

13.08.10: Subdivisions without Secondary Water - Request Attachment A 4-16-13

Affected Owners	Mailing Address
Ponce, Michael & Martha E; JT	11226 S River Front Pkwy
Hawkins, Gordon B & Donna S; JT	11246 S River Front Pkwy
Doxey, Brett W; TR (BWD TR)	11268 S River Front Pkwy
Baker, Randal J & Sherry L; JT	11288 S River Front Pkwy
Drew, Paul B & Heather; JT	11312 S River Front Pkwy
Rice, Jessica A & Mason-Hill, Charles B; JT	11332 S River Front Pkwy



Comments by Council Member Brian Butters during Council comments in the Council Meeting, April 16, 2013

During the last 13 minutes of the work session, April 2, 2013, Mayor Osborne said it had been a terrible week. In fact a really terrible week, and then gave reference to e-mails between several Council Members. One of the emails I sent in response to Council Member Newton, and I quote, "Chuck, in your last paragraph you write, and I quote, 'May I suggest our Mayor have our City Attorney re-draft....' May I remind you, with our form of City government, the Mayor is to kiss babies, cut ribbons, and conduct meetings, only. Should the Council unanimously, and only the Council, direct the City Attorney to redraft, so be it.

Now, I quote from Attachment B of the Council Meeting, held April 2, 2013, an email dated Tuesday, March 27, 2012 from Scott Osborne to Mark Seethaler, Steve Barns and Chuck Newton. And I quote the next to last paragraph. "Let me know your feelings and desires on this front. I am asking each of you that are newly elected to address this, and I have not included Brian and Larry, but will engage them after I have your thoughts. I am not trying to create a rift between us, just feel that your perspective may be different at this point in time and experience". And I add, I have never received an email from the Mayor and only 1 phone call in the last 16 months. In my mind, there is no question who created the rift. But it was created 15 months ago. And still continues to date.

And Mary Ann, I would like to be quoted word for word in the meeting minutes.
Thank you.

Mr. Mayor –

April 16, 2013

Two weeks ago today you concluded our Council Work Session with a word to the wise. As recorded in the minutes we approved this evening: “Mayor Osborne cautioned the Council to be careful about what they write. They should state a position about policy, not people, because it is not productive.”

Mayor and Members of our City Council: With sadness, **I move that we publicly reprimand Council Member Larry Short** for the misjudgment he demonstrated in authoring an inflammatory, distorted, and deceiving ‘Council Report’ article, submitted for publication to the South Valley Journal. His report was published under the heading: City Council Reports, South Jordan City Council – with a subtitle: Consider the source. The newspaper containing Mr. Short’s article was distributed to approximately 37,000 households and businesses this past week.

WHEREAS the Council Report column within the monthly South Valley Journal represents public property and carries with it the requirement of public trust.

GIVEN that individual Council ideas, initiatives, learnings, reports, and noteworthy events are all appropriate materials to be shared with public readers.

RECOGNIZING, that the publishing of outright distortions, suggestions of worst-case city impact from nondescript examples, the spreading of rumors, and the implication that our currently-serving Mayor and Council members have private plans to undermine our current form of government are not only untrue, but contrary to the best interests of our city and shameful to our Council.

By using repeated language, such as referring to readers as his ‘friends’, calling upon each to ‘consider the source’ (which was the repeated theme of his article ... implying that individuals here seated were not to be trusted, and that he, himself, is the ‘real source’ of truth and vision), and signing his diatribe as a ‘concerned citizen’, Mr. Short forsook his elected role and responsibility of public trust. Instead, his printed words mentally moved him from within our Council to inciting disdain, creating confusion, and siding himself with unsuspecting readers whose interest in facts may have been overcome by Mr. Short’s mountain of fiction and accusation against the very city and its leadership to which he himself belongs.

In so siding against our Council and with ‘the people’ he entreats to join his fallacious arguments and theories of conspiracy, Mr. Short not only impugned the good deeds and intents of each Council member, but purposefully positioned himself apart from us as a governing body with the clear intent to erode public trust and plant seeds of concern in a soil of falsehoods – which, if permitted to germinate unabated would lead residents of our city to think poorly of the work and progress we are making together, and themselves to perpetuate the half-truths and outright falsehoods espoused by Mr. Short at a time of his personal confusion and poor judgment.

As evidence for your individual consideration, I present the following brief examples to support this public reprimand of one of our own members –

- Mr. Short deploys the ‘slippery slope’ fallacy, citing vague references to support extreme hypotheticals. The beauty of this tactic is that no proof is required: it’s an appeal to emotion by leveraging fear. Simply rumoring that there were those within our city government seeking to establish a ‘strong mayor’ form of representation – with its attendant ills such as power, money and political parties is a childish tactic. It is an untrue appeal to emotion – and for what gain?

Another example of the slippery slope: according to Mr. Short’s article, referencing conservative principles (as Mr. Barnes recently did) from Ronald Reagan and the Utah Republican Party Platform –

- Prohibits broad representation
- Reflects a narrow band of the political spectrum
- Disregards the best interests of our neighbors
- Ties us too closely to suffering wrought by our national politicians

- And feeds the ‘whispered’ conspiracy of a revolution to a strong mayor form of government which would increase elected official salaries and be party affiliated

Wow, all that from quoting Ronald Reagan, including: “Freedom is the right to question and change the established way of doing things.”

- In a classic ‘straw man’ fallacy, Mr. Short exaggerates and fabricates the serious work and progress of our Council – in an effort to make his own position sound reasonable to his readers. I quote: “... friends, I am afraid it is happening here in South Jordan. You should be rightly worried that one of the most discussed topics on the city council agenda over the past year is compensation and power for newer members of the council and the appointed mayor. I see the council divided as they try to gain compensation and power. As stated previously, I know that our council is compensated fairly as we give service to the community. If a politician tries to tell you otherwise, say it with me now, consider the source.”

Short on facts, this gross exaggeration has the makings of emotional appeal – money and power. But elements of actual truth include –

- Our Council has worked diligently on wide-ranging issues, including budgets, development, water, fencing, property rights, animals, economic analysis and development, streets and public improvements, parks, debt management, development fees, and transportation hubs.
 - Council compensation discussion surfaced about a year ago, and again this year – centered on the fact that Council members are not compensated at the same rate – and in Mr. Short’s advantage which he has repeatedly defended ... in order to retain more money and more power himself.
 - Mr. Short’s testimony: “I know that our council is compensated fairly ...” would have been most interesting if he had exhibited intellectual honesty and written: “I make at least 18% more than other council members, and I know that this is fair.”
- Finally, on two occasions Mr. Short referenced the fact that Mayor Osborne was ‘appointed’. For perspective, the first time the term ‘Appointed Mayor’ appeared in print was about a year ago at the time of Council budget discussions. During a rare Saturday meeting, flyers were distributed on the windshields of cars decrying the fact that three Council members and the ‘Appointed Mayor’ were looking into the budget to determine if expenditure reductions would be appropriate. The flyer included the mayor’s mobile phone number – a private number he had only given to this Council and select city leaders.

Stating that ‘the council appointed a mayor to fill the remaining term of Mayor Money’ Mr. Short writes to his readers: ‘This year it will be your turn to decide who the next mayor will be and what their intentions are for the city concerning growth, compensation, and power.’ If this were written in a political flyer sponsored by Mr. Short, my only conclusion would be that Larry Short is clueless about the significant progress our City and Council are making together.

But, since this distain – this insult – was written against our sitting mayor by a sitting Council Member in a column reserved for a public purpose as a Council report ... this abject politicizing is not only a violation of public trust but demanding of an immediate and complete apology.

Therefore, for the conditions of this reprimand to be satisfied, I call upon Mr. Short to publicly apologize this evening, in this meeting, to the Mayor, to the Council, and to the city for his thoughtless and selfish printed remarks. I further call upon Mr. Short to write an apologetic letter to the editor of the South Valley Journal for publication in the May 2013 edition referencing his lapse in judgment, scare tactics, lack of substance, and personal insult to the Mayor, our Council, and to the City of South Jordan.

Absent these two actions, I move that Mr. Larry Short be known as one in contempt of this public rebuke and its terms, should the Council voice their agreement to my motions.

Thank you,
Mark Seethaler
South Jordan City Council

RESOLUTION

Compensation Committee to be established with defined Responsibilities and Authority relating to both City of South Jordan employees and elected officials

WHEREAS employee compensation and benefits represent the single largest annual operating expenditure within the city of South Jordan, and

WHEREAS city management and elected officials jointly share responsibility for fiscal oversight, budgets and sustainability, and

WHEREAS significant effort is focused on compensation and benefits management within principles or guidelines that are or should be established, and

WHEREAS elected officials in the City of South Jordan should be compensated in a fair and reasonable manor and without political manipulation, and

WHEREAS, Council Members are elected by voters in their various Districts to perform an equal and full responsibility on the City Council, and should be compensated equitably with respect to current and deferred payments, and

WHEREAS the current application of Council compensation is neither equitable nor managed independent of annual Council Member involvement, and

WHEREAS the mayor in his or her duties takes on cumulative responsibilities far in excess of individual City Council Members, including but not limited to board and committee representation within organizations requiring time commitments approaching full-time if all assigned duties are performed, and

WHEREAS, the expectation of residents is that Council Members contribute adequate time and effort to performed their elected responsibilities with no expectation that all time will be compensated at market value, therefore –

RESOLVED, that a Compensation Committee be formally established and structured according to this resolution, and

That the composition of this Committee will be the Mayor, one Council Member (as recommended by the Mayor from time to time and approved by a majority of the Council), the City Manager, the highest-level city officer responsible for employee compensation management, and one resident of the City of South Jordan professionally qualified in compensation, benefits, and employee management who, by application, is considered and approved by a majority vote of the Council, and

That the terms of Committee-member service will be: the Mayor, City Manager, and City Officer serving as 'standing' members, and the City Council Member and Resident serving 2-year terms, and rotating off the Committee for a minimum of two years, and

That there shall be no additional compensation to Committee members excepting for the city resident who shall have no other assignment or position with the city, its committees or volunteers, and shall be compensated on an established per diem basis for daily service or portions thereof, limited to no more than five full days per year, and

That the authority of this Committee shall be as a recommending body to review and compare salaries (both for internal and external equity) and benefits for all classes of city employees, and recommend practices, approach, philosophy, and compensation consistent with the goals established together by the City Council and City management from time to time, and

Further, that specific plans for insurance and other benefits administration be solicited, reviewed, and recommended by this Committee from year to year, and

Further, that this Committee considers comparable compensation of elected officials, taking into consideration location, size, growth, development, services provided, and so forth, and

That this Committee duly consider the expansive responsibilities of the mayor, above and beyond the service of individual Council Members, as the Chief Executive Officer of the city, together with official city representation to boards, committees, and other public events, and

A

That this Committee determines and publish from time to time (and no less frequently than every two years) the compensation of the mayor and other members of the City Council, without the vote or approval of the Council, and

That this published compensation, when altered, be effective at the beginning of the fiscal year, starting July 1, 2013, and be reviewed and adjusted no less frequently than every two years, and

That this Committee be guided by the principles of fairness, equity, element of personal sacrifice by elected officials, and the conservative approach of not leading the market, but fairly and independently administer compensation to the City of South Jordan's employees and elected officials, and

That a written report and presentation be formally prepared and presented to the South Jordan City Council in January of each year, thus preceding the first draft of the upcoming fiscal-year budget.

RESOLUTION

Compensation Committee to be established with defined Responsibilities and Authority pertaining to both City of South Jordan employees and elected officials

WHEREAS employee compensation and benefits represent the single largest annual operating expenditure (historically approx. 77% of General Funds) within the City of South Jordan, and

WHEREAS City management and elected officials jointly share responsibility for fiscal oversight, budgets and sustainability, and

WHEREAS significant effort is focused on compensation and benefits management which are or should be governed by established principles and guidelines, and

WHEREAS current benefit administration is more particularly managed internally by City management, with aggregate submissions to the City Council for annual budget approval, and

WHEREAS employees, elected officials in the City of South Jordan should be compensated in a fair and reasonable manor and without political manipulation, and

WHEREAS the current application of Council compensation is neither equitable nor managed independent of annual Council Member involvement, and

WHEREAS, the expectation of residents is that Council Members contribute adequate time and effort to performed their elected responsibilities with no expectation that all time will be compensated at full market value, and

WHEREAS the mayor's duties include cumulative responsibilities far in excess of individual City Council Members, including but not limited to board and committee representation within organizations requiring time commitments approaching full-time if all assigned duties are performed, therefore –

RESOLVED, that a Compensation Committee be formally established and structured according to this resolution, and

That the composition of this Committee will be the Mayor, one Council Member (as recommended by the Mayor and approved by a majority of the Council), the City Manager, the highest-level city officer responsible for employee compensation management, and one resident from the City of South Jordan professionally qualified with managerial experience who, by application, is considered and approved by a majority vote of the Council, and

That the service terms of Committee-member service will be: the Mayor, City Manager, and City Officer serving as 'standing' members, and the City Council Member and Resident serving no longer than 4 years, and rotating off the Committee for a minimum of two years, and

That there shall be no additional compensation to Committee members excepting for the city resident who shall have no other assignment or position with the city, its committees or volunteers, and shall be compensated on an established per diem basis for daily service or portions thereof, expected (but not expressly limited) to no more than five full days of service per year, and

That the authority of this Committee shall be as a recommending body to review and compare salaries (both for internal and external equity) and benefits for all classes of city employees, and recommend practices, approach, philosophy, and compensation consistent with the goals established together by the City Council and City management from time to time, and

Further, that specific plans for insurance and other benefits administration be solicited, reviewed, and recommended by this Committee from year to year, and

Further, that this Committee considers comparable compensation of elected officials, taking into consideration location, size, growth, development, services provided, differential duties of the mayor, and so forth, and

That this Committee determines and publish from time to time (and no less frequently than every two years) the compensation of the mayor and other members of the City Council, without the vote or approval of the Council, and

That this published compensation, when altered, be effective at the beginning of the calendar year, starting January 1, 2014, and be reviewed and adjusted no less frequently than every two years, and

That this Committee be guided by the principles of fairness, equity, element of personal sacrifice by elected officials, and the conservative approach of not leading the market, but fairly and independently administer compensation to the City of South Jordan's employees and elected officials, and

That a written report and presentation be formally prepared and presented to the South Jordan City Council in January of each year, thus preceding the first draft of the upcoming fiscal-year budget.

South Jordan City Council Report

4 days ago 427 views

“Consider the Source”

I wish I had the words requisite to demonstrate my gratitude and appreciation for the support my family and I have received as I have had the privilege of serving our friends and families in South Jordan. Whether we have talked about your concerns at the grocery store, shared thoughts for the future of our community at an event, or just enjoyed our great city together, your kindness and thoughtfulness always makes my chance to serve very rewarding.

Nothing anyone ever does as an elected official can ever really outweigh the greatness of the citizens of a community. South Jordan is great because of its residents, not any single elected official or legislative body. So if any politician tells you otherwise, remember that he or she is a politician, so consider the source!

When I was elected, my commitment and my oath were to represent all of those within South Jordan, and not simply those of one political party or affiliation. City council members by design have always been intended to represent the residents and the city, independent of party affiliation or personal preferences. Simply glancing at a news program reveals how our nation suffers at the hands of partisan politicians protecting political turf.

It concerns me, and friends, it should always concern you whenever a local elected official supports a position because of their personal political affiliation or beliefs. That is not to say that elected officials should act without principles. What is damaging is when those principles reflect a narrow band of the political spectrum, rather than the best interests of our neighbors. South Jordan residents will always come first, and my party or political beliefs second. Many of you are rightly concerned to see such partisanship enter our local arena. Again, if any politician tells you otherwise, consider the source!

Our form of government has provided this city with some unique opportunities over the past few years. I or any other single elected official could not take credit for any one change or success in our city alone. The credit belongs with the people who make the city run every day. The past city councils worked together without regard to their special interests or agendas. We made the best decisions we could at the time with the information available.

The advantage of our form of government is the city has a sustainable plan that when an elected official leaves we don't have to scrap all the ordinances and plans and start over as a city. As an impartial mayor and council, it is very unwise to think we can come in and abandon all of the progress the city has achieved. There are, sadly, examples in Utah of communities where local elected officials,

because of the form of government, have come in and made sweeping changes which ultimately harm the community. I would hope our residents understand and jealously guard our form of government from those who would change it whole or by degree.

South Jordan is protected from these types of calamities by design. The "weak" mayor and city council positions were never intended to be full-time jobs. Full-time politicians have demonstrated over the last several centuries the potentiality to focus more and more on their gains, and less on the needs of the community. The residents of the community and past councils had foresight in the way South Jordan's form of government runs today for the size of the community we have. South Jordan's growth will never result in the need for a full-time mayor and council. Furthermore, the opportunity for residents to serve should remain exactly that, service to the community.

As city council members, we do get a small compensation but I would never expect to be paid a full salary or benefits for part time service. Moreover, I would be hesitant to elect or keep in local government anyone official who felt otherwise. My neighbors have told me they feel the same on this issue.

A final point about your local government. I always remember that we as a council and mayor do not have the expertise to run the city alone. The council and mayor hire a city manager. The city manager hires professionals and staff to oversee management positions, and if we as the council do our jobs correctly, we trust the city manager to run day-to-day operations of our city employees. We trust the staff to carry out the assignments and use their expertise they have in their departments.

Our public servants under the leadership of our city manager are doing great things. Crime is low. Streets are repaired. The city is vibrant and green. Council members don't mow the grass, fix the roads, or chase the bad guys. Council members should support those who do. I can tell you examples of Utah cities where mayors and council members overstep their granted authority and try to act as public employees. It results in disasters and lawsuits, and ultimately ruins the quality of life. I wouldn't get surgery from a mechanic, and never trust a part time council member who thinks he is an expert on everything in a city. If a politician tells you otherwise, consider the source.

From time to time our neighbors hear whispers of converting the city to what is known as a "strong" mayor form of government. Thankfully, this type of change would require approval of our residents, who would wisely reject such a proposal. A strong mayor form of government would increase the salary and benefits of the council and would become party affiliated.

Again, I can point you to several sad examples of this happening in Utah, but friends, I am afraid it is happening here in South Jordan. You should be rightly

worried that one of the most discussed topics on the city council agenda over the past year is compensation and power for newer members of the council and the appointed mayor. I see the council divided as they try to gain compensation and power. As stated previously, I know that our council is compensated fairly as we give service to the community. If a politician tries to tell you otherwise, say it with me now, consider the source.

As a resident and council member, I would not support a strong mayor government. We have one of the best run cities in Utah. We have a conservative and balanced budget, great employees, and the best residents in the valley. We are growing in business and residents helping our community grow and build out. We are doing our best to minimize taxes in the city and maintain services and maintain the feeling and beauty of the community. As council members the council appointed a mayor to fill the remaining term of Mayor Money.

This year it will be your turn to decide who the next mayor will be and what their intentions are for the city concerning growth, compensation and power. We have a great city, and friends, let's continue to use the path and practices which have brought us the beautiful city we all enjoy.

Sincerely,

Larry Short

Still a Concerned Citizen

Larry - as you have learned from me, about the third time you go out of your way to offend me, you'll hear from me. I have written the attached as an 'open letter' response to your article in the South Valley Journal. This means I will now disburse this far and wide. The ridiculous claims, criticisms, implied wrong-doings, and power-grabbing you have publicly attributed to Mayor Osborne, and Council Members Barnes, Newton, and me are hateful and untrue.

In fact, your article is so devoid of facts and so spread with generalized 'calamities' as to cause a thoughtful reader to wonder: what are you really, specifically saying that applies to South Jordan? The casual reader, on the other hand will apply all to our fair city which you have besmirched with your hack job. If it were possible to apologize to a city - you should do so. As a first step, I am awaiting your apology to our mayor and three co-council representatives you have accused of such gross wrong-doing.

Mark Seethaler

*An open letter to South Jordan Council Member Larry Short
A self-proclaimed Concerned Citizen*

From: Mark Seethaler, South Jordan City Council

Really Larry? Returning home last evening from the Utah League of Cities and Towns Conference, I was greeted with the South Valley Journal on my doorstep. To quote Senator Daniel Moynihan: "Everyone is entitled to his own opinion, but not to his own facts".

With your three SVJ articles over the past year, you have put words into my mouth, criticized me for performing my elected oversight role, characterized me as a power-hungry elected official, and framed me as someone needing to really 'learn the ropes' from the longer-serving Council members. While I have permitted these gross mischaracterizations until now, your current article for public view and influence was over the top and cannot go unaddressed.

It is now clearly obvious that the political season has kicked off and I call you out for what you are: a minion of a resident who aspires to be mayor and is willing to churn the propaganda machine – to confuse and splinter the electorate. Propaganda (a deliberate spreading of ideas and rumors aimed to discredit) is never fully overcome due to the public's selective consumption of 'information'. But you know that those (like you) who would distract from the significant progress of our city can, with ease, promulgate unsubstantiated claims, rumors, and whispers. It's a desperate act in which you are now engaging ... one which I believe you have undertaken to redirect focus away from your own passive approach to elected representation, of which I have many concrete examples.

BUT – propaganda must be countered. So, now that the work of the mayor wannabe puppeteer has officially penetrated the 'official' Council newspaper report, it's time to be clear in response. I do this unilaterally, and not in concert with ghost writers or part of a campaign hack job. Any positive views to these and like comments by others are their own thoughts ... a great political concept, independently thinking people and a debate of ideas.

With your published article, if it's a war of words you're after, I'm in. If it's a battle of wits you want, sign me up. You will lose because your stated positions are not sustainable ... because they are not true. I'll touch on a few of your distortions. Larry, your Chicken Little article was a flood of fanfare, and drought of fact. The sky is not falling. To whit –

- "Partisanship enters local politics". To be clear, 'partisanship' means "A fervent, sometimes militant supporter or proponent of a party, cause, faction, person, or idea". I don't know your direct reference, Larry, but (to venture a guess) quoting Ronald Reagan (as another Council Member recently did) to support principles of conservatism is NOT a partisan, divisive argument in our community, affronting liberal, big-government, high entitlement advocates from 'the other side of the isle'. Quoting any past leader whose thoughtful words make us think, is an invitation to discuss an idea – and in this case to contrast that conservative view with the actions of the prior Council. I think it's a great discussion of ideas and ideals ... the kind of thing in which government leaders ought to engage. But the short circuit to intelligent discussion is to yell 'partisanship enters local politics!' Pretty hollow stuff and will be shown for what it is: a desperate attempt to sidetrack the discussion covering the principles behind selective,

mandatory private installation (at private cost) of government-mandated devices. The AED ordinance is a worthy discussion – if there were worthy discussers to represent both sides of the issue, and stay on point.

- “Consider the Source”. It gets a little tiring to read your reiteration of this phrase, but that’s a style thing. The implication (much more important) is that there are elected operatives who not only cannot be trusted, but whose actions are motivated by self-interest and conspiracy to undermine the institution of South Jordan government. Pretty broad brush, Larry ... and pretty shallow arguments. But clever, good sir, since it’s not truth but perception that drives voters. But your team knows that as you launch your propaganda-perception campaign. Oh, and really too obvious to mention – are YOU ‘the source’? The limited-edition trusted source? Wow, I mean to tell you, wow.
- “Abandon all the progress the city has achieved”. Actually, Mr. Short, to comment on this claim would suggest it worthy of comment. And, since you used the word ‘all’ there must really be an exhaustive list of past progression which is now jeopardized. So, could you please share back maybe just ten or twelve items for our thoughtful consideration? Unless, of course, this statement of yours is simple exaggeration for effect. I’ll give you that – another method of propagandizing.
- “Full salary or benefits”. Right, no one should expect that for a part-time elected official. Oh, the seed of doubt has been planted ... who is the official that IS expecting that? Well, we know it is not you, oh benefitted one. And later ... “compensation and power for newer members of the council and the appointed mayor”. Rightly worried? Yikes! One of the most discussed topics? By darn, how is anything productive getting done there at City Hall? Larry, it’s unclear whether you penned that false statement yourself or were duped into including it by your ‘political party’ for this fall’s election (ouch, a party to which one can now be partisan). This, my friend (to quote your article – folksy, nice) crossed the line. It is a frontal attack, inaccurate, a lie, and deceiving. Remind me: who is it that gets paid about 18% more (in retirement contribution) than others on the Council and claims in print to not only be satisfied with his pay, but testifies: ‘I know that our council is compensated fairly’? Answer: you. Either an idiot or one who has self-justified his own superiority within a council of equals would publicly exclaim such a thought. You choose.
- “The appointed mayor”. Lines drawn are now bold – and you and I are on opposite sides. You use the ‘appointed’ term in a derogatory way, attaching our mayor to all the supposition, innuendo, unspecified calamities, forewarnings and forebodings you could muster in 500 words ... oh wait, try 1,194 words. Yes, it will be the residents’ opportunity to vote, again, for a mayor this fall. Clearly, they fared poorly allowing (by law) such an incompetent Council to make the interim appointment ... whereas the boogeyman is at our very doorstep and all ... calamities and such nigh at hand!
- “Whisperings”. Now, this is clever – to be the whisperer while assuming the role of reporter on neighbors hearing “whispers of converting the city to what is known as a ‘strong’ mayor form of government”. And this, after a string of vague references to scrapping ‘all the ordinances and plans’, calamities, sweeping changes, the evils of full-time politicians. Wow, this is the stuff of a fictional novel. WHO is behind each of these evils? WHAT has been proposed to move our city

in these directions? WHEN will these issues be the subject of public discourse and debate within our Council? HOW will you save us? In a fictional portrayal, such as yours, you can run the storyline without fact and write the ending to your pleasing. YOU could even be the hero. In real life, your scathing, alarming, and non-factual article serves only the purpose of 'crying wolf' ... the historical result of which is to be ignored.

Bottom line: your article included exaggeration, misrepresentations, partial truths, negative association and implied wrong-doings, disloyalty to the Council of which you are a part, and a stab in the back to the mayor you, and all of us, appointed. For you to smear our mayor with your wild and far-reaching, generalized and implied mischaracterizations means, to me, you are a small man ... no longer capable of objective thought or worthy of trust. I ask for a public apology from you to our Mayor, to me, and to the other two Council Members who took the oath of office in January 2012.

Good luck with your own election this fall and your time at the Mayoral Candidate Headquarters. With such a brain trust working these campaigns, it's bound to be a very interesting election season. Remember, it's not what you tear down or what you 'go along with' that adds value to your involvement. It is what you envision, build up, and make better that defines your contribution. Perhaps your next article could discuss ideas, plans, and progress for the future. Then, whether you and I agree or not on each particular, we will have something to talk about – a way forward that betters our community.

Mark Seethaler

South Jordan City Council, District 1

P.S. Mr. 'Concerned Citizen' – I would tell you (in your 8th year of service on the City Council) that there are no citizens of South Jordan. This, because South Jordan is not a sovereign, but a political subdivision of the State of Utah – which does have citizens, as does the United States of America. We have residents within our fair city. So if your concerns are at the city level, maybe next time you could be a concerned resident.



Fw: Follow up on question

Kathie Johnson <kathie@vote4kathie.com>

Mon, Dec 19, 2011 at 5:12 AM

Reply-To: Kathie Johnson <kathie@vote4kathie.com>

To: larrysb4 <larrysb4@yahoo.com>, Brian Butters <bcbutters2000@yahoo.com>, Steve Barnes <stevebarnes93@gmail.com>

From: Kathie Johnson**Sent:** Monday, December 19, 2011 5:08 AM**To:** Mark Seethaler**Subject:** Follow up on question

Mark,

I have been pondering your question about appointing someone who had lost an election. The four people who I know that have been appointed to office have all previously lost an election. Stan Wells was appointed after losing his council race. As I recall the council appointed him due to the fact he had previously ran and felt it made him more qualified than the other candidates. Brad Marlor was appointed about a year after Stan and he had ran unsuccessfully at least twice before. More recently Steve Debry ran for county council in 2008 and was appointed in 2009 to the Salt Lake County Council. In Herriman Raquel DeLuca had been on the council lost re-election in 2009 and then was appointed to the council in 2010. I hope this information is helpful to you.

Thanks,
Kathie



Steve Barnes <stevebarnes93@gmail.com>

Wimmer

Kathie L. Johnson <accesskj@msn.com>

Thu, Dec 1, 2011 at 8:53 AM

To: Steve Barnes <stevebarnes93@gmail.com>, larrysb4 <larrysb4@yahoo.com>, Brian Butters <bcbutters2000@yahoo.com>

Hey!!

Just in case I forgot to let you know, Carl Wimmer will be at council meeting next week. He won't be at the work session since he is already familiar with South Jordan and will be attending the legislative luncheon.

Have a good day!
Kathie



Steve Barnes <stevebarnes93@gmail.com>

Big Meeting

Brian Butters <bcbutters2000@yahoo.com>

Wed, Nov 30, 2011 at 11:06 PM

Reply-To: Brian Butters <bcbutters2000@yahoo.com>

To: "Kathie L. Johnson" <accesskj@msn.com>, Steve Barnes <stevebarnes93@gmail.com>

Cc: larrysb4 <larrysb4@yahoo.com>

Good morning to all of you. Kathie, thank for your positive attitude and your willingness to "move on".

Brian

From: Kathie L. Johnson <accesskj@msn.com>**To:** Steve Barnes <stevebarnes93@gmail.com>**Cc:** larrysb4 <larrysb4@yahoo.com>**Sent:** Wednesday, November 30, 2011 10:24 PM**Subject:** Big Meeting

Steve,

Thanks for giving me a call tonight. I appreciate it and for standing up for me. Let's put the campaign behind us and move forward. Things will get better (*for me*) after the applications start coming in. Right now I'm the one she is most worried about, thus the need to discredit me. No since in getting too worked up about it. It is obvious Newton and Seethaler are obligated to support Leona due to her endorsement of their campaigns. (*I am sure that once she is out of the picture things will calm down with those two and things will work themselves out*). Hopefully, next week it will be Brad Marlor (or someone else) she will be concentrating on and I will be on the back burner. Really one would think I was one powerful woman based on the time, energy and money Leona has devoted to get me out of the way. The woman needs a life.

I plan to move forward with doing what is in the best interest of the city. Which is trying to find common ground with Newton and Seethaler so that next weeks meetings are more pleasant and productive for everyone. Though how I will accomplish this, is beyond me at the moment.

Thank you,
Kathie



Steve Barnes <stevebarnes93@gmail.com>

Local Official Day

Kathie L. Johnson <accesskj@msn.com>

Sat, Nov 26, 2011 at 1:33 AM

To: larrysb4 <larrysb4@yahoo.com>, Brian Butters <bcbutters2000@yahoo.com>

Cc: Steve Barnes <stevebarnes93@gmail.com>

Larry/Brian,

I know that I won't be attending this year. But I had the thought that it would be nice for the League to recognize Mayor Money for his service to the community. Local Official Day should be on January 25th which is right before Kent leaves office. It would be an opportunity for many to say good-bye. Ken Bullock is a long time friend to Kent and I am sure he too would like to do something for him. It would be good to have all five cities (or more) from the southwest corner to sit together with our legislators. This would send a huge message that we are all working together and not missing a beat. Also, it would be good for Mayor Money, the Mayor elect and the other Mayors to sit together at one table. I am sure I could also get the Jordan School District Superintendent and some of the school board members to attend. This would also give the newly elected an opportunity to get to know the elected officials from the surrounding area.

So please talk this over with the new council and let me know if you would like me to make the arrangements,

Kathie

PS: I will make sure there is no mess up with seating this year.

Also, please run by my idea of a reception for Kent at city hall before he leaves. (If everyone is on board that can be organized by staff)



Steve Barnes <stevebarnes93@gmail.com>

Fw: Future Progress

Kathie Johnson <kathie@vote4kathie.com>

Mon, Nov 7, 2011 at 3:02 PM

Reply-To: Kathie Johnson <kathie@vote4kathie.com>

To: Brian Butters <bcbutters2000@yahoo.com>, larrysb4 <larrysb4@yahoo.com>, Steve Barnes <stevebarnes93@gmail.com>

I have a special place in my heart for Seethaler

From: Mark Seethaler**Sent:** Monday, November 07, 2011 1:22 PM**To:** kathie@vote4kathie.com**Subject:** RE: Future Progress

Kathie –

You're a thoughtful person and on the eve of this election you deserve a thoughtful answer. Besides, this seems to be our early-on best means of sharing our thoughts.

New to politics, one issue that has been hard for me is the thought that someone would prefer my competitor, place his yard sign, etc. Jim Wright has a great philosophy which he expressed when we first met at my invitation in late July. He said that one of us will win and one will lose, and life will go on for both of us – but that the City would be better off for the campaign, individual ideas and common desire to better the city. I often remind myself that he's right – it's not personal, not about Jim or me, or you, or Chuck ... it's about a better city. Jim has made me think more, work more and document my vision. I appreciate the fact that I have had a good person with a desire to better the city (and not build up himself) as my opponent.

In District 2, our city residents have two legitimate choices – one with more civic experience and one with more business and finance experience ... all good things to have on a city council. At this point, for the best benefit of our city, I believe the kind of business/finance questions that Chuck has introduced into our city-governance discussions challenge the status quo in healthy ways. In my view, a continuing, open discussion of city priorities and funding – ranging from managerial salaries to city firehouses – will benefit our residents. Chuck takes this discussion beyond what even you or I would; it seems to be how he's wired. Given my observation of the composition and tendencies of our city council, I believe our residents would benefit from additional probing that could result in debt reduction, and possibly even a reduction in the cost (taxes and fees) of residing in our fair city.

We are designed to operate as a 'traditional' mayor-council form of government with strong city council representatives who, once elected, each represent the entire city. It's a weak mayor-strong council plan, with council members holding all the votes. I hope that whoever is elected – you, me, Chuck or Jim, Aleta or Steve – will increase the strength of the council as a more proactive complement to our fine mayor and a benefit to our residents.

I do support Chick in this election because my views of more effective business management and accountability are reflected in his positions. Come Wednesday I will be pleased to work effectively with whoever the residents of District 2

elect in this free and open election. What a great country that gives us both the right to choose our support and the responsibility to respect and work with the choice of each electorate.

So, my compliment stands. In my observation you are a gifted campaigner with strength, focus and the ability to connect with voters being among your many qualities. I admire that and will gladly work with you should we both prevail.

Sincerely,

Mark Seethaler

From: Kathie Johnson [mailto:kathie@vote4kathie.com]
Sent: Monday, November 07, 2011 8:45 AM
To: Mark Seethaler
Subject: Re: Future Progress

So are you a flip flopper or just putting nails in the coffin?

From: Mark Seethaler

Sent: Wednesday, November 02, 2011 7:45 PM

To: Kathie Johnson

Subject: RE: Future Progress

Well said Kathie.

From: Kathie Johnson [mailto:kathie@vote4kathie.com]
Sent: Wednesday, November 02, 2011 7:43 PM
To: Mark Seethaler
Subject: Re: Future Progress

Mr. Seethaler,

Thank you for the email. But at this time my only focus is on my campaign. Sorry that I am not "social" enough for you, but you are endorsing (helping) Chuck and you are an extension of Leona.

So at this time I will let the future take care of itself and deal with the present.

Kathie

From: Mark Seethaler

Sent: Wednesday, November 02, 2011 8:29 AM

To: kathie@vote4kathie.com

Subject: Future Progress

Kathie –

My regret is that having attended City Council and observed your work for the past six months, my compliment to you last night and your response has been our longest conversation. I recall other conversation non-starters such as when I asked if I could give you assistance at the Chamber of Commerce Meet the Candidates night. It was at a time that I was assessing each of the candidates.

We really need to get past ‘hello’ and since we both have an election to win just now, perhaps we can look forward to a future where honest dialogue and our joint best efforts can contribute to the betterment of our community. I do look forward to that day, working effectively together, should the voters so choose.

My wife, Kristen, told me last night that she sees you occasionally on Tuesday mornings, including yesterday.

Sincere best wishes,

mark

NOTICE: This email message is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review, use, disclosure or distribution is prohibited. If you are not the intended recipient, please contact the sender by reply email and destroy all copies of the original message.



Steve Barnes <stevebarnes93@gmail.com>

Fw: Future Progress

Kathie Johnson <kathie@vote4kathie.com>

Wed, Nov 2, 2011 at 7:52 PM

Reply-To: Kathie Johnson <kathie@vote4kathie.com>

To: larrysb4 <larrysb4@yahoo.com>, Brian Butters <bcbutters2000@yahoo.com>, Steve Barnes <stevebarnes93@gmail.com>

I'm sorry, did I miss something? I feel like I'm being judged for a lack of social skill by someone who feels their opinion would matter to me.

From: Mark Seethaler**Sent:** Wednesday, November 02, 2011 8:29 AM**To:** kathie@vote4kathie.com**Subject:** Future Progress

Kathie –

My regret is that having attended City Council and observed your work for the past six months, my compliment to you last night and your response has been our longest conversation. I recall other conversation non-starters such as when I asked if I could give you assistance at the Chamber of Commerce Meet the Candidates night. It was at a time that I was assessing each of the candidates.

We really need to get past 'hello' and since we both have an election to win just now, perhaps we can look forward to a future where honest dialogue and our joint best efforts can contribute to the betterment of our community. I do look forward to that day, working effectively together, should the voters so choose.

My wife, Kristen, told me last night that she sees you occasionally on Tuesday mornings, including yesterday.

Sincere best wishes,

mark

NOTICE: This email message is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review, use, disclosure or distribution is prohibited. If you are not the intended recipient, please contact the sender by reply email and destroy all copies of the original message.



Steve Barnes <stevebarnes93@gmail.com>

FW: Support

Kathie Johnson <accesskj@msn.com>

Sat, Oct 8, 2011 at 5:32 PM

To: larrysb4 <larrysb4@yahoo.com>, Brian Butters <bcbutters2000@yahoo.com>, Steve Barnes <stevebarnes93@gmail.com>

Guess Mark is covering all the bases, looks like he's learning from Leona

Subject: FW: Support**Date:** Sat, 8 Oct 2011 17:17:47 -0600**From:** kjohnson@sjc.utah.gov**To:** accesskj@msn.com

From: Mark Seethaler [<mailto:mark4sjc@gmail.com>]**Sent:** Sat 10/8/2011 10:29 AM**To:** Kathie Johnson**Cc:** kathie@vote4kathie.com**Subject:** Support

Hi Kathie –

I'm not certain that this is a valid email address for you as I have previously written to you here, without response. So, I've copied your election email as well. This week Chuck Newton asked for my endorsement to his campaign. I don't over-estimate my value just yet; nevertheless Chuck felt it would be helpful. I long-considered his request and determined to place my support behind Chuck, initially by writing an endorsement. I want you to know this directly from me because I respect your office, and because I feel we have about a 50-50 chance of working together over the coming years. Politics seems to foster continual alignments and re-alignments as the issues and circumstances change.

I have read your campaign literature, including your website (which I think is one of the finest I've seen). I am troubled by the claims and counter-claims you and Chuck have thrown out. It confuses residents as truth and fiction are intertwined. I have suggestions of moderation for each of you, and as Chuck has asked, I have shared my views of a more productive campaign.

To wrap up, my decision of support is based on two factors. First, I have had many meaningful, forward-looking conversations with Chuck (who I believe at heart wants to do what is in our residents' long-term interests), and I have had no meaningful conversations with you. Second, I believe that Chuck will be more proactive, more probing, more of a catalyst for clarity – and feel that our City's interests will be advanced as issues are scrutinized and debated at a higher level.

Thank you for considering both my decision and my rationale. I do wish for you good health and the ability to

finish-out your campaign in a strong and satisfying way. Should you win re-election and I am successful in District 1, I look forward to the progress we can achieve by working together for the benefit of South Jordan.

Sincerely,

Mark Seethaler

Candidate for South Jordan

City Council | District 1

www.mark4sjc.com

DISCLAIMER

The information contained in this email is intended for the sole use of the addressee and is not for general publication. The information contained in this email may not be the most current and is subject to change by legislative action, plan review, and/or engineering standards and requirements. If you need to rely on this information, you should contact the City of South Jordan, by coming into city hall and requesting a copy of the information through a GRAMA request form. This email information shall not be considered as legally binding on the City of South Jordan. If necessary, you should seek independent legal counsel or opinions on these matters.



Steve Barnes <stevebarnes93@gmail.com>

Fw: Salt Lake Tribune

Kathie Johnson <kathie@vote4kathie.com>

Thu, Dec 1, 2011 at 7:11 PM

Reply-To: Kathie Johnson <kathie@vote4kathie.com>

To: larrysb4 <larrysb4@yahoo.com>, Brian Butters <bcbutters2000@yahoo.com>, Steve Barnes <stevebarnes93@gmail.com>

From: Mark Seethaler**Sent:** Thursday, December 01, 2011 6:06 PM**To:** Kathie Johnson**Subject:** RE: Salt Lake Tribune

Points of interest but without a fuller background and clear evidence I felt a bit like the old Wendy's commercial ... where's the beef? The article itself was pretty tame. I have no report on today's conversation with Mr. Rosenberg nor can I know his thinking or level of concern. I did mention last night that he was, no doubt, a sophisticated individual and that campaign rhetoric would (or should) rank pretty low in one's business decision making. An old adage that's served me well: when you hear one side of the story you know less than half the truth. It may lack literal accuracy, but I don't find myself accepting (or overreacting to) the tales of the day. I admire you for reaching out and your personal decision to 'move on'. I realize that must be difficult.

Thank you Kathie.

mark

From: Kathie Johnson [mailto:kathie@vote4kathie.com]**Sent:** Thursday, December 01, 2011 12:28 PM**To:** Mark Seethaler**Subject:** Fw: Salt Lake Tribune

Mark,

I understand that I was the topic of last night's meeting at city hall. That must have been a vastly boring meeting to endure. I would like to set the record straight. My comments were based on the information and questions from the reporter. She had already talked to Chuck Newton and she had looked at his website. She told me she wanted to be fair and give me an opportunity to respond. She proceeded to tell me that Chuck Newton had told her that he had been "hand picked" by Council Member Winger and she wanted to know if I had any comment. So raw from the recent campaign I told her what I believed was Council Member Winger's motivation for wanting me removed. That was over three weeks ago, just a few days after the election. I am sure you realize that things get very heated during a campaign, things are said and done that are out of the norm. I personally have chosen to let what happened during the campaign go and to move on.

Thank you,

Kathie

NOTICE: This email message is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review, use, disclosure or distribution is prohibited. If you are not the intended recipient, please contact the sender by reply email and destroy all copies of the original message.

HELMET SAFETY ISSUES STUDY
SOUTH JORDAN YOUTH COUNCIL
2012-2013

South Jordan Youth Council was asked to become involved in the issue of helmet safety. One of the requests was to participate in presenting a proclamation to the city council for declaring May as helmet safety month. It was determined by the youth council leadership that they would like to engage in the study of helmet safety issues for some portion of our youth council year.

One of the first things that the youth council leadership did was to go out to all the elementary schools and observe for themselves whether helmets were being worn by the children as they rode their bikes to school. Next, speakers with expertise or interest in the area of head injury were invited to present at our twice monthly meetings. Youth council was presented information regarding what happens to someone with a head injury, what the community has available to someone with a life-changing head injury, the difficulty of being the one who has to arrive at an accident involving head injury, and other pertinent information.

They also were involved in service at Daybreak Elementary, as they helped to present the importance of wearing helmets while riding bikes. Youth council joined the city sponsored chalk art activity in August, 2012, with an artwork that encouraged the usage of helmets in all active sports. A helmet usage survey was taken during the Mountain View Highway opening. In addition, anecdotes were gathered from the youth council members.

The following information was gathered from youth council observation of helmet usage for youth and adults riding bicycles, scooters, or roller blades to the elementary schools in South Jordan:

Wearing helmets	34%
Not wearing helmets	66%

The following information was gathered in the survey Youth Council took at the Mountain View Highway opening:

127	Total surveys
42	South Jordan residents
35 of 42	South Jordan residents support a city ordinance for helmet usage
105 of 127	Total surveyed support a state helmet safety law.

We have included a few of the gathered anecdotes to support our request of declaring May helmet safety month in South Jordan City.

1. Early one morning in July 2009, a biker was riding his bike up Little Cottonwood Canyon. It was one of his frequent training rides for LOTOJA. He was with a friend who was riding ahead of him. A delivery truck driver didn't see him, because the sun was in his eyes. His large side mirror knocked his brother-in-law over the edge of the embankment where he tumbled and slid down the mountain. Luckily the driver stopped and realized what had happened and called 911. The biker was life-flighted to the hospital in critical condition. The emergency response team couldn't believe how dented and scraped his helmet was and said it clearly saved his life. He was hospitalized for weeks with numerous internal and other injuries, but eventually recovered and returned to work as an attorney in a downtown firm.
2. My neighbor didn't wear a helmet while riding an atv with her husband. They ended up running off of a cliff and both received major injuries. My neighbor ended up with permanent brain damage and can no longer function on her own. She was not the driver.
3. This kid in my neighborhood was riding a motorcycle and went off a ramp, but came off at a weird angle and landed on his head. He broke his back, but luckily didn't break his neck or have any head injuries because he was wearing an amazing helmet.
4. My friend's brother was snow-mobiling and crashed into a tree and died. I don't think he was wearing a helmet.

Proclamation
of the
City of South Jordan

WHEREAS, the City of South Jordan promotes healthy activities, such as bicycling; and

WHEREAS, bicyclists are an ever growing part of transportation; and

WHEREAS, it was found that only 34% of South Jordan elementary students wore helmets while biking, roller blading, or riding scooters to school the fall of 2012; and

WHEREAS, helmets are known to save lives; and

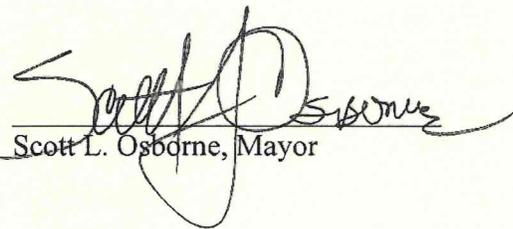
WHEREAS, education in our community on the importance of helmet-usage can lead to positive future behaviors; and

WHEREAS, helmet usage could be instrumental in saving the community thousands of dollars; and

WHEREAS, South Jordan City welcomes the opportunity to recognize the importance of helmet usage within the city's boundaries.

NOW, THEREFORE, THE MAYOR AND CITY COUNCIL, OF THE CITY OF SOUTH JORDAN, HEREBY PROCLAIM MAY 2013 TO BE BIKE SAFETY MONTH.

Signed this 16th day of April, 2013


Scott L. Osborne, Mayor



ATTEST:


Anna West, City Recorder

RESOLUTION

**Compensation Committee to be established with defined Responsibilities and Authority
pertaining to both City of South Jordan employees and elected officials**

WHEREAS employee compensation and benefits represent the single largest annual operating expenditure (historically approx. 77% of General Funds) within the City of South Jordan, and

WHEREAS City management and elected officials jointly share responsibility for fiscal oversight, budgets and sustainability, and

WHEREAS City leadership has recently published a goal of gradually moving the total compensation expense to a target of 65% of General Funds, and

WHEREAS significant effort is focused on compensation and benefits management which are or should be governed by established principles and guidelines, and

WHEREAS current benefit administration is more particularly managed internally by City management, with aggregate submissions to the City Council for annual budget approval, and

WHEREAS employees, and elected officials in the City of South Jordan should be compensated in a fair and reasonable manor and without political manipulation, and therefore –

~~WHEREAS the current application of Council compensation is neither equitable nor managed independent of annual Council Member involvement, and~~

~~WHEREAS, the expectation of residents is that Council Members contribute adequate time and effort to performed their elected responsibilities with no expectation that all time will be compensated at full market value, and~~

~~WHEREAS the mayor's duties include cumulative responsibilities far in excess of individual City Council Members, including but not limited to board and committee representation within organizations requiring time commitments approaching full time if all assigned duties are performed, therefore –~~

RESOLVED, that a Compensation Committee be formally established and structured according to this resolution, and

That the composition of this Committee will be the City Manager, City Human Resource Officer, Mayor, one Council Member (as recommended by the Mayor and approved by a majority of the Council), ~~the City Manager, the highest level city officer responsible for employee compensation management,~~ and one resident from the City of South Jordan professionally qualified with managerial experience who, by application, is considered and approved by a majority vote of the Council, and

That the service terms of Committee-member service will be: the Mayor, City Manager, and City Officer serving as 'standing' members, and the City Council Member and Resident serving no longer than 4 years, and rotating off the Committee for a minimum of two years, and

That there shall be no additional compensation to Committee members excepting for the city resident who shall have no other assignment or position with the city, its committees or volunteers, and shall be

compensated on an established per diem basis for daily service or portions thereof, expected (but not expressly limited) to be no more than five full days of service per year, and

That the authority of this Committee shall be as a recommending body to review and compare salaries (both for internal and external equity) and benefits for all classes of city employees, and recommend practices, approach, philosophy, and compensation consistent with the goals established together by the City Council and City management from time to time, and

Further, that specific plans for insurance and other benefits administration be solicited, reviewed, and recommended by this Committee from year to year, and

Further, that this Committee considers comparable compensation of elected officials, taking into consideration location, size, growth, development, services provided, differential duties of the mayor, and so forth, and

That this Committee determines and publish from time to time (and no less frequently than every two years) the compensation of the mayor and other members of the City Council, without the vote or approval of the Council, and

That this published compensation, when altered, be effective at the beginning of the subsequent calendar year, ~~starting January 1, 2014~~, and be reviewed and adjusted no less frequently than every two years, and

That this Committee be guided by the principles of fairness, equity, element of personal sacrifice by elected officials, and the conservative approach of not leading the market, but fairly and independently administer compensation to the City of South Jordan's employees ~~and elected officials~~, and

That a written report and presentation be formally prepared and presented to the South Jordan City Council in January of each year, thus preceding the first draft of the upcoming fiscal-year budget.

RESOLUTION

Compensation Committee to be established with defined Responsibilities and Authority pertaining to both City of South Jordan employees and elected officials

WHEREAS employee compensation and benefits represent the single largest annual operating expenditure (historically approx. 77% of General Funds) within the City of South Jordan, and

WHEREAS City management and elected officials jointly share responsibility for fiscal oversight, budgets and sustainability, and

WHEREAS City leadership has recently published a goal of gradually moving the total compensation expense to a target of 65% of General Funds, and

WHEREAS significant effort is focused on compensation and benefits management which are or should be governed by established principles and guidelines, and

WHEREAS current benefit administration is more particularly managed internally by City management, with aggregate submissions to the City Council for annual budget approval, and

WHEREAS employees and elected officials in the City of South Jordan should be compensated in a fair and reasonable manor and without political manipulation, therefore –

RESOLVED, that a Compensation Committee be formally established and structured according to this resolution, and

That the composition of this Committee will be the City Manager, City Human Resource Officer, Mayor, one Council Member (as recommended by the Mayor and approved by a majority of the Council), and one resident from the City of South Jordan professionally qualified with managerial experience who, by application, is considered and approved by a majority vote of the Council, and

That the service terms of Committee-member service will be: the Mayor, City Manager, and City Officer serving as ‘standing’ members, and the City Council Member and Resident serving no longer than 4 years, and rotating off the Committee for a minimum of two years, and

That there shall be no additional compensation to Committee members excepting for the city resident who shall have no other assignment or position with the city, its committees or volunteers, and shall be compensated on an established per diem basis for daily service or portions thereof, expected (but not expressly limited) to be no more than five full days of service per year, and

That the authority of this Committee shall be as a recommending body to review and compare salaries (both for internal and external equity) and benefits for all classes of city employees, and recommend practices, approach, philosophy, and compensation consistent with the goals established together by the City Council and City management from time to time, and

Further, that specific plans for insurance and other benefits administration be solicited, reviewed, and recommended by this Committee from year to year, and

Further, that this Committee considers comparable compensation of elected officials, taking into consideration location, size, growth, development, services provided, differential duties of the mayor, and so forth, and

That this Committee determines and publish from time to time (and no less frequently than every two years) the compensation of the mayor and other members of the City Council, without the vote or approval of the Council, and

That this published compensation, when altered, be effective at the beginning of the subsequent calendar year, and be reviewed and adjusted no less frequently than every two years, and

That this Committee be guided by the principles of fairness, equity, element of personal sacrifice by elected officials, and the conservative approach of not leading the market, but fairly and independently administer compensation to the City of South Jordan's employees, and

That a written report and presentation be formally prepared and presented to the South Jordan City Council in January of each year, thus preceding the first draft of the upcoming fiscal-year budget.