

6:00 P.M.
Kamas City Hall
170 N. Main
Kamas, UT 84036

Comments may also be made by email prior to the meeting at kamascityutah@gmail.com

1 **PUBLIC COMMENT – THIS IS THE PUBLIC’S OPPORTUNITY TO**
2 **COMMENT ON ITEMS NOT ON THE AGENDA**

3
4 Kate Wynn, representing Kamas Action. Kate reported on the Gateway to Summer event
5 held last weekend. She thanked the mayor, council and Public Works department for their
6 support and help.
7

8
9 **PUBLIC HEARING TO RECEIVE PUBLIC COMMENT ON THE AMENDED**
10 **BUDGET FOR THE 2023-2024 FISCAL YEAR AND THE TENTATIVE BUDGET**
11 **FOR THE 2024-2025 FISCAL YEAR**
12

13 Mayor McCormick opened the public hearing to receive public comment on the amended
14 budget and tentative budget.

15 There were no public comments.

16 Mayor McCormick closed the public hearing.
17

18
19 **PUBLIC HEARING TO RECEIVE PUBLIC COMMENT FOR AN ORDINANCE**
20 **ADOPTING AND SETTING THE COMPENSATION FOR KAMAS CITY**
21 **OFFICERS**
22

23 Mayor McCormick opened the public hearing to receive public comment on an ordinance
24 adopting and setting the compensation for Kamas City Officers.

25 There were no public comments.

26 Mayor McCormick closed the public hearing.
27

28
29 **APPTEGY PRESENTATION & POSSIBLE DECISION**
30

31 Mayor McCormick has been approached by Apptegy. This is a program for our website
32 to provide live feed. The council joined a zoom call for a presentation of the program.

33 Mayor McCormick turned the time over to Jake with Apptegy.

34 The cost is broken down to two costs:

35 One-time Cost: Development cost, building website, migrating information, training,
36 \$9,500

37 Annual cost: Everything included in cost, \$7,000 plus 10 cents per resident
38

39 Councilor Darcey asked if this will live stream and replace YouTube for our City Council
40 meetings.

41 Jake stated they wouldn’t replace YouTube, but would provide a link and store the
42 recordings.

43 Councilor Darcey asked why we would need an app for the city.

44 Jake stated it’s a free download. It’s a good place to advocate for the city. This also
45 provides easy access for the city. The app runs concurrently with the website.
46

1 Councilor Gines asked if it would give residents the ability to reserve the event center.
2 Jake explained it's not a booking website, it would have a calendar of events.
3 Councilor Gines asked if it would be able to send out a survey to citizens and let us
4 receive feedback.
5 Jake stated yes and explained how it works.
6 Councilor Staples asked how we get the information out to the residents.
7 Jake explained there are multiple options. There is a marketing strategy provided within
8 the design of the website. They will work with the city to find the best way.
9 Councilor Staples asked if the contract has a length of time for commitment.
10 Jake explained they start with 1 year, but there are some benefits for a multiyear contract.
11 Councilor Staples asked if instead of allowing the booking online is there a way to have
12 the calendar show available dates for the event center.
13 Jake will need to talk to his developers to see if this is possible, but doesn't see it out of
14 the realm of possibility.
15 Councilor Blazzard likes this, it's easy and it is what citizens are looking for.
16 Councilor Staples asked if we terminate our service after the contract period is the
17 website ours?
18 Jake explained they house the site where the website is built. They would take the site
19 offline.
20 Councilor Staples asked if the fee is locked in or does it increase year after year.
21 Jake stated within the contract it states the annual fee is subject to a 5% increase each
22 year.
23 Mayor McCormick thanked Jake for the presentation.
24
25

26 **RESOLUTION 2024-04, A RESOLUTION ADOPTING THE 2024 FINAL TAX**
27 **RATE FOR KAMAS CITY**
28

29 The council reviewed the certified tax rate.
30 Councilor Darcey stated the certified tax rate is going down a little this year, it's a 2.7%
31 decrease. Councilor Darcey is proud we can keep the tax rate down.
32 Councilor Bateman stated our tax rate went down from 2022 as well.
33

34 **MOTION:** Councilor David Darcey moved to approve Resolution 2024-04, A Resolution
35 adopting the 2024 final tax rate of .000789 for Kamas City.
36 Councilor Jessica Bateman seconded the motion.
37 Mayor McCormick asked for a roll call vote:
38 Councilor Gines voted "aye"
39 Councilor Bateman voted "aye"
40 Councilor Staples voted "aye"
41 Councilor Darcey voted "aye"
42 Councilor Blazzard voted "aye"
43 The vote was unanimous. Motion passed.
44
45
46

1 **FIESTA DAYS COMPENSATION DECISION**

2
3 Mayor McCormick stated he doesn't understand where this came from so someone will
4 have to help him. Kim Peacock stated the council decided at the last meeting that they
5 wanted this on the agenda. Councilor Gines stated we felt we needed to finalize what had
6 been discussed for compensation for a few individuals helping with Fiesta Days.

7 Councilor Bateman stated she was a bit confused because when we started this Steve
8 didn't know he was getting anything. Because of the work he did put in he was
9 compensated at the end. They are not doing this to be paid as nice as we want to be. This
10 started because Kerbee is putting in a lot of effort too. Because of her year-round efforts
11 that's where the event coordinator came in. Since we're not doing the event coordinator
12 then she feels we should have them continue as a volunteer and then determine a thank
13 you after it's over. Once we figure out post 2024 Fiesta Days, we need to figure out how
14 big we want the celebration to be and incorporate that conversation for compensation.

15 Councilor Gines feels it's been quoted in so many of our meetings that they will get
16 compensated that we owe them honesty for what we want to pay them. We can come up
17 with something like \$1,500 or \$2,000. Kerbee has been hamstrung by what was started,
18 by the beer garden being shut down it is harder to get sponsors possibly, and other things
19 that have happened, she's due something this year. How much do we give each of them
20 and do we include the concessions. This is what we're trying to resolve.

21 Councilor Bateman stated Cindy with concessions was a last-minute thing. Steve was
22 having problems with other things because of the beer garden the school district might
23 not have wanted their kids to work. Councilor Bateman doesn't feel we need to do
24 anything about it right now, we do it at the end based on performance.

25 Councilor Gines feels this year could lead to having negative numbers and feels they
26 deserve something for their work. We've talked about it all year.

27 Councilor Blazzard stated Steve or Cindy hasn't asked for anything, but feels they
28 deserve something, maybe \$1,500 for each. Next year we can make a plan and have a
29 clear vision of what we want. We need to decide things sooner next year. It's always been
30 volunteer, worked as volunteer, and should continue to be volunteer.

31 Councilor Darcey would like to have a volunteer dinner at the pavilion to thank all the
32 volunteers. Possibly in the month of August.

33 Councilor Bateman agrees, but it's work. If we do that, why don't we put the work in for
34 Fiesta Days.

35 Councilor Blazzard feels we have needed this for years to thank the volunteers.

36 Councilor Darcey stated this is something he would take on.

37 Councilor Gines would feel good about paying \$2,500. Do we include the shack? This is
38 a big project as well.

39 Mayor McCormick stated Mark Rummel was given a budget of \$5,000 by the council to
40 promote the derby. Last year they were paid the difference of the \$5,000 and what they
41 spent on marketing to Mark and Dutch. Likewise, this is what we did with Kerbee and
42 Steve. We paid someone to run the shack every night. Last year we paid \$2,000 each
43 night, except when Weller Recreation ran it. They did it as part of their sponsorship. This
44 year Cindy offered to take this on and didn't ask to be paid.

45 Mayor McCormick stated the appreciation dinner stopped in years past because everyone
46 was too busy to attend. This may not be the case now, but that was his experience with it.

1 Councilor Staples feels our job as a council is to set the budget. If the budget is set for
2 any given year, what happens within those budget categories, she doesn't want to micro
3 manage that. To the extent a budget item is set for whatever it looks like, she feels if
4 they're not expecting it, she doesn't want to set a dollar amount. She also doesn't want to
5 decide something outside of her lane as a city council person.

6 Councilor Gines feels this is a gray area. If it's finances it is city council that's
7 responsible for finances.

8 Councilor Staples stated as far as setting the budget, absolutely. Is there a line item in the
9 budget for these things and is it somebody else's decision. Councilor Staples feels some
10 lines are getting blurred as far as what our responsibility is as a council. The Powers and
11 Duties handbook and the training we received it specifically says "the council is a
12 legislative power or legislative body". By that we have the authority to make laws but we
13 don't have the authority to enforce them and we don't have authority over any
14 administration. We've talked about an event coordinator and a part time person. Are we
15 falling back in to the trap that this isn't really something we should really be discussing.
16 Councilor Darcey stated these expenditures are part of the budget and we are responsible
17 for the budget.

18 Councilor Staples stated correct, and when we set the budget for each fund, she doesn't
19 keep track of each item coming out of the approved amount of the budget. She relies on
20 city personnel to keep expenses within the budget. She does feel the people volunteering
21 should receive a thank you, but doesn't feel it the council's job to set that price.

22 Councilor Darcey feels paying \$5,000 doesn't feel like a volunteer effort. He would feel
23 better about \$1,500-\$2,000. Councilor Darcey asked Mayor McCormick if he has a
24 contract with Mark for the derby and if he's expecting any payments not just for the
25 marketing.

26 Mayor McCormick stated there isn't a formal contract. He also can't speak for him to
27 know if there are any expectations.

28 Mayor McCormick explained if you're going to propose an amount you should create a
29 line item in the budget and put that number in. If you read the Powers and Duties the
30 same thing applies for donations. You should specify what the donation is for and set the
31 dollar amount, not amend the budget because you added an amount later.

32 Councilor Gines likes the idea of a line item that is specific to the appreciation.

33 Councilor Darcey feels he agrees this should be a separate line item in the budget and
34 have the money available if needed. It could be called the Fiesta Days volunteer
35 appreciation.

36 Mayor McCormick stated or you could account for the expenditures in the derby, rodeo,
37 and miscellaneous and make those budgets fit. How do you want to handle it? If you
38 want to set an amount the appropriate way is to do it in the budget and let it be managed.
39 Councilor Darcey would rather have it as a separate line item.

40
41 **MOTION:** Councilor David Darcey moved to add a line item to our 2025 budget and call
42 it Fiesta Days Volunteer Appreciation and start with the amount of \$10,000.
43 Councilor Larry Gines seconded the motion.
44

45 Councilor Bateman stated realistically how are we going to pull off a dinner and a raffle.
46 If we can't even do Fiesta Days, how are we going to do an appreciation dinner. When

1 she was in charge of the shack she got very little help from the council. It was hard and
2 now you want to create another event.
3 Councilor Darcey is not concerned and feels this is an easy task and is willing to take this
4 on. He is assuming he can cater this and has a budget. We will get the word out to
5 volunteers.
6 Mayor McCormick stated in the past the council used the leftovers from the shack and
7 the council cooked. It is more complicated than it appears.
8 Councilor Blazzard feels it will be easy to get the word out to the volunteers.

9
10 Mayor McCormick asked for a roll call vote:

11 Councilor Blazzard voted "aye"

12 Councilor Darcey voted "aye"

13 Councilor Staples voted "aye"

14 Councilor Bateman voted "nay"

15 Councilor Gines voted "aye"

16 Motion passed 4-1.
17
18

19 **RESOLUTION 2024-05, CITY COUNCIL TO ADOPT THE AMENDED BUDGET**
20 **FOR THE FISCAL YEAR 2023-2024 AND THE PROPOSED TENTATIVE**
21 **BUDGET FOR THE FISCAL YEAR 2024-25 AS FINAL BY RESOLUTION NO.**
22 **2024-05, A RESOLUTION (1) AMENDING THE BUDGETS OF THE CITY OF**
23 **KAMAS FOR THE FISCAL YEAR BEGINNING JULY 1, 2023, AND ENDING**
24 **JUNE 30, 2024; (2) ADOPTING A BUDGET FOR THE CITY OF KAMAS FOR**
25 **THE FISCAL YEAR BEGINNING JULY 1, 2024, AND ENDING JUNE 30, 2025;**
26 **AND (3) AUTHORIZING AND DIRECTING THE PARTICIPATION OF THE**
27 **CITY IN THE PUBLIC EMPLOYEES NON-CONTRIBUTORY RETIREMENT**
28 **SYSTEM AND THE PUBLIC SAFETY NON-CONTRIBUTORY RETIREMENT**
29 **SYSTEM OF THE UTAH RETIREMENT SYSTEMS FOR THE FISCAL YEAR**
30 **2024-2025**
31

32 Mayor McCormick would like to review the amended budget first and then discuss the
33 2025 budget.

34 The council reviewed the amended budget.
35

36 *5-minute recess 7:54 p.m.*
37

38 Mayor McCormick started review of the 2025 tentative budget that is being presented.

39 Trevor Clegg stated he would like to add another \$20,000 to the sewer supplies, from
40 \$60,000 to \$80,000. We are running into an issue at our effluent house. They put all the
41 electrical inside the building and now it's corroding. He would like to move it all outside
42 with its own housing to protect it.

43 Mayor McCormick stated this covers what is being presented. We need to decide whether
44 or not Apptegy is something the council wants to do, we addressed donations,
45 concessions revenue needs to be fixed.

1 Councilor Blazzard feels like Apptegy is something the citizens need. They need to have
2 one place to get all their information. She likes the app because everyone is always on
3 their phone. The cost isn't an issue. This a great way to create an email list.
4 Councilor Gines wishes it had a way to book the event center.
5 Councilor Bateman has researched this exact same thing for the Fiesta Days website and
6 was disappointed. The three quotes she received can do the same thing. Also, MAG is
7 looking into helping us with a new website. If we want to tie into a dollar amount, she is
8 fine with that, but not the company.
9 Councilor Blazzard feels we could get another quote to compare it to. She likes having it
10 streamlined with an app.
11 Mayor McCormick stated if the council thinks this is the right thing to do you can use
12 those numbers as an example to set a budget and he can try to get some other options.
13 Councilor Bateman volunteered to help with this.
14 Councilor Darcey suggested adding \$15,000 the budget for this. This will be put in
15 account 10-48-340 with the name changed to "Website".
16 Mayor McCormick stated item 11 on the agenda will be the next discussion. Councilor
17 Staples has volunteered to do some research and feels we can start with her.
18 Councilor Gines asked about the bid Atkinson sound gave us.
19 Mayor McCormick stated this was added under "Building Improvements" along with the
20 Verteran's Memorial. This is a state contract bid.
21 Councilor Bateman is okay with the dollar amount but not the items. They are the most
22 expensive AV items in today's market.
23 Mayor McCormick stated when you operate under state contract you don't always get to
24 select those. He has to operate under certain boundaries.
25 Councilor Blazzard feels it would be worth the time to get a bid from the company that
26 installed the televisions.
27 This system will be mobile in case we need it at the event center.
28 Councilor Darcey asked what the thought is for the event center.
29 Mayor McCormick stated it would allow events to stream meetings, it's an audio-visual
30 component for that building.
31
32 Councilor Staples distributed a spreadsheet to the council regarding wage comparisons.
33 Councilor Staples has concerns that there are very specific employee discussions and this
34 may be a close session type discussion.
35 Kim Peacock and Councilor Blazzard stated that would need to be on the agenda.
36 Mayor McCormick replied we don't have to have an executive session on the agenda. It's
37 recommended if you know about it but you don't have to have it. If you find that you
38 need it for one of these four reasons you can do it.
39 Councilor Blazzard stated she didn't think so.
40 Mayor McCormick stated yes you can.
41 Councilor Blazzard asked what it's falling under.
42 Mayor McCormick asked Councilor Staples if it falls under a. in the Powers and Duties
43 handbook.
44 Councilor Staples stated yes, to discuss the character, professional competence, or
45 physical or mental health of an individual.

1 Councilor Gines stated if we're discussing salaries, it's public knowledge. Why do we
2 want to go to a closed session.

3 Councilor Blazzard stated she doesn't feel it fits within that criterion. We're talking about
4 budget, and salary and it's been discussed in an open meeting before. We've never gone
5 into a closed session for that.

6 Councilor Gines stated it could get specific to certain employees.

7 Mayor McCormick stated once it does, I'm going to accept a motion to go into executive
8 session.

9 Councilor Staples read from the Powers and Duties Handbook, in the section titled
10 council members it outlines our abilities as council members. It specifically states, "All
11 municipal councils are the legislative body of the city. The Supreme Court has defined
12 legislative powers as a policymaking power or the authority to make laws, but not to
13 enforce them or appoint the people charged with the duty to enforce. A council, acting as
14 a group, has the right to set policy for the city and control the finances of the city. City
15 council members in the cities with a council-mayor form of government are limited to
16 just having legislative power pursuant to the Utah Code. Council members in a city
17 operating with a council-mayor form of government are limited to being legislators only.
18 The state statutes provide that the council will pass ordinances, appropriate funds, and
19 review municipal administration. Which Councilor Staples believes is an administrative
20 appeal authority. The state statute specifically precludes a council member in this form of
21 government from giving orders to employees. With this backdrop she thinks we can look
22 at the budget as a whole as it relates to our Kamas City personnel. She thinks the council
23 can provide a general recommendation, but the council is precluded from getting into the
24 weeds so to speak. In addition, if we set a budget dollar amount and the city operates
25 under that amount, we should not be micromanaging each budget item. Certainly, if a
26 budgeted line item exceeds the amount we projected and a budget amendment is
27 necessary we should be privy to the underlying reason for the amendment. As promised
28 in our last meeting she has put together a spreadsheet, shared it with each of the council
29 members and mayor, she's compared various wages in municipalities and communities
30 similar to ours. She has shared her findings, and also reviewed a spreadsheet put together
31 by the mayor who has detailed pay adjustments and overall pay increases since he's been
32 in office. As a whole she finds our employee wages to be in line with other communities,
33 particularly if we look at entire employment packages. For example, our city staff are
34 required to be in the office 3 days a week and have some flexibility to work from home
35 for additional hours. Other communities require 32 hours per week for those positions.
36 Public Works is required to work 40 hours per week across the board and also be on call,
37 which is similar in all communities. Some municipalities provide small bonuses to their
38 employees at Christmas time or a day off with pay for working a city sponsored event.
39 Some do not offer any of these benefits. It's Councilor Staples understanding that our
40 employees receive a bonus for working Fiesta Days and sometimes other special
41 circumstances. Some of our employees make a little less than others in surrounding
42 communities but some of our employees make a little bit more. Some employees in other
43 communities have waived certain benefits in order to receive a higher hourly wage. Her
44 spreadsheet doesn't include years of employment, vacation, special consideration
45 negotiated when each employee was hired. In summary a wage comparison without
46 weighing all the benefits would be inappropriate. On the flip side Councilor Staples

1 would be very remiss if she didn't point out the great work that our city employees do
2 each and every day. They're the face of our community, they receive all the complaints,
3 they have many responsibilities and they deal with our citizens on a day-to-day basis.
4 Many of our employees have worked here many years. She loves and recognizes their
5 dedication to the city. Councilor Staples general position is the city employees receive a
6 cost-of-living increase based on MAG, which is the guideline used by Oakley and Francis
7 and that the mayor continue to offset the impact of wage compression in the current
8 employment market at his discretion. A 4% pay increase is for each city employee results
9 in a \$30,000 budget increase in the form of salary and has an overall budget increase of
10 approximately \$45,000 when all of the benefits are factored in to this equation. We also
11 have to look at the long-term affect. If we suggest a much higher pay increase at this
12 point and add a 4-5% pay increase, year over year, then the overall affect on the
13 community is substantial. Councilor Staples would like to be in line with where
14 everybody else is, but is also fine being a little higher than where everybody else is so
15 Kamas can set itself apart from everyone else. We need to look at this. It's hard to have
16 these discussions as a group of city employees without looking at each one individual.
17 Councilor Staples doesn't feel it her role to look at them individually.

18 Councilor Darcey confirmed MAG is suggesting a 4% increase, which is what's in our
19 budget.

20 Mayor McCormick stated they are actually approved for .5-4% based on performance
21 evaluations.

22 Councilor Darcey stated the school district is looking at a 4% raise.

23 Councilor Gines stated he looks at a 3 headed approach to this. One is some, not all,
24 employees are definitely making less. He doesn't consider Coalville as part of the valley.
25 Some of our employees have been here a long time, that should be worth something.
26 Councilor Gines feels if we're not matching what Francis and possibly Oakley is doing,
27 he would like to say he's proud enough of what our employees are doing that we're
28 setting a trend. If we're paying a little more to our employees than what other towns are
29 paying, I think that just says we're proud of our employees. That's what we're
30 recognizing them with.

31 Councilor Gines stated without getting specific he would like to look at a wage bump to
32 get them in line with other municipalities. Second step, Councilor Gines looked at the last
33 two years plus this year, in comparison looking at the school district, with a 4% this year
34 it would be a 27% raise in the last 3 years. In the same amount of time, it has been
35 approximately 17% for our employees. This tells him they're 10% off. He doesn't know
36 if going across the board on a 10% raise is right. This is where he would consider a
37 graduated pay depending on years employed with the city. Maybe those with 3 years or
38 less get a 5% raise, those with 4-10 years get a 7.5% raise, and those with longer get the
39 10% raise.

40 Mayor McCormick stated do you understand in policy after a certain period of time you
41 get a half month salary and after another certain period of time you get a full month
42 salary.

43 Kim Peacock stated it's a 10-year bonus and a 20-year bonus.

44 Councilor Gines stated he is most familiar with the Federal Government. They have a GS
45 pay scale and the school district has their own with 10 steps to it. It's a graduated pay
46 scale that is determined by the longevity with the city. He would like to reward the

1 employees by doing a good job. If we want to look at a pay scale for all the employees,
2 that's something we can work on for next year. Councilor Gines feels at most of these
3 meeting we tell our employees how great they are, he would like to show them that with
4 the reward of a paycheck too. Let's be the example of the valley. As far as the police
5 officers are going, it's a small town but anyone that has to put a vest on to go to work
6 every day, this is telling them we support and believe in them too.
7 Councilor Blazzard agrees with Councilor Gines. She likes the Francis pay scale.
8 Personally, Councilor Blazzard likes to look at the classified schedule at the school and
9 know what she can count on. For council it takes this discussion out of it. To lose an
10 employee that has been here for a long period and the time it would take to train another
11 one in the hopes that they stick around. You don't see that anymore. The knowledge is
12 valuable. With someone else we would have to hire them at the higher rate anyway.
13 Councilor Blazzard likes the idea of a pay scale determined on longevity. She is willing
14 to invest in the employees. We need to support good employees.
15 Councilor Bateman likes Councilor Gines idea but would like to see more numbers. We
16 have a budget that we need to work within. What Councilor Staples presented was
17 helpful. Councilor Bateman told Councilor Gines it's hard to compute the numbers he has
18 presented quick enough.
19 Councilor Gines explained he crunched numbers at a 15% raise across the board and he
20 came up with approximately \$105,000.
21 Councilor Bateman stated this amount would need to be split between general, water, and
22 sewer.
23 Councilor Staples stated you would need to add benefits on top of that and consider pay
24 increases year after year. This is a big decision and the council is walking a thin line on
25 trying to set what employee wages should be.
26 Mayor McCormick stated he has calculated the percent of each employees increase since
27 he's been mayor. If the employees are okay, he would share the information.
28 Chief Brad Smith asked how that's relevant. What does this have to do with anything.
29 The employees should have received pay raises.
30 Mayor McCormick stated it's relevant because what Councilor Gines number isn't
31 showing is the salary adjustments he keeps doing every year outside and on top of the
32 council's recommendation.
33 Chief Brad Smith stated what Councilor Gines is showing is what the pay is right now. It
34 doesn't matter what's been done to bring it up to that. Chief Brad Smith told Mayor
35 McCormick he could use his wages as an example.
36 Mayor McCormick stated Chief Brad Smith has received a 50.28% increase. He went
37 from \$29.99 to, with this 4%, \$45.08.
38 Chief Brad Smith stated if you compare that to other cities he's way behind, that's
39 irrelevant.
40 Mayor McCormick told Chief Brad Smith what he's telling him is we're not going to sit
41 up here and raise the water and sewer rates on \$100 per month on every employee. We're
42 doing it gradually. He has been working on this and has the data to show it and that's
43 where it's relevant. You can't expect to him to fix what has happened in the past over one
44 year. He has been working constantly at it. Every employee that has been here the length
45 he has been mayor, the lowest percent increase is 46.45%. He has been tracking so he
46 can bring people up so everybody's percent equals the same.

1 Councilor Bateman stated there's a flaw in that too. If you're under 3 years you're not
2 going to get the 43%.

3 Mayor McCormick stated an example of that is a couple employees who started within
4 that amount of time, one is at 26.12% and the other is at 29.83%. He is continuing to
5 close that gap.

6 Councilor Gines stated you say you can't do it all at once but the school district did that
7 last year. They gave an 18% raise last year. They found out how far behind and what they
8 needed to do to keep employees and gave all the employees a significant raise.

9 Councilor Darcey stated he was protesting at the truth and taxation hearing. He was not in
10 favor of the school district doing this because it raised the taxes.

11 Councilor Gines stated if you're working for the school district it's greatly appreciated
12 and those employees are working harder now because of that. They're much more
13 appreciative. Our employees are going to be the same way if they get a pat on the back
14 and a good bump to get them caught up with everyone else in the area.

15 Councilor Darcey stated he agrees with getting them caught back up with the market. He
16 doesn't feel the school need to do that all at once. That resulted in everybody's tax
17 increase. They took a strategic plan set for 5 years and tried to solve it in once year.

18 Councilor Gines stated this is just your opinion and there are many that have a different
19 opinion.

20 Councilor Blazzard stated as an employee of the school district she stated that was drastic
21 and all about employee retention. She wants to keep employees here and doesn't want to
22 play catch up later.

23 Councilor Staples asked Councilor Blazzard along those lines and looking at the wage
24 spreadsheet she sent. When Councilor Staples is looking at what our employees make
25 across the board, the police department is a little tricky. There are not a lot of
26 comparable.

27 Chief Brad Smith stated you can compare Summit County because that's who you would
28 be paying if we didn't have a police department. That's who Oakley and Francis use.

29 Councilor Staples stated she got their wages for what they charge for special events
30 which is a completely different discussion. When she looks at just hourly wages, we have
31 just one employee who doesn't make more. We have one that receives more than the
32 other comparable positions. We have some departments making more and some that are
33 in line. You can't look at it with blinders on. We don't know who has waived benefits,
34 who has a contract, what education they have, or what their longevity is. Maybe we do
35 have employees that have longer longevity and maybe they should be up a little more. It's
36 very difficult and Kamas City needs to be its own to what's fair and need to let the job be
37 what the person is suppose to be making.

38 Councilor Darcey agrees with Councilor Gines on the three-part approach that we should
39 try to match the market. He feels this needs to be studied more and explore whether the
40 wage scale will work. He's not sure about the longevity reward. Sometimes the scale
41 punishes the new employees. We have a number of great new employees that should be
42 rewarded for the expertise they are gaining. On the other hand we don't want to have an
43 employee with expertise and longevity leave.

44 Councilor Gines stated when he talked about the pay scale it was just a thought. He
45 knows we have young employees that are starting families and they probably can't even

1 afford to live here. To keep them and to keep them in the valley he understands. It's
2 overall, something to weigh out. We can do more than 4%.

3 Mayor McCormick is working with MAG to develop job descriptions and pay ranges
4 based on some of Councilor Staples research and based on the study that Francis did.
5 This will take some time.

6 Councilor Gines feels we could look at that over the course of the next year, but this
7 doesn't resolve the current issue of what we feel the employees are entitled to. Whether
8 it's getting some of them caught up to their equivalent in other towns or what the overall
9 pay raise should be for all the employees. These are the two most important issues for
10 tonight. The other could be worked out over the course of the next year as long as we
11 don't drop it. It could be implemented when the time comes if that's what we choose to
12 do.

13 Councilor Bateman is open to increasing 6% across the board to employees that have
14 been here 3 years or longer instead of 4. This because of cost of living and she does value
15 them and wants them to stay. We need to do a more in-depth study. She needs to see
16 more numbers, but likes the idea of having something scheduled. It does make things
17 easier and takes out a lot of the guess work going forward. Hopefully it would incentivize
18 people to stay. Overall to jump from 4% to 12% that's got to digest in the budget a little
19 bit more. Councilor Bateman stated she would be open to a 6% increase across the board
20 to those that have been here 3 years or longer.

21 Councilor Darcey asked Councilor Bateman how she came up with 3 years.

22 Councilor Bateman feels there's a learning curve in one department that still needs to stay
23 learning, and to incentivize and to keep them here. They are younger and probably
24 struggling more but we need to have more data and have more of an employee pay scale.

25 Councilor Gines stated when an employee receives a certification that gives them a bump
26 in pay so that gives them some motivation to get certified quick.

27 Councilor Darcey is wondering what the difference in the raise would do to this budget.

28 Councilor Gines stated according to our auditor our budget could handle the bigger
29 number of \$105,000. Councilor Gines told the mayor he is not saying he's not trying to
30 improve this. He's just being impatient and would like to see it caught up quicker. He's
31 not trying to pass judgement and say you're not trying to move forward with the salaries
32 and wages. The spreadsheet shows that you are, he just has a variation that he would like
33 to see.

34
35 **MOTION:** Councilor Larry Gines moved that we give employees with over 3 years
36 7.5% and come up with a match to those employees that are less than our
37 counter parts and do the research and make that adjustment as well. Then
38 work towards a graduated pay scale system equivalent to the school
39 district or what the federal government does.
40

41 Mayor McCormick stated your motion needs to include the whole agenda item 10.

42 Kim Peacock stated the budget needs to be approved by resolution with the changes
43 being made.
44

45 **MOTION:** Councilor Larry Gines moved to approve Resolution 2024-05 in the
46 budget with the amendment to the budget with salaries at 7.5% for

1 everyone above 3 years and 4% for those below. Along with matching the
2 other municipalities of Francis and Oakley to get our employees up to at
3 least that level, work on pay scale system that we can implement for next
4 years budget, with amendments to donation of \$2,500, building
5 improvements additional \$50,000, concessions, website, addition of
6 \$20,000 to sewer supplies.

7 Councilor Bateman seconded the motion

8 Mayor McCormick asked for a roll call vote:

9 Councilor Staples voted “nay”

10 Councilor Darcey voted “nay”

11 Councilor Bateman voted “nay”

12 Councilor Blazzard voted “aye”

13 Councilor Gines voted “aye”

14 Motion failed 3-2

15
16 Councilor Darcey feels Councilor Gines has brought up some good points especially
17 about matching, but is nervous about rewarding people solely off of whether or not
18 they’ve been here for 3 or more years.

19 Councilor Darcey would approve budget as is with a motion that we will be examining
20 this in more detail as to what it means to be market matching especially with the
21 discrepancy of benefits as well as thinking about establishing a pay scale and what
22 balance with longevity, and rewarding new employees.

23 Councilor Bateman asked for clarification if in the water and sewer fund it includes a
24 little bit of Treasurer wages or is it just public works.

25 Kim Peacock stated it has part of the Treasurer salary in it as well because of the water
26 and sewer billing.

27
28 **MOTION:** Councilor Jessica Bateman moved to approve Resolution 2024-05 with the
29 budget as is with the 4% to employees with the caveat that we do research
30 on the other options along with amendments to donation of \$2,500,
31 building improvements additional \$50,000, concessions, website, addition
32 of \$20,000 to sewer supplies, and we do an employee study within the
33 next 4 months. The study would be options with different ways for a pay
34 scale for what we see fit.

35 Councilor Darcey seconded the motion

36 Mayor McCormick asked for a roll call vote:

37 Councilor Bateman voted “aye”

38 Councilor Staples voted “aye”

39 Councilor Darcey voted “aye”

40 Councilor Blazzard voted “nay”

41 Councilor Gines voted “nay”

42 Motion passed 3-2

1 **ORDINANCE 2024-03, AN ORDINANCE SETTING THE COMPENSATION OF**
2 **ELECTIVE AND STATUTORY OFFICERS**

3
4 Mayor McCormick stated with the approved budget the rates that will be included in the
5 ordinance are Police Chief \$45.07, Recorder and Treasurer \$35.08.

6 Councilor Staples confirmed these are the rates with the 4% increase.

7 Mayor McCormick stated yes.

8 Councilor Staples asked if the ordinance doesn't need to include any other employment
9 requirement.

10 Mayor McCormick stated it is annual compensation for elected and statutory officials as
11 follows in addition to those found in Kamas City code section 2.02.010.

12 Councilor Staples asked if we have to do redo this every year.

13 Kim Peacock explained this would have to be done any time a wage changes.

14 Chief Brad Smith asked isn't this setting the wage? Isn't this what you said Councilor
15 Staples you can't do?

16 Councilor Staples stated yes, that's a valid point. Other than we approved a budget dollar
17 amount.

18 Chief Brad Smith stated the ordinance says setting the compensation.

19 Mayor McCormick stated for this year. It will be adjusted every time there's a raise.

20 Chief Brad Smith stated he's asking because Councilor Staples stated the council is
21 walking a fine line by talking about our compensation but now, you're making an
22 ordinance setting the compensation.

23 Councilor Blazzard stated it sounds like it was already approved before the ordinance.

24 Amanda Curtis stated clearly by state code it's allowed to talk about it. It can't be off
25 limits for the council to discuss this.

26 Councilor Darcey stated this is a brand-new state code. But yes, after 4 months if we
27 determine we should be adjusting wages more for certain people we will have to conduct
28 another public hearing and pass another ordinance.

29
30 **MOTION:** Councilor David Darcey moved to approve Ordinance 2024-03, An Ordinance
31 setting the compensation of elective and statutory officers

32 Councilor Jessica Bateman seconded the motion.

33 Mayor McCormick asked for a roll call vote:

34 Councilor Darcey voted "aye"

35 Councilor Blazzard voted "nay"

36 Councilor Gines voted "nay"

37 Councilor Bateman voted "aye"

38 Councilor Staples voted "aye"

39 Motion passed 3-2.

40
41
42 **FRAUD RISK ASSESSMENT**

43
44 Mayor McCormick reviewed the Fraud Risk Assessment with the council and explained
45 this is something the State Auditor is requiring each city to complete each year. The city
46 has a very good rating.

1 Mayor McCormick stated we will not be having department reports because of the time.

2
3 Chief Brad Smith stated Mayor McCormick has talked about checking bags at Fiesta
4 Days because we are an alcohol-free park. He needs to schedule security and know how
5 many to schedule and also need to know what to do if they have alcohol.
6 The council felt bags should be checked at each gate.

7
8 Councilor Gines asked where we are with summer hire position.
9 Mayor McCormick doesn't know.

10 Councilor Blazzard would like to get the interviews going and sit on the interview board.

11 Councilor Gines asked Mayor McCormick if he has set up meetings with the employees.

12 Mayor McCormick stated he will the week of May 25.

13
14
15 **ADJOURN**

16
17 **MOTION:** Councilor Jessica Bateman moved to adjourn at 9:40 p.m.

18 Councilor Larry Gines seconded the motion.

19 The vote was unanimous. Councilors Larry Gines, Jessica Allen Bateman,

20 Leslie Staples, David Darcey and Monica Blazzard voted aye. Motion passed.

21
22
23 *The content of the minutes is not intended, nor are they submitted, as a verbatim*
24 *transcription of the meeting. These minutes are a brief overview of what occurred at*
25 *the meeting.*

26
27 Approved on the 25th day of June, 2024.

28
29
30
31
32
33 _____
34 Matt McCormick
Mayor

33 _____
Kim Peacock
City Recorder