

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.

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

Public Comment:

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

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

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

Doris Adams stated she had an office in the state office building when it burnt down. She feels the city 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 citizens; it's time to get away from large government. Yes, the city needs a new capable fire department and building. She questioned if the city is considering other ways to cut back and if departments are looking at their budgets. The city is annexing more property that creates more property to protect. She is a retired state employee and understands what it means to work for the public sector and have wages reduced. The city needs to consider wages. The city pays into Utah Retirement 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

Yes - Brian Hulet
Yes - Anne Moss
Yes - Ryan Rowley

Public Comment:
No public comments.

MOTION: Councilmember Rowley – To close the public hearing for the enterprise fund transfers. Motion seconded by Councilmember Hiatt. 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 Moss noted that looking over the budget, the items that were requested, and all the items the citizens are being asked to pay for, the department heads need to reign things in and dial back over the next three years. Some items aren't life threatening if not provided. Requests and funds need to be reduced by 5%.

MOTION: Councilmember Rowley – To approve the Enterprise Fund transfers as presented. Motion seconded by Councilmember Hulet. 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

3. Public Hearing/Ordinance – Executive Municipal Officers Compensation

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

MOTION: Councilmember Moss – To open the public hearing on the executive municipal officers compensation. Motion seconded by Councilmember Christensen. 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:

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

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

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

MOTION: Councilmember Rowley – To close the public hearing on executive municipal officers compensation. 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 in previous meetings, the proposed COLA was 3% and merit was 3%. The council debated and reduced the COLA to 2.5%. He's excited to see that the majority of the raise comes from merit so those doing a good job receive that benefit and those not doing a good job can look at it as an incentive and do better.

Councilmember Rowley stated the optics are transparency. Payson doesn't try to strings this out throughout the year and hide things. The city doesn't take lightly the property tax increase that will go directly to the new fire station. He does want to award the city employees; Payson needs to attract the 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

Yes - Brian Hulet
Yes - Anne Moss
Yes - Ryan Rowley

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

MOTION: Director Christensen – To open the public hearing. Motion seconded by Director 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: Director Moss – To close the public hearing. Motion seconded by Director Hiatt. 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 Rowley is grateful to have conservative staff watching the budget. He thanked Cathy Jensen and the directors for keeping the city running.

MOTION: Director Moss – To approve the (RDA ordinance) Fiscal Year 2025-2026 RDA budget. Motion seconded by Director 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

D. ADJOURN FROM REDEVELOPMENT AGENCY

MOTION: Director Rowley – To adjourn from Redevelopment Agency. Motion seconded by Director Christensen. 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

E. ADJOURNMENT

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

The meeting was adjourned at 7:35 p.m.

/s/ Kim E. Holindrake
Kim E. Holindrake, City Recorder