

**Sunset City Corporation  
City Council Minutes  
April 3, 2018  
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Minutes of a regular meeting held April 3, 2018 at Sunset City Hall, 200 West 1300 North, Sunset, Utah; Mayor Madsen presiding.

**REGULAR SESSION**

**Mayor and Council Present:**

D. Howard Madsen	Mayor
Norm Noyes	Council Member
Chad Bangerter	Council Member
Ricky Carlson	Council Member
Nancy Greco Smalling	Council Member
Scott Wiggill	Council Member

**City Employees Present:**

Susan R. Hale	Recorder
Linda J. Youngdell	Treasurer/Office Manager
Ken Eborn	Police Chief
Jason Monroe	Public Works Director
Bruce Arbogast	Police Lieutenant

**Others Present:**

Janet LuJan	Wanema Butcher
Arlo Doyle	Dawn Gilbert
Tana Miller	Robert F. Smalling

The regular session was called to order at 6:30 p.m. by Mayor Madsen.

Council Member Bangerter gave the invocation and led the Pledge of Allegiance.

**Approval of Minutes:** Council Member Wiggill made a motion to approve the minutes of March 22, 2018 as presented. Council Member Noyes seconded the motion. The motion passed unanimously with Council Members Bangerter, Carlson, Noyes, Smalling and Wiggill voting yes.

**Public Comments:** There were none.

Council Member Carlson made a motion to go into the public hearing. Council Member Bangerter seconded the motion. The motion passed unanimously with Council Members Bangerter, Carlson, Noyes, Smalling and Wiggill voting yes.

**PUBLIC HEARING**

**To solicit input from Sunset City residents on amendments to increase the Fiscal Year 2018 General Fund in order to fund a wage increase for the Police Department, a 5% cost of living adjustment for all City employees and facilitate the January through June, 2018 payments for the Fire Department. The cost of living adjustment reduces the Class C Road Fund Budget and, due to the adjustment made to the addition in retained**

**earnings, does not increase or decrease the Utility Fund:** Mayor Madsen explained neighboring police departments are looking for officers and they pay higher than Sunset does. Therefore, Sunset is in jeopardy of losing some of the newer officers. A few years ago the starting wage was increased and the senior officers were omitted. He belongs to the Highway Patrol Association for Retired Members and he receives emails daily about openings in police departments. He said this shortage is nation-wide. Sunset needs to pay its officers a livable wage, so he suggested a \$2 increase for the newer officers and \$3 for the senior officers. This would bring Sunset's police officer wages from one of the lowest to the median range of the near-by jurisdictions. Also, the other employees have not received a cost of living increase for a few years, so he recommended giving them a 5% cost of living adjustment (COLA). He would recommend all employees receive this 5% COLA and the police officers would receive an additional adjustment to equal \$2.00 or \$3.00, depending on their rank. He explained the budget for the Fire Department covered paying North Davis Fire District (NDFD) for six months, until an annexation could take place. Due to the referendum stopping that process, the City has to pay NDFD for an additional six months and the budget requires that adjustment. The General Fund will be increased by \$142,525, \$103,000 of that is for the Fire Department. There are budget issues the Council will address during the upcoming budget work sessions. This hearing is only for the employee wage increases and the additional fire cost. He opened the hearing to the public.

Arlo Doyle asked if this 5% cost of living adjustment keeps pace with inflation since the last cost of living increase. Mayor Madsen explained the last increase was merit based and a COLA adjusts everyone's wages due to the cost of living. This puts them up to about mid-range of the surrounding cities.

There were no other public comments.

Council Member Noyes made a motion to go back into the regular session. Council Member Smalling seconded the motion. The motion passed unanimously with Council Members Bangerter, Carlson, Noyes, Smalling and Wiggill voting yes.

## **REGULAR SESSION**

- 1. Consider approval of Resolution 2018-11 amending the Fiscal Year General Fund, Class C Road Fund and Utility Fund budgets:** Mayor Madsen opened this item for discussion.

Council Member Noyes agreed this needs to be done. It is hard to say which department is more important and crucial to the City. He does not believe they can give a huge wage adjustment to one department without helping all of the employees. He believes only a 1% increase has been given to the employees in the last five years, which is ridiculous. The employees of this are very deserving of this adjustment.

Council Member Bangerter stated he does not disagree with the increase, but he believes it is important to point out Sunset is a small city with very little commercial development. Sunset's annual revenue is about \$4 million and they are competing with cities whose

budgets are \$20 million plus. This is part of why they closed the fire station. It is obvious the employees need and deserve this, but history has shown departments have been eliminated in trying not to increase taxes for the residents. He knows taxes will have to be increased regardless, but competing with other cities to keep Sunset's employees is hard to do. He feels they have to try because the cost of training employees is extremely expensive. He wants to make sure everyone knows they will be having a Truth in Taxation Hearing to increase property taxes.

Council Member Smalling stated in her personal job, she knows how expensive and frustrating it is to train people only to have them go somewhere else. She believes it is great they are looking to keep Sunset's good employees for as long as they can.

Council Member Wiggill believes they do the best they can to keep the employees, but he also believes there are more reasons the senior employees have stayed. This brings them back to recognizing some of the constraints Sunset has with being a small City. Keeping the employees is very important, but if someone is going to go, they will no matter what Sunset pays them. He gave Kudos to those who have stayed a long time providing the City with their service. After the wage increase for the newer police officers a few years ago, he hopes to see a reflection of this increase for the senior officers in the way they do their jobs.

Council Member Bangerter stated the General Fund Balance last year was at 26% of revenues, which is above the State regulated limit, and asked if it will still be within the 25% limit if this increase is given. Mayor Madsen stated it could drop to 19% this fiscal year and explained the State's lower limit is 5% so they have to be careful.

Council Member Carlson agreed with what everyone has been saying about the wage increase and added they needed to be careful when talking about tax increases because they could end up taxing the City out of existence. He wanted the residents to be aware that there are a lot of entities in Sunset that don't pay property taxes, such as churches, schools and Federal and State governments. With that said, a property tax increase of a large percentage does not generate a lot of money in a small area. The Council discussed the problems with that and the 1800 North project issues.

Mayor Madsen stated he has met with Treasurer/Office Manager Youngdell and Recorder Hale several times to discuss the best way to do this and they were adamant the funds saved so far for the 1800 North project should not be used because they will definitely be needed at that time.

Council Member Noyes made a motion to approve Resolution 2018-11 amending the Fiscal Year General Fund, Class C Road Fund and Utility Fund budgets. Council Member Carlson seconded the motion. The motion passed unanimously with a roll call vote: Council Member Bangerter – yes, Council Member Smalling – yes, Council Member Noyes – yes, Council Member Wiggill – yes, Council Member Carlson – yes.

2. **Mayor, Council and Department Head Reports:** Council Member Wiggill reported the Easter Egg Hunt was an amazing event and gave kudos to the Fire Department, especially Misty Rogers. He explained Misty Rogers is the Fire Department's version of Treasurer/Office Manager Youngdell and Recorder Hale, keeping everyone going the right direction. The Youth City Council helped them stuff about 5,000 eggs for the hunt he did not receive any complaints this year. He thanked everyone involved in making this happen.

Council Member Carlson thanked his fellow Council Members for voting for the resolution tonight and thanked the employees for sticking around and their hard work.

Council Member Bangerter apologized for not attending the Easter Egg Hunt; he forgot all about it. He wondered who all was going to the Utah League of Cities and Towns Mid-Year Conference and it was determined only he and Mayor Madsen would be going. He pointed out that the "Under the Stars Car Show" being held at Central Park in Sunset is one of the biggest car shows in the State and they will need to do everything they can to keep it here, even when the 1800 North construction project begins.

Treasurer/Office Manager Youngdell thanked the Council for what they just did and said it means a lot to the Administrative employees. She received the results of the Workers Comp audit she was going through and the City will receive a \$2,197 refund. She reminded everyone the newsletter articles are due now. She has a recording of a sexual harassment training she can deliver to anyone who was unable to attend the training.

Public Works Director Monroe thanked the Council on behalf of the Public Works employees for what they did today and said that goes a long way for them. He reported the lighting at Central Park is being worked on. The pumpkin patch was dug up today so it's ready for the Youth City Council. He will be trying to find where the leak is located inside the cinderblock walls in the restroom at Central Park. The street sweeper is out sweeping for 8 hours a week. They are moving everything from inside the old City Building into the bays to get ready to put in a storage shed.

Council Member Bangerter said he forgot to disclose that his son works for the City before the vote taken on the Resolution and said his son would benefit from the pay increase. If anyone feels his vote should not have been given, he would be happy to withdraw it. He apologized for the oversight. The Mayor and Council Members had no issue with it.

Police Chief Eborn stated he was out all last week due to a medical problem. He thanked the Council for their vote tonight. He said it was a huge morale boost for his department. One of the Officers who was offered a job in Clinton, declined the offer just because the discussion was going to take place tonight; not knowing what the outcome would be.

Mayor Madsen passed out a document and explained it was about "Habitat for Humanity". It is a non-profit organization that builds houses for low income families and also aids people with repairs to their homes. They provide free labor and the home owner would purchase the materials. If they cannot afford to purchase the materials all at once, Habitat for Humanity

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will give them an interest free loan for the materials. While out enforcing ordinances, the police officers could give owners the contact information for Habitat for Humanity to see if they qualify for help. The City's involvement ends at that point and there is no liability for the City. He plans to contact them to get flyers the officers can hand out. He reported the Wasatch Integrated Waste Management Board is discussing their \$50 million plus budget. The technology used to take care of trash is amazing. They are replacing the closed burn plant with a sorting building. They are negotiating with the concrete plant in Croydon to sell plastic fuel for their kilns. The North Davis Fire District Board is discussing giving the firefighters a more livable wage to keep those who are trained, just like the Council just did.

Council Member Bangerter made a motion to adjourn. Council Member Noyes seconded the motion. The motion passed unanimously with Council Members Bangerter, Carlson, Noyes, Smalling and Wiggill voting yes.

The meeting adjourned at 7:20 p.m.

Approved – April 17, 2018

/s/D. Howard Madsen, Mayor

/s/Susan R. Hale, Recorder