

**TREMONTON CITY CORPORATION
CITY COUNCIL MEETING
January 25, 2011**

Members Present:

David Deakin
Diana Doutre
Lyle Holmgren
Jeff Reese
Byron Wood (arrived at 6:52 p.m.)
Roger Fridal, Mayor
Shawn Warnke, City Manager
Darlene S. Hess, Recorder

CITY COUNCIL BUDGET SESSION

Mayor Fridal called the January 25, 2011 City Council Budget Session to order at 6:50 p.m. The meeting was held in the Tremonton City Public Works Meeting Room at 300 East 1200 South, Tremonton, Utah. Those in attendance were Mayor Fridal, Councilmembers Deakin, Doutre, Holmgren, Reese, and Wood, City Manager Shawn Warnke, Recorder Darlene S. Hess, Public Works Director Paul Fulgham, Police Chief David Nance, and Treasurer Sharri Oyler.

1. Discussion and approval of the agenda.

The agenda was approved by consensus.

2. Discussion of the Fee Schedule.

This Agenda Item was omitted.

3. Discussion of the FY 2011-2012 Budget priorities

Manager Warnke told the Council that the Department Heads have done a lot of work updating and drafting the job descriptions for the City. This process had to be done in order to perform a wage survey that compared City positions and their associated wages with positions in other governmental entities.

Manager Warnke directed the Council's attention to the wage survey spreadsheet, explaining that the Current Annual and Hourly wages are compared to the wages of entities in the following comparison groups: (1). cities with a population of between 6,000 to 7,999; (2). 5th Class cities; (3), 5th Class counties – 4th Class cities; and (4). Brigham City. Another Column tells what percentage of their pay range an employee's

wage currently falls into. The Council discussed the comparative wages of various employees and how some of the Department Heads figure wage increases and, also, pay for such things as On-Call Pay. Councilmember Reese commented that the Survey is a good study tool.

Manager Warnke presented the following Findings/Recommendations for the Council to consider:

- That the City's current pay range associated with Pay Ranges A-1 is too low and is proposed to be increased from \$7.25 through \$10.01 to \$8.14 through \$11.17.
- That, based upon the comparable pay ranges for comparable governmental entities, there are numerous City positions which are proposed to be reclassified to a higher pay range. That the City Council explore ways to implement the recommended adjustments of positions to higher pay ranges. The City Manager will prepare different scenarios regarding the budget impact associated with making the recommended adjustments to a position's pay range.
- That, based in part upon external factors (pay ranges in comparable governmental entities for a similar position) and internal factors (pay range for a similar position within the City), there are two positions which are being proposed to be reclassified to a lower pay range. If these positions are reclassified it will not affect what the employee is currently making, only the maximum amount that they can make once they reach the top of the pay range.
- That there are two employees that have been with the City for over 25 years that are outside of the pay range. That the City Council discuss the current policy and considers possible amendments.
- That the City's health insurance benefits are comparable with other comparable governmental entities.
- That the City's On-Call Pay is low in comparison with other comparable governmental entities. That the City Council consider amending amounts associated with employees being on-call.
- That the City revisit policies and ordinances relating to compensation.

Mayor Fridal mentioned that there are some police cars, averaging about 60,000 miles, that are being sold for \$5,000. It may be a possible solution to replacing some of the City's police cars that are wearing out. Chief Nance said that 60,000 miles on a police vehicle is like 120,000 miles on a private vehicle. When a police car gets 80,000 miles on it, it becomes very expensive to maintain. Chief Nance said that in recent months he has spent over \$2,000 on the two cars that were scheduled to have been replaced this fiscal year just to keep them going. Some of the Police Departments are moving to diesel engines as they seem to last longer.

The next Budget Meeting is scheduled for February 8th. Mayor Fridal asked the Council to take some time before then to review the Salary Survey.

4. Adjournment.

Motion by Councilmember Reese to adjourn the meeting. Motion seconded by Councilmember Holmgren. Vote: Councilmember Deakin - aye, Councilmember Doutre - aye, Councilmember Holmgren - aye, Councilmember Reese - aye, and Councilmember Wood - aye. Motion approved.

The meeting adjourned at 7:55 p.m.

The undersigned duly acting and appointed Recorder for Tremonton City Corporation hereby certifies that the foregoing is a true and correct copy of the minutes for the City Council Meeting held on the above referenced date. Minutes were prepared by Norene Rawlings.

Dated this _____ day of _____, 2011.

Darlene S. Hess, Recorder