

MINUTES OF THE VERNAL CITY COUNCIL REGULAR MEETING HELD
DECEMBER 2, 2015 at 7:00 p.m. in the Vernal City Council room, 374 East Main,
Vernal, Utah 84078.

PRESENT: Councilmembers Ted Munford, Dave Everett, Samantha Scott, Bert Clark, JoAnn Cowan, and Mayor Sonja Norton.

WELCOME: Mayor Sonja Norton welcomed everyone to the meeting.

INVOCATION OR UPLIFTING THOUGHT: An invocation was given by Councilmember Ted Munford.

PLEDGE OF ALLEGIANCE: The pledge of Allegiance was led by Councilmember JoAnn Cowan.

APPROVAL OF THE MINUTES OF NOVEMBER 17, 2015 SPECIAL MEETING:
Councilmember Dave Everett moved to approve the minutes of November 17, 2015. Councilmember Ted Munford seconded the motion. The motion passed with Councilmembers Munford, Cowan, Everett, Scott, and Clark voting in favor for a unanimous vote.

APPROVAL OF THE MINUTES OF NOVEMBER 18, 2015 REGULAR MEETING:
Councilmember Bert Clark moved to approve the minutes of November 18, 2015 with one correction. Councilmember Samantha Scott seconded the motion. The motion passed with Councilmembers Munford, Cowan, Everett, Scott, and Clark voting in favor for a unanimous vote.

REQUEST FOR AMENDMENT TO THE VERNAL CITY PERSONNEL POLICIES AND PROCEDURES - AFFIRMATIVE ACTION / EQUAL EMPLOYMENT OPPORTUNITY PROGRAM - RESOLUTION NO. 2015-16: Ken Bassett explained that there was a lot of effort taken to make sure employers were recruiting classes of individuals that are protected under federal law. Many affirmative action plans also included quotas to hire protected classes which then caused reverse discrimination for white males. This caused criticism of personnel policies that used the term affirmative action and affirmative action plans, so it was suggested that the wording “affirmative action” be stricken from personnel policies and only go with “equal employment opportunity”. However, the federal government did not do away with their opinion that employers should have an “affirmative action plan” to receive federal funds. In order to make sure the City is complying with federal regulations the personnel policies are being amended to refer to “affirmative action / equal employment opportunity”. Councilmember Dave Everett moved to approve Resolution No. 2015-16 as presented. Councilmember Samantha Scott seconded the motion. The motion passed with the following roll call vote:

Councilmember Munford.....aye;
Councilmember Cowan.....aye;
Councilmember Everettaye;
Councilmember Scottaye;
Councilmember Clark.....aye.

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CHRISTMAS BONUS DISCUSSION: Mayor Sonja Norton stated that she met with Councilmembers, individually, to discuss this issue and how this would affect the budget. Ken Bassett stated whatever is decided by the Council is the appropriate decision, and if a bonus is given, it is considered a gift by the employees. Councilmember Ted Munford stated even though funds are tight, this is the last area that should be cut. The employees work hard, have families, and deserve recognition by being awarded a bonus. Councilmember Dave Everett agreed, even though it may not be possible to give as large a bonus as in the past, the employees worked hard on the recent Holly Days celebration and then had to take care of the snow fall. That type of dedication keeps the City moving, and residents are comfortable with the services that are provided. Councilmember JoAnn Cowan noted that historically when the City is doing well financially, money is set aside into capital funds to help get through times when sales tax is low, and it is reasonable to give a bonus that is comparable with other government agencies. Councilmember Bert Clark agreed and stated when you look at the work ethic of the employees, they deserve the bonus as well as getting a moral boost. Councilmember JoAnn Cowan moved to approve a \$200 Christmas Bonus for all employees with a thank you note. Councilmember Ted Munford seconded the motion. Councilmember Clark verified this included the fire fighters. The motion passed with the following roll call vote:

Councilmember Munford.....aye;
Councilmember Cowan.....aye;
Councilmember Everettaye;
Councilmember Scott.....aye;
Councilmember Clark.....aye.

CITY COUNCIL ANNUAL MEETING NOTICE - ORDINANCE NO. 2015-25: Mayor Sonja Norton asked if the Council wanted to stay with the same schedule holding meetings on the 1st and 3rd Wednesday of each month. After discussion, Councilmember Ted Munford moved to approve Ordinance No. 2015-25 keeping the same meeting schedule. Councilmember Samantha Scott seconded the motion. The motion passed with the following roll call vote:

Councilmember Munford.....aye;
Councilmember Cowan.....aye;
Councilmember Everettaye;
Councilmember Scott.....aye;
Councilmember Clark.....aye.

ADMINISTRATIVE REPORTS:

Snow Removal:

Councilmember Clark asked that residents be reminded to move vehicles out of the roadway for snow removal. Mayor Norton agreed and asked the staff to write an article for the paper and to include that snow cannot be placed in the roadway from someone's driveway or sidewalk. Ken Bassett stated it is not a problem when someone is manually shoveling, but when they use equipment out into the roadway, it does create problems with ice that lasts the entire season.

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Councilmember JoAnn Cowan:

Mayor Norton expressed her appreciation to JoAnn Cowan for her service to the City and stated it has been a pleasure to serve with her. She noted that she got schooled by JoAnn in high school as well as here. Councilmember Munford noted that she has served for 28 years which is an incredible record. Mayor Norton stated that a retirement party has been scheduled for January 13th from 4 pm to 6 pm.

ADJOURN: There being no further business; Councilmember Ted Munford moved to adjourn. Councilmember Dave Everett seconded the motion. The motion passed with a unanimous vote and the meeting was declared adjourned.

Mayor Sonja Norton

ATTEST:

Roxanne Behunin, Deputy Recorder

(S E A L)