

**Sunset City Corporation  
City Council Minutes  
September 30, 2008  
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Minutes of a work meeting held September 30, 2008 at Sunset City Hall, 200 West 1300 North, Sunset, Utah; Mayor Gotchy presiding.

**Mayor and Council Present:**

Dan Gotchy	Mayor
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
Jerald Jensen	Judge
Doug Garcia	Police Cpl.
Brett Jamison	Police Cpl.

**Excused:**

Cheysl Budge	Council Member
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**Absent:**

James Bridges	Council Member
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**Others Present:**

Chad Bangerter

The meeting was called to order at 6:00 p.m. by Mayor Gotchy.

**WORK SESSION**

1. **Discuss services Sunset City may be able to offer the Falcon Hill Development:** Council Member Furniss said they had talked about services that can be provided for the West Side Development at the last work meeting and they need to discuss it further. He asked Public Works Director Hennessee if the developer had been in contact with him. Director Hennessee replied no, not for a long time. Council Member Furniss asked Council Member Carlson to report what had been discussed regarding fees at the Development Review Committee meeting.

Council Member Carlson said they talked about doing a study on impact fees. They also talked about Clearfield handling the inspections, but that is not set in stone yet. He asked Director Hennessee if Sunset would be able to provide inspection services. Director Hennessee said he is qualified to do all the inspections, but Sunset is not as well staffed as Clearfield. If he is gone, there would be no one else to do the inspections. However, Clearfield could call Sunset if they got in a bind and needed someone to do an inspection.

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Council Member Carlson said it sounded like MIDA has had discussions with Clearfield about this. Council Member Furniss clarified that Director Hennessee does not feel comfortable offering inspection services to MIDA. Director Hennessee replied he was all for Clearfield doing them and using Sunset as back up. Council Member Carlson advised they talked about using Riverdale's permit fee schedule because it had recently been revised and it was the most up to date. The fees, inspections and sharing the fees were discussed. The general thought was that they hire out the inspections and plan reviews, pay for it with the fees and split the remaining money between the four cities.

Mayor Gotchy advised they need to offer services that the other cities are not offering, besides the services normally offered. He asked Director Hennessee about the fiber optics line installed along Main Street and if they could offer that service. Director Hennessee said it belongs to Qwest and UDOT and Sunset would have no right to it. The development would have to go directly through Qwest. Speaking of utilities, he said the storm water obviously will run downhill through Sunset so there will have to be some major upgrades that the developer will have to pay for. He knows there have been deals made with Roy for the water, but he does not think anyone has told the developer about Weber Basin's 30 inch line that runs to the area. It is more than adequate for their needs. He has been trying to negotiate with Weber Basin to lease Sunset's well so Sunset has more water to offer Falcon Hill. Right now the negotiations are at a standstill because Weber Basin is waiting to see what will happen with Falcon Hill as well. Weber Basin cannot supply it direct to the development; they have to go through a city or special improvement district. Mayor Gotchy asked Council Member Furniss to bring the water service up to MIDA. Director Hennessee said none of the cities will really have anything to do with the sewer because the developer will lay that out and it will go into North Davis District's main line, which runs down 1800 North and that line will have to be upgraded. These are things he talked with the developer about a couple of years ago, but he has not had contact with them to see what they were going to do. He believes it would be feasible for Roy City to supply water to the north end, but have the rest supplied by the 30 inch line coming from Sunset.

Council Member Furniss advised he wanted this meeting so they could meet with Woodbury in a week or two and lay out what Sunset can offer. So far he will recommend to MIDA that they hire an outside engineering firm, but that the City the building is built in will do the inspections. He asked Director Hennessee if Sunset has the equipment and manpower to do the snow removal for that project. Director Hennessee believes they do because, if Sunset is compared to other cities, they do Sunset in about half the time other cities can do theirs. He would just need to purchase another truck. All the cities do road maintenance the same, which is to contract it out.

Council Member Furniss said he will offer police and fire services if the Chiefs are comfortable with it. Police Chief Eborn said he is okay with that as long as the Council allows the Police Department to grow as it becomes necessary. Fire Chief Coker echoed that and said to also bring up Sunset's medical coverage capability. He is negotiating with Clinton to house an ambulance and they will be bringing a proposal to the Council in November. Their goal is to be up and running by July 1, 2009. He asked where the citations

given by the Police Officers will be handled. Judge Jensen explained there is territorial jurisdiction and subject matter jurisdiction. He believes it would be smart to offer Sunset's court services if there is local jurisdiction. Council Member Furniss will also offer the court service to MIDA.

- 2. Discuss beautification of Main Street and signs for the City:** Council Member Furniss advised one of his goals is to have Main Street look nice. He has been looking at what Roy City and some others have done and wondered if Sunset could build something nice like they have done at the City entrances. Director Hennessee said this has come up several times. Each Council has different ideas. Sunset's sign would be on UDOT property, where Roy's is on private property. UDOT has finally consented to work with Sunset on it. They are open to some kind of rock structure, but they do not want water in it. It has always been talked about putting the sign on the east side of Main Street at the south end. The north end is harder because it is private property and there are already a lot of advertising signs that the Sunset sign could get lost among. Council Member Furniss just wanted to bring this up to the Council and get their input on it. Director Hennessee said he now has 23 Sunset City banners to put up. Mayor Gotchy had expressed to him he wanted them placed on the east side of Main Street, but they wouldn't be consistent. The poles are owned by Rocky Mountain Power and others and the City is not allowed to put stuff on them. Sunset has an agreement with Rocky Mountain Power to put up Christmas decorations during that time. He will have to go through the approval process to put up the banners. Placement was discussed and it was decided he will put them up using his judgment and then they can be moved if necessary.

Council Member Furniss relayed another idea he has which is called "Adopt Main Street". He asked how much the materials cost to do the landscaping on Main Street. Director Hennessee said the material for the rock landscaping at 2300 North was about \$4,000. Council Member Furniss said his vision is to do that all along Main Street or at least at all the intersections. He realizes that would be a heavy cost to the City, so he would like to see if citizens and businesses would like to adopt sections of Main Street and donate money for landscaping. He would like to have some type of monument to list the names of the donors as silver, gold or platinum sponsors, depending on how much money they donated. Manpower could even be donated if someone didn't have the money to donate. The program would give citizens some ownership of their City. He asked if this was something they were interested in. Director Hennessee said he was not opposed to it at all. The Mayor and Council Members seemed interested in the program and Council Member Furniss said he would have it placed on the next Council agenda to see what the residents think of it. What Director Hennessee has done so far looks great and this would be a way to see it continued at a reduced cost to the City. Council Member Chapman asked if there was any plan to install sidewalk, curb and gutter between 1300 North and 1800 North on the west side of Main Street. Director Hennessee replied they were focusing on the east side and they will go to the west side. Council Member Chapman said he had people asking about it because on the east side there is enough shoulder paved for people to walk on, but there is nothing on the west side. Director Hennessee said he would put in for the money for it at a later time. They discussed types of funding.

3. **Discuss employee wages:** Council Member Furniss directed the Mayor and Council to the Capital Project Fund Balances and said there is \$314,890 in the Public Works Capital Project Fund and \$400,058 in the Economic Development Fund Balance. At the last Council meeting they talked about wages and asked if they increase wages across the board, hire a firm to do the survey or what. He believes they have just scratched the surface on this issue. He believed the police are way under paid and also the fire fighters, but they are volunteers. It seems like the public works employees' wages are pretty comparable with the surrounding cities. Treasurer/Office Manager Youngdell explained comparing employees fairly is almost impossible because one City may have building maintenance people, park maintenance people, streets people, etc. all doing individual jobs and Sunset's employees do all of them. She tried to match employees as well as possible, but the comparisons may not be apples to apples. Director Hennessee agreed, saying it is deceiving to compare public works to other cities because some of their employees may need to be water certified, others street certified, etc. and Sunset's employees have to have all the certifications. He is not only the Public Works Director, but also the Building Official.

Council Member Furniss said there is about \$700,000 sitting there now, but that is one time money and won't fund next year. There are economic problems in the Country right now, but he believes the employees need to be compensated. He is willing even to raise taxes to do it. The taxes have not increased in years until the small increase last year, but costs have increased. He is not for raising taxes, but he is for keeping good employees and paying comparable wages. The feeling in the last Council meeting was they needed to compensate their employees more and the citizens were also for it. The next question is how they will do it. They probably can't give the employees enough of a raise to make them comparable, but they need to bring them up.

Council Member Chapman asked where the money in the Economic Development Fund came from. Recorder Hale explained the RDA ended and there was leftover money in it. Because the RDA was to help the economic development of Sunset, the Council decided to move it into a fund to continue the economic development of Sunset. The Public Works Capital Project Fund was created to save money for big public works projects. For example, a street project costs more than can be budgeted for in one year so money is put aside each year in the Public Works Fund to save up for a big project. The fund balance in the General Fund has increased every year, even though they have tried to bring it down because it is above the State allowed 18%. That tells us the General Fund can handle a wage increase. Mayor Gotchy said they also have to keep in mind they will need to build a building soon. Council Member Carlson disagreed with Council Member Furniss saying there was a lot of money because that is not a lot when considering the many things that have to be done. They need to plan wisely. Mayor Gotchy said that if they have to they can raise taxes. Council Member Furniss said no one wants to raise taxes, but the cost of everything is going up. It is great taxes have not had to increase for so long, but the employees' wages, equipment and the infrastructure has suffered.

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Council Member Furniss said they need to decide how they are going to do this; straight across the board or what. Fire Chief Coker reminded them of the minimum wage scale going up soon. Mayor Gotchy asked about involving a non-biased third-party to review the wages. Chief Coker said that would depend on what they would have to be paid. If it is much, he would rather have the money go towards the raises. For the Fire Department, he would rather see a program of placing money into a Roth IRA for every year of service. He believes that would help with the employee retention. Council Member Furniss said he doesn't know about hiring an outside source; in his mind that is why they were elected.

Director Hennessee suggested allowing the Department Heads to figure out what is fair for their department and if that doesn't work, move on to something else. Another angle is to look into severance packages for Department Heads because their jobs are not secure. If a new Mayor comes in and doesn't like them, they may not be reappointed. Also, longevity should count for something and maybe at retirement the City could pay for a month of medical insurance for every year of service. Right now, when an employee retires, they do not have any medical insurance. Maybe do some kind of bonus or something for 5, 10, 15, etc. years of service. There is some money there to give adjustments to wages and that money is there due to Department Heads' good management of their budgets.

Police Chief Eborn said the officers are happy the Council is even discussing the issue because in years past it would not have gotten this far. He believes his department has suffered the most from the turnover rate. Most officers left, not for immediate money, but for what they saw ahead of them. They figured why put in the time here to have an underpaid job when they reach Sergeant, Lieutenant, Chief or whatever when they can go to another agency and receive much higher pay when reaching the same status. He liked the idea of having a professional company doing a wage survey, but fears how long it would take and how far out adjustments would be. He suggested having the Department Heads draw up proposals of what they believe their employees should receive and go from there. If that route is taken, he could have something drafted tomorrow.

Judge Jensen said he has not been impressed with outside firms doing surveys. He believes it would be safest to give an increase across the board to start and look into micro managing it long term. Treasurer/Office Manager Youngdell agreed saying doing more for some and not others would cause morale problems because this is a small City and people talk. She reminded them of the pay scale and said if they give everyone an increase within the same grade, it will cause the employees to max out faster. They can adjust the wage scale across the board.

Council Member Chapman said Treasurer/Office Manager Youngdell has done a great job on the comparison and they need to look at the numbers and know what it will cost the City before they make any decisions.

Council Member Carlson said he understood what Treasurer/Office Manager Youngdell said, but if one department is further behind the norm than other departments, he sees no problem in catching them up some. From then on, they could do across the board raises again. He

feels the Police Department is farther behind and would like to catch them up. Everyone did get a raise this year. Treasurer/Office Manager Youngdell advised everyone has the opportunity for a 7% increase this year. Council Member Furniss said no other department but the Police Department has approached him about their wages. Director Hennessee said he believes it is inappropriate. Treasurer/Office Manager Youngdell agreed and said in her department the employees can not be matched in other cities. The Recorder also does business licenses and building permits, the Treasurer also does payroll and is the Planning Commission secretary and the Utility Billing Clerk also does accounts payable and customer service. Mayor Gotchy said what the Council is not considering is that each employee holds down roughly three separate jobs and they're not being compensated for it. Sunset needs to realize they are getting a large bang for their buck.

There was discussion on different increases, which employees would get what increases, what it might cost the City and other benefits such as putting money into an IRA for firefighters and paying an employee's insurance premium for a certain period of time after retirement. Mayor Gotchy said the issue could not be decided on tonight and asked the Department Heads to put together a proposal on what they feel would be appropriate for their departments, any suggestions they may have, such as severance and/or retirement packages and any other ideas they want to add. He asked that these proposals be in their boxes within the next couple of days and then they can discuss them at the next Council meeting. Recorder Hale reminded him they have a work meeting scheduled to meet with Travis Lish on Falcon Hill. She has left a message to invite him, but he has not gotten back with her yet.

- 4. General Information:** Council Member Furniss said he would like to receive an itemized expenditure report each month. Treasurer/Office Manager Youngdell said the Council used to do that, but it became a problem so they decided to allow the Department Heads to spend up to \$1,000, the Mayor has to approve anything from \$1,000 to \$5,000 and the Council has to approve anything over \$5,000. When the budget is approved all those expenditures are approved. Council Member Furniss said he trusts all of them, but as a steward of the City's funds, he would like to be able to tell people what the money is spent on. Recorder Hale asked if he just wanted the list to look at; not that the Council had to approve every item. Council Member Furniss replied he just wanted to see the expenses. Recorder Hale said they could give them that report every month.

Chief Eborn reported some time ago a cold case was put together with the help of the Attorney General's Office to reinvestigate the Rachel Runyan case. The AG Office had grant money available that paid for some pretty expensive DNA testing and man hours. The grant has run out, but the AG Office is committed to continue with the manpower. There is one more round of testing that has been recommended that will cost \$2,500. He did not budget for that, but he felt it needs to be done so he told them to go ahead with the testing and he will figure out how to pay for it. He just wanted them to know in case his budget is over by that amount at the end of the year. The reward money was asked about. Recorder Hale said the Auditor advised, since the detailed purpose was not recorded when the fund was created, the City could maybe use the interest for investigation, but the original amount had to be left for the reward. Chief Eborn stated past City Attorneys have said the whole

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amount of the fund should be given as the reward. Treasurer/Office Manager Youngdell commented if the Council decides to allow the interest to be used for investigation, it will need to be discussed and recorded in a public meeting so the minutes can be placed in the file for future reference. Mayor Gotchy said before that happens he would like to talk with the people who donated the money. Chief Eborn said they do not know who all the people were who donated money because some of it was donated in small increments and it was not recorded. Council Member Furniss believes the reward fund should not even be considered and the City should pay for the testing. Chief Eborn stated DNA testing has come a long way since this crime happened and they are giving the case the absolute best 2008 has to offer.

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

The meeting adjourned at 7:40 p.m.

These minutes have been read and approved at the regular City Council meeting held **October 7, 2008.**

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Dan Gotchy, Mayor

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Susan R. Hale, Recorder