

City of Green River

460 East Main Street, Green River, Utah

City Council Minutes

Special Meeting

Tuesday, November 30, 2021

ATTENDING: Council Members Kathy Ryan, Michael Silliman, Larry Packer, Bo Harrison and Kent Nelson; Mayor Elect Ren Hatt, City Council Member Elect Ben Lehnhoff; Employees Conae Black, Julie Spadafora, Loni Meadows

ABSENT: Mayor Travis Bacon

CONDUCTING: Mayor Pro Tempore Kathy Ryan, the meeting began at 7:02 p.m.

ORDER OF BUSINESS:

1. Work session restructuring city employees. Ren Hatt asked Conae Black what she meant by restructuring. What are the concerns, does it mean changing where people sit? Conae Black said advice is something that you can take or leave but she hopes that the Council will take her advice on separating out the duties of the City Administrator/Recorder. There should be a position for City Recorder and another position for City Manager. She is speaking from experience and feels it is in the best interest for the community to do so. She feels like the Council will be making a mistake for the community if they do not take her advice. Bo Harrison asked if she wanted them to hire someone now to take her place. Conae Black said she has been doing this for many years and feels she is burnt out and it is time to let someone else take the reins. If they don't then there is going to be some funding opportunities that will be missed that are important to the community's welfare. Right now under President Biden's administration there have been a lot of new Federal funds that are trickling down to municipalities to use for infrastructure needs that she hasn't seen before. These funds are not easy to find. There is a lot of chasing down to get to them. She should be attending the Seven County Coalition meetings and the Emery County Commission meetings or any other meeting that you can think of in order to get the information needed to apply for these funds. She has not been able to attend these meetings because that leaves a hole in the front office and there would be times the office would not be covered. She also does not know if she has the desire to do all of this because it is going to take longer than the year she has left to work to follow through with these funds. It really needs to be somebody who can run with it and finish it out. Cameron Mickelson and Bryce Hardee came into her office and they learned of Salina City getting about \$8 million to help out that community. They wondered why Green River couldn't do the same thing. They want to go forward with their plans and they were willing to hire someone to write grants for the city. If they can see it then she doesn't understand why the Council is not seeing it. Ren Hatt asked Conae Black if they bifurcate the roles then where does that leave her. If the roles are bifurcated, then they are also pushing someone else to chase down and write grants. He is wondering what the current responsibilities are and how this is all going to shake out if the roles are separated and keep multiple people on. Conae Black said a lot more will get done. She is trying to get that point across that it is not getting done and it needs to be done. She has stated that the city has some major infrastructure issues that need to be addressed. There are some problems with the sewer and water departments that cannot be overlooked. Right now the city needs to find around \$3.5 million to just take care of the critical needs in the sewer department. It is hard to come up with \$3.5 million when the sewer fund only brings in about \$250,000 a year to maintain and operate that department. She has allocated the ARPA funds that the City received to the sewer department to go towards the upgrades to the infrastructure. She has an application into the State of Utah's ARPA funds for \$1 million. All other State agencies are not allowing any applications for funding until we have exhausted all federal funding sources that will be around for just a short time period. Bo Harrison asked Ren Hatt, who serves on the Board for the Epicenter, if the Epicenter is chasing down any of these grants. Ren Hatt said the Epicenter was not eligible for these funds. These funds are for State agencies and not non-profit organizations. Bo

Harrison spoke to Ren Hatt and said he knows that he cannot speak in behalf of the Epicenter but suggested that the in-kind trade the Epicenter owes to the city on the property could be used to write grants for the city. Ren Hatt said it is something they could float around and it would depend on whether they have the bandwidth to do it. Conae Black said the problem with having the Epicenter write grants in behalf of the city is the Epicenter does not have the authority to commit any City money so it will not work. It needs to be a city employee. These agencies will not recognize the Epicenter as someone who can speak in behalf of the city. The Epicenter is very capable of writing and managing grants but does not have any authority to speak in behalf of the city. Bo Harrison spoke to Conae Black and felt that three months of shadowing her around is sufficient time. If they need to hire a different part time employee that only write grants and Conae Black keeps her same job description and job requirements, then that might be something he would take a look at. Conae Black asked Bo Harrison why? Bo Harrison told her that it sounds like she wants to coast out because she stated that she is burnt out. Conae Black said she wants to scale back on her duties but doesn't want to do that until she knows that all of the work that she has done will continue on instead of just falling behind as if she had done nothing. Kathy Ryan said it is important that we don't take a step backwards instead of moving forward. Ren Hatt said that makes sense. He is coming into this new so he doesn't have the same organizational knowledge like Mayor Bacon does. The concern he has is that they would be taking on another employee that is only justifiable for a certain amount of time. Conae Black said there is so much work to be done that she doesn't feel they realize all of the work behind the scenes. That is something that she is trying to tell them. She has worked on obtaining natural gas services into our community for about 15 years to get us to where we are now. Ren Hatt said from an organizational standpoint he doesn't have enough knowledge to say we should make a decision on this right now. He would like to see some data on creating another position because we don't have the personnel to knock it out of the park and if it becomes just another position that has been created rather than becoming a successful position. Conae Black said this person would need to show some progress or she would think they would be out the back door. Kent Nelson asked if they are talking about hiring a City Manager for \$89,000 a year that is probably only going to be here for maybe two years. Bo Harrison said Conae Black is only going to be around for another year. Kathy Ryan said she didn't think someone can be trained in just a few months with everything that is in the works. Conae Black said it is not just what we are currently working on it is also the fact that she is ready to step back and so there are opportunities that are being missed that are one time opportunities. Ren Hatt said the part that is also difficult is it also sounds like you are not doing your job. When you are telling us that these opportunities are being missed and these currently fall within your purview and you're asking us to hire another person to do the things that fall within your purview? Conae Black said yes, because it needs to be done anyway. Bo Harrison asked Conae Black if she would be willing to take a dock in pay to help pay for this new employee? Conae Black said no, she will still be following through with what is already in place and assist in writing grants. Ren Hatt told Conae Black from everything that she has just said from a physical standpoint it doesn't sounds obtainable. It sounds like we need to somehow find \$3.5 million that the city needs and in order to do that we need to hire another employee; which he assumes we also do not have money for. Conae Black disagreed with Ren Hatt that the city did not have the money to hire another employee. Ren Hatt asked if there was an additional \$80,000 a year in the city budget to hire another employee. Conae Black said she has been successful keeping everything in the black plus save up \$2.5 million. Ren Hatt said if we don't start seeing results from the new employee then that \$2.5 million will go quickly. Conae Black said you will see results. Ren Hatt said that is such incredible faith in the type of person that we can attract. Conae Black said it will take some time to find the right person and that is why she mentioned this some time ago. Larry Packer asked what kind of person can the city attract with \$80,000? Bo Harrison said probably someone right out of college. Ren Hatt said there are levels of success within that you can attract, like people with a Master's in Public Administration. If they can benefit from any success that Green River City has then they can move onto a bigger position. There are ways but it is the same as anyone else who is trying to hire a new employee there can also be a lot of dangers. His biggest hang up is if you start dipping into some type of savings it could run into problems. Conae Black didn't feel the need to dip into the savings to pay for this new employee. For example, it was the same conversations

held when discussing hiring a Museum Director. There was always that fear that the city would never be able to afford paying for a Director. We are always transferring General Fund money into the Museum Fund so how can the city afford a Director. She kept telling them that they need to hire a Director and the Director will bring in more money than you are going to pay out. Guess what, we are to that point. Last fiscal year was the first time the city did not need to transfer over General Fund money into the Museum Fund. Bo Harrison said it has also changed a lot in the last five years. Conae Black said she hopes it continues to change. Kathy Ryan said it scares her that we are not going to be ready and the City will be backtracking to catch up. We need to keep moving forward. She stated that there is not one member of the City Council that gives even 50% of their time. Ren Hatt said a part of this is in a bigger community you have multiple people to take on different assignments and they don't have to wear so many different hats. There is no way he is going to be able to live off of his Mayoral stipend so he understands what Kathy Ryan is talking about. Everyone is pulled in a lot of different directions. He thinks that the fact that Green River City runs at all is moderately miraculous based upon what you are asking most people to do. Ren Hatt said to Conae Black that he understands her recommendation but is not super comfortable weighing in it without a little more research on his own end. It is not that he doesn't trust her or her systemic knowledge or her organizational experience because he does and that is definitely something that he wants to weigh in but it is also only her perspective. Bo Harrison stated that he is excited to see Ren Hatt to this meeting and he can tell that he will be super involved and he would like another set of eyes on what Conae Black has been telling us. If we could postpone this decision for a few months until Ren Hatt gets his bearings and feet on the ground. Conae Black said she has been telling this to the City Council for a while now. Bo Harrison said he is not ready to hire another City Manager. Conae Black asked Bo Harrison if he was against separating out the roles of City Recorder and City Administrator and hiring a City Recorder? She is not sure this community even knows what the difference in the roles are. Bo Harrison said he is not against hiring a City Recorder. Conae Black said by law the city is required to have a City Recorder. Ren Hatt reinforced that. Bo Harrison asked Conae Black if she was going to tell the Council no on the City Recorder eventually. Conae Black said she would like to take on just the City Recorder responsibilities and assist and help out the City Manager. Bo Harrison said from a business owner perspective if he had an employee that came to him and said, "by the way I am not going to do A, B, or C, I am only going to do A from now on he wouldn't go for that. Conae Black said she is not telling them that she is not only doing A. Bo Harrison felt she just said that she will only do the Recorders job. Conae Black said that is what she wants. She wants the Council to hire a new City Manager. Bo Harrison said, "and pay two people to do the City Manager job?" Conae Black said no. Ren Hatt asked Conae Black if she wanted to be paid the City Manager wage to do the City Recorder job? Conae Black said no, she is getting paid the City Recorder wage. Bo Harrison felt the City does not need a full time Recorder and could save the city some money by hiring someone part time and bumping their hourly wages up and not giving them full benefits. There's 20 to 30 hours a week. Conae Black asked Bo Harrison how he thought the front office should run. Bo Harrison asked for more clarification. Conae Black said when she does retire do they plan on hiring a City Recorder and a City Manager? Bo Harrison said ideally he would like to see someone that would take on as much responsibility as she has over the years. Kathy Ryan felt that will not happen in today's world as a reality. Bo Harrison said he knows about employees and he has been looking for some. Conae Black said to Bo Harrison that she knows he has been looking for her replacement because some of them have come to her and told her about it. She said nobody has taken it have they? Bo Harrison said no they haven't. Conae Black asked him if he knew why? Bo Harrison said no. Conae Black said maybe he should ask them. Ren Hatt felt that bifurcating the roles of City Recorder and City Manager could work especially if we could find a way to limit the City Recorder responsibility and only filling the absolute mandatory City Recorder role and not doing anything else. That makes a little bit more sense on an office level. He felt that what they have been trying to say is that there is a definite fear of being able to attract the right person. Conae Black said of course and asked how many people do they think are willing to work a part time position with no benefits. Ren Hatt said even within that note we are back into the same position of having one person do multiple tasks. He asked Conae Black if a City Recorder would be a full time position. She said it would be a part time position but there are tasks assigned to

Julie Spadafora that would be taken away from her and it doesn't justify a full time position for her. Conae Black said this is another reason she called this meeting because they really need to think about this. Bo Harrison said if they are not local he doesn't think the city will be able to attract them. Conae Black said she is going to be leaving her employment with the city and the Council needs to be thinking about how to fill her vacancy. Ren Hatt said even the solutions that we have been discussing is not real attractive. What do we do, offer to buy Vallejo's home for \$120,000 and put people up in it? Kathy Ryan said that is a good question. Kent Nelson stated to Conae Black that his hang-up is she is asking for full time position for a job that is only part time while also paying for another full time employee who would be doing some of the same responsibilities. Ren Hatt said for him it is just fiscal. He said that while he was campaigning there were a certain amount of people who were concerned about how the money was spent. If they see that they are hiring another employee for \$85,000 to \$90,000 a year, he doesn't know if the immediate translation to the citizens is going to be that we think it is needed. Conae Black said last week she brought in two grant funding requests for reimbursement that is almost the same amount of money that she gets for her annual wage. This city is not run on taxes it is run on grants. Ren Hatt said they don't know that. Conae Black said there are City Council members who don't even pick up their financial statements so how can they make financial decisions when they don't even know where the city sits financially. City budget work sessions and budget public hearings are held and no one from the community attends those meetings. Ren Hatt said at a previous public meeting where the budget was discussed he understood that there is no way that property taxes and sales taxes is where the city gets the majority of their money. There is another concerns that attaches itself to that and it is that grants are not renewable money. What if Conae Black is the greatest grant writer that ever lived and we hire a new person to do your job then all of a sudden he needs to be very worried about where my renewable funds are because that is what I need to operate on. Conae Black said there are a lot of people who know how to write grants. Ren Hatt said he knows that there are people who can do it but is he going to get a person or are they going to be training someone for several years to write grants with the same type of familiarity that Conae Black has. Then it becomes an issue that if the city doesn't have that grant money coming in year on year then renewable funds are the primary focus. Conae Black said the city is always going to need to depend on grant funding or it won't make it. She has been talking with the County Commissioners about building up the industrial park and reducing property tax rates has come up in the conversation. Conae Black stated that she would like to hear from the City Council other than what she has heard from Kent Nelson and Bo Harrison. Kathy Ryan said she would like to see them proceed to move forward. She knows it is a scary step but if they don't take a few steps she can see them going backwards while we sit and squabble amongst ourselves about a wage. Some of the city employees are not even making what gas stations attendants or motels are willing to pay. You would think that the city would want to attract good people who are willing to give of themselves and want to stay and make a city job their career. That is what she has strived for and be an example and expect people to give of themselves as they would for their own business. To belittle, argue and quarrel amongst ourselves is very disheartening because of the work that they do. Until you have walked in their shoes you shouldn't judge by what you think you see. They are giving their best to try and make Green River a better place to live. She knows that it will be hard to find a new City Manager but she doesn't think you can just pull anybody in and expect them to know all that we have been working on. We need to take a look at where we are right now such as the River Restoration projects and the proposal to bring in industry and trying to get a little bit of housing started. It is a scary thought but are you going to run on fear or are you just going to try and take a leap of faith to some degree and if you don't get the right person then let them go and try again. Kent Nelson stated that when Conae Black and Ren Hatt were talking about renewable money which is basically the money that keeps on coming in. Conae Black said the only revenue that the city can always depend upon is property taxes. Kent Nelson said beside the revenue from the water and sewer departments. Conae Black said those are based upon rates and they are separate funds. Kent Nelson said those are the funds that pay wages for the Public Works Crew Members. Conae Black said some of the revenue pays for their wages but not all of it. Kent Nelson said you can't use grants to pay for employees. Conae Black said that is correct but your freeing up money in other places to pay the employees. Kent Nelson said he would like to see a

financial statement showing that the city can afford to hire someone on a renewable basis. Conae Black said the money will be there. She stated that she has brought in more money for this community than she will ever make in her lifetime. She didn't do it for the money she did it because it was in the best interest of the community. She began writing and managing grants well before she was given the title of City Administrator. She is not coming to the City Council with this request to separate out the two positions and hire a City Manager because it is best for her other than she has said that she is burnt out. She has been doing it a long time. She repeated that her advice would be to hire a City Manager now. She would take on the role of a full time City Recorder with all of the same benefits that she is getting now at the wage she is getting now for the final year that she will be working. Then when she retires they can take a look at what the front office will look like. She feels that the front office can run on three, part time employees but finding someone to fill those positions will be difficult. It also means reducing Julie Spadafora full time position with benefits status. Is that what they want? Kent Nelson asked Conae Black if she thought they could find a part time City Recorder now and let her do the grant writing. Conae Black said that is scenario B but didn't think it would be wise to do that. Michael Silliman said when she retires there won't be anyone who knows how to write a grant. Conae Black said if the city hired someone who has an MBA or an MPA they will know how to write grants. Bo Harrison said to go and chase someone outside of Green River to be the City Manager seems futile to him. It would be a waste of time. Ren Hatt said it wouldn't be a waste of time but it would be something that you would be doing every two years. Kathy Ryan stated that is what they were told by Better City until you find someone that likes Green River and is willing to stay. Bo Harrison said why would we hire someone for just a year with the current City Manager? Kathy Ryan said to maybe get them up to speed. Bo Harrison said if you hire a type A personality they are not going to follow anyone around, they will want to do things their own way. Conae Black said she can't wait to see someone do that. Bo Harrison told Conae Black he doesn't think that a part time City Recorder needs to be getting the wages that she is getting. Conae Black asked Bo Harrison if his hang up was her staying on full time with full benefits and the wages she currently makes if a City Manager was hired. Bo Harrison responded to her that it sounds like your assignments are A, B, C and you are telling them you are going to do A and B and your tired and burnt out but you want to see things out to the end and you're not going to do C. That is what it sounds like to him. From a tax payer's standpoint that doesn't look very good. Conae Black told Bo Harrison that he hasn't picked up one single financial statement since he has been in office. Bo Harrison asked if they were given to him at City Council. Conae Black said no, those are not the financial statements. He then asked if they were sent out through email. Conae Black said no. He asked if they were available. Conae Black said she has all of the financial statements that he has never picked up, so and for him to tell her that the city cannot financially support her recommendation doesn't set well with her. She feels that he is not fully prepared. Perhaps he is thinking of it as if it were his business. Bo Harrison said maybe that is what people liked in him because he has a business background. Julie Spadafora said to Bo Harrison that is because he knows his business. Conae Black said she knows this business too. Larry Packer said from his position he feels they need some more research to see just how feasible this actually is. He doesn't think they are comfortable deciding on something this big tonight. He told Conae Black that he knows she said they should have been pursuing this before. Conae Black said she told them five months ago and still nothing has happened. Kathy Ryan asked who is going to do the research? Bo Harrison said he would take some paperwork home. Kathy Ryan said Conae Black gave them this information five months ago and asked them to come visit with her about the financials and nothing has been done. Bo Harrison said he is very skeptical that if he had something five months ago that he still would be on board with what is going on right now. He doubts that he would change his mind so don't think that just because he is uneducated on the finances of the city doesn't mean things will change. Kathy Ryan asked Bo Harrison where do you see the future of Green River? What do you want for Green River? She feels at a loss and wants to know what they all foresee for the future and how do you plan to help? Ren Hatt said that is a really tough thing to nail down. He thinks there are elements that he has seen in the past year that he is super impressed with and wants that work to continue. He would love to have someone like the Vallejo's to come in and set up a shop and have that transfer over to some other businesses in town and be something else more than this "waypoint".

He thinks that this is all good work that is already happening. He wants Green River to grow without feeling like we are Moab. Kathy Ryan said that is the same goal that is already established. Ren Hatt said here is the thing that is probably not being said maybe because there is a lot of temperature taking right now which is that most of us are kind of on the same page right now in terms of what we want for Green River. He thinks the issue that we have, whether it is because of the lack of systemic knowledge or organizational knowledge, and we just need to refresh ourselves and we will all agree. He understands that it is not happening in a timeline that Conae Black would like to see but it just didn't. Pushing people into making that decision doesn't make a lot of sense. Kathy Ryan said it is not pushing she just keeps waiting. Conae Black said she felt they needed a little push and that is why she asked for this meeting. Ren Hatt said it felt like a push and that is fine and feels like they are all grown-ups and can take it because they have been a little bit slow on this. He thinks that people should probably take some homework home with them. A concern that he has is if he takes his homework home and he disagrees is that going to be an issue? Conae Black said of course not. Kathy Ryan said she will agree to disagree and thinks that is good communication. Once we stop communicating or we belittle each other we have lost it. Ren Hatt said even after he is sworn in he won't have a vote. Conae Black said she doesn't have a vote either. Ren Hatt said when he becomes Mayor he is going to review the financial statements to make sure that he understands. We will probably have a few meetings in January where we will go over the financials because he will have questions once he looks at it. He might get 100% on board with what Conae Black is telling them. He has knowledge of how generally finances and grants work and has seen organizations and municipalities are not immune who rely so much on grant funding that they become overextended. When that money dries up for whatever reason, or you don't have someone who is as good at writing grants, or you don't have someone who is as active at going out and getting grants then you have a lot of shrinkage really fast. Conae Black said that is why we are working on this industrial park so that the city can diversify its economy. Kent Nelson said he thinks the biggest problem is that we have had an absentee Mayor for the last year that hasn't been communicating with the City Council like a Mayor should. He is excited to have a Mayor that wants to be involved. He would like to put this off until we get an involved Mayor. Conae Black said the City Council is who needs to be involved because they are the ones that vote. Kent Nelson said he needs to be an informed voter. He hasn't been as informed as much as he would like to be. Conae Black said why do you think we have brought in Better City to tell you about some of the things that we have been working on? Bo Harrison said all he heard from Ryan England is a City Manager will only be here for two years. Kent Nelson said what he didn't like about what he said is Conae Black wants them to hire someone right now and the new person is only going to be here for two years so in two years the city will be losing Conae Black and the new city manager. That doesn't make any sense to him. Loni Meadows said if you posted for the job now and possibly get ten people to apply but it could take about six months to even hire someone then we are down to one year. The longer we wait on even posting the job to see what we have coming in the longer it will take to hire someone. Kent Nelson said if we hired someone straight out of college they won't even be graduating until next Spring. Kathy Ryan said we don't know that though. Ren Hatt said it could be all over the map. It could be someone who is straight out of college, it could be someone who has a degree in Public Administration and are sick of the job that they are in because everything changed after COVID and they have been working from home the whole time and they don't feel like actually commuting. There are so many weird things going on right now in terms of what the outcomes may be. You could also get zero applicants so he understands what Loni Meadows is saying. Bo Harrison said that is why we need to hire someone local. Loni Meadows said hiring someone local that doesn't have the background of how the city is run then what are they going to come in and do? Who is going to teach them if we wait until Conae Black is gone? If they are local and they know nothing and they come in because we begged them to or threw a dollar sign out in front of them that entices them and they decide they want the job because they think they can come into the office and sit down on the job all day. But when they get here they are going to realize that they don't know anything and Conae Black is not here to train them, then who is going to train them? We need to have something before she is gone so that the new person can get some type of training or maybe not training because someone is going to want and do things their own way, but give them the

knowledge of the things that we are working on. Kathy Ryan said that is where the Council needs to come and help keep them in the direction so that we don't lose our values of Green River. We need to make sure Green River doesn't become Moab. We have some economics, industry and tourism too but don't over market ourselves into Air-B-N-B's, motels, and gas stations. Conae Black said in order for us to attract industry to come into our community we are working with EDCUtah who will help us become a Certified Site and a Mega Site. We have hired Johansen and Tuttle Engineering to design an Industrial Park and come up with a plan. EDCUtah is going to help pay for the engineering costs for that design. The next step we will need to take is writing grants to bring in the infrastructure. We do have those people out there like her friend Sam Wilson who is old school, old timer, who tells her that we don't need all of that because if they really want to come to Green River then they will bring in the infrastructure because they have the money. That is not the case anymore. In fact, she will start sending over some of these requests for information from businesses who are looking to relocate or expand and you will see what they expect. They have the ability to say "if you want me to pick you then this is what I am going to need from you." Ren Hatt said we have referred back to the Rockefeller days where corporations get to make demands upon municipalities. Conae Black said there is a lot of work ahead and if you don't think it is a full time position you are wrong. This person is going to be working hard to make our economy more diversified. You are talking to someone who grew up in Green River. As a child south Broadway had a lot of businesses on that street. There was Charlotte Seely's dress shop, Mr. Peacock's store, the Drug Store, the Post Office, Mr. Politino's grocery store, the Barber Shop and the gas stations. All of those were working businesses on that street. She still lives in this town and look at it now. Bo Harrison asked what years those were? Conae Black said she graduated in 1976. Conae Black said we had a High School with enough students to have a football team. In her Senior year that football team went to State. Ren Hatt said every story that his dad tells about the football team is how terrible they were. Conae Black said she worked at the Book Cliff Restaurant before the River Terrace and all of those other motels were built. It has changed and she believes that it can be better. She believes that it is going to happen with the right city manager and working hard to get there. Kent Nelson said he believes Conae Black is the right City Manager for now and they need to hire a part time City Recorder. Conae Black said it is not necessarily the best move because she will not be around to follow through with a lot of things. Kent Nelson said neither will anyone else if they are only going to be here for two years at a time. Conae Black said what motivates them is how well they do their job. If they want to go someplace else, they better do a good job here. Kathy Ryan agreed that if they want a good recommendation they better do a good job. Bo Harrison said he is going to go to college and sit in the classes and pick out the nerd on the front row who will do a good job for us. Conae Black said it is not easy to find good employees. Ask Larry Packer how hard it was when we were hiring for a new Museum Director. She asked him how many people we went through before we finally landed on Candice Cravins. Bo Harrison said he is a little bit worried about investing in six months of training a new person and then they decide they want to quit. Kathy Ryan said it could happen. She said they can theorize all they want. Conae Black said you are going to have fears. Michael Silliman said it takes money to make money. Ren Hatt said what probably needs to happen is those people who are on the fence need to go home and do some homework. If the answer is still at a stale mate, then we can take an official vote or whatever and see what happens mostly because people need to feel more informed before they get comfortable making a decision. Conae Black said that is why she wanted to have a work session so we can hash it out a little bit. Kathy Ryan said we need to get that ball rolling and don't let it stop. Conae Black said she knew it was going to take a while and that is why she started five months ago. Ren Hatt said once he is sworn in he will be trying to get the lay of the land as quickly as possible and anything that has been off a little bit on the Mayor's end he hopes to make up that ground quickly. He has a lot of faith that Conae Black can catch him up. It sounds like to him that it is mostly a lack of information. Sometimes you have to tell a friend the party is thirty minutes sooner than it really is so they will arrive when you want them to. Larry Packer said obviously he hasn't done his homework and he will do better about that. He will research and see what this all looks like soon so we can get this done. Conae Black said every municipality is different so think of how it is going to look like for Green River. Ren Hatt brought up the \$8 million that Salina City got and everyone was very curious as where they got that money. Conae Black

said maybe they should approach their city manager but did mention a revamped program from the State of Utah called the Main Street program. It is definitely something Green River should be taking a look at. Ren Hatt said he is meeting with Helper's Mayor and they will talk about a few things. Ren Hatt said he has a million things in his head and can get them off track. Ren Hatt took the opportunity to ask some other questions not related to the particular subject matter. Conae Black said it feels like the Council is saying they need more time in order to make a good decision and she would like to put some more pressure on them by asking how much time they needed. If a time is set and we come meet together again and it doesn't work out, then so be it but don't let it go we need to continue to work this through as long as we are making progress. Bo Harrison suggested having another work meeting on February 1, 2022. Ren Hatt felt that February 1st made good sense to him so that all of the new elected officials would be sworn in and it will give them some time to work out some of their concerns. Conae Black thanked them for listening to her again and she hopes that they heard this time because she feels like she has not been heard. Larry Packer told her that she has been heard, they just haven't responded and he appreciates what she does. Conae Black said it is not about her it is about what is best for the city. Ren Hatt said it is not entirely but it is a little bit because she has done her job. Part of the reluctance is maybe we don't want to find anyone until we have to because this seems to work right now. But he understands what she is saying that there is a storm on the horizon. Conae Black said her family is needing her more and more all of the time and she doesn't want to be so tied to the city.

2. Adjourn. The meeting adjourned at 8:10 p.m.

Travis Bacon, Mayor

Conae Black, City Recorder

Approved: March 9, 2022