

Minutes of the **Work Session** of the **City Council** held Tuesday, **March 3, 2015**, at 4:00 p.m. at the Lehi City Administration Building, 153 North 100 East, Lehi, Utah.

Members Present: Bert Wilson, Mayor
Chris Condie, Council Member
Paul Hancock, Council Member
Mark Johnson, Council Member
Johnny Revill, Council Member
Mike Southwick, Council Member

Others Present: Jason Walker, Interim City Administrator; Robert Ranc, Interim Assistant City Administrator; Ryan Wood, City Attorney; Dave Sanderson, Finance Director; Joel Eves, Power Director; Jeremy Craft, Fire Chief; Morgan Cummings, Assistant City Attorney; David Kitchen, Human Resources Manager; Cameron Boyle, Management Analyst; Erin Wells, Management Analyst; Teisha Wilson, Deputy Recorder; Marilyn Banasky, City Recorder; and 6 citizens.

1. Welcome and Opening Comment

Mayor Wilson welcomed everyone and noted that all City Councilmembers were present except Councilor Hancock who will join the meeting in progress. Councilor Southwick gave the opening comment.

2. Justice Court Briefing – Doug Nielsen, Judge

Mayor Wilson reported that this item will not be held as Judge Nielsen recently addressed the City Council.

3. Spillman Analytics Demonstration – Darren Paul, Police Chief.

Mayor Wilson reported that this demonstration will be held at the March 24, 2015 Pre Council meeting.

Mayor Wilson reported that Jeremy Craft, Fire Chief, will give an update on the Safer Grant. Jeremy Craft stated that he will be applying for the Safer Grant which will fund 15 new firefighters for two years. He explained that the cost for the firemen would be \$1.3 million and the City would have to keep the firefighters on for three years. He feels there is a 15% chance that Lehi City will receive the grant. He will submit the grant this week and it will be awarded in September. If the City receives the grant, it would staff the new Station 83.

4. Discussion on the City Administrator recruitment process.

David Kitchen discussed the recruitment process for a new City Administrator. He stated that he would like to post the job announcement this week, keep it open until April 1, 2015, and then begin reviewing applications and scheduling interviews. He feels it will be a five to six month process. He reported that the minimum requirements will be a Bachelor Degree, with a Master Degree in a related field preferred. The experience requirement will be eight years of experience with three years of supervisory experience.

Councilor Condie inquired as to what the eight years of experience comprises. Mr. Kitchen replied that the eight years of experience doesn't have to be with a city, but it would be nice if it was. He stated that they are willing to cast a broad net at this point. He explained that starting out as a Grounds Worker for five years isn't related experience, but starting out as a Management Analysis, then moving to an Assistant City Administrator position would be related experience. Councilor Condie stated that a person could have a similar type of management path in the private sector. Mr. Kitchen replied that they are looking for someone who can manage people. Councilor Johnson inquired if they are going to consider private sector experience equivalent to public sector experience, year for year. Mr. Kitchen replied that he will entertain that if the experience is equivalent. Councilor Johnson stated that he thinks it is important to have experience in both the private and public sectors and wants the job announcement to include that the candidate has both. Councilor Revill stated that he is not sure it needs to be required. Ryan Wood stated that limiting the field to only candidates that have both private and public sector experience would narrow the field of candidates and wondered if that is what the Council wants. Councilor Johnson stated that he doesn't want to do that, but he wants someone with both public and private sector experience.

Councilor Condie inquired as to when the City Council will have input in the process. Mr. Kitchen asked the City Council when they would want to be involved. Councilor Condie stated that he would be interested to see who is applying and what skill sets they have. He stated that the applications don't need to be brought to a meeting, but if they want to look at them, they should be able to. Mr. Wood explained that they wanted to get approval for the job announcement tonight and then work out the parts that the City Council wants to be involved in.

Mayor Wilson inquired how the Council feels about requiring a new City Administrator to live in Lehi. He stated that the residency requirement has been a hindrance. He stated that there are currently three employees that have to live within the City: City Administrator, Fire Chief, and Police Chief. He doesn't think it is a bad idea to allow them to live outside the City limits, but he can see advantages to both ways. Councilor Revill feels that this been a growing pain as back in the day everyone worked in the City and lived here, but now that Lehi is growing, maybe they need to think differently.

Councilor Hancock arrived at 4:24 p.m.

Councilor Condie stated that he is not concerned where they live, but how far away they live. He thinks they need to move closer. Mr. Wood replied that the current ordinance has a residency requirement for the three positions and a distance requirement for others. Councilor Condie feels that if they live close now, they shouldn't have to move to Lehi. Councilor Revill stated that he is willing to look at it. Mayor Wilson suggested that the job announcement state that living in Lehi is preferred. Councilor Southwick stated that he can see both sides but feels that they need to be close, but that they don't need to live in Lehi. Councilor Revill thinks finding the best person is the most important thing and would hate for someone not to apply because they had to live in Lehi. Consensus was reached to post the job announcement with Lehi residency preferred.

Mr. Kitchen displayed a draft job announcement and timeline for the recruitment process. Councilor Johnson stated that if they headhunted someone, they wouldn't have to go through an expensive process. A discussion was held regarding headhunting a candidate versus

having a nationwide recruitment process. Mayor Wilson stated that it was his preference to have a recruitment process. Councilor Condie stated that he also liked the recruitment process. It was discussed that a candidate could be asked to apply and go through the recruitment process.

5. Discussion of Lehi City revised Code Title 1 – Administration

Ryan Wood reported that this process has taken a long time and the foundational principle was to not upset the status quo. He explained that the global changes in each Title was to update the code to coincide with State Code and take those items out of the Lehi City Code and reference State Code. It was also updated to take out any reference to a specific fee amount and refer to the Consolidated Fee Schedule. He stated that where City Code was different than current practice, it was amended to match current practice. Mr. Wood discussed the specific changes to Title 1. It was decided to cancel the April 7, 2015 work session, where Title 2 would have been discussed and discuss that Title at the March 24, 2015 Pre Council meeting.

Mayor Wilson inquired if the Council had any items they wanted to bring up.

Councilor Revill discussed the new city logo for the Legacy Center as he feels the word “recreation” at the bottom of the logo is too large and the logo is too small. Robert Ranc stated that they are re-thinking the Recreation specific logo. He stated that if the City Council wants to change it, that is their prerogative as the style guide is something they approved. He explained that a meeting was held with the Legacy Center staff about this logo and they were told they could use their best judgment.

Councilor Revill reported that he went to the state wrestling tournament at UVU and sat next to the principal of the new Ascent Academy. She was surprised to hear that the residents didn’t want the school there. He also talked to Chris Bleak, who sits on the Board and Councilor Revill was invited to tour the Ascent Academy in South Jordan. He met with the architect and was told that they have a traffic pattern and staging area for parking. He stated that they knew about the Renaissance Academy video and assured him that there would be nothing like that at their facility. He reported that he sent an e-mail to some of the residents that e-mailed him and they seem to be content so far. Councilor Revill reported that they still have concerns about the new Alpine School District elementary school and the lack of sidewalks in this area. He told them it is going to be developed and it is just a matter of time. He inquired if there is a plan of adding sidewalks to this area by the City, or pushing the developer to get the sidewalks in before the school goes in. Mayor Wilson reported that the school district is concerned as well and that they were counting on the development putting in the sidewalks. He stated that if the City puts in sidewalks in this area, there are other areas of the City that also have sidewalk needs and he is afraid of the precedence this would set. Councilor Revill stated that he is looking for something to tell them. Mayor Wilson reported that property is in litigation and if the City wanted to put in sidewalks they would have to purchase the ground and then try to recoup those costs.

Councilor Condie reported that he is on the naming committee for the new elementary school and inquired about the history of the old steel bridge and if it is going to be torn down. Erin Wells replied that the State has marked this site as a historical site, so it can’t be torn down. Councilor Condie reported that they are thinking of having a reference to that bridge in the name of the new school.

Councilor Johnson reported that when he brought up Peck Park last time, he didn't include the numbers on property taxes that the City has paid. He stated that after the meeting, Lorin Powell checked the agreement and they talked about a potential proposal. He stated that the City can purchase the land 180 days before the contract is over and he is concerned about saving property tax but more importantly, if it is done in July, it becomes part of impact fees and they can include those in the park impact fee calculations. Robert Ranc replied that is the reason they are putting off the park impact fee study. Councilor Condie inquired as to how much the payoff is. Mayor Wilson replied it is \$4.25 million to pay it off and it would save \$15,000 in property taxes if it was paid off early.

Councilor Hancock invited everyone to a meeting tomorrow night at Traverse Mountain Elementary to address the overcrowding at Willow Creek Middle School.

Jason Walker reported that the open house for the Parks Master Plan will be held Thursday from 6:00 p.m. to 8:00 p.m. at Lehi Senior Center.

6. Adjournment

With no further business to come before the City Council at this time the meeting adjourned at approximately 5:45 p.m.

Approved: March 24, 2015

Attest:

Bert Wilson, Mayor

Marilyn Banasky, City Recorder