CITY COUNCIL WORK MEETING MINUTES

Meeting Date:	October 7, 2026
Meeting Time:	6:00 PM
Location:	City Hall Board Room, 5 S Main, Ephraim
Meeting Type:	Work: City Manager Annual Review

Attendance

Official	Present	Absent
Mayor Chris Larsen	■	☐
Councilmember Dennis Nordfelt	☐	■
Councilmember Anthony Beal	■	☐
Councilmember Loren Steck	■	☐
Councilmember Jack Dalene	☐	■
Councilmember Bud Powell	■	☐

Call to Order

Mayor Larsen called the meeting to order at 6:00 p.m.

Employee Handbook Discussion

A. **Proposed Employee Bonus Policy-** The Council discussed the creation of a new employee bonus policy, including performance-based bonuses, one-time bonuses for special projects, and certification bonuses. Several concerns were raised regarding performance-based bonuses and whether exceptional employee performance would be more appropriately recognized through a salary increase.

Following discussion, the Council expressed support for establishing a policy allowing one-time bonuses for special projects or assignments beyond an employee's regular responsibilities. Certification bonuses remain under consideration, while performance-based bonuses were not favored.

B. **Proposed Revisions to Compensatory Time and On-Call Compensation**
The Council reviewed proposed revisions to the City's existing compensatory time and on-call compensation policies. Discussion included whether compensatory time should continue to be offered to employees or be eliminated. No final direction was given regarding the elimination of compensatory time.

The Council also discussed compensation for employees assigned to on-call duties, including routine checks of the City's hydroelectric facilities and wells. The Council expressed support for establishing

ten hours of on-call compensation that would include the required hydroelectric facility and well checks, rather than providing separate compensation for those duties.

The proposed policy revisions will be brought back for further consideration.

ADJOURNMENT

Councilmember Steck moved to adjourn. Second: Councilmember Beal. Carried 3-0.

The meeting adjourned at 6:57 p.m.

APPROVAL

Approved this 21St day of October 2026.

Mayor Larsen

Attest:

City Recorder, Candice Maudsley