the City's ability to fund them.*

Need to Act:

The economy was improving generating more competition for jobs in the private and public sectors. In a recent survey, 54.9% of government agencies have increased hiring over 2012 levels (Oct. 2014 Public Management Magazine, pg. 26). In a recent survey of Salt Lake Valley agencies, *more of them are returning to a step and grade system* in order to attract and retain employees (Jeremy Olsen Sept. 2014). Three large police agencies had recently started to aggressively recruit officers by giving incentives, step plans and crediting years of service, to attract experienced officers from other agencies. Staff felt the need to act was now to stop the recent flow of officers to other agencies. Other public sector employers were starting to take this effect into account. We cannot get behind the curve on this issue.

What if the Economy Changes:

The economy would undoubtedly change. If the economy started a down turn, *the City Council can and should take steps* to ensure the City would remain solvent. Just as the *City Council did in 2008 through 2011*, all of these proposals could be put on hold or reduced to account for the decreases in revenues.

Continued Evaluation and Recommendations:

City staff would continue to evaluate compensation to City employees by:

- Evaluating compensation based on the market.
- Determining where compression issues exist and proposing solutions, within the budget.
- Evaluating the current career ladders/enhancement options.
- Proposing future career ladders/enhancement options.
- Evaluating and proposing ways to reward exceptional performers.

Staff's goal was to propose a compensation plan that would help retain and attract high quality employees and fiscally sustainable for the City.

Staff reported that 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 2-year promotional plan for supervisors, the aggregate cost for the remainder of this 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 in the past few years.

Staff recommended approval to immediately implement the 13-year step plan, increasing the wage ranges from approximately 32% to 42%-43% width, and 2-year plan to address supervisor/subordinate compression, and that a COLA (Cost of Living Adjustment) be considered by the Council annually to keep wages in line with inflation.

Bryce Haderlie commented on the following:

- Reported that the biggest cities that West Jordan competed against for jobs all had step plan
- Can we agree to have a plan that would help us retain good employees?
- Was the Council comfortable with a two-year progression system for a brand new supervisor?

Councilmember McConnehey asked which cities were on a step plan?

Bryce Haderlie indicated that Provo, Salt Lake City, Unified Police, and West Valley City were all on the step plan.

Councilmember McConnehey reported on the cities that he had contacted regarding a step plan.

Councilmember Haaga clarified that \$550,000.00 was set aside to address these issues.

The Council and staff discussed clarifying questions regarding the proposed steps.

Councilmember Nichols expressed his opinions regarding the step, COLA, and compression.

- Step Plan – in-favor of the 14-year Step Plan; however, the 13-year Step Plan was a good compromise (contingent upon performance)
- COLA – No objection (Council annual review)
- Compression – in-favor of the 2-year Plan

He felt a career ladder idea should be addressed in the future.

Councilmember Hansen explained the reason for her negative vote during the last Council meeting, was that she wanted the COLA included with the package.

Councilmember Stoker explained that he also wanted the COLA included in the plan, and it should be first and foremost. He reported that over half of the region utilized a step plan.

MOTION: Councilmember Stoker moved to approve Resolution 14-185, implementing the Cost of Living Adjustment (COLA) as the first priority based on the Consumer Price Index (CPIU) annually; then as the second priority, implement the 14-year Step Plan, increasing the range widths as proposed, and direct staff to implement the 2-year Plan to address supervisor/subordinate compression, and make it immediate for the next pay period. The motion was seconded by Councilmember Haaga.

Mayor Rolfe said this would implement a COLA that would track with the Consumer Price Index (CPI) based on if this passed. The step system would be a 14-year Step Plan,

and the subordinate compression issue would follow the 2-year plan which was put forth by the Wage Evaluation Committee.

Councilmember McConnehey spoke against the motion. Provided were some of his comments:

- Approving this action might place the City in a position for failure.
- Uncomfortable supporting a plan that he did not believe was economically sustainable.
- The COLA does adjust for inflation, but he did not think that having that factor absent from the non-COLA portion was acceptable.
- Step-system made more sense for Public Safety or possibly for some of the front line early profession positions like parks, where you have someone come in first year, they learn how to maintain some of the parks and over the course of a few years they progress rapidly.
- Council would be making promises to employees that Council would inevitably have to break.
- Supported expanding the funds that were allocated, but he felt this was not the right plan.
- Two years ago \$200,000 was set aside to address these issues, and nothing was done
- Pleased to see something come forward; however, he was not thrilled with the first plan, and felt it could be refined.
- Career ladder separate issue. He felt this was all part of the same compensation package and should be included together in consideration.
- CPI, merit, and career ladder needed to be looked at. He thought career ladder was the bigger idea that Council needed to get for employees right away because that rewards employees as they acquire additional skills, additional expertise, and that was where he felt the fixed amounts should be.
- On behalf of residents in his district - Against voting for a promise for a certain percentage increase yearly, when no one else gets it, and that could potentially put the City in a position where services were being cut to residents, in order to fund salary increases.

Councilmember Southworth accepted that the step system was different, but believed if this was the best option presented by the Wage Evaluation Committee, he would support it. He wanted opportunity for merit based incentives. He hesitated tying the COLA to the (CPI), and for that reason would not support the motion.

Councilmember Haaga called the previous question.

A roll call vote was taken

Councilmember Haaga	Yes
Councilmember Hansen	Yes
Councilmember McConnehey	No
Councilmember Nichols	Yes
Councilmember Southworth	Yes
Councilmember Stoker	Yes
Mayor Rolfe	Yes

The motion passed 6-1.

MOTION: Councilmember Stoker move to take a five-minute recess. The motion was seconded by Councilmember Southworth and passed 7-0 in favor.

The meeting recessed at 8:20 p.m. and reconvened at 8:27 p.m.

MOTION: Councilmember McConnehey moved to suspend the rules and allow the Mayor to rearrange the items as necessary, and extend the meeting past 9:00 p.m. The motion was seconded by Councilmember Nichols and passed 7-0 in favor.

CONSENT ITEM 6.D.

APPROVE RESOLUTION 14-189, AUTHORIZING STAFF TO AMEND THE BUDGET APPROVING \$40,000 IN TELECOMMUNICATION MONIES FOR AN IRRIGATION PROJECT TO TAKE CORRECTIVE ACTION ON AN IRRIGATION SYSTEM LOCATED NEAR 3100 WEST AND 7000 SOUTH

At the September 24, 2014 City Council meeting, staff was asked to find an appropriate source of funding for irrigation flow corrections at approximately 3100 West and 7000 South. This project would normally be funded from storm drain funds because irrigation water was sometimes combined with City storm drain runoff. In this case, however, funding can come from Road Capital monies through the telecommunication tax source, because the reduction in flow may be related to a 1993 roadway project (safe sidewalks). Thus, problems that may be related to the original road project could be paid for by the same source of funds. Staff therefore recommended using the telecommunication tax monies for this project.

It was not recommended at this time that the storm drain funding priorities be changed to “move the project up the list” from a storm water perspective. This would set a precedent that should not be allowed since criteria for selecting individual project priority had been set by previous budget discussions.

Funds were available in the Capital Roads account.

Staff recommended approval of \$40,000 for an irrigation project near 3100 West and 7000 South.

Mayor Rolfe felt if corrective action was taken now for irrigation flow corrections, it might need to be removed and redone as part of the 7000 South storm drain design.

Councilmember McConnehey questioned whether the project would still be completed by next irrigation season.

Mayor Rolfe was unsure, but felt there would be a solution with the design.

MOTION: Councilmember Nichols moved to table Consent Item 6.d until the first Council meeting in March 2015. The motion was seconded by Councilmember Haaga.

A roll call vote was taken

Councilmember Haaga	Yes
Councilmember Hansen	Yes
Councilmember McConnehey	Yes
Councilmember Nichols	Yes
Councilmember Southworth	Yes
Councilmember Stoker	Yes
Mayor Rolfe	Yes

The motion passed 7-0.

This business item was brought forward.

BUSINESS ITEM 8.F

DISCUSSION AND POSSIBLE ACTION REGARDING AN INTERLOCAL COOPERATION AGREEMENT BETWEEN THE CITY AND SALT LAKE COUNTY, FOR THE PURPOSE OF TRADING THE CITY'S PROPERTY LOCATED AT 7971 SOUTH 1825 WEST, WEST JORDAN, FOR SALT LAKE COUNTY'S PROPERTY LOCATED AT 1970 WEST 7800 SOUTH, WEST JORDAN

Bryce Haderlie said the County and City had been negotiating a proposed exchange of property and the terms of the enclosed agreements. The Council needed to determine if the terms of the contract were in line with the anticipated use of the properties by both entities.

Staff was unable to determine what fiscal impact the City would have with the transaction other than closing costs and recording fees (if applicable).

Bryce Haderlie reported that based on information provided to staff, there was a concern whether the terms of the agreements would allow the equitable and fair use of the parking and full property by the individual entities. Staff encouraged the Council to consider the anticipated partnership and whether the language of the Cross Easement Agreement would fulfill the anticipated needs and uses in perpetuity. Legal staff had been unable to review the current agreements at the time that this document was prepared.

Staff was not prepared to offer a recommendation based on the language in the agreement that appeared to conflict with Council direction.

Bryce Haderlie addressed the following questions for Council's discussion:

Interlocal Cooperation Agreement

1. Do you still want the 60-day inspection period? (If so, the date of closing must be at least 60 days after the effective date of the agreement)
2. Do you want the reservation of easements for maintenance, repair and replacement of existing waterline, storm drain line, emergency generator(s) and air conditioning tower to be stated in the Interlocal Cooperation Agreement and the deed, or just in the deed?
3. Do you want the right of first refusal to be stated in the Interlocal Cooperation Agreement and the deed, or just in the deed?
4. Do you want any control or right of coordination over the future use of the County property?
5. Do you want the County or other future owner of the County property to have any control or right of coordination over the City's future use of the City Hall property?

Cross Easement Agreement

1. Do you want the County or any future owner of the County property to have the ability to reserve parking spaces on that property exclusively for use of that owner? If so, is there a limit?
2. Do you want the City or any future owner of the City Hall property to have the ability to reserve parking spaces on the City Hall property exclusively for the City's or future owner's use? If so, is there a limit?
3. Do you want a mutual obligation to notify the other party of upcoming activities, events, etc. that may require parking use over and above the normal?
4. Do you want all cross parking to be free of charge?
5. Do you want the County or any future owner of the County property to be able to reconfigure, expand or contract the amount of parking on their property (i.e. through additional building or building expansion)?
6. Do you want the City or any future owner of the City Hall property to be able to reconfigure, expand or contract the amount of parking on the City Hall property (i.e. through additional building or building expansion)?
7. Do you want cross-parking rights to be automatically transferred with the property?

8. Would your opinions to the foregoing questions change if a future owner was not a government agency or not providing a City approved public service?
9. Do you want cross-parking rights to expire if the use of one of the properties (either the County property or City Hall) ceases to be used for a public purpose?

Bryce Haderlie provided updated information. He said since the City's concerns in the future regarding parking stalls, and the value between the two properties, Salt Lake County had agreed in concept to allowing 24 parking stalls behind the Fire Station to the City.

The Council agreed to have this item brought back as a Consent Item as proposed by staff and Salt Lake County Official.

This item was brought forward.

BUSINESS ITEM 8.D

DISCUSSION AND POSSIBLE ACTION REGARDING SOLID WASTE FUND CASH BALANCE AND STORM WATER PRIORITIZATION OF PROJECTS

Ryan Bradshaw said the Solid Waste Fund had been accumulating a Cash Balance in order to pay for City's part of a future Transfer Station. It was discovered that the Trans Jordan Landfill was accumulating cash for the same purpose. Currently there was \$4,620,170.73 in cash in the Solid Waste Fund. Staff had calculated that the necessary cash balance minimum was \$1,301,878.16. This was calculated by taking 110% of the Fees paid to Trans Jordan Landfill in Fiscal Year 2013-2014 ($\$504,070.06 * 110\% = \$554,477.07$) plus 90-days working capital for the remaining expenses ($\$3,493,674.40 - \$504,070.06 * 9/360 = \$747,401.09$). This would leave \$3,318,292.57 as available for transfer. It was staff's recommendation that \$3,000,000 be transferred to the Storm Water Fund for the following reasons.

1. \$3,000,000 plus a possible \$5,000,000 bond would infuse \$8,000,000 into the Storm Water Fund and attached priorities to be done within the next 5-years
2. Leave sufficient Fund Balance within the Solid Waste Fund to cover the raise in costs for several years, thus delaying any rate increases.

Staff recommended Council consider transferring of \$3,000,000 to the Storm Water Fund after the Public Hearing on October 22, 2014.

Councilmember Haaga questioned whether working capital amount of approximately \$750,000.00 could be lowered, to approximately \$500,000.00

Ryan Bradshaw explained this was just a recommendation from staff.

The Council and staff discussed clarifying questions:

- Annual value of contract with ACE Disposal
- What services were paid for other than those paid to ACE Disposal for solid waste

- Direct Services

Mayor Rolfe requested that two options be brought back for consideration at that Public Hearing: \$3 million with transfer, or \$4 million transfer

Councilmember Stoker felt that funds were being added to this balance year after year.

Ryan Bradshaw explained that \$450,000 to \$500,000 had been added to the fund until this last year, when only \$120,000 was added, due to the rates being reduced.

He explained that this year the ACE Disposal contract increased by \$50,000 to \$70,000, and tipping fees increased from \$14.00 per ton to \$15.00 per ton.

Councilmember Southworth asked what the cost was of the project along 7000 South (storm drain).

Ryan Bradshaw reported the cost would be approximately \$5 million.

Councilmember Southworth said that earlier this year, this Council turned down an increase in the Storm Drain fee.

Mayor Rolfe explained that if \$4 million was transferred, and it tracked like the previous projects, coming in at approximately 20 percent under the estimated cost of construction, with \$1.5 million in the Storm Drain fund, both projects could be done in one-year, without raising any fees.

Councilmember Haaga reported that the infrastructure of the storm drain system needed to be fixed. He wanted an option of a \$4 million transfer for the Public Hearing.

Mayor Rolfe requested that following options be brought back for consideration at that Public Hearing: Transfer Fund Balance \$3 million, \$3.5 million, and \$4 million.

DISCUSSION AND POSSIBLE ACTION REGARDING RESOLUTION 14-192, APPROVING THE 3.13 ACRE SITE DIRECTLY NORTH OF THE EXISTING PUBLIC WORKS FACILITY FOR A NEW FLEET FACILITY BUILDING AND FOR STAFF TO PROCEED WITH A REQUEST FOR PROPOSALS FOR THE DESIGN OF A NEW FLEET FACILITY AT THAT LOCATION

It was reported that as the City had grown, the City's fleet had increased. The existing fleet maintenance location within the Public Works building had become inadequate and not as safe working environment as would be available in a new facility. Over the last few years staff had looked at four different locations. Two of the locations were for the possibility of relocating the entire Public Works Facility. The idea of moving the entire Public Works Facility had been dropped in favor of relocating the Fleet Division and remodeling the vacated space in the Public Works building.

Two sites for the Fleet Facility had been considered, both on City owned property. The first consideration was using a portion of the 52-acre site west of the railroad line, north of 7800 South and east of 4800 West. This site would have required the construction of a new road and bringing utilities to the site which make the cost prohibitive at this time. The second and more favorable location was the 3.13 acres just north of the existing Public Works Facility. This location would eliminate Field A of the soccer complex. This particular field was lighted and the lighting could be moved to another field. Access would be right off of 4000 West and the utilities were already located on the east site of the site. This also located the Facility right next to the existing Public Works Facility for ease of cross access and communications. Funding for the design was approved in the current year budget and staff could proceed with a Request for Proposal (RFP) once the location was determined.

Staff recommended approval of utilizing the 3.13 acres directly north of the existing Public Works building site for a new Fleet Facility building and to proceed with hiring a firm for the design of the new facility.

Jim Riding updated the Council on new information since the original staff report had been presented. The second and more favorable location was the 3.13 acres just north of the existing Public Works Facility, but staff wanted to increase the site by 1.08 acres. He said one soccer field would still need to be eliminated. He reviewed the different parks where fields could accommodate soccer play: Veterans Memorial Park, Wildflower Park, and eastside of Ron Wood Park. He reported that in the future, the Soccer Complex would be gone. He said there were 29-acres of the 52-acre site which must be a park or open green space, which could be turned into soccer fields.

Councilmember McConnehey left the meeting at 9:03 p.m.

The Council and staff discussed clarifying questions regarding the space which might be available between the existing soccer fields near the current Public Works facility, and the Airport Runway Protection zone.

Councilmember Southworth was disinclined to think this was a good idea, unless there was a reasonable plan in place where league could play all in one place, with funding established.

Jim Riding reported that currently when Soccer Tournaments were playing at the Soccer Complex, residents complain about the parking. Spreading soccer play at various locations would have less of an impact on residents.

Councilmember Haaga would like to see the Public Works facility built out so it would accommodate Public Works for 50-years.

He agreed with Councilmember Southworth that a Sports Complex needed to be addressed. Salt Lake County reported that Rugby, Soccer, and Lacrosse were the fastest growing children's sports in the Salt Lake County.

Mayor Rolfe explained that there were nine seasons left for the Soccer Complex, and what could be done in the future should be addressed in the near future.

He asked the Council how they wanted to move forward with this item. He felt the current facility was hazardous. He supported increasing the proposed site by the 1.08 acres as suggested by staff.

Councilmember Stoker agreed this could be the best place for the fleet facility. However, he was concerned with removing one of the A-Class Soccer fields, and creating a B-Class Soccer field elsewhere. He wanted the A-Class field replaced with an A-Class field elsewhere. He suggested Ron Wood Phase II, if it was ready for additional fields.

Jim Riding reported on the costs it would take to develop the Ron Wood Phase II area just into fields. He said they were waiting for impact fees to build back up.

Wendell Rigby said Brian Clegg, Interim Parks Director, was working on a plan to address what to do once the Soccer Complex was gone.

MOTION: Councilmember Southworth moved to table this item, and have it brought back during a workshop to be considered in concert with the soccer and parks future plan, when staff was prepared for the discussion.

The motion died for lack of a second.

MOTION: Councilmember Haaga moved to adopt Resolution 14-192, approving the 4.21 acre site directly north of the existing Public Works facility for a new Fleet Facility building; and for staff to proceed with a Request for Proposal for the design of a new Fleet Facility at that location; and direct Park staff to bring back solutions to satisfy the needs of the loss of the soccer field; and basically the proposal is for the other locations. The motion was seconded by Mayor Rolfe.

Councilmember Stoker spoke against the motion. He said the motion did not consider a replacement for the soccer fields.

Mayor Rolfe indicated that from what he believed three fields could be added for next season.

A roll call vote was taken

Councilmember Haaga	Yes
Councilmember Hansen	No
Councilmember McConnehey	Absent
Councilmember Nichols	No
Councilmember Southworth	No
Councilmember Stoker	Yes
Mayor Rolfe	Yes

The motion failed 3-3.

DISCUSSION AND POSSIBLE ACTION REGARDING RESOLUTION 14-193, DECLARING THE CITY OF WEST JORDAN CITY COUNCIL'S OFFICIAL POLICY SUPPORTING THE SALT LAKE COUNTY PROPOSAL NO. 1, 'THE ZOO, ARTS, PARKS, AND RECREATION, OR "ZAP," TAX

Mayor Rolfe said due to the City's need for a recreation center on the west side we should support this item.

Councilmember Stoker said previously the Salt Lake County bonded for parks in various locations, but not in West Jordan. He reported that with the approval of the bond, several West Jordan projects were moved to the top of their list. He said the City should benefit greatly. He encouraged support of this proposal.

Councilmember Nichols agreed that the City should benefit greatly. He provided the following facts:

- \$13.3 million received in ZAP funds (West Jordan received \$1,800.00)
- West Jordan City - 10% of Salt Lake County population
- 10% of the funds would be \$1.3 million per year for the City's Arts and Parks
- West Jordan's portion – historically disproportionate

He would support this only if the Council would be willing to step up to the Salt Lake Council and get the County Council representative to get our proportion back to West Jordan.

MOTION: Councilmember Stoker moved to approve Resolution 14-193, declaring the City of West Jordan City Council's official policy supporting the Salt Lake County Proposal No. 1, 'The Zoo, Arts, Parks, and Recreation, or "ZAP," Tax. The motion was seconded by Councilmember Nichols.

A roll call vote was taken

Councilmember Haaga	Yes
Councilmember Hansen	Yes
Councilmember McConnehey	Absent
Councilmember Nichols	Yes
Councilmember Southworth	Yes
Councilmember Stoker	Yes
Mayor Rolfe	Yes

The motion passed 6-0.

IX. REMARKS

There were no additional remarks.

X. ADJOURN

MOTION: Councilmember Southworth moved to adjourn. The motion was seconded by Councilmember Haaga and passed 6-0 in favor.

The meeting adjourned at 9:30 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