

1 Minutes of the regular meeting of the City Council held May 3,  
2 1989 at 7:00 p.m. in the Council Chambers of the City Hall,  
3 Bountiful, Utah.

4  
5 Present: Mayor: Dean S. Stahle  
6 Council Members: C. Harold Shafter, Barbara  
7 Holt, J. Dean Hill, Bob  
8 Gramoll, and H. Keith Barton  
9 City Manager: Tom Hardy  
10 City Attorney: Layne B. Forbes  
11 City Engineer: Jack P. Balling  
12 City Recorder: Arden F. Jenson  
13 City Treasurer: Ira H. Todd  
14 Rec. Secretary: Nancy T. Lawrence  
15 Dept . Heads: Cliff Michaelis, Power  
16 Dick Duncan, Streets/Sanita.  
17 Jerry Lemon, Fire  
18 Neal Jenkins, Parks/Rec.  
19

20 Mayor Stahle called the meeting to order and led the pledge of  
21 allegiance to the flag. The invocation was offered by Councilman  
22 Barton.  
23

24 Official Notice of this meeting had been given by posting a  
25 written notice of same and an Agenda at the City Hall and providing  
26 copies to the following newspapers of general circulation: Deseret  
27 News, Davis County Clipper, and Salt Lake Tribune.  
28

29 Minutes of the regular meeting of the City Council held April  
30 26, 1989 were presented and unanimously approved as corrected on a  
31 motion made by Councilman Barton and seconded by Councilman  
32 Shafter.  
33

34 **EXPENDITURE AND EXPENSE REPORT**  
35 **APPROVED FOR PERIOD APRIL 21-27, 1989**

36 Mr. Jenson presented the Expenditure and Expense Report for  
37 the Period April 21-27, 1989 in the amount of \$93,275.10 and he  
38 responded to questions from the Council. Councilman Hill made the  
39 motion that these expenditures be accepted and approved as  
40 presented, Councilman Gramoll seconded the motion and voting was  
41 unanimous.  
42

43 **COUNCIL APPROVES AGREEMENT WITH UDOT--**  
44 **RE-LOCATION OF POWER LINE ON ORCHARD DRIVE PROJECT**

45 Mr. Balling reviewed the proposed cooperative agreement  
46 between Bountiful City and UDOT for funding of the relocation of  
47 the power lines on the Orchard Drive project. He noted that  
48 federal funds will cover 66.59 percent of the project, and the  
49 remainder (the cost to put the lines under ground which is  
50 considered betterment to the City) will be paid for by Bountiful.  
51 He recommended that the agreement be approved and Mr. Michaelis  
52 indicated that the portion to be covered by the City will be mostly  
53 labor (Light and Power Department) and is included in the budget.  
54 Councilman Barton made the motion that the Council approve the  
55 Agreement with UDOT as presented, with UDOT providing \$146,824.82,  
56 and Bountiful funding the remaining \$73,652.11. Councilman Shafter  
57 seconded the motion which carried unanimously.  
58

1 **MISCELLANEOUS FROM MAYOR**

2 Mayor Stahle shared a portion of a letter he had received from  
3 former councilman, Richard Sharp. Mr. Sharp is presently residing  
4 in Pinelands, South Africa and he commented on how lovely the  
5 community is as it relates to landscaping and signage.  
6

7 **COUNCIL ADOPTS TENTATIVE BUDGET = 1989\_90**

8 Mr. Hardy reviewed that the Council has met in Committee and  
9 as a whole to review the tentative budget and as per the timetable  
10 adopted in the meeting of April 12, 1989, this tentative budget  
11 should be adopted this evening. He said that the proposed revenue  
12 of \$20,784,716.00 is balanced with the following expenditure fund  
13 amounts:

14	Legislative	\$	422,141
15	Code Enforcement		11,000
16	Legal		139,248
17	Executive and Central Staff		120,871
18	Information Systems Mgt		229,561
19	Administrative		647,076
20	General Gov't Buildings		282,765
21	Police		2,012,331
22	Fire		890,377
23	Street & Traffic Lighting		340,000
24	Streets		2,239,790
25	Engineering		416,787
26	Parks		315,333
27	Recreation Subsidy		224,909
28	Planning		100,241
29	Debt Service		99,209
30	Water		1,839,287
31	Sewer		732,963
32	Light & Power		14,650,568
33	Golf Course		640,210
34	Swimming Pools, Ice Arena, Rec.		1,075,699
35	Sanitation (includes Landfill)		885,281
36	Cemetery		<u>179,254</u>
37	Sub-Total	\$	28,494,901
38	Less Intra-City Rev. & Transfers		<u>7,710,185</u>

39  
40 NET EXPENDITURES & EXPENSES **\$20,784,716**

41  
42 Mr. Hardy noted that this budget is \$454,000 under the budget  
43 approved by the Council last year and does not include the  
44 following: cost of living adjustment for employee salaries,  
45 personnel upgrades, requests for additional personnel, capital or  
46 operating projects which the Council would like but were not  
47 presented at the time of the Committee meetings, and animal  
48 control. He reviewed major projects included in the budget--  
49 Orchard Drive, Pineview hydro, reservoir above Bountiful Blvd., 13  
50 miles of overlay and additional street work and repairs, and  
51 replacement of equipment by each department in the City. He  
52 emphasized that this is a **tentative** budget and will be considered  
53 further, with final adoption on June 14, 1989 following a public  
54 hearing at 7:30 p.m. Councilman Barton made the motion that the  
55 tentative budget be adopted as presented and reviewed. Councilman  
56 Gramoll seconded the motion and voting was unanimous.

1 **EXECUTIVE SESSION APPROVED**

2 At the invitation of the Mayor, Councilman Shafter made the  
3 motion that an executive session be scheduled immediately after  
4 this meeting for the purpose of discussing the acquisition of real  
5 property. Councilwoman Holt seconded the motion which carried  
6 unanimously.  
7

8 At this time the Council recessed and reconvened in the  
9 Conference Planning room to complete the Agenda.  
10

11 **STUDY SESSION TO REVIEW AND CONSIDER SALARY**  
12 **AND BENEFIT PROGRAM FOR EMPLOYEES**

13 Mr. Hardy opened discussion on this matter by recognizing that  
14 the employees are the most valuable asset which the city has. He  
15 said that the total payroll, including benefits, overtime, etc.,  
16 for next year (without any adjustments from this year) is  
17 approximately \$7.5 million, with \$4.4 million from the general fund  
18 and \$3.1 million from the enterprise funds. He noted that the  
19 Council will need to consider the following categories with respect  
20 to the budget for the upcoming year: (1) cost of living adjustment  
21 (COLA), which, if approved, will include an increase in salary-  
22 driven benefits such as social security, workers compensation,  
23 retirement, etc. at the rate of \$71,000.00/one percent increase;  
24 (2) benefits, particularly medical; and (3) reclassification and  
25 additional personnel requests. He noted that requests have been  
26 made for 49 reclassifications and four additional personnel.  
27

28 Mr. Hardy reviewed the salary study and resulting policy which  
29 was adopted in 1981 which indicated that of 10 comparable cities (5  
30 larger and 5 smaller), it was the desire of the elected officials  
31 for Bountiful's employees to be compensated at a level approximate-  
32 ly the top 30 percent of the other cities. This policy was  
33 discussed and it was noted that if all cities adopt a similar  
34 philosophy, it would result in a spiral.  
35

36 Another problem which Mr. Hardy requested that the Council  
37 consider is the length of employment time from bottom to top of the  
38 salary scale. He said that of the other cities studied, most  
39 salary scales top out at 12-15 years. Bountiful's last position on  
40 the salary scale is at 20 years. The department heads in atten-  
41 dance commented on this matter. Councilman Barton suggested giving  
42 smaller increments more frequently (i.e., 2% increase every two  
43 years instead of 5% every five years between the years 10-20).  
44

45 Mr. Hardy said that it is his recommendation that the City  
46 provide only one health insurance program--a self-insured fund with  
47 no deductible and an 80/20 payment ratio (with a maximum of \$500  
48 out-of-pocket expense per year/employee and additional provisions  
49 for prescription drugs, routine physicals, and potential vision  
50 care). It was noted that most employees use very little sick leave  
51 and the Council commended them for this.  
52

53 These salary-related issues will be studied further by the  
54 Council and Mr. Hardy will prepare additional material for review  
55 to be included in this week's packet. Councilman Barton requested  
56 that the department heads scrutinize their budgets where reclassi-

1 fication or additional personnel have been requested to identify  
2 areas where funding could be obtained. The Mayor emphasized his  
3 position that there should not be a tax increase this year.

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5 The meeting adjourned at 9:19 p.m. to executive session.

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9 MAYOR

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