

Sunset City Corporation
City Council Minutes
October 7, 2008
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Minutes of a regular meeting held October 7, 2008 at Sunset City Hall, 200 West 1300 North, Sunset, Utah; Mayor Gotchy presiding.

5:30 P.M. WORK SESSION

Mayor and Council Present:

Dan Gotchy	Mayor
Ricky Carlson	Council Member
Ray Chapman	Council Member
Ryan Furniss	Council Member
James Bridges (arrived 6:25 pm)	Council Member

City Employees Present:

Susan R. Hale	Recorder
Linda J. Youngdell	Treasurer/Office Manager
Ken Eborn	Police Chief
Neil Coker	Fire Chief
Mickey Hennessee	Public Works Director
Vicky Gold	Recreation Supervisor
Christina Arbogast	Court Clerk
Shawn Valdez	Police Lieutenant
Bruce Arbogast	Police Sergeant
Doug Garcia	Police Corporal
Brett Jamison	Police Corporal
Duane Arbogast	Police Officer

Excused:

Cheyrl Budge	Council Member
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Others Present:

Chad Bangerter	CERT, VIPS, Planning Commissioner
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- 1. Discuss employee wages:** Mayor Gotchy said they will be talking about employee wages and asked Council Member Carlson to take control of the meeting while he retrieved his notes. Council Member Carlson opened the meeting for discussion. Council Member Furniss thanked the Department Heads who submitted proposals and said they really helped him. Mayor Gotchy returned and said they received suggestions from the Department Heads. He read from the proposal put together by Treasurer/Office Manager Youngdell, Fire Chief Coker and Public Works Director Hennessee. Due to the number of employees in the City and their morale they recommended the wage adjustments be made across the board. They proposed \$2.50 for full-time employees and \$1.50 for part-time employees with a couple of exceptions. They would also like the Council to consider a severance package. He stated there was a separate proposal from Police Chief Eborn and one from Judge Jensen. He asked the Council to remember this was the Department Heads' wish list and they need to try and balance everything.

Council Member Furniss said he would like to begin with Judge Jensen's proposal. He mentioned Judge Jensen was given a \$3,000 raise during the budget process so he is hesitant to give him another adjustment. However, he is in favor of the Court Clerks receiving the proposed raise of \$3.50 per hour. He asked about the portion of the proposal saying the Court Clerk's title should be reviewed. Court Clerk Christina Arbogast replied he wanted supervisor added to the full-time Clerk's title because he is not here during the week and the full-time Clerk supervises the part-time Clerk. Sometimes he wants her to talk to the part-time clerk as her supervisor, but the part-time clerk may come back saying the full-time Clerk is not her supervisor. Council Member Furniss said that is something they can review later; they are reviewing wages tonight. He checked out the Utah's Right website and found it to be not entirely accurate. He then called the cities individually. Most cities were higher than what the website said, but some were up to date. He clarified he would like to approve the raises for the Clerks and decline the Judge's increase. It was clarified the Judge received \$3,000 plus the 4% COLA during the budget process. Council Member Furniss said he is struggling with giving the employees more money now and thinking about long term. He asked about retirement and insurance. Treasurer/Office Manager Youngdell explained the State mandates the Police get a higher percentage placed in their State retirement than public employees, so Sunset City puts the difference in 401Ks for the public employees. That makes it so all employees have 22.61% put into their retirement. Council Member Furniss asked if they could review this in two parts. He is inclined to give a raise now, even if it turns out it can't be the full amount asked for. He does not think they can also come up with a severance package because they would have to put some money aside for it each year. He believes it has been too long since the employees have been adequately compensated.

Mayor Gotchy asked Treasurer/Office Manager Youngdell if she had figured out how much their proposal would cost the City. Treasurer/Office Manager Youngdell said if the Council granted the proposal drafted by herself, Director Hennessee and Chief Coker it would cost the City \$144,977. The only thing it does not include is the part about placing a certain amount of money into an investment for the fire fighters. That amount would go up each year due to merit raises.

Mayor Gotchy read the comments from Council Member Budge since she could not be here. She said she is for the employee raises because they deserve them, however under no circumstances, does she want to raise taxes to pay for it. There should be enough money without doing that. Mayor Gotchy asked what each Council Member's thoughts were.

Council Member Carlson said he agreed with Council Member Furniss about the Court. Regarding the severance package, an employee had talked with him before about converting sick leave over to pay for insurance. He liked that option and wondered if vacation hours couldn't be added to it. He would probably also change the three month, six month time separation a little bit. Maybe make it so, upon termination, a person employed by the City 0-5 years would not receive a compensation package, 5-10 maybe three months compensation, etc. Council Member Furniss asked for clarification that this was only for appointed officials. Treasurer/Office Manager Youngdell replied the first section was and the second was for long term employees. Mayor Gotchy said he was not trying to shoot anything down,

but in the corporate field one month compensation is the normal severance package for employees and three months for upper management. Council Member Furniss said there are a lot of questions on this subject. He would like it to be set aside until a later time and concentrate on wages now. The other Council members agreed. Council Member Carlson said he liked the way Chief Eborn had put his proposal together listing each employee with years of service and proposed increases. He envisioned that type of proposal from each Department Head because it is them that know the employees the best. Police Chief Eborn said the reason he broke his down the way he did was because he objects to a one-year employee being handed the same raise as a twenty-two-year employee. He even has in his proposal one employee he has not requested a raise for because he feels that position is in line with surrounding cities. Fire Chief Coker said he, Director Hennessee and Treasurer/Office Manager Youngdell talked about doing that also, but then decided to go with across the board raises to try to help morale and keep employees who might want to leave for better wages. Chief Eborn said he is in favor of morale for every position, but he is in favor of giving morale where morale is due and for who has earned it. Public Works Director said he sees things a bit differently because the gaps between one-year and twenty-year employees are already in place. The Department Heads have the tools necessary now with the employee performance evaluations to move people up or around. He thought they were addressing the wage scale as a whole, even if there are spots on the scale where there are no employees. It all has to be adjusted. He is for doing across the board increases and not at all for one person not getting any increase. Chief Eborn said he is trying to widen some of the gaps. The current gap between a Sergeant's wage and a Corporal's wage is very tiny. Mayor Gotchy asked if there would be any problem with doing a mixture of both proposals. Chief Eborn said one suggestion is to figure out what amount of money each department would receive and let each Department Head dole it out where he/she feels is right with the Mayor or Council Member overseeing the disbursement. Mayor Gotchy said there are a lot of ideas and asked Council Member Carlson if he was through with his opinions. Council Member Carlson stated he was not. He referred to the wage survey and asked Treasurer/Office Manager Youngdell if the 22% allotment to the 401K was just for Chief Eborn or if that was for everyone. Treasurer/Office Manager Youngdell replied the 22.61% was just for Chief Eborn. She explained the State mandates that 22.61% is put into retirement for the Police Department and public employees' percentage is a lot less so the difference is put into the public employees' 401Ks. Chief Eborn is an exception because he is retired, so the City does not have to put money into the State retirement for him any longer. Therefore, he receives the full 22.61% into his 401K. Council Member Carlson stated he would like to see a proposal from all the Department Heads similar to the one Chief Eborn has done. He would also like to look more closely at the budget numbers because he has heard about a discrepancy. Recorder Hale explained after she gave the fund balance numbers to the Council at the last meeting, she realized the Auditor had put the properties purchased from the Economic Development Fund as "land for resale" which is like a liquid asset and increased the fund balance. Council Member Carlson said the Council earmarked money for the renovation of the restrooms at North Park and the point he is trying to make is that the money Council Member Furniss talked about using instead of using it for the restrooms is one-time money and won't be able to sustain raises in the future. He believes they are heading toward another tax increase to take care of the employees. He really wants to take

care of the employees, but he also pointed out there are other things that need to be discussed such as setting up a fund to save for a new fire station/public works building when the time comes. He just wants to make sure the broad picture is looked at.

Fire Chief Coker reminded the Council the General Fund Balance is too high and it can be used for the raises. Mayor Gotchy proposed reviewing a dollar amount, then figuring out how to make it happen if they can. Council Member Furniss said he believes they are trying to skirt the issue. The employees deserve a raise and they have had some time to think about this before tonight. They have excess money this year and if taxes need to be increased next year, it won't be very much. He believes the increase needs to be across the board. In his earlier studies he found the Police Department to be the most lacking, but when researching the rest of the employees he found that they do multiple tasks and believes the increase should be across the board. He said he likes the \$2.50 and \$1.50 amounts and believes they should move on it. Lt. Valdez said he agreed with 50% of what Council Member Furniss said, but implored the Council to listen to the Department Heads because they know the employees the best. Thirteen years ago, Mayor Carol Bellmon did a wage adjustment and said it would be reviewed every year from now on. It has not been done. Throughout those years the Police Department has pushed to get this done and believes they have worked harder than any other department to get the Mayor and Council to review this issue. Council Member Furniss asked Lt. Valdez what his work load was as to hours spent in the police vehicle and tickets written. Lt. Valdez said he is not a Patrol Officer and that is not his job. Council Member Furniss asked if he realized the Chief of Clinton City writes 36 tickets a month. Lt. Valdez said he does and it is because it is something Chief Chilson enjoys doing. Council Member Furniss said he believes Lt. Valdez is entitled to an increase, but there are officers on the street who are entitled to just as much. Lt. Valdez does not agree because they have not put the years in yet. He did his 11 years on the road, writing citations and is not in that job anymore. If Chief Eborn told him to get out and write tickets, he would. His job is determined by Chief Eborn and he does what the Chief tells him to do. He does not think it is fair for Council Member Furniss to compare him with a Patrol Officer. Council Member Furniss just wondered why from Sergeant up there was such an increase in the proposal. Officer Kirby wanted to leave for a \$2.00 raise and yet the proposal only gives him a \$1.00 increase and Lt. Valdez \$3.50. He believes all Sunset's Officers work hard and is more in favor of across the board raises.

Council Member Chapman agrees that the raises are needed across the board, but is not sure how to do it yet. He wants to make sure they can pay for it this year and each year after. He is not sure it can be a quick process like Council Member Furniss would like. The sales tax seems to be going down so he does not know if the City will receive as much next year. He asked how long the current pay scale has been in effect. Treasurer/Office Manager Youngdell replied the pay scale was adopted in 1998 and modified in 2002 by going to a performance evaluation for 0% to 3% merit raises instead of everyone receiving 3% automatically on their anniversary. Council Member Chapman said if not everyone gets 3%, so that could be part of the reason some employees are not making as much money as other cities' employees. He is concerned because they have the upcoming issue of building a new fire station and/or public works building. He wants to give raises and thinks they can, but

does not know if it can be as much as proposed. Mayor Gotchy said he believes they can do it, whether they have to raise taxes or not. If they do have to raise taxes, it won't be a significant amount. They need to decide how much they are going to give, how much it will cost and how they are going to do it rather quickly tonight.

Council Member Furniss apologized to Lt. Valdez and said he hoped there was no offense taken. Lt. Valdez said there was because he didn't come to him and ask him about his job, but listened to others. Council Member Furniss said he would rather the extra money proposed by the Police Department going to retirement or some kind of health care guarantee after retirement for those people who have put in many years of service if he were an employee.

Fire Chief Coker said he recommended the \$1.50 especially for the fire fighters because he also would like to see the proposed savings plan implemented. That will help the most in retaining fire fighters.

Sgt. Arbogast referred to Council Member Furniss asking about the difference in raises in the Police Department. He said his situation is different because, not only is he a Patrol Sergeant, but he is also a Patrol Officer. He is doing the same job out on the road and also in the office doing the scheduling, evaluations and other tasks including receiving phone calls at 3:00 a.m. The stress level sometimes is crazy, but he does it because he loves it.

Council Member Furniss made a motion to give the full-time employees an increase of \$2.50 an hour, part-time \$1.50 an hour across the board and include the part of the proposal for Fire Chief Coker to pay him for 19 hours a week instead of 16. Council Member Carlson said he would like to see something different. He would like to see the Department Heads have more control over it. Mayor Gotchy asked about an option of figuring out how much money the motion would give each department and allowing the Department Head to allocate the money how they see fit. Council Member Furniss asked if any of the Police Officers have seen the proposal from Chief Eborn. Chief Eborn said he has not personally shown it to everyone, but he has talked with each of them and told them what was in the proposal. Treasurer/Office Manager Youngdell suggested reading it to them because he has read the other proposals to them. Council Member Furniss said it bothers him that the proposal has the top people getting the best raise. Chief Eborn said that is because those people are the furthest out of line with other cities. Council Member Furniss said he disagreed with that after reviewing the wage survey. He clarified that Council Member Carlson wants to take the dollar amount and have the Department Heads distribute it how they want. Council Member Chapman asked Treasurer/Office Manager Youngdell, Chief Coker and Director Hennessee how they felt about that. To make a point, Director Hennessee kiddingly said he would take all of his allotment for himself; then said they knew he really would not do that. Mayor Gotchy clarified his suggestion by saying they could distribute the money with his input in a Department Heads meeting. Council Member Carlson said it seems they would not be able to decide right now and he does not want to decide on something without thinking it through carefully. Council Member Furniss said he values every employee and has not met one in this City that does not earn his/her wage. The Police Department did spur him to investigate

wages more than any other department and he appreciates their confidence in voicing those concerns to him. As a responsible steward of the citizens' tax dollars, he believes a resident will be just as happy when a Public Works employee fixes their water main break as they will when a Police Officer shows up to address a complaint. He wants to bring all employees up and maybe later review it on an individual basis. Council Member Carlson asked what if they request a proposal from each Department Head on the lines of what Chief Eborn has done; then go from there. Mayor Gotchy said they can't keep beating this into the ground. They have had the proposals for a little while now and should be able to come to some kind of decision. Council Member Chapman seconded Council Member Furniss' motion. The motion passed unanimously.

Mayor Gotchy said, before anyone goes away upset about this, the employees need to know they worked hard to get them raises, not based on their performance, just raises to get them closer to the average pay. If they are going to base this on their hurt feelings, it is pointless because they are trying. He remembers Chief Eborn saying they would be happy with anything. He understands that not everyone got what they wanted, but it is better than what was done in the past. Council Member Furniss feels the same and said they came to a compromise with the money they have to give. He believes they need to review wages yearly. Council Member Bridges said it is done during budget time each year.

Council Member Chapman made a motion to adjourn the work session. Council Member Furniss seconded the motion. The motion passed unanimously.

The work session adjourned at 6:30 p.m.

6:30 PM REGULAR SESSION

Mayor and Council Present:

Dan Gotchy	Mayor
James Bridges	Council Member
Ricky Carlson	Council Member
Ray Chapman	Council Member
Ryan Furniss	Council Member

City Employees Present:

Susan R. Hale	Recorder
Linda J. Youngdell	Treasurer/Office Manager
Ken Eborn	Police Chief
Neil Coker	Fire Chief
Mickey Hennessee	Public Works Director
Vicky Gold	Recreation Supervisor
Christina Arbogast	Court Clerk
Duane Arbogast	Police Officer
Amy Kippen	Fire Fighter
Mat Webb	Fire Fighter

2039 N. 450 W., Honorable Mentions - Jerry & Pat Fowers, 401 W. 2300 N. & Lisa Waite, 202 W. 1900 N. Division 4: 1st Place - Boyd & Darlene Read, 2507 N. 250 W., Honorable Mentions - Ray & Deon Anderson, 2375 N. 400 W. & Delone & Joyce Hammer, 185 W. 2400 N.

Mayor Gotchy stated his appreciation for all the beautiful yards and thanked the Beautification Committee for all their hard work in judging them.

3. **Present “Keys to the City” for outstanding service to the community:** Mayor Gotchy explained the people he would be introducing tonight went well above and beyond what was asked of them. He introduced and awarded Keys to the City to Heidi and John Blaylock for being over the Citizen Corps and putting in over 500 in volunteer hours, Angela White for heading the Beautification Committee and now CERT, Chad Bangerter for overseeing the car show and skate competition and helping with the parade during Fun Days, Rachel Helwig, Lori Eggleston and Gretchen Myers for their work on the community theater productions and Christina Arbogast for her many hours developing and keeping the City’s web page updated.
4. **Ride Away Auto Sales request for more time to improve back parking lot:** Mayor Gotchy explained Council Member Chapman had noticed some cars parked on the back area of the Ride Away Auto Sales lot when the owner had indicated in a Council meeting that ¹cars [cars] would not be parked back there until it was paved. Owner Tyler Garrison was sent a letter regarding the issue.

Tyler Garrison said his plan was to pave it soon after starting his business, but with the economy the way it is, he has not sold enough cars to raise enough money to pave the lot yet. He took the advice of the Low Book Sales owner, who told him he needed to stock more cars in order to sell more, when parking some cars on the back lot. He is here tonight to ask for more time to make enough capital to pave the lot. Right now there are only four cars parked on the unpaved portion of the lot.

Council Member Chapman said his only concern was that people will base what they think of Sunset by what the businesses on Main Street look like. Council Member Furniss said he looked around the lot today and only saw one paved driveway. This is a time when a lot of businesses are closing, so he would like to welcome Mr. Garrison to the City and show some leniency on this issue. He asked about the big motor home parked on the lot. Dax Gurr, owner of the building, said that is being removed. Council Member Carlson agreed with Council Member Furniss. Council Member Chapman suggested revisiting the issue in one year. Mayor Gotchy agreed with that and reminded Mr. Garrison he would need to keep the lot clean and the weeds down.

Council Member Chapman made a motion to extend the time for paving the lot to one year. Council Member Bridges seconded the motion. The motion passed unanimously.

¹ Corrected at the November 4, 2008 regular meeting.

5. **Appoint Brad Weller as an Alternate Planning Commissioner:** Mayor Gotchy advised Brad Weller has been on the Planning Commission before and was interviewed by them on September 18, 2008.

Planning Chair Cobb said the Commissioners would like to appoint Brad Weller as an Alternate Planning Commission because of his involvement with HAFB. Mr. Weller is also very knowledgeable about a lot of the issues they are dealing with.

Council Member Chapman said Mr. Weller was appointed as Chair in January 2007 and asked why he resigned in August 2007. Mr. Weller explained he had decided to go into the food service industry, which required a large amount of his time and kept him from the Planning Commission meetings. Since that time he has gotten out of that industry and plans to get back into the computer industry, which will free up time for the Planning Commission. Council Member Chapman said he was just curious because he wants someone on the Planning Commission who is dedicated. He resigned the day after not being appointed to fill the term vacated by Council Member Childs and it looked like that was why he resigned. Mr. Weller said it was more because of his job situation.

Council Member Carlson made a motion to appoint Brad Weller as an Alternate Planning Commissioner. Council Member Furniss seconded the motion. The motion passed 3 to 1. Council Member Chapman voted no.

6. **Present amendments to the Annexation Plan and schedule public hearing:** Planning Chair Cobb referred to a map of the City and explained there were a couple of portions thought to be within Sunset's City limits when the plan was adopted, but they have since learned they were in unincorporated Davis County so those portions need to be added to the plan. Council Member Furniss said the Council has also been advised that HAFB would like the cities' annexation policy plans to only include the areas that follow their original boundary lines. Mayor Gotchy explained he would like to have the small area in plat 14090029 north of 650 North Street onto HAFB included in the annexation policy plan so Sunset would have access to the development. Council Member Furniss said that concerns him because of what HAFB wants. He is afraid it will become a turf war. Planning Chair Cobb said they should probably amend that portion and not include the jog in their annexation policy plan. During further discussion it was said Sunset employees will be able to drive through Clearfield to get into Falcon Hill to provide services anyway because it will be a public street. The amended map with excluding the jog was agreed upon and a date for the required public hearing was discussed.

Council Member Bridges made a motion to hold the public hearing on November 4, 2008. It was advised that date is Election Day and the pros and cons were discussed. Council Member Bridges amended his motion to hold the public hearing on November 18, 2008. Council Member Furniss seconded the motion. The motion passed unanimously.

7. **Discuss beautification of Main Street:** Council Member Furniss advised there have been some zeroscaping done along portions of Main Street. He would like to continue that all

along Main Street, however it is very expensive and may not be feasible. The portion completed near 2300 North cost \$4,000. He would like to implement a program called "Adopt Main Street" where residents can adopt a few feet and provide the money to purchase the rock landscaping for it. Or time, instead of money, could also be donated to landscape it under Public Works Director Hennessee's direction. There would be a plaque placed on Main Street with the names of the donors on it. He talked about this with the Council at the last meeting and wanted to see how the residents felt about it. With the West Side Development going on, it will attract more people and it would benefit the City to look nice. It would be good for scout or youth group service projects. He will review it further and come up with some estimated costs.

Orville Johnson said he used to live in St. George and the only problem they had was the sand blowing over the rocks. They had to wash them out, but it is less maintenance and uses less water than regular landscaping.

8. **Council Member reports and general information:** Council Member Furniss reported he attended a four-hour meeting with MIDA on the Falcon Hill development today. There will be a ground breaking for the development on Friday at 11:15 a.m. He has some brochures to show anyone who would like to see the development plan. The first building will be for HAFB, but soon the gate will be moved back and commercial buildings built. At the meeting today, a uniform fee schedule was adopted. The first building will be built in Clearfield and the MIDA Board Members automatically assumes Clearfield will get the building permits and fees and they will grant police power to Clearfield. He told the Board Members Sunset's Officers could respond quicker and better, but it was not very well received. He also mentioned Sunset's Fire Department and its ISO rating. The Board Members are still looking at Sunset like the little kid down the block and that bothers him. He feels the Council needs to decide what Department is the City's strongest asset and present it to MIDA because they won't allow Sunset to provide all the services. He asked Chief Eborn to prepare a cost analysis on providing police service to Falcon Hill. At the meeting Mr. Woodbury, who is basically the CEO of the development, said he anticipates companies from Boston, L.A. and other major cities bringing their businesses to Falcon Hill. That will have a spill over affect on Sunset. On another matter, he attended the North Davis Sewer District Board meeting and is sad to say they will be increasing fees because revenues are down and costs are up.

Council Member Bridges thanked the Beautification Committee for their hard work in selecting the award winning homes because there are a lot to choose from. He also commended the home owners who keep their yards nice. The Fire Department and CERT committee spend hours and hours preparing for a disaster. He encouraged more people to give of their time to help or to take the CERT class. He thanked those who have given of their time.

Council Member Chapman said he recently spoke with the Youth City Council Advisor who told him there is a gentleman who wants to become his assistant. The gentleman is free on the weekends, where Aric Haarala is tied up with a new business he has started. The Youth

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City Council has elected its new officials and they will be coming in to be sworn in. They are preparing for the Logan conference coming up soon. He thanked all the volunteers of the City who put in extra time for their community and the audience for attending this meeting.

Council Member Carlson reported on the Development Review Committee (DRC) meeting he attended. The members were talking about the traffic and a representative of the Wasatch Regional Council said none of UDOT's traffic projections have considered Falcon Hill. Hopefully, when the study is redone 1800 North will be moved up. He congratulated all the award winners tonight. He mentioned he would like to draft an ordinance to make it possible for the Council to attend the Council meetings via telephone when they cannot be here. He has asked colleagues from other cities to send their ordinances to him so they can put it on the agenda to review.

Recreation Supervisor Gold said the last softball tournament of the season will be held this weekend. She is getting ready to have Jr. Jazz sign ups. The Sunset Room rentals have gone up a lot, mostly by word of mouth.

Public Works Director Hennessee said the CDBG project will start on Thursday and they have 60 days to complete it. The project is rebuilding intersection curbs with ADA ramps starting on the south side of town. He will be doing the intersections where he knows there is a need for wheelchair bound residents. Leon Poulsen Construction will be doing the work and they will be storing their equipment in the field behind the City Building during the project. He and the engineers are putting together a capital improvement plan that will address everything impacting Sunset from the Falcon Hill project, along with normal growth impact. With the environmental impact study being done on 1800 North, Sunset still has to do its part with locating utilities, marking them for relocation, etc. Now is the time to contact him with suggestions for the plan. Each year he receives calls from the elderly who cannot shovel out their driveway asking for phone numbers of people who can help them and he would like to find help for them. He thanked the Mayor and Council for the wage increase.

Police Chief Eborn advised Sunset Elementary will hold their "Walk to School Day" tomorrow. They will be meeting at 250 West 1800 North and at 2050 North 250 West at 8:15 a.m. Then at 8:30 a.m. they will meet in the gym. There will be a couple of Police Officers and Fire Fighters there and asked that the Mayor and Council attend if they are able. On Friday, Sunset Jr. High will hold their Fun Run at 2:15 p.m. The Police Officers will be directing traffic, the Fire Department will be there in case of medical emergency and the Public Works employees will be setting up directional barricades. He said his ²sediments [sentiments] are the same as Director Hennessee's regardless of who got what wage increases. Everyone is thankful that it was even discussed and knows how difficult the decision was for them.

Fire Chief Coker said the Fire Department thanked the Mayor and Council also. He reported their open house held last week went well.

² Corrected at the November 4, 2008 regular meeting.

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Treasurer/Office Manager Youngdell said she had an elderly resident ask her about help with snow removal today. She gave her the Assistance Program list the office has, but she also suggested the lady call the Youth City Council and told her she couldn't guarantee they would always be available to help. She reminded everyone that flu shots will be given on October 14th from 3:00 to 6:00 p.m. in the Sunset Room. It will cost \$25, but will bill most insurance companies. On behalf of the Administration Department, she thanked the Mayor and Council for the wage increases. They appreciate all the hard work done on the issue. Supervisor Gold said she was also very grateful for the increase.

Mayor Gotchy said he appreciated all the hard work the employees do and that is the reason for the raises. He thanked the Department Heads for the proposals and wage surveys and Council Member Furniss for his time in researching the issue. He thanked all of the citizen volunteers for their hard work in the community.

Council Member Carlson made a motion to adjourn. Council Member Bridges seconded the motion. The motion passed unanimously.

The meeting adjourned at 7:45 p.m.

These minutes have been read and approved at the regular City Council meeting held **November 4, 2008.**

Dan Gotchy, Mayor

Susan R. Hale, Recorder