



CITY COUNCIL MINUTES

Thursday, March 27, 2014

Approved May 8, 2014

Note Due to technical difficulties the portions of this meetings audio is not available

The following are the minutes of the City Council Meeting of the Herriman City Council. The meeting was held on **Thursday, March 27, 2014 at 5:00 p.m.** in the Herriman City Community Center Council Chambers, 13011 South Pioneer Street (6000 South), Herriman, Utah. Adequate notice of this meeting, as required by law, was posted in the Community Center, the City's website, and delivered to members of the Council, media, and interested citizens.

Attendance:

Mayor Carmen Freeman

Council Members Present:

Mike Day, Matt Robinson, Craig B. Tischner and Coralee Wessman-Moser

Staff Present:

John Brems, City Attorney
Tami Moody, PIO/Interim City Recorder
Brett geo. Wood, City Manager
Gordon M. Haight II, Asst. City Manager
Shauna DeKorver, Finance Director
Cheeryl Jeppson, Human Resource Director
Monte Johnson, Operation Director
Blake Thomas, City Engineer
Danie Bills, Event Coordinator

5:00 PM ~ WORK MEETING: (*Front Conference Room*)

Review of tonight's agenda ~ *Carmen Freeman, Mayor*

Mayor Carmen Freeman called the Herriman City Council meeting to order at 5:00 PM and welcomed those in attendance.

Additional:

▪ **Legislative Updates** ~ *Tami Moody, PIO*

PIO Tami Moody introduced lobbyist Stephen Hunter, who provided an update to the Council of the legislative session. Chris Bleak was unable to attend the meeting due to a prior commitment. Mr. Hunter noted House Bill 121 regarding stricter emissions was not successful. A prison relocation commission was formed to make recommendations on how and where to relocate the state prison. The local gas tax option did not pass, but will be an issue that will have continued discussions, as well as transportation. Mr. Hunter noted that he will continue to search for any and all funding opportunities that may be useful to the

City, especially in regards to roads and transportation. (Note: The recording device was not working at this time)

- **Herriman High “H” Discussion** ~ *Gordon Haight, Asst. City Manager*

The Herriman High School Student Body Officers offered a brief presentation to the Council to discuss their plan to gain support of a proposal to place an “H” on the mountain. Council advised the student to gain 75% approval from the community and present to the Council. The Offices noted they will attempt to collect signatures to support their plan and present their results to the Council. (Note: The recording device was not working at this time)

- [5:31:05 PM](#) **Small Residential Development (SRD) Discussion** ~ *Gordon Haight, Assistant City Manager*

Assistant City Manager Gordon Haight informed the Council of the potential Ordinance that could reduce financial hindrance of small residential subdivisions for developers by reducing the cost of development and impact fees and allow a variance from the existing infrastructure standard that is currently in place. He explained that the reason for the consideration is that small subdivision developers are concerned with the high cost of development fees. Assistant City Manager Haight gave a brief overview of the development fees and the costs associated with the different size and types of development. He recommended the approval of the ordinance that will come to the Council for their consideration.

Assistant City Manager Haight explained to the council that they control the development fees and advised them of the statutes that allow them to change the rates of the development fees; however, impact fees do not follow the same process. He observed the fact that the collected fees in no way cover all of the associated costs and supplements will have to be utilized to cover project funding. He explored the options developers possess, by state statute; to conduct a study on their potential site to determine the impact their project will have on the city’s infrastructure in order to receive a reduction in impact fees. He added that the Storm Water impact fee is the most likely fee to be challenged for a consideration of waiver.

He asked the council for their feedback on whether Herriman should subsidize development, impact, or infrastructure fees; either partially or in whole. He gave a brief scenario as to when the subsidies could benefit the builder. City Attorney John Brems added that South Jordan has an ordinance that addresses subsidies. City Manager Brett Wood confirmed and noted that he is aware that their ordinance allows for differed payments of the fees; however, was not certain of any waiver or reduction of fees were noted in the ordinance.

City Manager Brett Wood asked for the council’s direction on how to proceed with drafting the ordinance for the small residential developments. Councilmember Mike Day expressed his feeling that he would like Councilmember Tischner’s opinion. Councilmember Craig B. Tischner noted that the ordinance did not address any of the fees, and would recommend continuing the discussion in order to gather data from other communities before he could render a decision. Assistant City Manager Haight informed the Council that a Storm Drain Impact fee study will be coming later this year for their consideration.

- [5:52:50 PM](#) **Planning Updates** ~ *Bryn McCarty, Planning Supervisor*

Planning Supervisor Bryn McCarty informed the council that the next work session for Herriman City Council will be to discuss the Suburban Land Reserve (SLR) density recommendations. The SLR meeting to discuss the development agreements will be scheduled. City Attorney John Brems added that the contract meetings will be held April 9-10. She noted that the Planning Commission did not meet the week prior. She enlightened the council to future planning discussions. Supervisor McCarty indicated that the recently conducted survey results have been obtained and will be available on the city's website.

Planning Supervisor McCarty highlighted a vacancy on the Planning Commission and noted that applications will be accepted until April 4, 2014. She added that the position is advertised on the city's website as well as on the city's Facebook page. She explained the duties of the alternate position of the commission that was available, and observed their duties as to when their position would require them to be a voting member for the commission. Councilmember Matt Robinson proposed training for the Planning Commission. He recommended Mr. David Church be asked to effectively guide the commission on how to address the density issues that the city has experienced. Planning Supervisor McCarty agreed, and noted it is one of her top five goals. She added that she spoke with Mr. Glenn Graham and noted that he was willing to help with the training.

Councilmember Coralee Wessman-Moser asked Planning Supervisor McCarty if she received the Council's recommendations about the park survey fee. Planning Supervisor McCarty thanked Councilmember Moser and responded that she did receive the necessary information. The Council thanked Ms. McCarty for the update.

- [6:00:10 PM](#) **SAA Discussion** ~ *Justun Edwards, Water Director*

Water Director Justun Edwards offered a presentation of the infrastructure in east Herriman and noted that a special assessment will have to be set up for culinary and secondary water infrastructure to service this section of Herriman. He explained how the water systems are set up and displayed a map notating where the affected areas were located. He estimated the cost of the project to cost approximately \$17 million dollars to install the infrastructure. He added that for continual development to occur the project is crucial.

Director Edwards indicated that existing buildings in this vicinity are "tapping" into the west infrastructure. He gave a hypothetical scenario of a large development occurring in the area would require the infrastructure to be installed prior to construction. He gave a brief synopsis of the design and construction timeline before those customers could have the adequate water service. Director Edwards informed the council that the south-east boundary line is adjacent to the Welby Jacob Canal and the water line is hooked into the Jordan Valley system and stubbed across the canal. He noted the connection was completed in anticipation of the building with the name that hasn't been announced.

Director Edwards described the design of the culinary water pump station, and observed the vital secondary water pump station that needs to be constructed. He informed the council that residents have been receiving their secondary water through Riverton City's pump

station because Herriman City does not currently have a mechanism to pump the water. He elaborated on the joint-owned pipeline that feeds the reservoir. Councilmember Mike Day requested clarification of the 14,000 gpm pump. Director Edwards confirmed the size of the pump and added that several pumps would be in operation at the facility to keep up with the demand of water.

Director Edwards reviewed the planning options for the SAA so property owners would not be responsible to cover all of the associated costs. He noted Zion's Bank has a buyer for the bond with a 4.2% rating. If staff cannot receive waiver of consent forms from the abutting property owners, the request will come to the council for their consideration to adopt a resolution for the special assessment.

- [6:26:31 PM Engineering Update](#) ~ *Blake Thomas, City Engineer*

City Engineer Blake Thomas gave an overview of the different projects that are underway at the city including 5600 West is ready for pavement. The Butterfield ADA Ramp bids have been received. He observed the Rose Creek Trail phases. The design for phase one is ready to go out to bid. Phase two is located in the Triple Crown area and design is being drafted. The final phase is for Desert Creek, west of 6400 West. It requires a more complex design that will require a longer timeframe. He noted several other projects that were in the development stages of the process, and informed the council that the Transportation Master Plan will be ready for their review in July.

- [6:33:20 PM Other](#)

Assistant City Manager Gordon Haight informed the Council of the budget amendments that were on this evening's agenda. He reviewed the amendments regarding the phone charges and the traffic signal and noted a presentation will be conducted during that discussion. Councilmember Moser clarified the amendment of the \$420,000 for slurry seal and chip seal would be funded in the next budget year. Assistant City Manager Haight confirmed the funds should be in place prior to the execution of the contract; however, the budgeted funds would roll over to the next fiscal year for payment. City Manager Brett Wood noted an additional budget amendment would be presented to the Council in June.

City Manager Brett Wood requested that council approve for funds to be set aside for City Hall. Mayor Freeman explained that a lengthy discussion on capital projects is needed. Assistant City Manager Haight indicated that staff would research the projects and bring recommendations to the Council for consideration. He highlighted that the SLR funding is an important topic with will need the approval of the Council; however, he urged Council not to vote until they are confident in their decision.

- [6:39:17 PM Discussion/Recommendation on Employee Policy](#) ~ *Carmen Freeman, Mayor*

Mayor Freeman recommended the discussion on the employee policy should be postponed until after the general meeting as it will be a lengthy discussion.

[6:39:37 PM](#) Assistant City Manager Gordon Haight informed the council that the proposed Cemetery Ordinance has been revised and would come before the council for approval. He

noted that headstones are allowed in every section, fees have been adjusted, and notated that any other recommended changes could be addressed. Councilmember Moser expressed that the changes were hard to determine from the previous discussion because the report does not notate what items were removed or inserted. She requested the original report with the noted changes. Public Information Officer Tami Moody responded that she could email out the document for their review. Operations Director Monte Johnson informed the council that the changes were minimal. Councilmember Moser expressed her concern of wanting clarification of the ordinance for the public. The council consensus was to continue the ordinance to a future meeting to allow the requested information to be presented.

7:00 PM ~ GENERAL MEETING:

1. Welcome-

1.1. Invocation:

(Note: The recording device was not working at this time)

1.2. Pledge of Allegiance/Flag Ceremony:

(Note: The recording device was not working at this time)

1.3. Roll Call:

Mayor Freeman recognized all members of the City Council are in attendance. (Note: The recording device was not working at this time)

1.4. [7:04:42 PM](#) Recognitions:

Councilmember Matt Robinson extended his appreciation for all the work city staff has done for the SLR Development. He also wanted to recognize staff for the diligence in cleaning up the tumble weeds.

Mayor Freeman extended condolences to several families who recently lost loved ones. He was delighted to inform the council that Herriman City received the award for Tree City USA by the Arbor Day Foundation. He also congratulated Mr. Brent Cox for receiving the Outstanding Educator award. City Manager Brett Wood added that he would like to thank the Herriman City Arborist, Ty Nielsen for a job well done, and wished him well on his new ventures with Provo City.

Councilmember Coralee Wessman-Moser informed the council that the Jordan School District approved the name Black Ridge Elementary School.

1.5. [7:09:40 PM](#) Citizen Comments: *(A time for citizens to address the council with issues that are NOT listed on tonight's agenda)*

Providence Hall Elementary students Trevon, Ethan, and Nate expressed their desire to volunteer to plant trees for a school exhibition project they are working on.

They informed the council that their project is on air quality and their plan of action for improvement would be to plant a tree. Councilmember Moser responded that she would direct staff to contact the young men to plant a tree at Providence Hall Elementary. Mayor Freeman thanked the students for speaking at the City Council meeting.

2. [7:12:17 PM](#) PRESENTATIONS:

2.1. **Crosswalk Presentation** ~ *Mrs. Parson's 6th Grade Class at Herriman Elementary*

Mrs. Parson's 6th Grade class informed the Council of the dangerous intersection at 13400 South and 6000 West and why they feel installing a street light should be a top priority. They gave the following justifications: daily traffic of the intersection is 10,935, school district boundary line adjustments will increase traffic, and safety is a necessity. They explained that warrant two indicates that a traffic light is deemed necessary if 900 or more vehicles utilize the intersection in a four hour period. They noted that during a two-hour peak time frame exceeded their recommendation at 496.4 vehicles. Councilmember Moser thanked Mrs. Parson for her class's presentation and commended how well prepared they were. Mayor Freeman requested the class to stay for the Public Hearing portion of the agenda, and that they may be pleased to hear what is being considered.

3. [7:24:24 PM](#) PUBLIC HEARING:

3.1. **To consider amendments to the current year's budget for the period of July 1, 2013 through June 30, 2014** ~ *Shauna DeKorver, Finance Director*

Finance Director Shauna DeKorver presented a budget amendment that would propose, among other items, funding for a traffic signal at 13400 South and 6000 West.

[7:25:33 PM](#) Mayor Freeman opened the public hearing.

No public comment was offered.

[7:25:46 PM](#) Mayor Freeman closed the public hearing.

Councilmember Moser indicated that she supports all of the budget amendments in full, especially the installation of the traffic signal. Mayor Freeman gave a brief overview of the necessity of opening and amending the city's budget.

4. FINANCIAL MATTERS: ~ *Shauna DeKorver, Finance Director*

4.1. **Discussions and consideration of Resolution No. 14.11** "A resolution of the Herriman City Council approving an amendment to the 2013-2014 fiscal year budget" ~ *Shauna DeKorver, Finance Director*

Councilmember Matt Robinson moved to approve Resolution No. 14.11 "A resolution of the Herriman City Council approving an amendment to the 2013-2014 fiscal year budget" Councilmember Craig Tischner seconded the motion.

The vote is recorded as follows:

Councilmember Mike Day – Aye
Councilmember Matt Robinson – Aye
Councilmember Craig Tischner – Aye
Councilmember Coralee Wessman-Moser – Aye
Mayor Carmen Freeman – Aye

The motion carried unanimously.

Councilmember Moser asked that Assistant City Manager Gordon Haight outline an accurate timeline for students as to when they could expect the installation to occur. Assistant City Manager Haight responded that staff is currently working with Salt Lake County and are anticipating the installation to occur mid to late summer. Mayor Freeman agreed that this location is a safety hazard and cautioned the students who cross the street at this intersection.

5. [7:28:35 PM](#) **PLANNING MATTERS:** ~ *Bryn McCarty, Planning Supervisor*

Rezoning:

5.1 **Discussion and consideration of Ordinance No. 14-14 “An ordinance to rezone 03Z14 – Boss – 13997 S 7300 W from A-1 to A-.25 – Acres: 5.25 ~ Bryn McCarty, Planning Supervisor**

Planning Supervisor Bryn McCarty offered a map outlining the rezone located at 13997 South 7300 West. She informed the council that the subdivision is not ready for final approval, and would be coming to the council for their consideration at a future meeting. She acknowledged the approval of the rezone from the Planning Commission.

Councilmember Mike Day moved to approve **Ordinance No. 14-14** “An ordinance to rezone 13997 South 7300 West from A-1 to A-.25” Councilmember Craig Tischner seconded the motion.

The vote is recorded as follows:

Councilmember Mike Day – Aye
Councilmember Matt Robinson – Aye
Councilmember Craig Tischner – Aye
Councilmember Coralee Wessman-Moser – Aye
Mayor Carmen Freeman – Aye

The motion carried unanimously.

6. [7:31:01 PM](#) **DISCUSSION /ACTION MATTERS:**

6.1. **Discussions and consideration of Ordinance No. 14-13 “An ordinance adopting Herriman City Cemetery rules and regulations.” ~ Monte Johnson, Operations Director/Wade Sharp, Parks Manager**

Mayor Freeman indicated during the work session some changes have been made and the council is requesting them to be in a format to see the changes that have been addressed. Parks Manager Wade Sharp reviewed the minor text changes of the rules and regulations. Mayor Freeman asked about how many plots are available to purchase. Manager Sharp responded that approximately 140 are available, and explained that is the reason to expand the cemetery and open up Section E.

Manager Sharp informed the council that clarity in the regulations were necessary to help with the upkeep of the cemetery. He offered an example of when decorations should be removed, and acknowledged that crew members can't tell how long displays have been there. Manager Sharp explained that this is a very sensitive subject and would like to have a policy in place to educate the residents by email blasts or social media.

Councilmember Day asked for clarification of the policy on placing items at the gravesite. Manager Sharp responded that the policy allows for flowers to be placed on the headstone or its foundation; however, placement of any object on the lawn is prohibited.

Councilmember Day offered an example of an individual wanting to mourn for a loved one on a monthly or biweekly basis, and asked how the city can accommodate individuals like that without breaking policy. Manager Sharp explored option of a “Good Steward” program to allow family members to care for the gravesite and do the necessary maintenance. He explained that plastic vases are allowed placement; only glass vases are discouraged because of safety concerns. Councilmember Moser requested the proposed policy be available to the residents on the city’s website along with social media posts in order to receive some resident feedback.

Councilmember Coralee Wessman-Moser moved to continue **Ordinance 14-13** until the next meeting. Councilmember Mike Day seconded the motion.

The vote is recorded as follows:

Councilmember Mike Day – Aye
Councilmember Matt Robinson – Aye
Councilmember Craig Tischner – Aye
Councilmember Coralee Wessman-Moser – Aye
Mayor Carmen Freeman – Aye

The motion carried unanimously.

6.2. **7:46:53 PM** Discussions and consideration of **Ordinance No. 14-15** “An ordinance amending and restating engineering review fees.” ~ *Blake Thomas, City Engineer*

City Engineer Blake Thomas gave a brief overview of the engineering review fees and noted that staff recommended the approval of the ordinance. He asked if there were any questions. There were none.

Councilmember Matt Robinson moved to approve **Ordinance No. 14-15** “An Ordinance amending and restating engineering review fees.” Councilmember Coralee Wessman-Moser seconded the motion.

The vote is recorded as follows:

Councilmember Mike Day – Aye
Councilmember Matt Robinson – Aye
Councilmember Craig Tischner – Aye
Councilmember Coralee Wessman-Moser – Aye
Mayor Carmen Freeman – Aye

The motion carried unanimously.

6.3. **7:48:20 PM** Discussions and consideration of **Ordinance No. 14-12** “An ordinance enacting A secondary water fee and rate structure and enacting provisions, establishing enforcement procedures, and establishing requirements and cross connection provisions” ~ *Justun Edwards, Water Director*

Water Director Justun Edwards presented an ordinance approving a secondary water rate increase. Councilmember Matt Robinson requested that Public Information Officer, Tami Moody and Director Edwards work together on an explanation of water rate increase to help residents understand the necessity. Justun responded that discussions have started with Public Information Officer Moody to help ensure explanations to the residents are available.

Councilmember Mike Day moved to approve **Ordinance No. 14-12** “An Ordinance enacting a secondary water fee and rate structure and enacting provisions, establishing enforcement procedures, and establishing requirements and cross connection provisions.” Councilmember Matt Robinson seconded the motion.

The vote is recorded as follows:

Councilmember Mike Day – Aye
Councilmember Matt Robinson – Aye
Councilmember Craig Tischner – Aye
Councilmember Coralee Wessman-Moser – Aye
Mayor Carmen Freeman – Aye

The motion carried unanimously.

7. 7:50:43 PM COMMENTS FROM COUNCIL MEMBERS:

Councilmember Matt Robinson presented a book from UFA to Herriman City and requested it to be admitted to the Herriman City Library collection. Councilmember Craig B. Tischner thanked Administrative Services Technician Destiny Skinner and Public Information Officer Tami Moody for their help with the Youth Council. Councilmember Coralee Wessman-Moser announced the next scheduled City Council meeting on April 10, and noted the “Shake-Out”. She also observed the “Iron Will” competition at Camp Williams celebrating their 100th birthday and urged residents to attend. Mayor Freeman comments about attending an anti-bullying campaign at Herriman High School. Mayor Freeman presented a Rural Water award to Water Manager Luke Sieverts.

8. 7:56:40 PM UPCOMING EVENTS IN THE CITY:

Community Fisheries Class (6 week program), Cove @ Herriman Springs	Monday, April 7, 14, 21 & 28, 2014 Starting @ 6:00pm
Utah Shake Out	Thursday, April 17 place & time tba

9. 7:57:05 PM FUTURE MEETINGS:

Next Regular Planning Commission Meeting:	Thursday, April 3, 2014 @ 7:00pm
Next Regular City Council Work Meeting:	Thursday, April 3, 2014 @ 5:00pm
Special City Council Meeting:	Wednesday, April 9, 2014 @ 5:00pm
Next Regular City Council Meeting:	Thursday, April 10, 2014 @ 5:00pm
Next Regular City Council Work Meeting:	Thursday, April 17, 2014 @ 5:00pm
Budget Meetings	Wednesday, April 23rd @ 5:00pm & Thursday, April 24th @ 5:00pm
Next Regular City Council Meeting:	Thursday, April 24 th @ 7:00pm

10. [7:57:38 PM](#) ADJOURNMENT:

11. [8:08:21 PM](#) RECOMMENCE TO WORK MEETING:

▪ **Discussion/Recommendation on Employee Policy** ~ *Carmen Freeman, Mayor*

Mayor Freeman enlightened the council and audience of some background information as to why this discussion is necessary. He explained that part of the Mayor's responsibility is to see that the city's financial status remains in good status. He acknowledged that he commissioned the study to compare employee benefits with other municipalities and authorized changes to the existing policy to comparatively align benefits to preserve the city's financial stability. He expressed his gratitude to the directors and supervisors that met with him so he could get background perspective. He commended the city staff on their willingness to help and their influence to the residents they serve.

Mayor Freeman offered a suggestion to the council of proposing a "tiered" system for employees. He proposed that the council would approve to continue current benefits to current employees hired before June 30, 2014 to preserve the integrity of our employees. He expressed his gratitude for the strong work force that is possessed by the City, and requested to establish a committee that he would head-up to research and outline the benefit package for employees. He indicated that starting July 1, 2014 the new policy could be in place and would secure the financial stability of Herriman City. He noted that new hires begin employment with the city with the understanding that these benefits are part of the employment package. We are Herriman, and should stand by our word.

Councilmember Craig B. Tischner asked for clarification of the "grandfathered" clause. Mayor Freeman responded that the current employees' benefits would remain intact until their departure from Herriman City either via retirement or other means. Councilmember Matt Robinson reiterated that there would be two different "tiers" of employees. This was confirmed. Mayor Freeman noted the dynamics of Herriman will continue to escalate along with the cost and staff. He offered a suggestion that the number of employees on staff will double in the next five to ten years, and given those dynamics the city cannot continue to pay out benefits as they presently constitute.

Councilmember Matt Robinson informed the audience that common practice is to routinely review the benefits of an organization to make certain it's viable over any length of time. He told a brief anecdote of UFA reviewing their benefits and making adjustments that were deemed necessary. He expressed his concern of other large cities across the nation that filed for bankruptcy due to large pensions and other benefit packages according to studies conducted by economists. Historically, Utah has been in great financial situations and has been a wise steward. He noted that he wants to make certain that Herriman City is viable for years to come. He indicated that living on permit fees is not sustainable and would be insolvent if a housing drop occurred. Councilmember Robinson acknowledged that the city has outgrown the current facilities, and need to expand. He reiterated that Herriman City needs to align themselves with other municipalities in regards to benefit packages.

Councilmember Mike Day asked the Mayor what discussion topics were covered in the meeting with the Directors and Managers. Mayor Freeman responded that five areas were covered: cash payouts, 401K, HSA payments, vacation accruals, as well as the extra week

given to employees in lieu of overtime. Mayor Freeman indicated that the meeting brought to his attention that many of the employees put in a tremendous amount of overtime and are often on call 24 hours a day. He offered a short story of the unintentional costs of making dramatic changes to the current staff, and reaffirmed that the city needs to have a motivated work force.

[8:25:57 PM](#) Councilmember Mike Day asked about cash payouts. Finance Director Shauna DeKorver observed the city's policy on vacation "Buy Backs".

Councilmember Mike Day asked if statistics were available. Director DeKorver estimated \$82,000 was paid out last year to the employees under this policy. City Manager Brett Wood informed the council that the policies vary in each jurisdiction, along with their accrual and payout rates. He elaborated that this policy is in place to incentivise employees to be at work because their expertise is needed. Councilmember Mike Day voiced his concern about the vacation and PTO payouts, and noted that it is a substantial amount of money. He offered a scenario that if one year all of the employees didn't use their allotted vacation and the liability that would be placed on the city. Mayor Freeman reiterated his proposition and acknowledged that if his employer changed benefits his moral would decrease and he would be upset. He offered a suggestion to compromise to find a benefit program that will be good for the residents as well as the city.

Councilmember Matt Robinson acknowledged the sacrifice and effort employees put into Herriman and agreed that is why we have a great community. He reiterated that it is common practice to review benefit packages at any place of employment, and he does not want employees to feel that they aren't appreciated. He offered his belief that employees would prefer to stay employed for years to come over a present benefit. The council needs to look at the long-term viability of our community.

Councilmember Mike Day added that intent of policy needs to be justified, and noted that he is not supportive of "grandfathering" employees into a tier. Mayor Freeman expressed that employees would easily give up awards night, Lagoon tickets, and a bunch of other benefits in order to keep some of the other benefits. He noted that some of the other perks could be addressed to make up some of the cost of the larger benefits. Mayor Freeman affirmed that it would be detrimental to lose key employees because of a change in benefits.

Councilmember Matt Robinson noted that visiting this issue is not looking at it from a "dollars and cents" standpoint. It's a matter of what is the right amount of balance for the benefits that should be applied to any organization making sure the benefits offered meet the need of the business. He explained that PTO is an outlier; it's about the intent of the benefit, and making sure the benefit is used according to its intent. He agreed with the Mayor that it would be hard on the city to lose employees because of the financial burden put on the city for training purposes.

City Manager Brett Wood acknowledged that people schedule appointments around their work schedule, and because we don't have a large workforce. He informed the council that just a few people being absent is significant and requires other staff members to help out, which makes the city less productive. He noted that some employees have to work additional

jobs to help their financial situation, and the payout is a simple reward to say thank you for being here. He agreed that benefits do need to be addressed to be competitive with other jurisdictions, and noted several employees that have sought employment elsewhere because of a higher salary. We hire employees because of the benefits we offer, not because of the pay. He recommended that if council determined to cut benefits, employees should be compensated with a higher salary.

Councilmember Craig B. Tischner asked if employing tiered employees could bring a potential lawsuit to the city. City Manager Brett Wood indicated that issue would have to be researched. Councilmember Craig B. Tischner agreed with the Mayor regarding the employees, and acknowledged that moral would be lower if benefits are taken away. He noted that if we take care of our employees, the employees take care of our residents.

Mayor Freeman stated that he believed that the city could transition into the tiered system, and indicated that we have integrity and stand by our word. Integrity cannot be bought. He reaffirmed that a new benefit package will have to be implemented to allow Herriman City to be viable and to remain a competitive employer.

Councilmember Matt Robinson extended his appreciation to the Mayor and noted he wanted to get all of the background information before rendering a decision. He expressed his hope that people trust that the council is being transparent and are making the right decision. He welcomed employees to approach the council and their directors to discuss their concerns to help make the correct decision.

Councilmember Coralee Wessman-Moser agreed with the consensus of the council and is looking forward to having the committee formed to collect the appropriate data to render a decision.

[9:14:44 PM](#) Council adjourned by consensus.

I Jackie Nostrom, do hereby certify that I am the duly appointed, qualified, and acting City Recorder for Herriman City, of Salt Lake County, State of Utah. I do hereby certify that the foregoing minutes represent a true and accurate, and complete record of this meeting held on Thursday, March 27, 2014.



Jackie Nostrom, City Recorder