

2 The Lindon City Council held a regularly scheduled meeting on **Tuesday, December 16,**  
4 **2014, at 7:00 p.m.** in the Lindon City Center, City Council Chambers, 100 North State  
Street, Lindon, Utah.

6 **REGULAR SESSION** – 7:00 P.M.

8 Conducting: Jeff Acerson, Mayor  
Pledge of Allegiance: Don Peterson, Public Works Director  
10 Invocation: Carolyn Lundberg, Councilmember

12 **PRESENT** **ABSENT**

Jeff Acerson, Mayor  
14 Randi Powell, Councilmember  
Matt Bean, Councilmember  
16 Van Broderick, Councilmember  
Jacob Hoyt, Councilmember  
18 Carolyn Lundberg, Councilmember  
Adam Cowie, City Administrator  
20 Hugh Van Wagenen, Planning Director  
Cody Cullimore, Chief of Police  
22 Kathy Moosman, City Recorder

- 24 1. **Call to Order/Roll Call** – The meeting was called to order at 7:00 p.m.  
26 2. **Presentations/Announcements** –  
28 a) **Mayor/Council Comments** – There were no announcements at this time.  
30 3. **Approval of Minutes** – The minutes of the regular meetings of the City Council  
of November 18, 2014 and December 2, 2014 were reviewed.

32 COUNCILMEMBER POWELL MOVED TO APPROVE THE MINUTES OF  
34 THE REGULAR CITY COUNCIL MEETING OF NOVEMBER 18, 2014 AS  
AMENDED. COUNCILMEMBER BRODERICK SECONDED THE MOTION. THE  
36 VOTE WAS RECORDED AS FOLLOWS:

COUNCILMEMBER BEAN AYE  
38 COUNCILMEMBER POWELL AYE  
COUNCILMEMBER BRODERICK AYE  
40 COUNCILMEMBER HOYT AYE  
COUNCILMEMBER LUNDBERG AYE  
42 THE MOTION CARRIED UNANIMOUSLY.

44 COUNCILMEMBER BRODERICK MOVED TO APPROVE THE MINUTES  
OF THE REGULAR CITY COUNCIL MEETING OF DECEMBER 2, 2014 AS  
46 AMEMDED. COUNCILMEMBER HOYT SECONDED THE MOTION. THE VOTE  
WAS RECORDED AS FOLLOWS:

2 COUNCILMEMBER BEAN AYE  
COUNCILMEMBER POWELL AYE  
4 COUNCILMEMBER BRODERICK AYE  
COUNCILMEMBER HOYT AYE  
6 COUNCILMEMBER LUNDBERG AYE  
THE MOTION CARRIED UNANIMOUSLY.

8

4. **Consent Agenda** – No items.

10

5. **Open Session for Public Comment** – Mayor Acerson called for any public comment not listed as an agenda item. There were no public comments.

12

14 **CURRENT BUSINESS**

16 COUNCILMEMBER POWELL MOVED TO ADJUST THE ORDER OF THE  
AGENDA IN REVERSE ORDER AND TO AMEND THE ORDER AS NEEDED.  
18 COUNCILMEMBER BRODERICK SECONDED THE MOTION. THE MOTION  
CARRIED UNANIMOUSLY.

20

11. **Review & Action:** *2015 Public Meeting Schedule*. This is a request by Staff for the City Council review and approval of the proposed 2015 Public Meeting Schedule for City Council and Planning Commission meetings. The Planning Commission recommended approval.

22

24

26 Mr. Cowie led the discussion by stating this is a request by Staff for the City  
Council review and approval of the proposed 2015 Public Meeting Schedule for City  
28 Council and Planning Commission meetings. He noted that the Planning Commission  
recommended approval after review as required by state law. He stated that the City  
30 Council meets the first and second Tuesday and the Planning Commission on the third  
and fourth Tuesday. He added that the City Recorder will post the schedule on the State  
32 and City websites and notice it in the newspaper. He noted that we will not be holding  
Council meetings during the week of Lindon Days or during the week of the 2015  
34 Elections. They can also call a special meeting for the election if need be. Other meeting  
dates on or near holidays have been flagged and/or removed. Mr. Cowie stated with  
36 proper public notice, the Council has the ability to add, delete, or change any of the  
meetings on this proposed schedule once it has been approved.

38

Mayor Acerson called for any further comments or questions from the Council.  
Hearing none he called for a motion.

40

COUNCILMEMBER BRODERICK MOVED TO APPROVE THE 2015  
42 LINDON CITY PUBLIC MEETING SCHEDULE FOR THE LINDON CITY  
COUNCIL AND PLANNING COMMISSION. COUNCILMEMBER LUNDBERG  
44 SECONDED THE MOTION. THE VOTE WAS RECORDED AS FOLLOWS:

COUNCILMEMBER BEAN AYE  
46 COUNCILMEMBER POWELL AYE  
COUNCILMEMBER BRODERICK AYE

2 COUNCILMEMBER HOYT AYE  
COUNCILMEMBER LUNDBERG AYE  
4 THE MOTION CARRIED UNANIMOUSLY.

6 10. **Review & Action:** *2015 Mayor and Councilmember Assignments.* This is a  
request for the Council's consent and approval of the recommend 2015 Mayor  
8 and Councilmember Assignments.

10 Mr. Cowie opened the discussion by stating this is a request for the Council's  
consent and approval of the recommend 2015 Mayor and Councilmember Assignments.  
12 Following some general discussion it was determined that Councilmember Powell will  
assume the Neighborhood Watch assignment from Councilmember Hoyt and he will  
14 assume the Chamber of Commerce assignment from Councilmember Powell. It was also  
agreed to have Jerald Hatch retain his assignment on the Board at the North Utah County  
16 landfill at this time until further discussion.

18 Mayor Acerson called for any further comments or questions from the Council.  
Hearing none he called for a motion.

20 COUNCILMEMBER HOYT MOVED TO APPROVE THE 2015 MAYOR AND  
COUNCILMEMBER ASSIGNMENTS WITH THE RECOMMENDATION THAT  
22 COUNCILMEMBER HOYT WILL BE ASSIGNED THE CHAMBER OF  
COMMERCE AND COUNCILMEMBER POWELL WILL BE ASSIGNED THE  
24 NEIGHBORHOOD WATCH. COUNCILMEMBER BRODERICK SECONDED THE  
MOTION. THE VOTE WAS RECORDED AS FOLLOWS:

26 COUNCILMEMBER BEAN AYE  
COUNCILMEMBER POWELL AYE  
28 COUNCILMEMBER BRODERICK AYE  
COUNCILMEMBER HOYT AYE  
30 COUNCILMEMBER LUNDBERG AYE  
THE MOTION CARRIED UNANIMOUSLY.

32 9. **Review & Action:** *2015 Mayor Pro Tem Appointments (Resolution #2014-15-R).*  
34 This is a request for the Council's consent and approval of the recommended  
2015 Mayor pro tem appointment. This appointment will rotate quarterly among  
36 City Council members as listed in Resolution #2013-15-R.

38 Mr. Cowie explained this is a request for the Council's consent and approval of  
the recommended 2015 Mayor pro tem appointment. This appointment will rotate  
40 quarterly among City Council members as listed in Resolution #2013-15-R. He noted this  
action is similar to what was adopted last year but with a secondary in place. He stated  
42 that the Council can make any changes they may feel are appropriate.

44 COUNCILMEMBER LUNDBERG MOVED TO APPROVE RESOLUTION  
#2014-15-R OUTLINING THE 2015 MAYOR PRO TEM APPOINTMENTS.  
46 COUNCILMEMBER POWELL SECONDED THE MOTION. THE VOTE WAS  
RECORDED AS FOLLOWS:

2 COUNCILMEMBER BEAN AYE  
COUNCILMEMBER POWELL AYE  
4 COUNCILMEMBER BRODERICK AYE  
COUNCILMEMBER HOYT AYE  
6 COUNCILMEMBER LUNDBERG AYE  
THE MOTION CARRIED UNANIMOUSLY.

8

10 6. **Action Item** – *Financial Audit Report for Fiscal Year 2013-14.* Representatives  
from Keddington & Christensen, LLP and Lindon City Finance Director, Kristen  
12 Colson, will present for the Mayor and Council’s acceptance of the City’s annual  
financial audit report, included as part of the Comprehensive Annual Financial  
14 Report (CAFR), for fiscal year ending June 30, 2014.

16 Kristen Colson, Lindon City Finance Director and Angie Broadhead, representing  
Keddington & Christensen, LLP, were in attendance to present the audit report to the  
18 Council. Ms. Broadhead noted this is the second year that Keddington & Christensen has  
performed the audit for the city and they appreciate having Lindon City as a client. As  
20 part of the audit they are required to report certain items concerning the audit to those  
who are in charge of city governance; whom they consider as the City Council who is in  
charge of governance over the City and they are responsible for the financial statements.  
22 Ms. Broadhead stated that it is their responsibility to audit them and perform tests and  
procedures to obtain reasonable assurance of whether or not there is a fair presentation of  
24 the financial position of Lindon. She mentioned that the auditors were here for two  
weeks in June and two weeks in October to perform the audit. She noted that the audit  
26 went well and she is happy to report that they gave a clean opinion and they believe the  
financial statements are a fair presentation of the financial position of Lindon City.

28 Ms. Broadhead then gave a summary of what an audit entails. She explained that  
whenever they perform an audit they always look at the internal controls over the  
30 financial reporting of which controls are those mechanisms or processes that are put in  
place that protect employees and help keep them honest and protect accounting records  
32 from error or fraud; they sometimes test them to plan the audit and zero in on the riskier  
areas that are more prone to error or fraud. They also look at the controls over cash  
34 disbursements, controls over cash receipting, controls over payroll, controls over journal  
entries etc. While looking at these areas and if they see a weak or deficient area in the  
36 controls they would report that to the Council and give a recommendation. There were  
some issues reported to the Council last year and the recommendations were  
38 implemented. They did not see any weaknesses in the audit this year and there are no  
weaknesses to report as a part of their work. In the audit they test compliance with  
40 certain state, local and federal laws (done under the direction of the Utah State Auditor)  
noting that the laws change every few years but they always use the most updated  
42 compliance guide.

44 Ms. Broadhead stated that all of the information she is presenting tonight are  
included in the two issued reports. The areas audited are in the opinion on the legal  
compliance report (page 146 in the packet). She did note there was one finding (included  
46 in the findings report) regarding a new fund to the 2014 financial statements for the  
PARC Tax fund (which did not have a budget but did have an expenditure) that they have

2 to report. Ms. Broadhead commented that city staff is very good about the budget and  
4 open it up at the end of the year, and she would suggest to ensure that fund is included in  
6 the future. Ms. Broadhead re-iterated they believe that the audit evidence they obtained  
8 is sufficient and appropriate to provide a basis for their audit opinions. Ms. Broadhead  
concluded by stating, in their opinion, the financial statements referred to above present a  
fair and respective financial position of the governmental activities, the business type-  
activities, each major fund, and the aggregate remaining fund information of Lindon City  
as of June 30, 2014.

10 Ms. Broadhead summarized that all in all the audit went very well and smoothly  
12 and the employees were very helpful and noted if there was something fraudulent in the  
14 audit the Council would already know about it. Ms. Broadhead then complemented Ms.  
16 Colson and Mr. Cowie and staff for their diligent efforts and for being forthright and  
18 ensuring that the audit went very well this year as evidenced in being presented two  
20 months earlier this year. Ms. Broadhead emphasized that they work for the City Council  
22 and if they ever have any questions or concerns to please let them know and they will  
implement that as part of the audit. Councilmember Lundberg inquired about effective  
best practices that the city may not be implementing or may be unaware of. Ms.  
Broadhead replied if they see areas that need to be changed or implemented they will  
discuss those with Ms. Colson and they will be implemented if needed. Ms. Broadhead  
concluded that this was a great audit for Lindon City and they appreciate the opportunity  
for allowing them to perform the audit.

24 Mayor Acerson called for any further comments or questions from the Council.  
Hearing none he called for a motion.

26 COUNCILMEMBER POWELL MOVED TO ACCEPT THE AUDIT AS  
28 PRESENTED FOR THE FISCAL YEAR ENDING JUNE 30, 2014 AS PRESENTED.  
COUNCILMEMBER BRODERICK SECONDED THE MOTION. THE VOTE WAS  
RECORDED AS FOLLOWS:

30 COUNCILMEMBER BEAN AYE  
32 COUNCILMEMBER POWELL AYE  
34 COUNCILMEMBER BRODERICK AYE  
COUNCILMEMBER HOYT AYE  
COUNCILMEMBER LUNDBERG AYE  
THE MOTION CARRIED UNANIMOUSLY.

- 36  
38 8. **Discussion Item** – *Ivory Homes/Anderson Farms concept plan*. Lindon City  
40 Planning Director, Hugh Van Wagenen, requests general feedback on the most  
recent concept plan presented by Ivory Homes for the Anderson Farm property  
located west of Geneva Road. No official motions will be made.

42 Mr. Van Wagenen led the discussion by giving a brief overview of this agenda  
44 item. He explained he is requesting general feedback only on the most recent concept  
plan presented by Ivory Homes for the Anderson Farm property.

46 Councilmember Powell mentioned that she had a nice conversation the following  
day after last meeting with Kyle Honeycutt, Ivory Representative. She voiced her opinion  
that she basically felt that Chris Gamvroulas, Ivory Representative, was heavy handed in

2 his salesmanship tactics. She also indicated while on the field trip at Ivory Ridge he  
spent a lot of time selling them on the amenities there which have no effect on Lindon  
4 City. She noted that she did like the format at the last meeting (sitting at tables) and to be  
able to communicate on that level, but she felt that each of the tables was shot down by  
6 Mr. Gamvroulas and she personally doesn't feel that is the best way to convince the City  
Council for approval of their proposal; that was the flavor she came away from the  
8 meeting with.

Councilmember Bean commented that he appreciated seeing the original concept  
10 plan and feels that was a reasonable request. He noted on the new concept it indicated a  
few areas that are not under contract or option and he appreciated that also, but, if they  
12 were to put those under option (and he is guessing the original concept had that in mind)  
that could happen, including commercial areas on 700 North, and if they were to do that  
14 what the likelihood is, and if so, what would it end up being; that is one thing he would  
like to see. He also felt from Mr. Gamvroulas that they were backing away from  
16 commercial development on 700 North. He would also like to have a feeling of whether  
or not that is a done deal or not and if not, the likelihood of them sticking to this latest  
18 concept with some commercial north of these townhomes or if they will let us develop it  
on our own and if they are not really interested. He added that he feels the Council is still  
20 working through this and trying to digest the density issues.

Councilmember Lundberg commented that the one thing communicated to Ivory  
22 was the high density acreage units next to the freeway to have a "feathered" approach and  
she questioned how many units will that change and if it will ease off some of that tally.  
24 She noted she is not afraid of high density if it is high quality and done right, but overall  
she may like to see a slight easing off of the total number of doors and she has concerns  
26 about the overall long term impact to the city.

Councilmember Powell would like Ivory to supply them with the high density  
28 format of what the horseshoe type 3-story high rise units they are proposing will be and  
would also like to see some hard copy from that other arm.

Councilmember Broderick commented that he feels they responded to their  
30 concerns but he felt that they didn't change his mind or how he felt. He also reiterated  
the request he made on the site summary that determines the average, and he would like  
32 to see maximums and minimums defined in each of those scenarios.

Councilmember Hoyt inquired if the low income housing guidelines and ratios are  
34 met. Mr. Van Wagenen confirmed that the federal guidelines are met. Mr. Cowie added,  
per state and federal guidelines, the city must allow the opportunity for moderate income  
36 housing to be built in the community and the state sets that amount. Councilmember Hoyt  
apologized for not being able to attend the last meeting. He noted that he has talked to a  
38 lot of people to see what their thoughts are on this issue. Coming from west Lindon, he is  
aware that a lot of residents enjoy their half acre lots, animal rights and low density in  
40 Lindon. He voiced his concerns and reservations that the 1200 units would change the  
characteristic of Lindon and the area and he feels the density seems really high. He would  
42 question how this development would benefit the 10,000 citizens of Lindon and feels the  
Council has a responsibility to the citizens. Councilmember Lundberg asked about the  
44 public safety impact fees and the water and storm water fees. Mr. Cowie stated that he  
spoke briefly with Mr. Gamvroulas about fees and those details will be worked out  
46

2 through further discussion. There was then some general discussion by the Council  
regarding this issue.

4 At this time Mr. Van Wagenen asked what other items the Council feels would be  
beneficial for consideration of these types of numbers and the density to address those  
6 issues or to just dismiss them.

8 Councilmember Powell mentioned the culture aspect pointing out that at the  
beginning of the Canberra area (zoned R1-12) that people were up in arms about reducing  
the lot size but it has worked out really well. She noted that personally she likes the ½  
10 acre lots in Lindon but feels this will be a community in and of itself (not a microcosm).  
She feels the Council should be open to inviting more residents into the wonderful culture  
12 that is Lindon. She noted she is for density, but how deep is the question and that is what  
they need to prove to the Council and how it is going to work.

14 Councilmember Bean commented that he would like to see dollar entry points of  
what they think these will sell for. Councilmember Lundberg questioned if there is a  
16 number of how many units or range of doors the Council is comfortable with and  
suggested that information would be helpful to Ivory. Councilmember Powell  
18 commented that these numbers (residents) will be coming in over a decade and  
questioned if we are comfortable with these numbers over that length of time.  
20 Councilmember Bean stated he hasn't determined a specific number and he is still trying  
to deal with the high density, but it comes with the territory and it is not unreasonable for  
22 that type of housing. He also agrees with Councilmember Lundberg that Ivory  
Development is master planning the whole area and we should be willing to consider  
24 some tradeoffs with the amenities they may offer. Councilmember Powell also stated that  
she envisions this area as a welcoming and warm gateway to the city.

26 Councilmember Hoyt inquired which phase will come first. Mr. Van Wagenen  
stated that in the contract with the Andersons they will keep farming as long as possible  
28 (10 year project) but the contract may change in the future. Councilmember Hoyt also  
inquired if renderings have been provided. Mr. Van Wagenen stated that renderings have  
30 not been provided. Councilmember Lundberg commented that tours, trips or places to  
visit may be beneficial. Councilmember Hoyt commented that they are not saying no but  
32 they have concerns and he is open minded but they need to work on the density but feels  
this is a great opportunity.

34 Councilmember Lundberg commented that she looked at different communities  
that Ivory suggested and they seem very nice but one type they did not provide to go see  
36 were the apartments. She would suggest a tour of that type of project with the highest  
density model to show what they did architecturally to show the appeal and what type of  
38 concept would be beneficial. The Council was in agreement that type of tour would be  
beneficial.

40 Mayor Acerson suggested a unique approach. He would propose to Ivory, with  
the density they are asking for, to invite the Council to go live in an example of one of  
42 their units for a week as to physically experience the higher density; it could be a  
revelation to see it from a different point of view. Mr. Van Wagenen stated that may be  
44 an option to consider. Mayor Acerson stated what he is hearing is that Lindon is ½ acre  
lots with some high density and we are now being asked for some considerably higher  
46 density and we are not sure how that will look or feel or how it will change the lifestyle  
and characteristic of the city and who it will attract.

2 Mr. Van Wagenen commented that there has been a lot of discussion as to what  
4 entry level to allow and he would suggest to the Council to mull it over and consider do  
6 we want housing out there with lasting quality and value or focus on allowing our kids to  
8 have a place to start and live here in Lindon because it will be a different product and  
10 what is the interest in Lindon having housing of this type.

Councilmember Lundberg commented that she likes that it is a mix of high  
8 density with some nicer spaced lots with residential use. She would ask that any tradeoffs  
10 would ensure the higher quality finishes and standards and clearly identify the standards  
as the Council will change over the years.

Councilmember Bean suggested that we expose ourselves to their products  
12 (Ivory) as much as possible. He agreed that most people who will buy these units are  
14 younger and are more interested in the community issues than a ½ acre lot in suburbia; he  
16 would suggest considering these kind of things. Councilmember Powell commented that  
18 even in high density areas they have snow removal and nice amenities and the residents  
don't mind the higher density. Councilmember Lundberg added that she would also like  
20 to keep the opportunity for commercial on the table and she is interested in commercial  
being a part of this development and part of the discussion. Councilmember Bean would  
agree with that statement. Mr. Van Wagenen thanked the Council for their input and  
stated there will be ongoing discussion on this issue.

22 Mayor Acerson called for any further comments or questions from the Council.  
Hearing none he moved on to the next agenda item.

- 24 7. **Discussion Item** – *2014 Wage & Benefit Study*. The Council will discuss findings  
26 of the 2014 Wage and Benefit study to provide Staff with direction and  
28 recommendations that will be brought back to the Council in January for  
adoption. No motions will be made.

30 Mr. Cowie opened the discussion by stating at the last meeting he was instructed  
32 by the Council to come back with some different proposals, specifically on insurance  
coverages, and noted he will get to those as a discussion item, but noted he is looking for  
34 some direction and feedback on several items before the final recommendations be made  
in January. Mr. Cowie noted that the benefit portion of the comparison study is complete  
and was sent to the Council and the recommendations have also been sent.

36 Mr. Cowie then referenced the summary chart (included in the staff report) for  
38 comparisons and the summary from First West Benefit package that was also sent to the  
City Council and noted it is a reliable study to look at. He noted that he conducted his  
40 own research of 11 cities (Utah County and Salt Lake County) and made some  
42 comparisons as well. As part of that memo they recommend that type of plan be  
discontinued and instead go to a percent coverage type of concept which would cover  
44 100 % of the medical insurance and 50% of the dental insurance. He went on to say they  
also looked at the number of insurance plans offered. He then referenced the health  
46 insurance opt out waiver and noted it is their recommendation to reduce the amount to  
\$500.00 down from \$1,224.00. Councilmember Powell inquired if our high number  
skewed the average. Mr. Cowie stated that he will check those numbers. He then  
referenced the dental insurance stating all employees are taking the dental insurance even  
those who opt-out of the medical. Mr. Cowie stated that the committee recommends no

2 changes in the State Retirement System and is required by state law to participate and all  
4 11 cities studied participate in some way. He noted that he provided a list of URS  
6 participants and the cities listed which included a lot of those that participate in a 401k  
8 program which does not mean that all contribute or match they just have the mechanism  
10 in place that is managed by URS. With the 401k, 3 of the 11 cities in the study had a  
12 supplemental 401k plan, of which 3 of those cities compared with required some level of  
14 contribution (Alpine School District was the only entity they found that currently does  
16 not require an employee contribution match). The recommendation (as discussed at the  
18 last meeting) is that the city will contribute 1.5% without any employee contribution  
20 needed then will match up to an additional 1.5% so the most the city will contribute is 3%  
22 vs. the 4.5%. He noted that other cities offer life and disability insurance packages  
24 similar to what we have and no changes are recommended. They also offer vision  
26 coverage but a small percentage take it. There are no recommended changes for sick  
28 leave and vacation leave as it is comparable to our own study.

16 Mr. Cowie noted that currently we have the opportunity for employees to save at  
18 least 90 days of sick time with the intent to incentivize them to get a three month window  
20 of sick leave built up; which is a very common program among cities and right now.  
22 Lindon has the highest threshold (500 hours) among cities and the committee would  
24 recommend a decrease in that number. Mr. Cowie asked for feedback on this issue. He  
26 noted that he feels this is a great incentive for employees in the case of any short term (3  
28 month) disability issues. Councilmember Lundberg stated she would like to hear what the  
30 employees feel would be most flexible way to administer the program. Don Peterson  
32 stated that this program has been good for him over the years as he has accrued a lot of  
34 excess sick leave time. Officer Eric Whitehead stated that it has taken him 6.5 years to  
36 accrue that number and considers it as a safety net if something happens. Police Sargent  
38 Josh Edwards commented that it does help to incentivize the employees to stay healthy.  
40 Jake Woodcox commented that he would like to see a smaller amount of hours to sell,  
anywhere from one hour to 200 hours which would still incentivize the employees.  
Mayor Acerson mentioned accumulation of sick leave and if can be donated to another  
employee. Mr. Cowie stated that is currently in place.

32 Councilmember Bean questioned if it is taking too long to get the payout (5  
34 years) to earn the reward and feels the payout is a nice thing. Councilmember Broderick  
36 commented that he would consider decreasing the number to 480 or 360 hours and may  
38 consider going lower after seeing more information and feels the Council is open to other  
40 options and more discussion. There was then some additional discussion with Mr. Cowie  
explaining how the buyback program works. He noted that he will also forward the exact  
written policy to the Council. He questioned if this issue is worthy of more discussion.  
The Council was in agreement to have further discussion. Mr. Cowie noted he will bring  
more ideas and options to the Council in January.

42 Mr. Cowie also brought up the question of a dollar figure that has been discussed  
44 in the benefits committee meetings, which has not been mentioned by the Council. He  
46 noted that the trend has been a million dollar increase every 10 years in employee  
compensation (\$100,000 in a year). He has identified that dollar amount figure and will  
have that amount in front of the City Council. They looked at different scenarios for the  
benefit package in the merit study to put us in that target window. He then referenced the  
potential scenarios provided in the staff report identified in the memo.

2 Mr. Cowie then went on to outline the items to possibly amend in the financial  
packet in order to have feedback to bring back options to the vote in January.

4  
6 **Contributions to 401(k), 451 or IRA Accounts:**

8 Councilmember Lundberg commented that there is no doubt that we have great  
employees. She noted the Council wants to maintain the jobs here and keep the people  
here and not have to cut jobs in the future. She noted that she has been doing some  
10 research on her own and she is comfortable with the 401(k) changes as they are voluntary  
and not required (even in government entities) and she feels it is great that Lindon still  
12 has a 401(k) benefit and a pension and she feels the adjustment is not extreme and she  
feels good about supporting the changes as suggested. Councilmember Hoyt commented  
14 that he feels this is backwards as to what a 401k is to have anything automatic. He noted  
that a 401(k) is set up to be a match but in light of where we have come from he is  
16 comfortable to move forward with the changes as proposed. Councilmembers Broderick,  
Powell, and Bean were in agreement with these statements.

18  
20 *Following discussion the Council was unanimous with the proposed 401(k)  
changes and agreed to adopt and make the changes effective January 2015.*

22 Mr. Cowie then went through the benefit allowance scenarios 12-21. He noted  
they will discuss each one individually and then take a vote as follows:

24  
26 **Benefit Allowance:**

28 Mr. Cowie stated in the last meeting the vote was 4 to 1 on the opt-out changes  
(from \$1200 to \$500) with almost everyone in agreement. Councilmember Powell stated  
that her preference would be to phase it out gradually (for those hired before 2007) and to  
30 perhaps decrease the amount over a period of time (decrease to \$1000 and step down to  
\$500 in a year or two year time frame) in order to give the employees time to adjust their  
32 finances. Councilmember Powell stated those six (6) employees channel the money  
where allowed and it is not in their pockets to take it from them immediately; this is  
34 difficult for her to swallow. Councilmember Lundberg inquired if it is the six (6)  
individuals that are eligible for this amount and inquired what the amount is. Mr. Cowie  
36 confirmed there are six (6) employees (\$1,224.00) noting several of those employees may  
choose to go on the insurance. There was then some general discussion regarding this  
38 issue. Councilmember Bean would agree to phase out it over 2 year time frame.

40 Councilmember Broderick inquired about leaving the amount alone for those 6  
employees (if they are close to retirement) but to not include any new hires to minimize  
existing things as much as possible and move forward with new hires. Mayor Acerson  
42 suggested doing the numbers. Councilmember Bean stated that is hard to project when  
people will retire. Mayor Acerson also inquired if that would include any new hires at  
44 the \$300 mark and would suggest leaving the existing employees alone as to not impact  
the existing employees only the new hires. Councilmember Broderick stated that is a real  
46 possibility for him. Councilmember Bean stated that is a good idea but it does not really  
address the financial impact at all even though there are only six (6) employees. Mr.

2 Cowie stated there is a relatively small turnover of employees. Councilmember Powell  
4 re-iterated that she is open to a tiered or tapered approach for those 6 employees, but she  
6 would prefer to leave it as is but she is just glad to have the conversation as she is a single  
8 outnumbered vote. Councilmember Lundberg commented that the reality from the outlier  
10 data is unlike anywhere else, even in government, and with the growing liabilities and  
payouts, but with the outlier data collected this seems fair and to taper it seems fair and to  
not cut everything and still give a nice benefit. She feels keeping it at \$1,224 is not seen  
anymore and it is extremely expensive to maintain but she would be open to stretch the  
taper out further. Councilmember Hoyt was in agreement with that statement.

12 *Following discussion the Council was in agreement to have Mr. Cowie bring*  
14 *back a tiered option approach for the six employees and with \$300 for new hires and*  
*all others \$500 for the opt-out benefit.*

16 **Insurance Coverages:**

18 Following discussion the Council was in agreement to offer 100 % Medical  
20 coverage and 50 % Dental coverage.

**Benefit Allowance Scenario Votes:**

- 22 • Councilmember Hoyt – Scenario #13  
24 • Councilmember Lundberg – Scenario #13  
26 • Councilmember Bean – Scenario #13  
• Councilmember Broderick – Scenario #13  
• Councilmember Powell – Scenario #15 (if tapered)

28 Following discussion the Council was in agreement to eliminate the benefit for  
30 new hires. Mr. Cowie pointed out that this has caused strife amongst the employees. Ms.  
32 Colson stated to arbitrarily give to employees based on marital or family status can be  
34 discriminatory. Councilmember Bean stated that it is already discriminatory and they are  
36 trying to reduce the effect. Councilmember Lundberg would like the employees to feel  
valued but we are offering a Cadillac health plan benefit at 100% coverage and whatever  
we decide she would like this to be this once so no one feels things keep getting taking  
away which may cause uneasiness with the employees. She would like to come up with  
something good, fair and reasonable and then just leave it for a good while.  
Councilmember Powell stated that works philosophically but this could happen every 2  
38 years when the Council changes and someone comes in and wants an investigation and  
wants to see things change. Mayor Acerson commented that he hears three votes for  
40 Scenario #13. Mr. Cowie asked if the Council is asking him to bring back a proposal for  
42 Scenario #13 and to look at Scenario #15 with a tiered approach and to eliminate this  
benefit for new hires. The Council confirmed that statement.

44 *Following discussion the Council was in agreement to recommend the proposed*  
46 *benefit changes be implemented July 1, 2015 and to eliminate new hires.*

2 Mayor Acerson suggested moving forward with the proposed changes as  
presented at this time.

4  
6 **Merit Changes:**

8 Mr. Cowie noted they have discussed the wage study at several public meetings  
and the current pay chart (16 step scenario with different ranges). The midpoint range is  
10 between 9 and 10 on each range and based on comparisons with what other cities are  
doing the 16 range chart is not common and most cities have changed from that chart to a  
12 compressed formula. They would propose changing to a new chart that would go from  
step 1 to the midpoint (step 5) within 5 years and from midpoint on would be based on  
14 performance. Mayor Acerson asked what is it going to accomplish and how this has  
worked in other cities. Mr. Cowie stated that this will help make the merit program more  
effective as follows:

- 16 1. Trying to find ways to incentivize employees  
18 2. Make employees more effective and improve performance

20 Mr. Cowie mentioned a concept to help improve current performance and  
improve moral especially with long term employees and specifically the police  
department who will be topped out and not have the opportunity for increase unless the  
22 cost of living increase is approved. He mentioned an idea from Councilmember  
Lundberg where the employee would have the opportunity for the same merit increase  
24 that others have but it would not compound their URS contributions and would not be a  
salary increase and it would be dependent on budget approval. And even if topped out it  
26 would provide everyone the opportunity to strive for that 2% merit increase or whatever  
number is chosen. By doing so it would decrease our long term financial obligations. This  
28 would allow those who are topped out the opportunity to strive for good service and be  
rewarded. They are recommending the 1.6% merit increase and even for those who are  
30 topped out and the net change is pretty negligible. They estimate with changes this  
current fiscal year the city will save around \$60,000.

32 *Following discussion the Council was unanimous to leave the COLA as is and*  
34 *re-evaluate the merit increase and bring the discussed option forward.*

36 **Wage Study:**

38 Mr. Cowie noted they did four key comparable job comparisons to other cities  
and the key factor to look at is the mid-point in the range (still in draft form). Mr. Cowie  
40 then referenced the wage comparison study and explained the comparisons noting that  
they do not want to be 10 points above or below the pay ranges. Mr. Cowie stated based  
42 on these findings they will not be recommending a cut on any employee, but they will be  
looking at one employee (at least) to recommend a raise in the pay and also the pay  
44 range. They will also be looking into some wellness programs through the health care  
providers to reward the employees for participating and encourage them to have an active  
46 role in their health which will help reduce premium costs. Mr. Cowie stated that they will

2 be finalizing the study and he will send the information to all employees and the Council  
to evaluate.

4 Mayor Acerson called for any further comments or questions from the Council.  
Hearing none he moved on to the next agenda item.

6  
8 **8. COUNCIL REPORTS:**

10 **Councilmember Powell** – Councilmember Powell thanked all the employees for being  
here tonight for discussion and noted that she appreciated the letters and emails sent  
12 expressing their appreciation. She noted that her meetings have been cancelled for  
December. Councilmember Powell reported that the Fryer property is having issues again  
and she would suggest that they catch it before it gets worse.

14 **Councilmember Bean** – Councilmember Bean commented that it may be beneficial for  
16 the Council to look at the general plan and have a discussion due to the proposed Ivory  
Development.

18 **Chief Cullimore** – Chief Cullimore reported that he met with Frank Anderson and he  
20 provided him with a spreadsheet of expenses etc. for the “Gala”. He mentioned that  
sixteen people have put in a request for refund. He indicated that people have become  
22 disillusioned with it at this point. He further noted that Errol Porter, Timpanogos  
Academy principal, has stated that it is not one of their school’s functions and they are  
24 not associated with the event.

26 **Councilmember Hoyt** – Councilmember Hoyt reported on a couple of upcoming eagle  
projects with the Historic Preservation Commission.

28 **Councilmember Broderick** – Councilmember Broderick reported that he attended the  
30 engineering meeting along with Mayor Acerson.

32 **Councilmember Lundberg** – Councilmember Lundberg reported that the Governor’s  
office is now offering new incentives to companies that have a global presence. Mayor  
34 Acerson commented that he will invite Senator Valentine to come and visit with the  
Council regarding this issue.

36 **Mayor Acerson** – Mayor Acerson reported on UIA updates followed by some lengthy  
38 discussion.

40 **Administrator’s Report:**

Mr. Cowie reported on the following items followed by discussion.

42 **Misc. Updates:**

- 44
- December City newsletter
  - Misc. Items
- 46

**Upcoming Meetings & Events:**

