# ALPINE CITY COUNCIL WORK SESSION
# June 30, 2026

Mayor Carla Merrill called the meeting to order at 12:05 pm

**I. CALL MEETING TO ORDER**

**A. Roll Call** Mayor Carla Merrill

The following were present at the anchor location, which constituted a quorum: Brent Rummler, Jessica Smuin, Sarah Blackwell, and Andrew Young. Chrissy Hannemann attended by Zoom.

Staff: Shane Sorensen, Caden Lyon, and DeAnn Parry

Others: Carolyn Riley, Jennie Wallace, Heidi Smith, David Smith

**B. Prayer** Brent Rummler

**C. Pledge** Jessica Smuin

**II. WORK SESSION**

*The purpose, as stated in the motion from the City Council meeting on 6-23-2026: Discuss an increase in compensation for municipal executive officers, a new employee hire, the completed compensation study, compensation philosophy, market comparisons, internal equity, the definition of merit, and long-term fiscal impacts.*

Shane Sorensen explained that the council requested this work session regarding compensation, and council members have already received pertinent information.

Mayor Carla Merrill said Brent Rummler mentioned a misquoted salary for Cedar Hills, based on the study we did. Shane Sorensen looked into it on Technology Net, which is a website where subscribing cities enter their own information. The Cedar Hills number was entered incorrectly, so it created skewed information in the salary study.

Brent Rummler explained to the public and city employees that the main reason he agreed to table this part of the budget was because he expected that the information would not be sent out at the last minute, as it was in previous years. He thought the 5 percent wage increase in the tentative budget was a place holder, like for the Fire Department. The mayor told him that she did not have the salary information from all the mayors, and Brent did not have time to read through the Friday packet before the City Council meeting on the 23rd.

Brent thanked Carolyn Riley, our Office Manager and HR representative, for doing the research. He felt that the proposal for a 5 percent raise was without analysis or explanation. As a former federal employee, he supports fair wages and competitive benefits for our staff, fire, and police employees. The mayor sent out an email with a proposed 4.2 percent Cost-of-Living Adjustment (COLA) increase with 0.8 percent available for merit bonuses. Brent likes the idea of setting aside money for supervisors who review performance and thinks that employees who go above and beyond should get a bonus. He agreed with the three council members who wanted to table this part of the budget at the last meeting because he feels he owes it to the residents to make sure we understand the purpose of the raises.

Shane Sorensen had sent Brent the last 10 years of employee reviews, and read Shane's explanation, "In making recommendations for wage increases, we look at several different sources of data, including the CPI for the Western Region, URS, COLA, data from Technology Net, a review of a survey circulated through the city managers in the state, and research to see what other cities are paying for positions." Brent said that is a great basis for analysis, but it does not appear that it was done this year. Did we look at more than CPI? The Utah State wage increase for employees is 2.5 percent. Nine cities responded to the mayor's request and their average increase was just over 4.55 percent. Brent did not know if that included bonuses or if they even give employee bonuses. He wants to pay employees a fair wage, retain them, and show appreciation, and he feels that we can have a better system.

During Brent's first year on the council they were told they could not know individual salaries, but that has changed. Hopefully in the future we will receive proposals ahead of time and with a more thorough analysis. Brent looked at the American Fork budget (a big city with a big staff), and their financial report was very robust. Brent thinks it would be good for our Finance Committee to look at that also.

Mayor Merrill said she finally got a response from the American Fork City Council. They conduct an annual wage study and then make adjustments. They are doing a 3 percent increase this year.

Brent Rummler said that cities have different ways to do this. Hopefully our executive staff can come up with something more consistent. We cannot just base raises on COLA. There is value for time in service, for experience, and for doing well in your role. In the federal government, if you are at a certain grade, you get a step increase every two years. Then the steps become more spread out. On the off years you get the COLA adjustment.

Chrissy Hannemann said she wanted to review the information provided to council, especially the wage study comparing Alpine to other peer groups.

Jessica Smuin said everyone has had time to look over the information and we want to include the info that was given to us, but that is not all that we will do here. This is a time for council to discuss the financial impact, our compensation philosophy, market comparisons, and other issues.

Chrissy Hannemann said we are moving to a final conclusion too quickly. The first page of the wage study talks about philosophy. We could share what our philosophy is. One piece is compensation, one is benefits, and then we can look at the total compensation. Fixating on a percentage is very limited and may be the reason for some of the confusion. She wants to talk about the total package.

Chrissy summarized Page 1, saying that there is a debate about compensation, whether it should be solely market based, or if there should be classifications determined by skill set. The goal is to create equity among employees. She quoted the conclusion which says, "To subscribe to any approach to the total exclusion of the other ultimately results in incongruity." This is what happened with our Public Safety District, and we had to catch up because we were behind the market. We appreciate equity among employees, so it is good to have a classification system. The study looked at the market, but because we have small staff there is not always an equivalent position in the marketplace. This is an important introduction to what we are trying to accomplish. She wants to consider both the market and merit.

Jessica Smuin commented that we want to look at the market and at merit, but we do not have a clear process right now. She felt that the Alpine City Worth of Work Compensation Study 2026 (WOW Study) did not compare apples to apples. She sent an email to council members before the meeting that was an overview of 4th class cities. They also have employees that wear multiple hats like in Alpine. Ours is not a unique situation but it is fairly common for cities of our size. The WOW Study was a great framework, but it is too broad to consider for Alpine.

Chrissy Hannemann said that Page 3 on Responsibility was logical and helpful. They tried to come up with unique factors for Alpine along with considering job knowledge. Because they do hundreds of these studies, they consider a lot of factors on the equity side. The database shows what cities pay for defined roles such as treasurer, office manager, public works technician, city planner, and city engineer.

Chrissy thought that seeing these numbers was helpful. Alpine City is below the survey minimum, which includes a cross section of the County.

The next section shows that a few of our employees are getting paid far below, and then there are some outliers because they are high on the experience range. She thought the document was good and supported that we are on par with other cities. An email from Shane said that we look at CPI and COLA and then come up with a percentage for the increase. Even without all data points in the past, we have done a good job. We are not too high and not too low. The second part is benefits. She thinks this shows that our employees are paid fairly for the market and the work that they do. She did not have time to look at this before the Tuesday meeting but has done so since then. Her advice is to conduct a survey every 3-5 years.

Mayor Carla Merrill said that our jobs are unique. In the nine other cities, no other City Administrator is holding two additional jobs. Shane is not only an engineer with vast experience, but he also has extensive institutional knowledge of Alpine. Our new City Planner, Caden Lyon, is one of lowest paid because he is new to the job without years of experience. We have to take all the factors into consideration. If we just look at a straight analysis of salaries, we are not considering the staff size and not comparing apples to apples.

Jessica Smuin said she wants to look at performance along with everything else. We were given the WOW Study that started with a salary analysis. She then compared this to the real estate market. When you conduct a market analysis you do not try to find comparables for homes in the entire state of Utah. You choose a narrow area for the comparison because there are so many variables. Jessica looked at Cedar Hills and their compensation package. She was surprised that when she matched up comparables, in the five top paid employees (managers or administrators) the City of Alpine pays $98,000 more than Cedar Hills.

Mayor Merrill clarified that Cedar Hills is not a 4$^{th}$ class city because they are considered rural.

Jessica Smuin said that if we are concerned about retention and equity, we need to be looking at our staff at those levels and make those adjustments.

Chrissy Hannemann commented that as noted on the Implementation page, some positions need more money and some need less for COLA. If we grant a 5 percent increase across the board, we could then have the managers decide who needs an increase after looking at the study. Any remaining money could be spread across the entire staff.

Brent Rummler said he appreciated the extra week they had to study the information. He likes the idea of doing a partial COLA across the board and giving management the discretion to create equity. He likes this approach better than a Christmas bonus. We can hold performance reviews and set aside a certain amount as an incentive for people who step up and go above and beyond their duties. This approach is beneficial to most organizations.

Chrissy Hannemann said she supports that idea.

Brent Rummler stated that we are making progress toward a more transparent system. He read the minutes from the Cedar Hills budget meeting, and they talked about fiscal impact and provided data, so it was transparent for the public.

Jessica Smuin asked why we would support an equal COLA when some employees are already at the top of the market?

Brent Rummler mentioned that it is also important to consider staff time in a position.

Jessica Smuin said that time in a position is one piece, but also what you are bringing to the table, like if you worked in the same type of job in the private sector.

Brent Rummler asked Shane how feasible it would be to look at individual employees and their experience in their current position and also their prior work. The mayor has comparisons for our City Administrator, but this requires more than just time in position. Shane also has a background as the Public Works Director.

Mayor Merrill commented that one difference is that Cedar Hills is built out, except for a couple of commercial pads. They do not have much commercial and housing development growth, so they do not need a City Planner.

Brent Rummler said today may not be the meeting to decide the standard, but this is a good step forward.

Jessica Smuin said that when we have a $134,000 difference from what a smaller city is paying, we need to make adjustments that are bigger than a couple of percentage points.

Chrissy Hannemann said that when we do it equitably, not everyone gets the same percentage increase. We have not yet talked about benefits, which would be 30-40 percent of the total compensation. In the spreadsheet that Shane sent out it talked about a medical increase of 12.7 percent, and dental was less. Chrissy has worked for many years with payroll and knows how the system works. She had the impression that Alpine is more generous than other cities with benefits, but we are actually more in the middle, compared to other municipalities. We are having this same type of discussion with the Public Safety District.

Brent Rummler said that Utah State employees pay 8 percent of their insurance premiums. When Brent worked for the Federal Government, he paid 25 percent. It is important to see where we are. He appreciates Erin Wells (Highland City Administrator), and Carolyn Riley and Shane Sorensen for providing all the information.

Jessica Smuin said the cost of benefits and healthcare is outpacing inflation. Do we want to continue paying 100 percent, even with a lower General Fund? This is a sustainability consideration. If we continue to give raises and pay 100 percent of health insurance premiums, that is not sustainable without a significant tax increase. We need to keep in mind that residents have said they do not want to bring in revenue from additional commercial businesses.

Chrissy Hannemann said these issues are always a debate. When she worked on the school board, if they had $1M for compensation and medical costs went up, they had less to spend on raises. Medical costs are increasing faster than inflation. Maybe employees would prefer to have health care coverage. Right now, we have not factored that in.

Brent Rummler said that we are still outliers. Out of the ten cities that LPPSD surveyed, only two paid 100 percent of health insurance premiums. It is informative that the other cities paid 90-95 percent. We should consider this as a piece of the puzzle. As the mayor mentioned, Cedar Hills may have fallen below 10,000 in population, but they are comparable to us in many ways and they are nearby. They also pay 100 percent of health insurance premiums. He mentioned that Jessica Smuin noted that their non-supervisory positions are paid much higher than ours. It is worth looking at that.

Mayor Merrill asked if the council wanted to look at paid vacation days and rate of vacation accrual.

Jessica Smuin commented that we should also consider overtime as part of total pay.

Shane Sorensen commented that overtime hours are not always welcome, like when staff must miss their child's birthday to repair a water main break. Also, when staff are on-call they cannot leave town, so there are negative aspects from an employee standpoint.

Mayor Carla Merrill said that she came from the private sector and assumed that everyone was on salary. In actuality, Shane Sorensen is the only one on salary, and this is the same in a lot of cities.

The council discussed the vacation pay-out option. Only 160 hours are allowed to be carried over into the next calendar year, so in the first pay period in November, employees with additional hours may convert them to cash. This allows the employees to benefit from their accrued hours without requiring them to be absent from their jobs.

Brent Rummler asked the mayor why she suggested a 5 percent increase when the average of the nine responding cities was 4.55 percent?

Mayor Merrill said she was heavily influenced by the study. She thought we needed 5 percent to equalize pay. She did not think the council would vote for a 4.2 percent COLA + 1.7 merit because it would be on the high end. The compromise was 5 percent to equalize and then to give raises to deserving staff.

Sarah Blackwell said she appreciates all the information and would like to establish a foundation for our compensation philosophy. Our processes and procedures should align with a vision, and having these guidelines in place will help us evaluate changes in future compensation. Market comparisons with other cities and their positions are helpful, but she thinks we also need internal comparisons. She feels like things are still a little hazy on how we want to move forward. If we approve a 5 percent increase, what does that look like down the road? Is it sustainable? Sarah likes the idea of COLA and merit raises but she is not familiar with how we conduct performance reviews and would like more information. Do we have key performance indicators for each position? She liked the information from the WOW Study and agrees with including benefits as part of the formula. She appreciates being able to learn about the compensation issues.

Andrew Young said it is valuable to hear from the experienced council members. Things are hard and expensive for everyone right now. One of his goals is to bring together the divide between staff and council. We also need to meet the needs of residents in timely manner. As a resident he did not feel like the city ever had his best interest in mind, or that he could depend on them or trust the city. He wants to reverse this so that residents feel that the city is their ally. That would be the dream.

This amount is not a lot of money to give raises, but because this happens every year it adds up. Andrew commented that some of our staff have between 11-17 years of experience, which is valuable.

Shane Sorensen said he would love it if the council would get to know the employees.

Andrew Young pointed out that the council and the mayor make less than lowest paid staff employees. He is not trying to cause problems or take away money but is here to serve Alpine. He asked who the staff works for? He said staff and council work for the residents. Does the staff like the residents of Alpine? Andrew thinks the answer is “sometimes.” He suggested we give raises in a few months instead of now.

Mayor Merrill said that the City Council can decide what they want to do. Other cities enact raises to coincide with the new fiscal year (July 1), which is typical. Prolonging raises may bring unintended consequences.

Comments from the council clarified that the purpose of this meeting was to address the motion to table from the last City Council meeting so they will be ready for a vote at the next regular meeting.

Andrew Young said that his wage philosophy is that the needs of residents should be met in a timely manner. He wants staff to be rewarded for solving resident issues. He appreciates it when staff help with cleanup days and fire mitigation, and he likes the idea of boosting non-supervisory wages. He does not like comparing our positions with other cities, nor does he like the suggestion that if we do not match other cities’ wages, people will leave. He does not like having executive staff determine wage increases because it means that staff are working for staff and not for the residents.

Mayor Merrill clarified that the City Council has purview over the municipal executive staff salaries. The rest of the staff is supervised by and given raises by Shane Sorensen, the City Administrator. On the subject of performance reviews, Mayor Merrill said that there was a period when they were not conducted for about 18 months because we were short staffed. This year we have already conducted two reviews.

Jessica Smuin said that if the evaluations are being conducted, maybe we need someone to close the loop on the reviews.

Mayor Merrill reminded the council that their authority does not go beyond the municipal executive positions.

Brent Rummler said that if it is important to the city to have resident service be a priority, that could be included in the performance expectations.

Andrew Young continued his suggestion that merit raises should be based on the meeting of resident requests and needs. He thinks the residents would be willing to give raises if they were getting great service. This should not be subjective. If we can see a list of resident requests and staff responses, that could work. This is an easy way to measure staff performance. He suggested that hospitality training with the City Council would also be helpful, and he knows people who can conduct the training. We need team building together so we can fix the divide and be in a better place to help residents. He would like to have a survey asking residents if, based on their interaction with city staff, do they think staff deserve a 5 percent raise this year?

Andrew also said that if staff step up to do in-house projects that save money for the city, they should be compensated. We could save a lot of money this way, like with the fire station. Effort that goes above and beyond typical assignments should be rewarded. Andrew suggested a 2 percent raise for executives and 5 percent for non-supervisory positions. In future years we could have a 2 percent COLA with merit potential of up to 6 percent based on benchmarks. This would reward people who have been here a long time. Wage growth would come by meeting the needs of the residents, by doing bonus in-house projects, and from a survey of the residents.

Sarah Blackwell asked if we decide on a percentage, can the City Council dictate the employees' raises?

Chrissy Hannemann responded that State law does not allow it.

Mayor Merrill reminded the council that their purview is only the executive staff (Shane & Caden). Other staff compensation is determined by Shane.

Brent Rummler said the council role for other staff is to decide on the percentage for the raises.

Jessica Smuin asked Chrissy Hannemann how we would remedy the discrepancy in the upper tier at the top of the scale with the large gap for supporting staff. We are at this point because we have not solved this inequity. If State statute says we cannot determine staff compensation, how do we remedy that?

Chrissy Hannemann said that we have good information from the study that supports what Jessica stated. Fixing the discrepancy is part of administrator's role and he can fix it the way he deems most equitable. Council has no authority over individual staff compensation but can give direction and determine a percentage. The City Administrator implements any staff raises.

Brent Rummler said that the council determines if the executive staff is fulfilling their directives. He would caution against setting specific amounts for future years and would like to establish a policy of how to evaluate compensation, including an analysis of the multiple factors and best practices. We also need recommendations from staff and the mayor, and then we can make the decision on an annual basis. Brent does not want to agree to a 2 percent COLA with a potential 6 percent merit increase because that is not sustainable. Historically it has been around 3 to 3.5 percent.

Sarah Blackwell asked if it would be acceptable for council to weigh in on performance reviews for staff?

Mayor Merrill said that in other cities, staff conduct the reviews and the mayor generates a second review based on those staff reviews. This council has asked for more input, so she sent out a survey specifically for Shane. The City Administrator is evaluated by the staff, and the mayor goes over the responses with Shane. She has been the mayor for a while now and still relies on the advice of other mayors and their processes. Council has never been involved with individual staff salaries

The mayor said that we are here to go over the wage study, which Shane sent out last week before the City Council meeting. She appreciates Carolyn Riley for doing all the work to complete the research. If we are going to change health care benefits to match other cities, then we also need to look at vacation time and paid holidays. Alpine is on the lower end of this scale. She thinks this is a give-and-take situation and it is important to find what works best for the city. We also need to consider health insurance. The wage study showed us consistently below other cities in salaries (except for one position). Shane had to actively recruit for a city engineer, and the higher salary was needed to get someone qualified. The mayor also tried to recruit for this position at conferences, but no one would apply because of the lower salary. We have a unique situation and need to decide where we want to go in the future. If the City Council wants to change the compensation structure, we can look at that. She acknowledged that health insurance and URS contributions are expensive but sees them as a recruitment tool. If council is thinking about taking that away, she encouraged them to think carefully about the unintended consequences.

Sarah Blackwell asked what incentives people have to work here and to stay with Alpine? There are many people who have been here a long time.

Mayor Merrill said our Public Works leads have been here for more than ten years.

Shane Sorensen commented that we have one employee who has been here 25 years and one for 30 years. They have valuable institutional knowledge.

Mayor Merrill added that several of the staff are here because of the paid health care benefits. They could collect their retirement and go to the private sector with their skills, but not many jobs have full insurance.

Andrew Young commented that if we do surveys which are then evaluated by the mayor, it creates a situation based on the mayor's approval. He would like to remove council and the mayor from the equation and put it to the residents. If the residents are satisfied, then that would drive raises or merit increases.

Mayor Merrill said that of course we want the residents to be happy, but they often want things that affect their neighbors and others. If their request is within the ordinances, then we can move ahead. Council is pivotal in this. If they do not like the ordinances, they need to change them. This is not up to staff. Staff have to follow the ordinances as they stand and do the everyday business of city. It is not fair to have them evaluated by a resident who wants to challenge the ordinance. This creates inherent skewing because of the issues.

Andrew Young mentioned two specific requests, one for a sign that needs replaced and one for a broken water fountain.

Shane Sorensen commented on the Legacy Park fountain, which has run steadily for years, along with the vandalism of sprinkler lines and the flowerpots on Main Street and in the roundabout.

Andrew Young said that if residents make reasonable requests and staff take care of them, then they deserve a raise.

Jessica Smuin suggested that the question would be, "Have staff taken care of public property in timely manner?" It should not be a narrow survey question.

Mayor Merrill explained that it is the staff's responsibility to run the city. With a budget our size, a big chunk of it is spent on getting things done. She appreciates the fact that staff take on additional tasks and follow the direction of council. As mayor she gets a lot of phone calls, texts, and emails about the surveys. We had a general survey in the last couple of years about the city, and we received good responses and people said they are happy. We are at the top of the list with Cedar Hills, and she feels that staff are addressing resident issues.

Jessica Smuin said that staff have a lot on their plate, but she has not seen the adoption of ways to improve efficiency. We should be adopting things to take the workload off staff to create efficiency. There are many things that could reduce their workload.

Andrew Young said he would like to swap priorities. He wants staff assignments to be driven by resident requests and needs. The requests might seem trivial, but they are a big deal for residents.

Mayor Merrill said that we have things that must be done. There are deadlines, and new resolutions and ordinances must be provided to the council on time. Much of what the staff does day to day the council does not understand.

Shane Sorensen said that if our staff were not taking care of things and going out of their way to do tasks that are not directed by the City Council, this would be a totally different city. The comments today make it sound like staff are not serving the public. For example, staff will call and tell people that they have a leak, and there are hundreds of examples like this that the council would not know about.

Jessica Smuin said she thinks we need an automated system.

Shane Sorensen said that we do have that and it’s called EyeOnWater (EOW), but it is dependent on the residents signing up for it. We have been asking residents to sign up for years. The tools are there but we cannot force them to use them. To help this effort, if they have a leak and want an adjustment, we do not grant it until they sign up for EOW.

Jessica Smuin suggested that we can add $25 to their bill if don’t have EOW. If we adopt a payroll system that is automated, then staff will have more time to address resident needs. She thinks there is a lot of assistance available for a city of our size.

Shane Sorensen commented that we are constantly trying to make things more efficient. There is a lot that the City Council does not see.

Brent Rummler said that the resident is the customer. Previously, he did not personally know how deficient our fire station was and he did not know the details of our street maintenance. As Shane has pointed out, there is a great deal to running a city. We can look at improving the customer facing side. He has talked with other administrators, and they told him about software that might help streamline some issues. If residents report potential code compliance issues and get a response from the city, that would be helpful. We should look at best practices from other cities to improve our customer service.

Shane Sorensen reminded them that we are a small city with small budget. Software and other upgrades would be an ongoing cost, so we need to do our due diligence.

Andrew Young said he only knows about requests on the website. If people call in with requests and staff take care of it, the council will not know. A better system would give us more information.

Mayor Merrill said it is her observation that staff go out of their way to help residents who come in. Carolyn Riley knows half the city by name and helps them with whatever they need. Most of the staff do this. They address the issues. If they have to report on every effort, that will not be efficient.

Andrew Young said our success is measured by residents’ needs being met. He wants to see the results.

Jessica Smuin said she talked with staff at Highland City, and they had a spreadsheet that they report on at City Council meetings. The staff and City Council have access to it, and it is automated. It makes less work, rather than creating more. We have talked about this since Greg Gordon was on the council -- a public facing customer service platform.

Shane Sorensen said that the staff handles these things every day.

Andrew Young said we may just need a system that shows that to us.

Shane Sorensen clarified that if we document everything that we do it will take away from boots on the ground. We can do it, but it will take time away from productive work.

Brent Rummler said he thinks this goes beyond the scope of the council's responsibility.

Mayor Merrill said that while we can improve the follow-up with residents who express concerns, the staff do great things every day.

Sarah Blackwell said that staff would know what could be more efficient. We should ask them what would help them. They know the needs. Knowing what they do every day would help us know what time they would have available for other tasks.

Jessica Smuin commented on the proposed new hire. We should look at the data to see if we definitely need this position. Cedar Hills has a Finance Director and a Risk Assessment Management Employee. She would like to look at bringing in new positions along with considering the Assistant City Planner. Human Resources responsibilities can often be outsourced to great companies. The proposal is that we need an Assistant City Planner so Caden can work more with Shane. If we adjust responsibilities so Shane does not have to work on the finances, we may not need to give so much of Caden's work to a full-time employee.

Mayor Merrill said she thinks Shane would appreciate offloading the financial responsibilities. He has a great background and was willing to take this on, but it takes a tremendous amount of time, especially during budget season. She also commented on resident requests. If we find a deficiency in code, then we need to fix it; that is what a City Planner does. Shane will work with Caden to help him understand our city and to impart his institutional knowledge. This same process is happening as Greg Kmetzsch trains Jaymes Salo on our water systems. He is transferring many years of institutional knowledge.

Jessica Smuin reiterated that she would like to look at hiring a Finance Director.

Shane Sorensen mentioned that of the seven cities in the report, the six besides Alpine have a full-time Finance Director and a full-time Public Works Director. He was not asked to take on these responsibilities, but he volunteered to do it for the city. It now feels like this is being factored to his detriment.

Jessica Smuin said we are now at a point to reevaluate.

Shane Sorensen responded that any new hires will require more money and probably a tax increase to pay for the additional positions.

Sarah Blackwell said she is open to evaluating this and looking at the efficiency of adding other positions. She thinks we should also have an understanding of where we are and also include staff recommendations about what would help them be more efficient.

Brent Rummler said this has been a good conversation. Moving forward he would like to receive salary information sooner and with a more detailed analysis of any proposed raises. We may need to hold work sessions before these budget votes. Brent is grateful for the employees and is open to options for the Assistant City Planner. He supports raises for the non-executive employees.

Shane Sorensen said that to have this item on the next agenda we need an ordinance with an exhibit for the rate of compensation for executive municipal employees.

Mayor Merrill suggested we use the 3 and 5 percent listed in the previous exhibit for the vote. The council does not vote on individual staff raises, only the executive positions. They will also vote on overall raises as part of the final budget.

Jessica Smuin asked why we are moving forward when we have not had time to study the executive positions. She suggested a closed meeting evaluation.

Mayor Carla Merrill said we can have a closed meeting at the next council meeting. She strongly suggested that the council does not delay the tabled items again.

**Motion**: Brent Rummler moved to adjourn the meeting. Jessica Smuin seconded the motion. The motion passed unanimously.

The meeting was adjourned at 1:59 pm.