



# Stansbury Service Agency Of Tooele County

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1 Country Club, Suite #1, Stansbury Park, Utah, 84074  
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The regular meeting of the Stansbury Service Agency of Tooele County was held Wednesday, January 13, 2016 at 7:00 pm, at the Stansbury Park Clubhouse, 1 Country Club, Stansbury Park, UT 84074. The agenda was published in the Transcript-Bulletin and on the Public Notice Website.

## **Business Meeting:**

**Call to Order:** The meeting was called to order by Chairman, Neil Smart.

**Pledge of Allegiance:** Rod Thompson led the Pledge of Allegiance.

### **Roll Call:**

Jamie Lindsay - Present  
Gary Jensen - Present  
Mike Johnson - Excused  
Glenn Oscarson - Present  
Neil Smart - Present  
Rod Thompson - Present

### **Staff:**

Randall Jones - Present  
Miriam Alsup - Present

## **Review and Adopt Minutes:**

**Glenn moved to adopt the minutes of the Special Meeting held on December 9, 2015, with no changes. Gary seconded the motion and the vote was as follows:**

<b>Jamie - yes</b>	<b>Rod - yes</b>
<b>Glenn - yes</b>	<b>Neil - yes</b>
<b>Gary - yes</b>	

**The motion passed.**

**Gary moved to adopt the minutes of the Public Hearing held on December 9, 2015, with no changes. Glenn seconded the motion and the vote was as follows:**

<b>Jamie - yes</b>	<b>Rod - yes</b>
<b>Glenn - yes</b>	<b>Neil - yes</b>
<b>Gary - yes</b>	

**The motion passed.**





### **Employee Compensation Plan:**

Neil stated that he would like to table any decisions on the Employee Compensation Plan since Michael was absent and vote on it at the next meeting. Neil mentioned that he liked what he saw in the plan but would prefer each Board Member be present to vote. He asked Randall to go over the plan.

Randall explained that since the Board requested him to get some information in written form, the plan is something that he has been working on for about a year. He added that with some of the changes that have happened in the last year, he felt the Board should pat themselves on the back for the hard decisions that needed to be made in working with some of the changes. In the last two years, the operating costs and capital improvement costs have been reduced by almost one-half million dollars due to the hard work, efficiency and skill sets of our employees.

Randall went over the hiring process, the evaluation process, budgeting process for the pay scale, cost of living and merit raises, and recommended wages for each position.

He explained the reason that the pay scale was not arranged in 1% increments was because an automatic 1% wage increase is not much of an incentive for an employee to do exceptional work. An employee can receive a 1% wage increase just by showing up to work and not performing with a 1% annual pay scale. Randall learned that Salt Lake County has just scrapped their 1% pay scale due to too many problems.

Randall generated the recommended pay scale based on education, skill sets, and experience of each employee and assigned them a qualifying compensation. He gave information on Tooele City's pay scale to help determine employee positions and compensation in comparison with our current wages.

Glenn presented information regarding pay ranges of Salt Lake County employees that were similar to the positions of employees for Stansbury Service Agency.

Jamie suggested to have a better explanation of the evaluation guidelines as far as what constitutes an employee's attitude versus work ethic versus proactive, etc. Randall and the Board were in favor of the suggestion.

Neil thanked Randall for providing the information and stated that the percent of wage increase isn't the important issue, but bringing our people into the right wage bracket using surrounding comparisons is. He stated that he is anxious to get the compensation plan finalized and have in place a working formula as soon as possible. He would like to vote on it at the next meeting.

At this point in the meeting, Gary excused himself.

**Recess:** none.

**Work Session:**

**Open Meeting Law Training:**

Randall reviewed what Utah State requires of Board Members' Training for Meetings. He covered open meetings, closed meetings, public hearing, electronic meetings, meeting minutes, notice requirements, the public notice web-site, fee increases, budget hearings, truth in taxation, agendas and emergency meetings. Review and discussion of these topics provided each Board Member present, the annual training required by law. Board Members present were: Rod Thompson, Neil Smart, Glenn Oscarson and Jamie Lindsay. Newly elected Board Members, Neil Smart and Glenn Oscarson, will require additional training as they are considered new officials.

Absent Board Members, Gary Jensen and Michael Johnson will, individually, seek the required training via online.

**Manager's Report:**

Randall reported that the concrete curbing and flower box at the front entrance had been replaced.

Neil requested that since we're adding fish to the lake, he would like catfish to be added and asked Randall to make the Board aware of forecasted projects.

**Board Member's Report and Requests:**

**Jamie Lindsay** - nothing at this time.

**Glenn Oscarson** - He shared that a resident has some concerns with the golf course and would like something done. Discussion took place regarding the revenue the golf course is bringing in and what is being taken care of and we are still ahead of the game with the management and care of the course. Randall will speak to Jeff Green about the high visibility areas of the course. Glenn also mentioned that he is very much interested in hiring a part-time gardener and would very much like to be involved with the gardening process of Stansbury. Randall stated that hiring a gardener is in the works.

**Rod Thompson** - Rod stated that we missed the deadline for a letter requesting funding from the Transportation Alternative Program for trails. Neil added he had sent an email to the national park representative regarding the trail system and he will inform us as soon as he has any information.

Randall mentioned that we will be receiving a \$200,000 grant from UDOT for the underpass and there has to be a feasibility study along with engineering that needs to be done first before requesting funds.

Rod added that if the mid-valley highway gets funded, then a portion of the highway will be given to the county between mid-valley highway and highway 138.

**Neil Smart** - Neil mentioned that we should reach out to the Sports Association, especially baseball and help with the signs and Randall added that Collin will set up a meeting regarding purchasing signs.

**Correspondence:** none.

**Financials and Bills:** checks were signed and bills paid.

**Glenn made the motion to adjourn the meeting. Jamie seconded the motion and the vote was as follows:**

**Jamie - yes**

**Rod - yes**

**Glenn - yes**

**Neil - yes**

**The motion passed and the meeting was adjourned.**

