

**MINUTES**  
**KAMAS CITY COUNCIL MEETING**  
**TUESDAY, JUNE 11, 2024**

6:00 P.M.

**Kamas City Hall  
170 N. Main  
Kamas, UT 84036**

The meeting will be streamed on the Kamas City YouTube channel:  
<https://www.youtube.com/channel/UCfvdAe2TE8PKHFJcPRpMMzA>

Comments may also be made by email prior to the meeting at [kamasci@](mailto:kamasci@)

Comments may also be made by email prior to the meeting at [kamascityutah@gmail.com](mailto:kamascityutah@gmail.com)

Mayor McCormick opened the meeting welcoming those in attendance:

**COUNCIL MEMBERS:** Councilors Larry Gines, Jessica Allen Bateman, Leslie Staples, David Darcey and Monica Blazzard.

**STAFF:** City Recorder, Kim Peacock; City Planner, Amanda Curtis; Chief of Police, Brad Smith; Public Works Director, Trevor Clegg arrived at 6:15 p.m.; Public Works, Darrell Thomas arrived at 6:35 p.m.; Officer Casidi Kirkham arrived at 7:00 p.m.; City Treasurer, Dori Snyder arrived 7:00 p.m.

OTHERS IN ATTENDANCE: Kate Wynn, Paul Wynn, Boyd Mitchell.

## **OPENING INVOCATION AND PLEDGE OF ALLEGIANCE**

## Invocation by Mayor Matt McCormick

Mayor McCormick led the public in the Pledge of Allegiance

APPROVAL OF THE MAY 28, 2024 CITY COUNCIL MEETING MINUTES

**MOTION:** Councilor Leslie Staples moved to approve the City Council meeting minutes dated May 28, 2024 as presented.

Councilor Monica Blazzard seconded the motion.

The vote was unanimous. Councilors Larry Gines, Jessica Allen Bateman, Leslie Staples, David Darcey and Monica Blazzard voted aye. Motion passed.

## APPROVAL OF THE INVOICE REGISTER DATED JUNE 10, 2024

**MOTION:** Councilor Jessica Bateman moved to approve the invoice register dated June 10, 2024 as presented.

Councilor Larry Gines seconded the motion.

The vote was unanimous. Councilors Larry Gines, Jessica Allen Bateman, Leslie Staples, David Darcey and Monica Blazzard voted aye. Motion pass

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.

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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.

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29   **APPTEGY PRESENTATION & POSSIBLE DECISION**

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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.

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.

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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 to 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     **FRAUD RISK ASSESSMENT**

42  
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 Approved on the 25<sup>th</sup> day of June, 2024.  
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29  
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31  
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33 Matt McCormick  
34 Mayor

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Kim Peacock  
City Recorder