

**MINUTES OF THE HELPER CITY COUNCIL MEETING**

**Thursday, February 1, 2024, at 6:00 p.m.**

**in the Council Chambers**

**19 South Main Street**

**Helper, Utah 84526**

**ATTENDANCE:**

Mayor Lenise Peterman

**Council Members:**

David Dornan  
Robert Olson  
John Serfustini  
Cole Stapley  
Edward Chavez

**City Staff:**

City Recorder: Zack Tonc  
Deputy Recorder: Melissa Parker  
City Attorney: Dominique Kiahtipes  
Police Sargent: Sean Draper  
Public Works Co-Directors  
DJ Romero  
Brittany Hansen

**Citizens:** Tina Grange, Garrett Newman, James Saunders, Kimberly Kuehn, Gary Burnham, Charlene Burnham, Dixie Marvidikis, Roman Vega, Scott Amott, Michelle Goldsmith, and David Palacios

**Public Comment:**

Public comments were made by the following.

James Saunders-Johansen & Tuttle

Tina Grange-Carbon County Tourism

Exhibit A – Public Comments

**Approval of the minutes from January 4, 2024.**

Correction on line 164, approval date

Council Member Chavez moved to approve the minutes from January 4, 2024, with changes. Council Member Serfustini seconded the motion. Motion carried, the council roll call vote is as follows:

<u>Council Member</u>	<u>Yes</u>	<u>No</u>	<u>Absent</u>
<u>Dornan</u>	<u>X</u>	<u></u>	<u></u>
<u>Olson</u>	<u>X</u>	<u></u>	<u></u>
<u>Serfustini</u>	<u>X</u>	<u></u>	<u></u>
<u>Stapley</u>	<u>X</u>	<u></u>	<u></u>
<u>Chavez</u>	<u>X</u>	<u></u>	<u></u>
<u>Motion passed</u>			

**DISCUSSION AND POSSIBLE APPROVAL OF SUBMITTING APPLICATION TO THE LAND AND WATER CONSERVATION FUND FOR \$104,000 TO REPLASTER THE POOL AND FOR PARK IMPROVEMENTS.**

Mayor Peterman stated the pool is in desperate need to be re-plastered the cost to do this is \$109,000. We appealed to Outdoor Rec. for opportunities to help fund re-plastering the pool. The Outdoor Rec. suggested they suggested this grant from the Land and Water Conservation Fund and is a matching grant. We budgeted \$50,000 for pool repairs and an in-kind of \$54,000 from Public Works. The in-kind match would be Public Works replacing the windscreen, tearing down the bleachers, and installing aluminum bleachers at the Gardener Ball Field.

Council Member Chavez asked if the pool would be ready to open in May. Mayor Peterman responded, that in the grant application, it is stated the pool will need to be done before Memorial Day.

Council Member Chavez moved to approve submitting an application to the Land and Water Conservation Fund for \$104,000. Council Member Serfustini seconded the motion. Motion carried, the council roll call vote is as follows:

Council Member	Yes	No	Absent
Dornan	X		
Olson	X		
Serfustini	X		
Stapley	X		
Chavez	X		
Motion passed			

**DISCUSSION AND POSSIBLE APPROVAL OF A MASTER RECREATIONAL PLAN.**

Mayor Peterman stated the Master Recreational Plan, is meant to be a guiding document that evolves with Helper and our needs. This plan is a supplement to the Land and Water Conservation Grant.

Council Member Stapley stated this is a good guide with things brought up by the community and helps us know what to prioritize. Council Member Stapley stated that “key recreational components performing” is typed twice on page four, and the illegal bridge we should remove. Also on page 18 Gardener Field remove “oldest” and “3rd oldest”.

Council Member Stapley asked if the Master Recreational Plan is needed for the Land and Water Conservation Grant. Mayor Peterman responded, no, it is nice to have document, not a must have document.

Council Member Stapley moved to approve the Master Recreational Plan with the mentioned changes. Council Member Dornan seconded the motion. Motion carried, the council roll call vote is as follows:

Council Member	Yes	No	Absent
Dornan	X		

Olson	X		
Serfustini	X		
Stapley	X		
Chavez	X		
Motion passed			

**DISCUSSION AND POSSIBLE APPROVAL OF PAY INCREASES AND THE ADOPTION OF AN APPROPRIATE PAY SCALE FOR THE POLICE DEPARTMENT.**

Seargent Draper gave a speech about the current pay scale for Helper City Police Officers.  
Exhibit B

Mayor Peterman stated Helper City is the lowest-paid police department. Council Member Dornan asked if there was a cost estimate, for year over year. Sargent Draper stated he does not have the knowledge to know the answer. Council Member Dornan questioned if Helper has the option for the employees who opt out of insurance coverage, to raise their pay. City Recorder Tonc stated Helper could offer that, council would have to determine how much they are willing to pay in lieu of and adopt an ordinance. Council Member Stapely stated the council would need more information, discussion, and cost analysis before they could come to a decision. Council Member Dornan stated we need to stay competitive in order to retain officers. Council Member Robert Olson stated that the bigger the department, the higher the pay. Mayor Peterman stated Helper City has not raised taxes since 2012, and our electrical rate is the lowest in the state. Mayor Peterman stated this could be an option to get the money for the appropriate pay scale.

Council Member Chavez moved to table discussion and possible approval of pay increases and the adoption of an appropriate pay scale for the police department. Council Member Dornan seconded the motion. Motion carried, the council roll call vote is as follows:

Council Member	Yes	No	Absent
Dornan	X		
Olson	X		
Serfustini	X		
Stapley	X		
Chavez	X		
Motion passed			

**Discussion and possible approval for \$10,000 for demand metering.**

Public Works Co-Director Romero stated Public Works has been working on switching to a company named Tannaulas, to read meters. Public Works Co-Director Romero stated in order to program the new demand single phase meters, we need to purchase the licensing. Mayor Peterman stated we used our American Rescue Plan dollars to purchase new meters because the previous system was outdated and would not be supported. Mayor Peterman asked City Recorder Tonc if we had money in the electrical fund for this, City Recorder Tonc said it would come out of a contingency fund. Council

Member Chavez asked if there was another company that we could use. Council Member Dornan asked if the goal was to get demand meters on every meter. Public Works Co-Director Romero, stated all the businesses are in demand, and if a meter goes out there is no way to replace it without this program. Council Member Stapley asked if there was an annual fee, Public Works Co-Director Romero stated he had asked Tannaulas and has not gotten a response. Council Member Stapley asked if we could go back to the original agreement, to see what was included in the original cost.

Council Member Chavez moved to table the approval for \$10,000 for demand metering. Council Member Dornan seconded the motion. Motion carried, the council roll call vote is as follows:

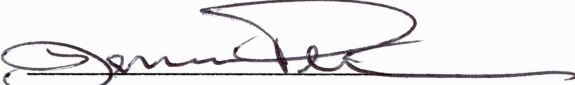
<u>Council Member</u>	<u>Yes</u>	<u>No</u>	<u>Absent</u>
<u>Dornan</u>	<u>X</u>	<u>_____</u>	<u>_____</u>
<u>Olson</u>	<u>X</u>	<u>_____</u>	<u>_____</u>
<u>Serfustini</u>	<u>X</u>	<u>_____</u>	<u>_____</u>
<u>Stapley</u>	<u>X</u>	<u>_____</u>	<u>_____</u>
<u>Chavez</u>	<u>X</u>	<u>_____</u>	<u>_____</u>
<u>Motion passed</u>			

**ADJOURNMENT:**

There being no further business, Council Member Dornan moved to adjourn. Council Member Chavez seconded the motion. Motion carried, the council roll call vote is as follows:

<u>Council Member</u>	<u>Yes</u>	<u>No</u>	<u>Absent</u>
<u>Dornan</u>	<u>X</u>	<u>_____</u>	<u>_____</u>
<u>Olson</u>	<u>X</u>	<u>_____</u>	<u>_____</u>
<u>Serfustini</u>	<u>X</u>	<u>_____</u>	<u>_____</u>
<u>Stapley</u>	<u>X</u>	<u>_____</u>	<u>_____</u>
<u>Chavez</u>	<u>X</u>	<u>_____</u>	<u>_____</u>
<u>Motion passed</u>			

I hereby certify that the foregoing represents a true, accurate, and complete record of the Helper City Council meeting held on Thursday, February 1, 2024.

  
 Lenise Peterman  
 Mayor

  
 Zack Tonc  
 City Recorder

Approved on March 7, 2024

Exhibit A

**Helper City**  
**Citizen Public Comment Form**

Comments Only

Name: Jones Saunders

Date: 2/1/2024


Address: 16755 Hisking Ln, Price, UT

I wish to address the Council during public comments regarding:

Local Government trainings provided by Jones &  
Demille Engineering

Note: This form must be filled out and handed to the city recorder before the beginning of the meeting. Comments are limited to 2 minutes. All citizens attending Council Meetings will be expected to respect the rights of others by refraining from any open display of support or opposition to the remarks of any speaker, or open demonstration thereof. Anyone not complying with these rules of procedure may be asked to leave the meeting.

I have read and agree to abide by the rules listed above.

  
Signature (This form is complete unless signed)

Thank you for taking the time to complete this form.



**Helper City**  
**Citizen Public Comment Form**  
Comments Only

Name: Tina Grange  
Date: 2/1/2024  
Address: Carbon County Tourism

I wish to address the Council during public comments regarding:  
The Helper Museum donation  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Note: This form must be filled out and handed to the city recorder before the beginning of the meeting. Comments are limited to 2 minutes. All citizens attending Council Meetings will be expected to respect the rights of others by refraining from any open display of support or opposition to the remarks of any speaker, or open demonstration thereof. Anyone not complying with these rules of procedure may be asked to leave the meeting.

I have read and agree to abide by the rules listed above.

Tina Grange  
Signature (This form is complete unless signed)

Thank you for taking the time to complete this form.

Exhibit B



## INTRODUCTION:

Hello. Some of you know me and some of you don't, please let me introduce myself. My name is Sean Draper. I am currently employed by the Helper City Police Department. I am a Sergeant within the department and I hold many responsibilities, including; patrol, investigations, supervision, case management, file management, case dissemination, disciplinary action, policy update and issuance, training, and many more. I currently have over 1,200 hours of specialized training. I am a Gang Instructor at the P.O.S.T. Academy in Price. I am a Taser Instructor, F.I.D.O. (Field Investigation Drug Officer) certified, A.R.I.D.E. (Advanced Roadside Impaired Driving Enforcement) certified, and C.I.T. (Crisis Intervention Team) certified. In March I will additionally be an Impact Munitions Instructor, Chemical Munitions Instructor, and a Flash Bangs and Sting Balls Instructor.

I started my career in 2016 and began working for the Utah Department of Corrections at the Utah State Prison. During my time there, I worked on the gang unit in maximum security housing. While there, I was involved in numerous critical incidents. In 2019, I came back to my hometown and began working for the Helper City Police Department and am going on my eighth year in law enforcement. While working here, I have made over 200 warrant arrests, over 200 drug arrests, over 100 DUI arrests, located stolen vehicles, apprehended violent criminals that were found in Helper and wanted from all over the country and state, investigated numerous sexual assaults, thefts, assaults, and now, unfortunately a homicide. I have had shotguns, rifles, handguns, and knives pulled out on me in critical incidents where myself and other law enforcement officials were able to safely resolve the situations.

The reason I am telling you this isn't to brag about who I am, it's to inform you of what kind of peace officer you have working for your city. With all of my training and experience, you can't just pull a random citizen off of the streets just to fill my shoes, it would take years of training and experience to fill a hole with not just myself, but with any of the police officers working for this agency. If I can honestly tell you I have accomplished all of this in eight years, can you imagine what Chief Gigliotti has accomplished in his 19-year career? We are additionally trying to build Officer Shaw, Officer Olson, and Officer Newman to have the same, if not more, credentials.

## LOSS OF STAFF AND RETENTION:

Since 2019, I have seen five separate officers at this department leave or be terminated from their position. A former Chief departed from this job due to being offered a higher paying job with far less stress at another **LOCAL** agency. One veteran officer came to work here for one month before departing to another **LOCAL** agency for higher pay. One veteran officer departed here due to unknown circumstances. Two officers were terminated due to lack of ability to do the job.

Since being at this agency, I have trained five different officers. A full training process for a new police officer consists of 6 weeks to obtain their SFO (Special Functions Officer) certification which is 240 hours, 10 weeks to obtain their LEO (Law Enforcement Officer) certification which is 400 hours, and 10 weeks of

field training which is 420 hours. This is all required before they are even allowed to work a single shift on their own. The cost to pay these wages while they are going through the certification and training process is approximately \$20,140.00 if paid out at the starting hourly wage of \$19.00. This does not include uniforms, gas, food, or equipment. It costs roughly \$25,000.00 to train and outfit a new police officer. If all five new officers had to go through this entire process from start to finish, it has cost the city roughly \$125,000.00. Two of which, did not end up working out and are no longer employed here.

Our goal should be to obtain the best candidate possible to fill each and every position we have at the Helper City Police Department. We owe it to our city and our citizens to provide them with the best possible service we possibly can. If you were to ask any single one of our newer officers what their long-term goals are, not a single one of them answered anything regarding seeing Helper City in their future. When asked why they don't anticipate being with Helper City further into their careers, the answer ultimately boils down to pay. The times are changing and Helper City pay is not changing with it.

Each member of this department makes the following hourly wage;

Chief Chris Gigliotti with 19 years of service - \$30.00

Myself with 8 years of service - \$25.00

Officer Chris Shaw with 3 years of service - \$21.00

Officer Lara Olson with 4 years of service - \$21.30

Officer Garrett Newman with 1 year of service- \$19.00

Reserve Officers - \$18.00

Starting pay - \$19.00

Looking at these numbers look fine by themselves until we start comparing other Carbon County law enforcement hourly wages next to our hourly wages. For privacy and respect for those law enforcement professionals that spoke with me, I will not be providing any names, but I will be providing time of service and hourly wage. Some wages do not have actual cent information as the individuals could not or would not provide a specific number.

Carbon County Sheriff's Office makes the following hourly wage;

Sergeant with 19 years of service - \$35.14

Sergeant with 15 years of service - \$35.14

Sergeant with 11 years of service - \$33.99

Deputy with 8 years of service - \$29.16

Deputy with 5 years of service - \$28.02

Deputy with 7 years of service - \$28.69

Deputy with 2 years of service - \$26.05

Deputy with 6 years of service - \$28.69

Deputy with 3 years of service - \$26.05

Deputy with 1 year of service - \$25.27

Deputy with 2 years of service - \$26.05

Starting pay - \$23.26

Price City Police Department makes the following hourly wage;

Chief with 28 years of service - \$44.00

Captain with 12 years of service - \$36.00

Sergeant with 24 years of service - \$35.71

Sergeant with 16 years of service - \$33.80

Officer with 8 years of service - \$28.14

Officer with 8 years of service - \$28.14

Officer with 7 years of service - \$27.60

Officer with 8 years of service - \$26.86

Officer with 7 years of service - \$27.60

Officer with 4 years of service - \$26.70

Officer with 7 years of service - \$26.70

Officer with less than 1 year of service - \$24.85

Starting pay - \$24.85

Wellington City Police Department makes the following hourly wage;

Chief with 28 years of service - \$43.00

Sergeant with 15 years of service - \$30.41

Officer with no experience or full certifications - \$22.00

Starting pay - \$22.00-\$24.00

East Carbon City Police Department makes the following hourly wage;

Sergeant with 29 years of service - \$33.84

Officer with 7 years of service - \$25.77

Officer with 4 years of service - \$25.62

How far behind are we from other departments in the same county? Chief Gigliotti is between \$13.00-\$14.00 behind other Chiefs in this area with the information obtained. I am between \$6.00-\$10.00 behind other Sergeants in this area with the information obtained. Officer Shaw, Olson, and Newman are between \$6.00-\$10.00 behind other officers in this area with the information obtained.

I have written up three separate pay scales, one for officers, one for Sergeants, and one for Chiefs. A copy of the suggested pay scales will be provided to you. I am requesting this pay scale be adopted solely for the Helper City Police Department to have our pay scale separated from other departments within the city. I am additionally requesting this pay scale be followed to the letter, every year.

I am requesting the following pay to be enacted for each employee at this department, per the provided pay scale, beginning July 1, 2024;

Chief Chris Gigliotti – Year 3 - \$42.44

Sergeant Sean Draper – Year 3 - \$33.88

Officer Chris Shaw – Year 3 - \$26.53

Officer Lara Olson – Year 4 - \$27.06

Officer Garrett Newman – After Probation - \$25.50

All annual pay increases would be subject to an employee evaluation conducted by that employee's supervisor. For example, Officer Shaw, Officer Olson, and Officer Newman's evaluations would be conducted by myself. My evaluation would be conducted by Chief Gigliotti. Chief Gigliotti's evaluation would be conducted by the Mayor. The employee evaluation can be set up and suggested prior to the implementation of this pay scale coming into effect on July 1, 2024.

I strongly believe that this action will increase proactive productivity within the department, it will increase the morale of the department, it will create a stronger and more healthy relationship between the city and the department, it will increase officer retention, and it will increase the likelihood of more qualified and desired candidates seeking employment with us in the future. Thank you for your time and consideration addressing this important matter.

# Helper City Police Department Pay Scale - 2024

Patrol/Investigations Pay Scale - 1 year increments										
Start	After Probation	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
\$25.00	\$25.50	\$26.01	\$26.53	\$27.06	\$27.60	\$28.15	\$28.71	\$29.28	\$29.87	\$30.47
	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%

*Annual Cost of Living shall be added at the beginning of each fiscal year to every hourly wage. This should be in addition to any step pay the Officer shall receive.*

Sergeant Pay Scale - 1 year increments					
Start	After Probation	Year 2	Year 3	Year 4	Year 5
\$31.00	\$31.93	\$32.89	\$33.88	\$34.90	\$35.95
	3%	3%	3%	3%	3%

*Annual Cost of Living shall be added at the beginning of each fiscal year to every hourly wage. This should be in addition to any step pay the Sergeant shall receive.*

Chief Pay Scale - 2 year increments					
Start	After Probation	Year 3	Year 5	Year 7	Year 9
\$40.00	\$41.20	\$42.44	\$43.71	\$45.02	\$46.37
	3%	3%	3%	3%	3%

*Annual Cost of Living shall be added at the beginning of each fiscal year to every hourly wage. This should be in addition to any step pay the Chief shall receive.*



Officer I = Grade 14  
 Officer II = Grade 15  
 Officer III = Grade 16  
 Sergeant I = Grade 17  
 Sergeant II = Grade 18  
 Captain = Grade 19  
 Chief = Grade 22

## PRICE CITY 2023 - 2024 WAGE SCALES

25

GRADE	NON-EXEMPT 25 YEAR			EXEMPT 25 YEAR		
	STARTING	ENDING	AWA	STARTING	ENDING	AWA
1	11.00	15.40	0.18			
2	11.74	16.43	0.19			
3	12.52	17.53	0.20			
4	13.36	18.71	0.21			
5	14.26	19.96	0.23			
6	15.21	21.30	0.24			
7	15.58	23.37	0.31			
8	16.63	24.94	0.33			
9	17.74	26.61	0.35			
10	18.93	28.39	0.38			
11	20.20	30.30	0.40			
12	21.55	32.33	0.43			
13	23.00	34.49	0.46			
14	24.54	36.80	0.49			
15	26.18	39.27	0.52			
16	26.86	42.98	0.64	4,655.64	7,449.02	111.74
17	28.66	45.85	0.69	4,967.56	7,948.10	119.22
18	30.58	48.93	0.73	5,300.39	8,480.62	127.21
19	32.63	52.20	0.78	5,655.52	9,048.83	135.73
20	34.81	55.70	0.84	6,034.44	9,655.10	144.83
21	37.15	59.43	0.89	6,438.74	10,301.99	154.53
22	39.64	63.42	0.95	6,870.14	10,992.22	164.88
23	42.29	67.67	1.02	7,330.44	11,728.70	175.93
24	45.12	72.20	1.08	7,821.58	12,514.52	187.72
25	48.15	77.04	1.16	8,345.62	13,353.00	200.30