

Heber City Corporation  
City Council Meeting  
September 4, 2014  
6:00 p.m.

WORK MEETING

The Council of Heber City, Wasatch County, Utah, met in **Work Meeting** on September 4, 2014, in the City Council Chambers in Heber City, Utah

I. Call to Order

Present: Mayor Alan McDonald  
Council Member Robert Patterson  
Council Member Jeffery Bradshaw  
Council Member Erik Rowland  
Council Member Heidi Franco  
Council Member Kelleen Potter

Also Present: City Manager Mark Anderson  
City Recorder Michelle Kellogg  
City Engineer Bart Mumford  
City Planner Anthony Kohler  
Police Chief Dave Booth

Others in Attendance: Jan Olpin

City Manager memo

A. Discuss Business License Study  
Business License Study  
Business Categories

Anderson noted the changes in the fees based on Council Member Rowland's request that all businesses be charged 70% of the cost of the business to the City. He passed around a paper with similar business categories each having a corresponding color. He stated the Council would need to decide what to focus on, whether it would be police services, sales tax brought to the City, or another economic benefit. When asked what fees were currently being generated, he estimated \$88,000 in business license fees were received this year.

Council Member Franco suggested looking at sales tax revenue for each business compared to its number of calls for police service for the year so as to determine if there was a gap between the sales tax generated and police services provided. Council Member Rowland remembered from the study the advice that sales tax should not be a metric in charging license fees. Council Member Bradshaw agreed and stated he thought the business should be judged on following

regulations, etc. he didn't think it was legitimate to charge a license fee based on a business' revenue. Council Member Potter suggested starting off on a level playing field and then adding and subtracting part of the fee based on certain factors. Anderson stated the vast majority of businesses fell under home occupation and general services, which had low police service needs.

Council Member Franco felt if the fee was based on police calls, the City would have to track those police calls and restudy the fees each year. Anderson hoped that for the majority of businesses, the City would only charge a fee sufficient to cover the administrative costs of issuing the license. He noted that if that base fee was reduced, the businesses that paid a disproportionate fee would have to pay even more to cover that deficit.

Mayor McDonald felt some categories were paying up to 98% of the cost in fees while others paid a lower percentage. Anderson stated the City could justify that fee percentage difference by saying that while certain businesses used more police services, they also generated substantial revenue for the City that had offset that cost. Council Member Rowland suggested starting with the 70% of cost figures and then the City could make adjustments or create programs where the successful completion of those programs would result in lower fees. Council Member Potter remembered that Hansen remarked that she would often have businesses comment on how low the fees were.

Mayor McDonald asked if some businesses used the police significantly more than others. Council Member Rowland noted that in doing ride-alongs with the police, the calls would be for Walmart. He felt if the City explained the reason for the fee increase, businesses would accept it better. Mayor McDonald agreed with charging the flat rate and offering alternatives in order to achieve a lower rate. Anderson stated 60% of cost would generate approximately the same revenue as the fees brought in last year, and 65% of cost would generate approximately \$95,000 in revenue. Anderson asked what factors would lower the percentage. Council Member Franco asked that sexually oriented businesses be categorized and given a fee for if/when one came to the City.

Mayor McDonald suggested raising and lowering the license fee based on how regulated the industry was. Council Member Franco suggested that events should be adjusted so as not to discourage them from coming to the valley. Council Member Rowland suggested a fee for an event with no police services, and if police services were required, then an additional fee would be charged. Chief Booth commented that currently the police were charging \$75 per hour to be at events and some events the police mandated a presence. Council Member Potter asked what other cities charged for events. She felt that if events were used to paying a certain fee, then they wouldn't be upset with Heber City's fee.

Mayor McDonald suggested the Council email Anderson with any more suggestions. Anderson indicated he would bring new numbers to the Council. He noted that some businesses contributed a lot to the community through donations and other positive things. Council Member Franco stated community service could be a good reason for reductions in license fees. It was decided that this item would be discussed further at the next work meeting.

## B. Chief Booth, Discuss Realignment of Police Officer Advancements Police Job Descriptions

Chief Booth explained the career ladder for moving up from a Police Officer I to a Police Officer III. Currently, it took three years for a Police Officer I to advance to a Police Officer II and two more years to advance from a Police Officer II to a Police Officer III. He hoped to condense this process so an officer could advance after two years from a Police Officer I to a Police Officer II. Chief Booth indicated his main reason for condensing the career ladder was to be able to raise the officer's pay to a level that could make it affordable to live here. He noted he had four officers that would be eligible this year for advancement if the new career ladder was approved. The Council approved Chief Booth's recommendation and changes to the Police job descriptions.

Anderson noted that he struggled with creating equity within the organization. He wondered how the City could create levels of advancement in other areas besides the Public Works and the Police departments. He thought of creating levels of clerks and secretaries. He also looked at compensation systems and was in favor of getting employees to a salary midpoint within the first five years of employment, and then slowing down the raises after that. He felt employees should be very effective by the five-year mark and should be compensated accordingly. Council Member Bradshaw asked if Public Works and Parks/Cemetery workers advanced through their career ladders in four years instead of five as well. Mayor McDonald asked if this could be reviewed by the Personnel Policy Committee. Anderson stated he would not be opposed to it, but he would first start working with Bingham to estimate the financial costs to the City. The Council agreed to have Anderson proceed with creating job descriptions and pay increases for other positions within the city.

## C. Discuss Valley Hills Tank Connection-Boring Change Order Valley Hills Tank Staff Report

Council Member Franco noted a conflict of interest since the property in question was her home, and stated she was willing to leave the room so the Council could discuss the issue. She remained when the Council did not express concern with her presence.

Mumford explained the process of digging up the easement and showed the easement in relation to Council Member Franco's home. He stated boring would be safer in not damaging the home, but the cost would be higher. The City had planned on replacing the landscaping until Mumford found out that the City owned the easement. He acknowledged that the City would be responsible for some landscaping so it wouldn't create a nuisance, but would not necessarily be responsible for restoring the property to the original state. He asked the contractor if the cost of boring could be reduced and was waiting to hear back on a final amount. He recommended the boring, but noted it would be a higher cost. The Council agreed to bore for the waterline. Council Member Franco noted she was willing to pay the \$260 difference in cost. It was noted the cost difference between boring and trenching was \$3,760.

With no further business, the meeting was adjourned.

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Michelle Kellogg, City Recorder