

PAYSON CITY
CITY COUNCIL MEETING
Payson City Center, 439 W Utah Avenue, Payson UT 84651
Wednesday, August 6, 2025

CONDUCTING William R. Wright, Mayor

ELECTED OFFICIALS Brett Christensen, Taresa Hiatt, Brian Hulet (on line 6:05 p.m.), Anne Moss,
Ryan Rowley, William R. Wright

STAFF PRESENT David Tuckett, City Manager
Cathy Jensen, Finance Director
Kim E. Holindrake, City Recorder
Brandon Dalley, City Attorney
Brad Bishop, Police Chief
Robert Mills, Assistant City Manager
Melanie Marsh, Human Resources Director
Travis Jockumsen, Public Works Director/City Engineer
Scott Spencer, Fire Chief
Jill Spencer, Development Services Director
Karl Teemant, Community Services Director
Shawn Black, Power Director

OTHERS Easton Brady, Chris Kilmer, Sarah Ogden, Doris Adams, Scott Phillips

A. CALL TO ORDER

William R. Wright, Mayor, called this meeting of the City Council of Payson City, Utah, to order at 6:00 p.m. The meeting was properly noticed.

B. ACTION ITEMS

1. Public Hearing/Ordinance – Truth in Taxation and Certified Tax Rate

Staff Presentation:

Cathy Jensen reviewed the notice on the proposed certified tax rate at .001299. This calculates to about \$49.42 per year on a residence valued at \$447,000 and \$89.84 per year on a business valued at \$447,000. If approved, it would increase the property tax budgeted revenue by 18.16% above last year excluding eligible new growth. The purpose of the proposed increase is to fund debt service on one-half of the cost of a fire station (approximately \$481,800). The cost of the fire station is estimated at \$10 million. The remaining half of the cost is budgeted to come from fund reserves in the capital fund. Review of different home valuations and the proposed tax rate increase. Review of property tax allocations with Payson at about 13% and Nebo School District at about 73%. Payson's certified tax rate history shows it being held at .001193 since 2020. The proposal is a slight increase.

MOTION: Councilmember Rowley – To open the public hearing on the truth in taxation and certified tax rate. Motion seconded by Councilmember Moss. A roll call vote was taken as follows and the motion carried.

49 Yes - Brett Christensen
50 Yes - Taresa Hiatt
51 Yes - Anne Moss
52 Yes - Ryan Rowley
53

54 Public Comment:

55 Easton Brady stated he had a great opportunity meeting with Chief Spencer and discussing the certified
56 tax rate. Currently, things are going up all the time. He works for government and government takes
57 time to adjust to inflation; private is fast. These taxes aren't for the federal government to send money
58 to Ukraine or to change men to women or women to men. The increase is for public safety and
59 defending fires. It is needed because the city is growing. Payson has the oldest fire department in the
60 county. If nothing is done, the city fall short. He is 100% for the Fire Department and 100% for the
61 Police Department. He has been attending city council meetings this entire year. He has seen the
62 budget and knows what is going on with the budget. City workers are phenomenal. Many people aren't
63 in the arena and are the critics. He asked where the critics are that aren't here tonight. He sees them on
64 Facebook. He's here walking the walk. He is currently doing a fund raiser for the Payson Fire
65 Department including the EMTs and first responders. Building the fire station big will cover growth
66 and saves funds in the long run. Payson looked short term for so long and is now seeing the growing
67 pain. He looks forward to having a safe beautiful city.
68

69 Chris Kilmer agreed in that the city is not thinking long term, which has been a problem. We need to
70 take a different approach to government. Payson City government has bought into the idea that we
71 need to have property tax. We have to have more and more and grow, grow, grow. When Mr. Brady
72 was up here, he surrendered to inflation, the state, and the concept of not going a less expensive fire
73 station, which is completely the incorrect way to look at things. In 2022, total revenue was \$53 million,
74 and in 2024, total revenue was \$70 million, which is a 31% increase in five years. Property tax revenue
75 went from \$1.5 million to \$2.5 million in five years. Property tax as a percent of revenue remained
76 relatively consistent. Sales tax revenue in 2020 was \$3.8 million, and in 2024 was \$5.8 million, which
77 is a \$1.9 million increase in four years. Revenues are fine; there is lots of money coming in. Property
78 tax is the worst tax out there because the owner is always paying and it affects the most people. If in
79 2022, the property tax revenue was 2% of the total revenue. If the city had made a conservative effort
80 to cut spending by 2%, the Payson portion of the property tax would have been eliminated. That
81 money would have been spent at the stores and made up in sales tax. It forces the city to live within its
82 means. The city doesn't have a revenue problem; it has a spending problem. Fire is one of the key
83 principle purposes of city government. If the city is asking for more money for fire, then the city has
84 neglected it. It was spent somewhere else. He asked the council to vote against this.
85

86 Sarah Ogden echoed Mr. Kilmer's sentiments. Property taxes should be reduced wherever possible.
87 She supports and is very grateful for the police and fire.
88

89 Doris Adams stated she had an office in the state office building when it burnt down. She feels the city
90 is on the wrong side of history. It's time to cut back; it's time to reduce. It's time to think about the
91 citizens; it's time to get away from large government. Yes, the city needs a new capable fire
92 department and building. She questioned if the city is considering other ways to cut back and if
93 departments are looking at their budgets. The city is annexing more property that creates more property
94 to protect. She is a retired state employee and understands what it means to work for the public sector
95 and have wages reduced. The city needs to consider wages. The city pays into Utah Retirement
96 Systems for all employees so they will get a pension. The private sector doesn't get a pension; they

have to save for their retirement. Public sector wages should not be compared to private sector wages. She is aware that Mr. Tuckett is an attorney and has a real nice salary. As the city manager, she doesn't know how he can represent the rest of us because he doesn't live with the same constraints the rest of us have. The department managers earn inflated earnings so it's harder for them to understand. She would like to see some discussion about cutting back and reducing and looking after the citizens. She asked the council to represent the citizens and meet their needs.

Scott Phillips stated he is in favor of the fire station but not in favor of how to fund it. The news stated that less than half of people in America have \$1,000 to fall back on, which some is mismanagement of money. His taxes go up \$2,000, and it keeps going up and up. There are people on hard times, and the council needs to take a second look at what it's doing. He has a relative that works for the city, but cities need to get out of the mentality of 3% to 6% raises every year. It doesn't work that way in the private sector.

MOTION: Councilmember Rowley – To close the public hearing. Motion seconded by Councilmember Moss. A roll call vote was taken as follows and the motion carried.

Yes	-	Brett Christensen
Yes	-	Taresa Hiatt
Yes	-	Brian Hulet
Yes	-	Anne Moss
Yes	-	Ryan Rowley

Council Discussion:

Councilmember Christensen noted Mr. Kilmer talked about the difference between property taxes verses sales taxes, which makes sense. But, the bond companies look at the property tax because it's stable and guaranteed. Then the rate is way less, which is a better use of the city's money. Ideally, the city would like to have saved more money, but it seems to be chasing a never ending inflation run. It's a challenge. It's better to save but prices go up faster.

Councilmember Rowley thanked the residents and firefighters who came out. The council doesn't take these decision lightly and live here in Payson as well. Some data was brought up that there was a 31% increase in sales tax since 2020, but household have gone up 30% as well since 2020. Payson does not have the commercial sales tax base for a new fire station, and the city can't kick the can down the road any longer. The proposed budget is \$19 million less than last year. The council is striving to tighten our belts, but government must provide certain services for residents. It is a necessity to plan for the future. The longer the city waits, the more expensive it will be. It provides a launching pad for a future full-time fire department. Once the new fire station is built, the old ambulance station can be sold. He wishes the city could do something different. This increase is directly going to the new fire station. It's a painful but good move that he doesn't take lightly. The fire department goes above and beyond to reuse and fix equipment. He hopes the new fire station will provide a higher level of service to the residents and attract new businesses to offset costs in the future. He hopes to lower property taxes in the future. He is in support of the new fire station from the data he has.

Councilmember Moss echoed Councilmember Rowley. She thanked all who voiced concerns and opinions. She is in favor of the new fire station because it has been needed for a long time. The city can't kick it down the road any longer. Previous councils did not prepare the city for these needs. Cities have the responsibility to provide public safety, water, sewer, and roads. All else is bonus

amenities. The property tax pie chart showed the amount going to the Nebo School District. She encouraged residents to go to the school meetings and voice concerns there. The city is doing its best with what the city gets and is looking at other ways to reduce spending. You may not see it right away. Technology has changed, the city is growing, and response times will suffer if the new fire station isn't built. This is something that is her top priority; she ran on getting a new fire station. She will be voting for it.

Councilmember Hiatt agreed with the comments.

Councilmember Hulet noted there are some benefits to the citizens by building the fire station such as keeping insurance rates down and is a direct benefit to anyone who owns a house for safety. The city saved half the funds for the building. Eliminating property taxes and trying to make it up in sales taxes is difficult because residents shop outside Payson. Property taxes keep the bond rate down and makes up costs in savings such as for the sewer plant. He thanked all for coming out and expressing opinions.

MOTION: Councilmember Moss – To approve the (ordinance) truth in taxation and certified tax rate as discussed. Motion seconded by Councilmember Rowley. A roll call vote was taken as follows and the motion carried.

Yes	-	Brett Christensen
Yes	-	Taresa Hiatt
Yes	-	Brian Hulet
Yes	-	Anne Moss
Yes	-	Ryan Rowley

2. Public Hearing – Enterprise Fund Transfers (6:37 p.m.)

Cathy Jensen reviewed the entire budget including the enterprise fund transfers.

Changes Since the Tentative Budget:

- Added fire station design \$400,000 capital fund.
- Increased property tax revenue to reflect potential property tax increase for the fire stations debt service.
- Rolled over a B&C project (\$109,000) in repair and maintenance, and a B&C project (\$800,000) that balanced out by a reduction in miscellaneous projects.
- Rolled over 300 South storm drain project (\$281,300) and reduced transfers from the general fund to help fund projects. Temporarily removed the storm drain master plan expense.
- Added storm drain rate study (\$33,000).
- Rolled over box culvert storm drain project, which is grant funded (\$990,000).
- Changed cost of living increase and moved merit increase to October to balance payroll budget.
- Added debt service and the initial payment for the fire station.
- Adjusted Scottish Festival expenditures to offset revenue projections.
- Adjusted library for the balance of the feasibility study (\$9,000) and adjusted repair and maintenance (5,000).
- Updated revolving loan amortization with actual amounts.
- Added sewer dump body (\$80,000) from 6-18-2025 budget adjustment.
- Adjusted golf electric carts revolving loan from 5 years to 3 years.
- Added full-time parks position.

- Adjusted engineering subscriptions to cover increased cost in software (\$16,375).
- Adjusted victim advocate revenue down per grant award (\$11,100).
- Added Nebo Belt Route betterment design (\$90,358.37).
- Rolled over PI bond project (\$600,000) and water SCADA system (\$283,800).
- Reduced miscellaneous professional services to cover a portion of water projects changes (\$272,200).
- Added police fingerprint machine (\$7,500).
- Added Economic Development Studies for sport complex (\$115,000).
- Rolled over one golf water filter and added one additional filter (\$20,000).
- Added revenue/expenditures for Onion Days concert \$25,000).
- Added Gran Fondo bicycle event (\$10,000).
- Updated workers compensation allocation throughout budget.
- Rolled over Justice Court safety equipment.
- Rolled over fire trailer (\$25,000).

Budget Highlights:

- Added wage adjustments (up to 5.5%; 2.5% COLA, 3% merit. Increased some part-time wages.
- Utah Retirement System contributions (required).
- Overall budget - \$124,150,003. Balanced per state code.

Water: (\$9,638,000)

- Forebay bond payment to be transferred from the General Fund.
- Water Department continues to replace meters, valves, and repair hydrants using 2019 water bond proceeds.
- Water Department charged with federal lead and copper lateral replacements.
- Seeking options through WIFIA funding for capital water, sewer, and storm drain for Nebo Beltway improvements.
- Water rates studies included in budget.
- Funded: water tank design (\$200,000), water rate study (\$30,000), WIFIA professional services (\$60,300), SCADA system rollover (\$283,800), meters (\$280,000), Patterson pump station (\$950,000), valves (\$600,000), lead and copper replacements (\$115,000), and impact fee study or developer payment (\$600,000).
- Not Funded: 450 S 900 W fire flow main line replacement (\$450,000), 800 W culinary & PI replacement (\$1,000,000), 2027 WIFIA funding Nebo Belt Route (\$2,000,000), update culinary & PI master plan (\$50,000), and water lead position.

Water Impact Fees: (\$467,000)

Solid Waste: (\$4,520,321)

- Sweeper for landfill to keep scales and sensitive equipment clean.
- Maintenance and improvements of landfill.
- Solid Waste includes landfill, garbage collection, and snow plowing.
- Funded: self-propelled sweeper (\$70,000), fencing (\$75,000), and 10-wheel dump (\$275,000).

Electric Power: (\$22,540,376)

- Large capital project scheduled – transmission line (mostly impact fees), SUVPS participation in bonding and true-up, power plant construction, and lighting projects.

- 2026 is the second of a four-year rate increase plan.
- New electric plant payments through UAMPS operational billing.
- Funded: meters (\$250,000), SUVPS true-up (\$1,089,318), underground reel trailer (\$85,000), and transmission line (impact fees) (\$2,550,000).
- Not Funded: 800 W 100 S to 800 S (\$200,000), Sunny Hill Circle (\$43,000), and balance of transmission line (\$450,000).

Power Impact Fees: (\$2,663,850)

Sewer: (\$27,491,230)

- Continued construction of sewer plant.
- Sewer rate study.
- WIFIA funding option to refund current sewer bonds and extend the length of the bonds.
- Lift station by the Pit property in order to attract commercial businesses.
- Approximately 56% of operational revenue goes to debt service.
- Funded: update master plan (\$50,000), sewer rate study (\$30,000), Mt. Nebo Belt Route (\$30,119), east lift stations (\$40,000), Pit lift station (\$500,000), Pit lift station impact fees (\$1,500,000), WIFIA funding (\$33,000), and dump body (\$80,000).
- Not Funded: 615 S 600 W MN 317 (\$60,000), 800 W from 100 S to 800 S (\$2,000,000), replace aging/degraded lines (\$600,000), new Nebo Belt Route sewer (\$1,000,000), Main Street/400 N (\$500,000), video truck (\$225,000), and jet truck (\$625,000).

Sewer Impact Fees: (\$1,740,700)

Ambulance: (\$1,588,126)

- Comprise mainly of operational expenses.
- Services provided is almost at capacity per available personnel.
- Future equipment and employees being addressed to meet the needs of the city.
- Eliminated the transfer to the General Fund to fund full-time position.
- Ambulance ordered last year and should be received in next couple years.
- Update fire and ambulance impact fee study.
- Funded: asphalt station 92 (\$32,000) and 1 full-time position.
- Not Funded: 2nd new ambulance (\$260,000) and 14 full-time firefighters/EMTs.

Golf: (\$2,597,760)

- Exploring option for a 9-hole golf course for additional revenues.
- RV Park reserved out early and has become quite an asset to the city.
- Funded: people moving cart (\$20,000), paving RV Park (\$150,000), #16 cart path (\$15,000), slurry seal parking lot (\$10,000), design par 3 (\$80,000), reel grinder (\$40,000), top dresser cart/9-hole projects (\$181,000), filter system (\$20,000), and top dresser (\$18,000).

Storm Drain: (\$3,070,502)

- Primary purpose to enforce EPA regulations and illicit discharge, detection, and elimination.
- Allocate \$300,000 yearly for curb and gutter projects.
- Box culvert grant project (\$990,000) still in construction.
- Funded: curb & gutter city-wide (\$50,000), 600 S at 100 E to 600 E curb (\$250,000), box culvert (grant) (\$990,000), and WIFIA funding (\$35,000).

Internal Service Funds:

- Vehicle Maintenance (\$667,743). Funded: heavy duty scan tool (\$10,000), Pit expansion (\$50,000), air compressor (\$20,000), and alignment equipment (\$7,500). Not Funded: fuel tanks (\$500,000).
- IT (\$771,774).

Revolving Loan Fund: (\$1,355,000)

PARC Tax Fund: (\$385,150)

Special Revenue Funds: (\$9,270,000)

- Downtown Project (\$3.2 million)
- Fire Station (\$5.4 million)
- Perpetual Care (\$54,000)

General Fund (\$33,301,572)

- Sales tax increased about 2.5% last year.
- Building permit revenues reflect an uptick due to Red Bridge pulling permits.
- Various planning studies.
- Increased costs in animal shelter fees.
- In addition to wage increases, some police positions increased to be competitive and attract/retain police officers.
- The General Fund is comprised of B&C revenue, utility tax, Scottish Festival, historic preservation, Petetneet, Payson Community Theater, CDBG, and Salmon Supper.
- Funded/Not Funded:
 - B&C – Funded: Pommel Drive RSL 6-8 (\$204,600), 1200 E 370 S Salem Canal Rd (\$204,600), 300 S reconstruction (\$328,200), 100 S 900 to 1300 (\$100,000), slurry seal (\$138,810), Misc repair 0-2 RSL roads (\$830,544). Not Funded: B&C operator 1.
 - Building Maintenance – Funded: steam cleaner graffiti (\$24,000), carpet (\$60,000), roof 40 S Main (\$11,000), cemetery roof/HVAC (\$46,000), admin HVAC (\$700,000).
 - Cemetery – Funded: slurry seal roads (\$25,000), mowers (\$54,000).
 - Engineering – Funded: survey equipment (\$40,000). Not Funded: additional engineer.
 - Parks – Funded: parks extension Jesse Taylor Park (\$70,000), part-time secretary, tennis court lights – impact fees (\$150,000), park maintenance worker.
 - Fire – Funded: hydrant testing equipment (\$6,000), active shooter/hostile event (\$6,000), natural gas detectors (\$8,000), engine loose equipment (\$60,000). Not Funded: ladder truck (\$2,111,121).
 - Police – Funded: patrol position (midyear), evidence vents/firearms range (\$45,000). Not Funded: narcotics officer.
 - Grounds – Funded: winter snow groomer blade (\$6,500).
 - ARPA – Funded: council chamber improvements (\$150,000).
 - Recreation – Funded: backstop/dugout (\$25,000), gator (\$20,000).
 - Streets – Funded: IWORQ mapping (\$45,000), transportation fee (\$20,000), parking lot (\$300,000), sidewalk repair (\$188,400). Not Funded: corridor maintenance, operator 1.
 - Pool – Funded: UV panel replacement (\$32,000), helical slide refurbish (\$58,000).
 - Petetneet – Funded: restroom (\$275,000).
 - Seniors – Funded: balance improvement (\$20,000).

- Use of fund reserves (\$3,233,881), which is down from last year.

General Fund Impact Fees: Park (\$765,608), Public Safety (\$184,000).

Indirect Costs:

From	Purpose	Amount	% of Exp	To
General Fund	Indirect Services	\$ 267,093	0.00000	Vehicle Maintenance
		542,019	0.00000	Information Technology
Electric Power	Indirect Services	\$ 912,076	0.04041	General Fund
		72,624	0.00322	Information Technology
		46,741	0.00207	Vehicle Maintenance
Solid Waste	Indirect Services	\$ 535,918	0.11797	General Fund
		200,320	0.04410	Vehicle Maintenance
		11,808	0.00260	Information Technology
Water	Indirect Services	\$ 929,631	0.08817	General Fund
		66,773	0.00633	Vehicle Maintenance
		76,560	0.00726	Information Technology
Ambulance	Indirect Services	\$ 107,837	0.06816	General Fund
		33,387	0.02110	Vehicle Maintenance
		11,808	0.00746	Information Technology
Golf Course	Indirect Services	\$ 111,728	0.04320	General Fund
		13,355	0.00516	Vehicle Maintenance
		35,347	0.01367	Information Technology
Storm Drain	Indirect Services	\$ 332,624	0.09562	General Fund
		6,677	0.00192	Vehicle Maintenance
		5,865	0.00169	Information Technology
Sewer Fund	Indirect Services	\$ 1,047,127	0.03811	General Fund
		33,387	0.00122	Vehicle Maintenance
		15,744	0.00057	Information Technology

Interfund Transfers:

From	Purpose	Amount	% of Exp	To
Water Fund	Operating Transfer	\$ 596,673	0.05659	General Fund
Solid Waste Fund	Operating Transfer	346,923	0.07637	General Fund
Electric Fund	Operating Transfer	946,308	0.04192	General Fund
Storm Drain Fund	Operating Transfer	54,590	0.01569	General Fund
Sewer Fund	Operating Transfer	358,008	0.01303	General Fund
General Fund	Operating Transfer	7,000	0.00000	PCT
General Fund	Bond Coverage	260,000	0.00000	Electric Power Fund
General Fund	Bond Coverage	581,820	0.00000	Water Fund

Redevelopment Agency:

- Town - Walgreens, ends October 2028 (\$36,000).
- Business Park – Maker Space at MTECH building (\$1,041,300).

MOTION: Councilmember Rowley – To open the public hearing for the enterprise fund

transfers. Motion seconded by Councilmember Moss. A roll call vote was taken as follows and the motion carried.

Yes - Brett Christensen
Yes - Taresa Hiatt

355 Yes - Brian Hulet
356 Yes - Anne Moss
357 Yes - Ryan Rowley
358

359 Public Comment:
360 No public comments.
361

362 **MOTION: Councilmember Rowley – To close the public hearing for the enterprise fund**
363 **transfers.** Motion seconded by Councilmember Hiatt. A roll call vote was taken as follows and the
364 motion carried.
365

366 Yes - Brett Christensen
367 Yes - Taresa Hiatt
368 Yes - Brian Hulet
369 Yes - Anne Moss
370 Yes - Ryan Rowley
371

372 Council Discussion:
373 Councilmember Moss noted that looking over the budget, the items that were requested, and all the
374 items the citizens are being asked to pay for, the department heads need to reign things in and dial back
375 over the next three years. Some items aren't life threatening if not provided. Requests and funds need
376 to be reduced by 5%.
377

378 **MOTION: Councilmember Rowley – To approve the Enterprise Fund transfers as presented.**
379 Motion seconded by Councilmember Hulet. A roll call vote was taken as follows and the motion
380 carried.
381

382 Yes - Brett Christensen
383 Yes - Taresa Hiatt
384 Yes - Brian Hulet
385 Yes - Anne Moss
386 Yes - Ryan Rowley
387

388 3. **Public Hearing/Ordinance – Executive Municipal Officers Compensation**
389

390 Melanie Marsh reviewed the proposed compensation for executive and municipal officers, which is a
391 new statutory requirement from last year and a separate public hearing is required. Compensation
392 means salary, a budgeted bonus or budgeted incentive pay, a vehicle allowance, and deferred salary.
393 Compensation increase means an increase in any item mention in the compensation definition.
394 Executive municipal officer means the chief administrative officer (CAO), assistant CAO, city
395 attorney, an individual who is the head or chief of any city department or division, or an individual
396 who is the chief assistant or deputy or division head. The proposed increases for the various positions
397 includes COLA – 2.5% and merit – 3.0% (if given) for a total of 5.50%.
398

399 **MOTION: Councilmember Moss – To open the public hearing on the executive municipal**
400 **officers compensation.** Motion seconded by Councilmember Christensen. A roll call vote was taken
401 as follows and the motion carried.
402

403 Yes - Brett Christensen
404 Yes - Taresa Hiatt
405 Yes - Brian Hulet
406 Yes - Anne Moss
407 Yes - Ryan Rowley
408

409 Public Comment:

410 Easton Brady stated working in the private sector and the public sector isn't the same. Municipal
411 government is not the same as the federal government or state government. Many problems come from
412 the federal government. The city needs longevity of employees. The private sector wants to make
413 money, while the public sector stabilizes government to provide services. The State of Utah employs
414 25,000 employees. The city needs to invest in good government workers. When critics, who are only
415 the 10%, put government employees down, what does that say to the next generation. He is happy to
416 clean up the messes of the older generations. He wants to make sure the city invests in its government
417 employees. As a government employee, he sees a 2% to 5% raise every year. He doesn't see a problem
418 with a 3% to 5% raise yearly because of rising costs.
419

420 Chris Kilmer clarified that the 5.5% raise includes a merit and COLA increase but some employees
421 may not get the full merit. He questioned if the city positions have tiers. He feels the city should invest
422 in employees where it can. But, the city just asked for an 18% increase from the citizens. He doesn't
423 know if that's right or wrong. Many have bought into the idea of just take, take, take. Somewhere
424 something has to give. Give employees the 5.5% if they deserve it and to keep employees, but the city
425 needs to keep everything in line. The city needs to get everything it can out of those employees. From
426 his perspective something is missing.
427

428 Melanie Marsh clarified that city positions do have pay ranges and the ranges are increased according
429 to the COLA increase.
430

431 **MOTION: Councilmember Rowley – To close the public hearing on executive municipal officers**
432 **compensation.** Motion seconded by Councilmember Moss. A roll call vote was taken as follows and
433 the motion carried.
434

435 Yes - Brett Christensen
436 Yes - Taresa Hiatt
437 Yes - Brian Hulet
438 Yes - Anne Moss
439 Yes - Ryan Rowley
440

441 Council Discussion:

442 Councilmember Christensen noted in previous meetings, the proposed COLA was 3% and merit was
443 3%. The council debated and reduced the COLA to 2.5%. He's excited to see that the majority of the
444 raise comes from merit so those doing a good job receive that benefit and those not doing a good job
445 can look at it as an incentive and do better.
446

447 Councilmember Rowley stated the optics are transparency. Payson doesn't try to strings this out
448 throughout the year and hide things. The city doesn't take lightly the property tax increase that will go
449 directly to the new fire station. He does want to award the city employees; Payson needs to attract the
450 best people. He is looking at the 5.5% increase, current constraints on budget, and the property tax

increase. His original ideas was 2% COLA and 3% merit. He would like to see that happen tonight. He doesn't want to send the wrong message that city employees aren't valued. City employees are valued.

Mayor Wright and Dave Tuckett clarified that the budget can be modified if the council motions to do so.

Councilmember Hiatt also feels the 2% COLA is very fair. She knows that some of the superintendents came in and really fought for their people because they have these exceptional employees. She went through and saw what they are getting paid. These are the employees that need the raise and get their pay up there so the city keeps them. Merit raises are great, and some employees are exceptional. A 2% COLA is fair especially because of the budget.

Councilmember Moss stated she has thought a lot about this, and a COLA raise is the same for all employees. A 2% COLA raise is higher for an employee that makes more. She questioned if there is a different way to make it equal and then rely on the merit raise more. It could save money. She values the city employees. The city needs to get the best of the best but be financially responsible as well.

Councilmember Hulet stated the city invests in employees and that makes the city. It's one of the best investments. Looking at some of the higher paid exempt employees, the city is looking for the best employees. People looking for jobs look at things like COLA and merit raise and may feel Payson doesn't value its employees as much. Payson needs to value its employees in order to get the best employees out there. He is in favor of the 2.5% COLA and 3% merit raises. Everyone isn't going to get a 5.5% raise. Some may get a 0% merit raise and others up to a 3% merit raise.

Mayor Wright noted he is supportive of truth in taxation and the employees. He wants to attract the best of the best.

MOTION: Councilmember Hulet – To approve (ordinance) a 2.5% COLA raise and a 3.0% merit raise for executive staff and the budget. Motion seconded by Councilmember Christensen. A roll call vote was taken as follows and the motion failed.

Yes	-	Brett Christensen
No	-	Taresa Hiatt
Yes	-	Brian Hulet
No	-	Anne Moss
No	-	Ryan Rowley

MOTION: Councilmember Rowley – To approve the (ordinance) Executive Municipal Officers Compensation for a 2.0% COLA raise and up to a 3.0% merit raise. Motion seconded by Councilmember Moss. A roll call vote was taken as follows and the motion carried.

No	-	Brett Christensen
Yes	-	Taresa Hiatt
Yes	-	Brian Hulet
Yes	-	Anne Moss
Yes	-	Ryan Rowley

4. Public Hearing/Ordinance – Fiscal Year 2025-2026 Budget (7:28 p.m.)

MOTION: Councilmember Rowley – To open the public hearing for the Fiscal Year 2025-2026 budget. Motion seconded by Councilmember Moss. A roll call vote was taken as follows and the motion carried.

Yes	-	Brett Christensen
Yes	-	Taresa Hiatt
Yes	-	Brian Hulet
Yes	-	Anne Moss
Yes	-	Ryan Rowley

Public Comment:
No public comments.

MOTION: Councilmember Hiatt – To close the public hearing. Motion seconded by Councilmember Moss. A roll call vote was taken as follows and the motion carried.

Yes	-	Brett Christensen
Yes	-	Taresa Hiatt
Yes	-	Brian Hulet
Yes	-	Anne Moss
Yes	-	Ryan Rowley

Council Discussion:

Dave Tuckett clarified that in work sessions the council discussed pay ranges for public safety and police and to keep up with the state. If the motion is for a 2% COLA raise for everyone then he questioned if the council wants to keep working on public safety and fire positions to keep up with the state. If so, that needs to be part of the motion as well as allowing staff to update the budget.

MOTION: Councilmember Rowley – To approve the (ordinance) Fiscal Year 2025-2026 Budget with the changes for Payson City Employees for COLA be 2.0% and up to 3.0% merit. However, giving staff department heads the ability to accelerate for police officers and public safety employees and allow staff to amend the budget based on this motion. Motion seconded by Councilmember Moss. A roll call vote was taken as follows and the motion carried.

Yes	-	Brett Christensen
Yes	-	Taresa Hiatt
No	-	Brian Hulet
Yes	-	Anne Moss
Yes	-	Ryan Rowley

C. ADJOURN TO REDEVELOPMENT AGENCY (7:30 p.m.)

MOTION: Councilmember Christensen – To adjourn to Redevelopment Agency. Motion seconded by Councilmember Rowley. A roll call vote was taken as follows and the motion carried.

Yes	-	Brett Christensen
Yes	-	Taresa Hiatt

547 Yes - Brian Hulet
548 Yes - Anne Moss
549 Yes - Ryan Rowley
550

551 1. Public Hearing/Ordinance – Fiscal Year 2025-2026 RDA Budget
552

553 **MOTION: Director Christensen – To open the public hearing.** Motion seconded by Director Moss.

554 A roll call vote was taken as follows and the motion carried.
555

556 Yes - Brett Christensen
557 Yes - Taresa Hiatt
558 Yes - Brian Hulet
559 Yes - Anne Moss
560 Yes - Ryan Rowley
561

562 Public Comment:
563 No public comments.
564

565 **MOTION: Director Moss – To close the public hearing.** Motion seconded by Director Hiatt. A roll
566 call vote was taken as follows and the motion carried.
567

568 Yes - Brett Christensen
569 Yes - Taresa Hiatt
570 Yes - Brian Hulet
571 Yes - Anne Moss
572 Yes - Ryan Rowley
573

574 Council Discussion:

575 Councilmember Rowley is grateful to have conservative staff watching the budget. He thanked Cathy
576 Jensen and the directors for keeping the city running.
577

578 **MOTION: Director Moss – To approve the (RDA ordinance) Fiscal Year 2025-2026 RDA**
579 **budget.** Motion seconded by Director Rowley. A roll call vote was taken as follows and the motion
580 carried.
581

582 Yes - Brett Christensen
583 Yes - Taresa Hiatt
584 Yes - Brian Hulet
585 Yes - Anne Moss
586 Yes - Ryan Rowley
587

588 D. ADJOURN FROM REDEVELOPMENT AGENCY
589

590 **MOTION: Director Rowley – To adjourn from Redevelopment Agency.** Motion seconded by
591 Director Christensen. A roll call vote was taken as follows and the motion carried.
592

593 Yes - Brett Christensen
594 Yes - Taresa Hiatt

595 Yes - Brian Hulet
596 Yes - Anne Moss
597 Yes - Ryan Rowley
598

599 E. ADJOURNMENT
600

601 **MOTION: Councilmember Christensen – To adjourn.** Motion seconded by Councilmember Moss.
602 Those voting yes: Brett Christensen, Taresa Hiatt, Brian Hulet, Anne Moss, Ryan Rowley. The motion
603 carried.
604

605 The meeting was adjourned at 7:35 p.m.
606
607

608 _____
609 Kim E. Holindrake, City Recorder