



*UINTAH CITY COUNCIL
TUESDAY, OCTOBER 21, 2025*

WORK SESSION

Council Members Present: Mayor Cutler, Council Member Bell, Council Member Combe, Council Member Roberts

Council Members Absent: Council Member Patterson

Staff Present: City Recorder Michelle Mortensen, Lt. Slater

Visitors: Dean Larson

- Mayor Cutler called the meeting to order at 5:00.
- Ordinance 298-25 Compensation Increases for City Council:
 - Mayor Cutler explained that this item has been repeatedly tabled until the whole council was present.
 - Council Member Combe suggested delaying the decision until the end of the first quarter of 2026 to assess the budget. He also noted that the last increase was back in 2012. Some members of the community have asked us to sharpen our pencils, and others are shocked at how little we make. He suggested a pay increase of \$150 for the Mayor and \$100 for City Council Members.
 - Council Member Roberts reiterated from a previous meeting that volunteerism is dead. It is, but she has never added up the hours stuffing eggs for Easter and she does not consider being paid while she is doing that. The time we have spent considering this has allowed citizens to give us their input. She has had three against it, and she has had more people come to her that are for the council getting a raise. It has been enlightening to have these few months to hear from our citizens. She has also thought about waiting until the beginning of the year.
 - Mayor Cutler is in favor of the elected officials getting a raise. It is hard to compare other cities to Uintah. The Mayor at Marriot-Slaterville makes \$1250 a month. They are a bigger city, but they have a bigger staff and a city manager who attends all the meetings. Our council members serve as department heads as we do not have that luxury.
 - Council Member Bell shared that prolonging this discussion would be counterproductive. If this change is ultimately necessary, she feels it is more responsible to address it now rather than delay. She added that residents expect their elected officials to guide the city and make timely decisions.
 - Mayor Cutler mentioned that he misspoke in a prior meeting and said that raises would be \$300 down the line. That is not correct. The numbers were listed on the back page of the ordinance as \$300 for the Mayor and \$200 for City Council Members. He is worried that we have tabled it multiple times, but we have not had a full council. We either need to pass the ordinance or let it die.
- On-Call for Public Works
 - Mayor Cutler explained the need to establish a formal on-call policy for our public works department as it is unfair to employees who must be available during their time off without compensation.
 - Council Member Combe asked Mr. Burton which of the plans he liked, and Mr. Burton answered anything would be great. Council Member Roberts said that Jeff had benefits and worked it out whether he took comp hours or flexed his time. It is unacceptable for us to ask someone to do something without compensation and that says a lot about Mr. Burton's character. Council Member Combe mentioned that he is good with following suit of South Weber and Clearfield.

- A model similar to policies from South Weber and Clearfield was proposed with a \$150 stipend for the on-call employee, a two-hour minimum pay if the employee is called out to work, and there would be a rotating on call duty schedule. The proposed period would run from October through April to cover all potential snow and ice events.
- Council Business/Comments - None
- Adjournment
 - Motion was to adjourn the work session by Council Member Roberts at 5:40 p.m.
 - Motion was seconded by Council Member Bell.
 - All in favor; the motion carries.

Michelle Mortensen
Michelle Mortensen, Uintah City Recorder

11/18/25
Date