

Minutes of the Salem City Council Meeting held on April 18, 2012 in the Salem City Council Chambers.

Work session:

Bruce Ward- A couple of weeks ago we talked about changing the local service on the Parks & Recreation, the 7.0 acres per 1000 people. The question came back, what would changing that to the 9.2 where we are at now do. If you put it back to the 9.2 that we are currently at, it changed the Park & Recreation impact fee from the \$1300 that we had talked about to \$4760 which is a fairly substantial increase. I think we expected that as we maintain 9.2 acres per 1000 people in the next 15 or 20 years we need several acres of park and recreation area. With the parks and recreation it is fairly simple, we can adjust our growth rate. This tells us how many people we think we are going to have. The \$3000 was suggested as a reasonable discount towards Parks and Recreation, does not apply to commercial.

Mayor Brailsford explained to the council that we need to keep 3 years payments in the banks. As you look at these figures we need to take care of the debt that we have right now and give us money in the bank to do proposed projects in the near future.

Bruce stated that all the impact fees studies that they have been reviewing are maximums, according to our consultants that is the maximum amount you can charge residents. You don't have to charge them anything, you can set the number anywhere under that amount that you feel comfortable. The \$3000 is a recommendation for you to talk about, if you don't like it ok, what do you like? Last Council work session you felt a 20% discount to commercial business for Power and Public Safety was a reasonable target to shoot for. He then asked the council if they still felt comfortable with that.

Mayor Brailsford asked Bruce to give the reason why the study was started.

Bruce stated that this actually started around the end of 2010, when the Legislative session got in full swing Junior came back and told them to hang on because the rules were changing and they were clamping down on the way impact fees can be spent, how long they can be held, how much you can accumulate, ect. So they put the brakes on and that session got done the summer went by and they started back up and here we are today. The law didn't change sustainably from the 2011 Legislative session to the 2012 Legislative session. That is what spurred the change and then we had Salem Park put in a water line starting at Lane Henderson house and ran it 2 miles to where the Salem Park subdivision is. Salem Park also built a sewer pump station on Beet road. In agreement with those 2 developers; they said they wanted to do impact fee reimbursements because those facilities were oversized. There was discussion about connector's agreements and impact fee reimbursements.

Bruce stated that if we went from the \$13,500 to the \$10,800 it would put us at #5 instead of #10 in the county. It is a \$2,600.00 deduction. It is completely in council's

discretion, all the consultants have set for us is a maximum, and you can do anything below it.

Councilperson Warren asked if that was through the end 2013. Bruce stated that for the Parks & Recreation only, on all building permits it does only go through 2013. Matt does feel strongly about the 9.2 acres/1000 residents.

The 2 different impact fee changes were discussed. It was decided that they would go with 20% across the board for Commercial & Industrial and the Parks & Recreation would be the 3000.00 until Dec 31, 2013.

Mayor Brailsford stated that power truck was in an accident, a lady slid through a stop sign and t-boned it. Nobody was injured but it did total the truck. The ladies insurance offer was \$7,100.00 to total the vehicle, our insurance offered \$6,400.00. They will be taking the \$7,100.00. Clark feels he can get by until July to replace the truck.

MEETING CONVENED AT: 7:00 p.m.

CONDUCTING: Mayor Randy A. Brailsford

COUNCIL PRESENT:

Mayor Randy A. Brailsford
Councilperson Janie Christensen
Councilperson Aaron Cloward
Councilperson Sid Jorgensen
Councilperson Sterling Rees
Councilperson Craig Warren

STAFF PRESENT:

Heather Brindley filling in for Recorder
Chief Brad James, Police Chief
Jason Sant, City Attorney
David Johnson, Building Dept.
Bruce Ward, Public Works/Engineer
Matt Marziale- Recreation Director

Excused: Jeffrey Nielson, Finance/Recorder, Junior Baker, City Attorney

OTHERS PRESENT

Charles Eppley, Howard Chuntz, Allison Chuntz, Becky Warner, Gary Warner, Stacy Evans Bliss, Vicki Peterson, Wes Jenkins, Norma Melzer, DeLyle Richards, Clark Brenchley, Clark Nelson, Bruce Hurst, Art Biggers, Connie Biggers, Ian Stiles, Sue Davis, John Davis, Richard Whaley, Angela Jackson, Larry Brackenbury, Shirley VanLeeuwen, Ross Critchfield, Lisa Critchfield, Del Marx, Karen Marx, Cynthia Rees, Dirk Boggess, Sheila Hales, Amber Hancock, Brent Hancock, Jerry Clayton, Kim Clayton, Jessica Clugg, Norm Cluff, Shane Johnson, Keith Lyman, Fred Swain, Rick Hereth, Joel Pendelton, Garth Hill, David Hill, Doug Blackett, Michael Cole, McKensey Taylor, Laura Taylor, Jessica Croner, Karen Parker, Michael Parker,

Richard Sietz, Lana Parker, Lamar Wiscombe, James Simon, Soffie Christensen, Doris Hawkins, Tracy Zobell, Glen Cole, Julie Cole, Eric Weight, Christine Weight, Ellen Walker, Michelle Griffiths, Matthew Strong, Mckenna Meservy, Greg Cloward, Irene Cloward, Jen Wright, Suzanna Higginson, Sandy Hill, Colby Davis, Steve Parker, Glenda Lyman, Michelle McKean, Nicole Jex, Melinda Oldham, Marcia Ealey, Dale Curtis, Mark Cope, Spencer Hawkins, Joyce Slye.

VOLUNTEER MOTIVATIONAL/INSPIRATIONAL MESSAGE

Mayor Brailsford asked if anyone would like to give a motivational or inspirational message. Charles Eppley stated he would like to offer a motivational message in the form of a prayer.

INVITATION TO SAY PLEDGE OF ALLEGIANCE

Mayor Brailsford invited those who wish to participate, to stand and say the pledge of allegiance with him. He then led the pledge of allegiance for those who wanted to participate.

Howard Chuntz – Presentation of Ideas for Reducing City Expenditures for the Fiscal Year 2012-2013.

Thanked the Mayor and Council for the opportunity to present some cost cutting suggestions as you prepare the budget for this upcoming year. We have a great city and our employees do a great job. What he presented was based on financial realities and not directed at individuals or employee performance. Based on principle of conservative economics and applies to families, businesses and governments equally. That principle is that if revenue is less what is required to meet current expenditures it is better to look for ways to reduce spending before resorting to using credit cards, taking out loans or raising taxes. Proposed 3 areas the city could reduce spending. All information presented is supported by data obtained by using government record request forms, and online publications.

Suggestion # 1 Building inspector comparison

Chart shows the amount spent by 6 cities for building inspectors during FY 2010/2011, and number of new residential building permits issued during the past 3 years not including remodel or commercial permits. 4 of these cities spent far less than Salem did and all but Alpine had more building permits issued. Mapleton & Alpine did not employ a full time building inspector but contracted for these service using licensed building inspectors as the need for inspections came up. They spent between \$70,000 & 85,000 less than Salem. The reason for the difference in the cost between Mapleton & Alpine is that Alpine contracted with a high priced engineering firm and Mapleton used local inspectors. Payson & Highland each with a larger population than ours and more building permits issued employ full-time building inspectors and still spend less than we do. Only Spanish Fork spends more than us for

its 2 inspectors, about \$82,000 each in salaries and benefits. They have almost 6 times our population and 6 times the permits issued. Is it reasonable for Salem to be paying so much more than do larger cities who have more inspections to be done?

Suggestion #2 City Attorney Cost Comparison-

Chart #2 shows comparison of the amount spent for city attorneys in the same 6 cities for FY 2010/2011. It also shows the number of criminal cases prosecuted by each city in 2011. Criminal prosecutions are a significant portion of a city attorney's work. Salem paid more for its legal services than 3 of the cities-Alpine Highland and Mapleton even though each of them has a greater population and 2 of them have significantly more crimes prosecuted. Mapleton's included large land annexation not an every year expense. Each of these 3 cities hire their attorney on a contract basis. Highland & Alpine each spent less than the half of \$114,000 paid by Salem. Payson has nearly 3 times our population and more than 3 ½ times the criminal prosecutions but spends only slightly more than 2 times what we do.

We spend too much for our attorney because of the arrangement with Spanish Fork. We have been in a contract with them for nearly 17 years. Term of this contract require us to pay 30 % of the amount that Spanish Fork budgets for a full-time attorney. But for quite a few years we have been paying 30 % of the budget that Spanish Fork creates for 2 full time attorneys. Salem has only 15% of the total populations of the 2 cities and 18% of the total crimes prosecuted. Why are we paying 30% of the bill? It seems that we are subsidizing Spanish Fork by paying nearly 15 % more than we should be, about \$50,000/year too much.

Suggestion #3- Crime Rate Measured against Police Force size & Poverty level

A number of citizens think we have too many police on our force for such a small town others think the high number of police we have is the reason for our safe city. He wasn't sure if was because we have so many officers or if we have too many officers. Utah Department of Public Safety Bureau of Criminal Identification gathers and publishes data on each Utah cities crime rate per 1000 population and number of Police personnel per 1000 population. Chart #3 shows that Salem has more police per 1000 citizens than any city in Utah County; 1.56 Police/1000. Lone Peak-(Highland/Alpine joint police force) has the lowest .8 Police/1000. The Lone Peak area has a lower crime rate/1000 than we do- 10.3 to our 13.39. Mapleton & Saratoga Springs also have lower crime rate than Salem even though they have fewer police/1000 than us. On the other hand Lindon has almost the same number of Police/1000 as Salem does 1.49 and its crime rate is twice what ours is. Looking at the number of Police and Crime rates for the other cities shown on the chart confirms that there is no relationship between the number of police/1000 & the crime rate for a city and therefore no relationship between the number of Police & the safeness of a city. So when the number of Police a city had didn't explain its low or high crime rate he looked for other reasons. Looked at several factors he thought may have an impact, including the percentage of minorities and there was no significant correlation there. And the percentage of multifamily dwellings and there was a pretty good correlation there. But the most significant factor that had a reasonable correlation to crime rate was the percentage of the city's population with income below the poverty level, the

number of really poor people that live in a city. This correlation isn't perfect and not the only factor that predicts crime rate in a city but it lines up far more closely than the number of Police officers a city has. Salem has the lowest percentage of poor people and Lindon has the highest. Salem & Lindon have the 2 highest number of police/1000 but Lindons crime rate is twice what ours is. So the number of Police doesn't explain crime rate, but the percentage of really poor people does. So what number of police officers is reasonable for Salem? Mapleton which has 24 % more people than Salem and a lower crime rate has only 8 police officers, we have 9. Based on Mapleton's ratios we should only have about 6 ½ officers, and based on the average number of police officers/1000 for the 13 other cities in Utah county we should only have 6 police officers and would still be just as safe of town. With it costing Salem approximately \$90,000-\$100,000/yr per officer, plus the cost of a vehicle and its fuel, it would not be unreasonable to consider a reduction in force. He would hope that our budget can be balanced, including some money for road repair without another tax increase, without an increase in utility rates, and without asking for a bond approval. The 3 areas for cost cutting he has presented should be looked at for a potential savings of \$400,000.

Councilman Rees stated Mr. Chuntz stated that Salem's 1.56 officers/1000 citizens making it the largest in Utah County that is a true statement. But what he failed to tell you that the communities with less than 10,000 citizens need a larger number of ratios of Police officers than those with over 10,000. There needs to be a certain number of Officers if we want to have 24 hr a day/7 day week/365 day full-time coverage. Salem city currently employs 8 full-time Police officers, 1 animal control officer and 1 secretary. Approx 1.5/1000. Uniform crime report states that cities with less than 10,000 resident's in the Mountain West employs 5.5 officers/1000 residents. With cities in excess of 10,000 that number decreases to 2.4 officers/1000 residents. Salem is below the National & Mountain regional average. If we are going to compare apples to apples we need to look cities that have the same number of residents that Salem does. Out of the 15 cities listed here 12 of them have a higher officer per citizen ratio than Salem does. On any given day Salem has 1 police officer, swing shift officer and a graveyard officer. Salem has a full time resource officer at the High School; Nebo School District believes in this program so much that they are willing to pay 50 % of his salary and benefits to keep this officer at the school full time. We have an officer in assigned to investigations. This last year Salem City had an incident in our community that went state wide as far as news goes and without this officer that person would not be where he is today which is behind bars for a long time. When we are fortunate not to have anyone sick or on vacation we actually have enough officers to cover when things get busy. When we start comparing what we have to other cities of our same size we are actually lower on the very bottom end. Mr Chuntz stated that the number of police officers in a community doesn't make it safer.

8 police officers is not a high number of officers for a city our size.

There was a study done that the number of officers on the street has no affect on the crime rate- A group of economist & attorneys did a study and found that bigger police

presence does affect some types of crime. The number of murders does not change nor do crimes committed out of sight behind closed doors, like rape, child abuse, and sexual assault. But what they did find is the crimes committed on the streets like auto thefts, burglary, larcenies fell by 40% when you had sufficient officers to patrol and take care of the issues of the cities. For every 10 % increase in police crime dropped over 4%.

Sterling had a chance to sit down and visit with Chief James and he has over 30 years of law enforcement experience.

Attachment C is the crime index that Salem has had over the past 10 years. From 2002-2006 the number of index crimes went from 30.32 in 2002 up to 38 incidents/1000 people. In 2007 Salem city added 2 additional officers and that crime rate went then to 15.4, almost cut it in half and by 2008 it dropped 2 1/2 % more. By 2010 it is down to 13.39.

It takes a lot of money to run a city. Tax payers pay a lot of money for Police Dept, Legal Services Public Works, Power, and Recreation. In Howards letter that was sent out to a select group of citizens that the city had talked about hiring more Police officers. Sterling stated he has been on the city council now for over 2 1/2 years and has not been in any city council meeting or any meeting where it has been discussed or even suggested that Salem was going to hire any more officers. Members of the Salem City Police Department are some of the poorest paid officers in Utah County. Attachment D is a Police sergeant comparison in Utah County it is not compared with cities that have the same amount of residents that we have. It showed that the 2 sergeants we have is way down the list.

E showed that their hourly wage is in the bottom 1/3 with communities our size. Attachment G showed a Utah County Police Chief Comparison- Chief James has been in his position the longest in Utah County. He is the bottom of the list for the wages that he makes.

Mr Chuntz stated that we should be considering a reduction in force. Salem is one of the safest communities in the state and that is not by chance, it is by what Chief James has done. Because of his hard work and dedication he has put together a department with veteran officers that live here and work here because they want to work for him. A lot of those officers could go anywhere else and work and that is including Chief James.

Salem has the 3rd lowest crime rate. Of cities that have residents of 10,000 or less Salem is one of the lowest.

Salem cities employees have given up some pay raises to ensure that their families have adequate health & dental insurance. One reason the city has such good employees is not because of what they are getting paid but the insurance package & benefits they have.

Salem city employees gave up, because of the budget \$170,000 of their medical package and saved the tax payers \$170,000 and they have not gotten that back. They gave that up willingly for the citizens of Salem. They have not received a pay increase in the last 4 years. Salem employees do have a good benefit package but they are not at the top of the list on what they have to work for to support their families.

Our Police department is here to serve and protect. Chief James has been doing that for the last 23 years here in Salem and has developed a department that is very professional and respected. Chief James is one of the most respected Police chiefs not only in the city but the State. He couldn't do this without the support of the Mayor and City council. We need to be give him our support.

Councilperson Craig Warren thanked Howard for sending out the letter because the council room was full. He stated he did have issues with a couple of items in the letter. One was that he didn't receive one. Craig stated that he has no agenda here. Public needs to realize that when the council makes a decision like a tax increase, or keep the police officers where they are, if we hire a new police officer or if we get rid of some, it effects us too we are all residents also. Be aware that we are not sitting on an ivory tower making decisions that only affect you because we live her too. I love what happens here. As he read the letter one thing that jumped out at him was the benefit package for the city.

Craig met with the insurance broker and told him he needed the facts. If we are 15% higher as it stated in the letter then we needed to do something about it.

The chart showed the plans that the employees are offered. This does not include the police officers. He did want to note that the city does pay a 401-k for the employees. There are three insurance plans. Employees have the right to choose which plan.

HSA is one- this is a new plan...we have a couple of guinea pigs trying this one-Jeff being one of them. He likes the plan.

City pays 1,197.38 for a family per month/ per employee. Craig compared the cities benefits with other cities in Utah counties. One thing to notice is that we are not 15% higher than these other cities.

This information was put together by the insurance broker.

We pay \$1252.55 basically, Lindon pays 6% more than we do, Spanish Fork pays 7% less than we do, Mapleton, (which we keep getting compared to which is not a full service city by the way) has less employees pays 12 % less than we do ,Payson pays 1% less than we do, Provo pays 1% more, Eagle Mountain pays 2% less that we did. Santaquin is based on age 40 -44 pays 7 % less that we do. He agreed that there are some cities that pay less that we do but not every city in Utah County and not by 15%. Looking at the total benefits our Long Term Disability is lower than everybody's except Provo. We all have the same Retirement, we do put 2.12% into a 401-K, some cities do some cities don't. Lindon pays 15 % more into the retirement, Spanish Fork 13 %, Mapleton pays 13% less.

Jon Cope stated that the benefit package the city offers has a \$250 deductible, last year we did a study on a \$500 deductible that the city could have saved over 55, 000 from October 1 thru June 30 if they would have went to the higher deductible. It was voted against unanimously. The city's 401-K the city pays all of that it is not a match. This is a very rich benefit package one that most people can't afford. Jeff & Bruce were the only ones that went with the HSA, his hat off to them for taking that chance. This is a very rich package. When an employee leaves employment he can take the money in his HAS account with him. He doesn't think they are telling the true story of the

package and that part needs to be known because there are very few people if any in the audience that has a \$250 deductible like the city employees.

Howard stated that he did not make a proposal to the council that we do any cost cutting with the insurance or the employee benefits. He did put something in his letter that he didn't know why, but he didn't make a proposal.

Kimberly Clayton – You have not addressed the first 2 issues Howard brought up, the cost of the building inspector and the city attorney fees. You have yet to justify the other 2 costs are so high, she wanted to see this addressed, if not then turned over to a committee.

Aaron stated that this was already addressed at a previous council meeting. He would provide the information in the comparison; he was not going to go over it again.

Jon Cope asked what the determination was.

Aaron stated that the numbers were off by a long shot than the original numbers that were presented. Howard then asked to address this. He then stated that the numbers he had previously showed the mayor and the council were preliminary numbers and now he has all the numbers to everything on the city attorney. He has the exact numbers now. More importantly there is a contract problem and we are paying \$50,000 too much because we are being overcharged. He also wanted to address 2 other things concerning what Councilman Rees said. Mapleton was the only city on his list other than Salem that was in Utah County, all of the rest of them were in rural places like Ivins and Roosevelt. He doesn't know how they compare to us but Mapleton is right up the highway, they have more people and they only have 8 officers they have a lower crime rate. As far as the amount of money, he does not think our officers are being overpaid; he never said that and did not imply that. He was talking about how much they receive.

Craig wants the citizens to know that they care. They are working on the budget right now. He is willing to listen to anyone. When he ran for this office he stated that he was transparent and with Howard's letter his interest was peaked, he didn't think it was accurate but wanted to find out for himself. He is willing to have conversation with anybody as long as we have accurate information.

Mayor Brailsford opened it up for Public Comment.

Gene Manning- doesn't want to say or imply anything condescending, but we are totally missing the point of the reason he came to the meeting. He has been in the corporate world long enough to know you can spin number any way you want, that is not the issue. It should not be about who is right and who is wrong but about WHAT is right.

There is a pattern reflected at the Federal level, the State level and even here in Salem and that is Fiscal irresponsibility- we cannot keep spending what we don't have.. He talked about his experience on a navy ship. On a war ship there is a place for everything. When a ship is approaching a hurricane the Captain issues orders and that

is secure everything and to batten down the hatches. It is time as a city to secure everything and to batten down the hatches fiscally.

Johnny Davis- Was city manager in the mid 70's. His job was to manage the city, go to the council meetings, run the 580, run the grader, and inspect all the new houses. It was a tough job. After three years he couldn't sleep 3 nights before a council meeting and 3 nights after. They would give him a list of things to do. He had about 2 people that would actually work. He is lifetime resident of Salem. He has seen the city grow from hardly any services to today what he thinks is very good service. If you want good people you need to pay them a good wage. You have to watch it and not pay too much but you need to pay people what they are worth. They had 1 fulltime policeman and 1 that would come a couple nights a week. If you have a problem at your house in the middle of the night, do you want to wait until the morning for the police officer?? Every time the wind blew the power would go out somewhere in Salem. His phone was the one that rang every night and he was more than likely the person out there fixing the power. His lead power guy was an 18 year old kid with 6 months experience. He hired Clayton Jackson and put him through school, he is still here, he is a good man, he works hard and he earns what he is paid.

You can throw numbers back and forth, you can fix numbers to sound like they want them to sound but when it comes down to it he wants good service. If someone is breaking into his house in the middle of the night he wants an officer there within 10 minutes not wait for the county to get there in 2 or 3 hours. So while we are looking at the numbers we need to think about the services we have now that are so nice and keep the good people we have. Salem has good service. He doesn't want to see the city regress and go back to what I dealt with.

Don Cole- Lived here 2 months short of 80 years ... agreed with Johnny about the power outages- hasn't occurred for 7-8 years.

Presentations had some good points- take the good ones to work out the details. He talked to Aaron today and made some suggestions. The citizens are concerned. Had a son have 2 vehicles stolen in the past year and a half. Other son had to change his mail to a post office box due to his mail getting stolen. We do have crime in Salem. A lot of little things we can do (maintenance) senior Citizens can do a lot more for the city. Could be in charge of the cemetery; help with the cleanup of ball parks. Parent do not allow kids to work anymore they don't know how to use a shovel or push a rake but they do know how to throw a base ball. Kids could be supervised by Senior citizens and help clean up and mow the parks. Citizens need to be more involved. He would like a curfew around all the parks, lack of this is contributing to a lot of the crime. Citizens need to become more involved in watching other people's property. Not suggesting we have rovers with pistols at night like other states but wouldn't hurt to have people with radios. Neighborhood watches.

Allen Hales- nobody here is talking about Salaries. Asked if we have an officer that lives in Mona? Does this officer drive his police car to Mona?? Chief James answered that we do have an officer that lives in Mona and no the officer does not drive his car to Mona. Why do we have an officer at the school? They have more money than us;

make them pay for the officer. He stated that his salary has been cut 50% and he has no benefits. Salem City should cut back. Get rid of the building inspector. And hire out our inspections. There is nothing wrong with cutting back as a city till it hurts a little bit. Doesn't know why we are paying more for attorneys...get out of the contract and save the city some money.

Mike Cole has lived here for 45 years and he has always thought the city paid too much for city attorney. Has a problem with Police chiefs retiring and the city rehiring them. The city is not saving money and we need to give the younger officers a chance to be Police chief. He is a state employee and wishes he had our benefits. Only way he gets pay increases is to go to school. The first 2 items Mr. Chuntz addressed we need to look at.

Wes Jenkins has lived here 16 years. He wanted to thank Chief James & his police force for all that they do for the city. If we haven't had to call them it is easy to take shots at them. He has had some interaction with police-not that he was a culprit. In the 16 years that he has lived here his home vandalized once, vehicles twice. The second time his tires were slashed. He had to call them at 2:00 in the morning to take care of a drunken party at neighbors with the bon fires with flames 6 feet in the air. He wants to thank police department for all that they have done. The city needs to decide what they are worth. Comparing wages with the other cities is fine but we need to decide here in Salem what they are worth. The city employees have not had a raise since 2008. This shows what a great caliber of people that they are. By not getting raises nobody had to be laid off.

Dean Lee- former Mayor- pleased to be here to participate in this fine city meeting. He was Mayor for 4 years 60 years ago. They had 1 FT employee- Albert Peterson and his responsibilities was to take care of police duties, city electrician, and city plumber. One city council meeting he came and talked to them and told them he thought he was being overpaid. They asked him why he thought that. He said when he was hired they said it would be full time job and he was only working 18 hrs a day. He thought a full time job was 24 hours. Dean has spent many years working for large industrial plant here in Utah valley, in that organization which had thousands of employees. They had one department that was called the Industrial Engineer Department. Their priority job was to find out where in the company the product could be carried on with less money and man power. And that was their whole job to cut down expenses. He appreciates the research and information that had been presented and he applauds the presenters it was very educational. Each person on the council and the mayor is an engineer and they need to see each department and see what can be cut down and still produce what we have here and that is the most beautiful city.

Glen Cole lived in Salem 55 years. He stated that we have the best Police department in the state. He stated he wasn't sure what the meeting was about besides raising taxes and getting rid of Police officers. If we are going to hire more officers like Brad he thinks we can't have enough of them-hire 20. We do need to be fiscally responsible.

It is so easy to say let's raise taxes; he stated that he is a landlord here in Salem and last year his taxes were \$3800 this year they were \$6000. You can drive up and down these roads and see a lot of empty buildings we have in town. This reflects on the rent and the mortgage. There are other ways to cut money not just in the police dept. raising taxes is not the answer. Everybody in this building is on a fixed income we just can't walk out and say we want another \$10/hr. We need to make cuts and not in the police department. Even if it is 10%, someone said the city has 36 employees here that would only be 3 employees-take 4 employees. If that is what it takes to balance the budget, bite the bullet and let's get it done.

Cary Robarge- He is the President of the Spanish Fork/Salem Chamber. He wanted to shed another insight to the discussion. Part of being fiscally responsible is not just cutting and reducing the amount of spending but looking at the opportunity to raise revenue. He encouraged everyone to shop locally do your part. They had a networking luncheon with 46 businesses present to rally support to draw everyone to shop local. He agreed with everyone that had spoken, the council's jobs are tough but that is what you signed up for. You have some tough decisions to make. Other things you can look at other than cutting. He had to make some tough decisions in his business to keep afloat, but there is only so much you can cut before you are at the bottom. The city needs to raise revenue; we need to encourage new houses to come in so you get impact fees. We need to encourage businesses so we can receive sales tax revenue and keep the taxes low. He wanted to give a new spin on the meeting rather than worry about where to cut, the city does need to review where they can be as lean as possible and batten down the hatches. But the city also needs to go "sale" the city to get people to move here and shop here. He has never been able to cut his way out of a recession but he has sold his way out of a recession.

Dan Higginson- He has heard everyone's remarks and agrees that there is review that needs to take place. He has been here 36 years. He told the story about a break in when he was 9 years old at Mark Johnson's house. The police came; it was one woman and the mayor came in with a bat.

He has never more proud of our police force and to live in our city. We have the best Recreation dept. in the state.

He stated that he is grateful to be asked to be on the promotions board. They came up with the theme, "Making Life Better, Shop Salem." Do you realize that if everyone would shop local we could support the community? Why buy gasoline outside of Salem?

There was a comment made that it is 10 cents cheaper to buy gas in other cities, and the community needs to support the citizens by being competitive.

He stated how proud and grateful he was for Chief James. He had crack heads pulled out of his neighborhood last week; great investigation, great police work, great arrest, the guy is behind bars. That is what I am proud of this community. If you don't like this community, Mapleton has lots; lots of people have lots move out.

Jerry Clayton stated there have been great presentations and persuasive arguments, but he is still lacking in information. Mr. Chuntz's presentation had a lot of information in it and the major part of it has not been addressed. It has been dismissed by saying that

it was talked about in another meeting. For him that has just saw the presentation today still have no information about the cost of the City attorney, or the cost of the building inspector and he would like this to be addressed.

Mayor ended public comment.

Mayor Brailsford stated that they had gone over the attorney fees three weeks ago and the numbers were quite a bit different. 2 numbers that were on Mr. Chuntz's presentation tonight were accurate on the contracts all the others were off quite a bit. We do share with Spanish Fork 1/3 of the city attorney. We do not contract, it costs too much money. Our city attorneys are here for council meetings, department head meetings, planning and zoning meetings, and work sessions, to make sure we are covered and not sued. We have not had a lawsuit against us in over 23 years. This is because we have good attorneys. It was talked about Mapleton cities contract with an inspector. Mapleton city that doesn't have an inspector but it has a planner and a city manager. They also have 2 directors over budgeting.

Mayor wanted to address Howard's letter. He has had some older citizens upset and call him because they are concerned and that worries him. #1-The letter stated that the city was already intending to raise our utility rates and that is false. We have never talked about that. #2 talked about borrowing money via a bond that is also not true. Raising taxes- 16 years as past Mayor and he hasn't raised taxes before and he's not going to do it. We can't afford it. Hiring more officers- false- The Jr high mentioned that they would like another officer for the Jr. High. Chief James and the mayor talked about it and we don't have enough money. The officer at the High School can handle both schools.

He stated that he doesn't lead by rumor and he doesn't lead by gossip. He is here every day and he is watching what is going on. He is trying to justify all of our workers here and all our people.

He found 2 positions that he could not justify, and if he cannot justify them to himself he cannot justify them to the citizens. We had 2 building inspectors, we only have 1 now. We had blue stake position it is not here now. Those 2 positions are gone, that was done last week. We are trying.

He had a senior citizen call him about 14 months ago and wanted to talk to him. She didn't know what she was going do now that they raised the taxes. Ever since her husband died she leaves her porch light on so that I can see what's going on. When she gets up in the middle of the night she could see who is outside. With the raised taxes and the power increase she can't leave her light on and she is scared. Why should anyone in this city have to be scared? You can be concerned like you are here tonight but we should never be scared. That is what he will fight for and we will watch budgets. We are not talking about borrowing money; we are just starting on the budget. We have been over the attorney fees, we are happy with our attorneys and that we are not being sued. We don't get billed for their offices and we don't get billed for their help. He is on the phone with the attorneys at least 4 times a week and meetings with him 3-4 times a week. Mr. Palfreyman was here last time we went through these and shared with us what it cost him on a law suit. It was over 135,000, and they were promised to win and they didn't.

Mayor Brailsford stated that right now he can look you in the eye and tell you every employee we have and every position now is needed. Unless they do something that they need to be let go. Our employees have been put down a lot, if you see them doing something good-tell them. We all like to be told we are doing a great job. We have 2 employees that got a hold of a company and got 20, 000 dollars worth of donations to make the pond more accessible for the handicap and senior citizens to fish. This saves the city money. We need more volunteers.

Back in 1990 when he had just became new mayor there was an incident with the Police chief. He had women come to him that were more afraid to call the police than they were their drunken abusive husbands. They did some investigation and it was bad. They got rid of him. It wasn't good. He decided right then that the next chief we get will be a man of honor. He wanted someone that would be good with kids and stick around for awhile. We didn't have police for quite awhile. He and his wife would park a police car on one side of the city and move it 3 hours later. The county filled in, expensively. We interviewed many, many people. Interviewed Brad James and he was just what we needed. Brad could go anywhere and it scares him that Spanish Fork city needs a Police chief, and they are looking at him. That's not good, because that man is what keeps the other good officers here. You can talk about Mapleton all you want. But for years Mapleton was nothing more than a training ground. He knows this because he took quite a few of them. A training seminar for police officers every 6 months or a year is very costly. Uniforms, badges, shoes, vests, training for 6 months and then they are going somewhere else that they can make more money. We have 2 officers that have applied in Spanish Fork. We have a Sergeant that can make 2.00/hr more being a patrol officer than he makes now. We have a high school and a Jr. High coming. Mapleton does not have a highway like ours; he can guarantee twice as many cars go down our highway. We have 2 other communities above us with Woodland Hills drive and Elk Ridge Drive, we have Beet Road. We have 56 miles of roadway. So we have a lot more traffic than Mapleton. Not everyone that drives through town shops in Salem. We are kicking off this week "Making Life Better Shop Salem" and that's what it's about. And that's where we are going to get our relief. Work with us to keep our businesses open. Businesses are our future that can save us. Our children should be walking to school without being scared someone will pick them up on their way to school. They have enough to worry about. It would be nice to have a perfect world where we didn't need our police- were not quite there. We have good officers and good employees. He is proud of his employees right now. They have stepped up, we talk, we work together, they work hard and he will defend any of them. He wants to keep them all without raising rates and without raising taxes. We will watch our budget-Fiscal responsibility; you look at budgeting items, you look your debt ratio, you look at your management of employees, a whole ray of things in being fiscal responsible. We're just starting working on this budget and nothing in that budget except wanting more sales tax revenues is in there for revenue. We didn't hit your pocket and we are not going to. We have great fireman and EMTs that are volunteers and they need to have equipment that not only saves you but keeps them safe when they are out. This city is a full service city, Mapleton is not. They don't have a cemetery, they don't have their own power agency like us, and they don't have pressurized irrigation. So we don't need to

build big projects and spend a lot of money right now. But we don't have to go backwards either, we need to take care of what we have and make sure it works. My job is to make sure when you turn on your water it is good clean water that doesn't make you sick, and to make sure that your power is there at a reasonable rate. We worked for 14 years on the pressurized irrigation, that is a long time to work on a project but we didn't want you to have meters and we still don't. It's a pretty good system isn't it? We are going to work hard and do what we can. Come see us and not just when you get a letter, come to every meeting. We will work hard for you. He is very proud of our law enforcement.

Clark Nelson stated he has known Brad James since he was a baby in his mother's arms and he has never done anything wrong for this city.

Mayor Brailsford stated it would be very sad to lose him wouldn't it. We are going to work hard for you but we do need more volunteers.

Councilperson Christensen stated that she hasn't had a chance to say anything. She stated she manned for this position to promote fiscal responsibility and went door to door and told you that is what she is interested in. As she has heard the concerns of the citizens she wanted you to know that she heard you. She stated that she appreciates Howard Chuntz for putting together the numbers; he got them through Gramma reports so that they are accurate. We need to look at them, that doesn't mean she disagrees with any of the employees that we have, we do have exceptional employees. She agrees we need to tighten down the hatches as has been mentioned. We have employees that have certifications that have not gotten pay raises for them. We have laborers who need recognition, good job we know you work hard for our city. But she also knows what it is like to run a business and what it is like to have a decrease in your revenue and we need to do something about it. She is open for any suggestions. We do have a roads problem; she heard that back in the taxation meeting. We need money for roads. She isn't sure where we are going to get the money for that, but we are going to work on it. If needs to be we will look at where we can reduce. She is glad that there was such a good turnout for the meeting. She is glad that they are concerned about the budget because she is too.

Approve minutes of April 4, 2012

MOTION BY: Councilperson Aaron Cloward to approve the minutes of April 4, 2012.

SECONDED BY: Councilperson Sterling Rees

VOTE: All Affirmative (5-0)

APPROVE BILLS FOR PAYMENT

MOTION BY: Councilperson Craig Warren to approve bills for payment.

SECONDED BY: Councilperson Sid Jorgensen

VOTE: All Affirmative (5-0)

COUNCIL REPORTS

COUNCILPERSON STERLING REES

Nothing else to report.

COUNCILPERSON JANIE CHRISTENSEN

Spanish Fork/Salem Chamber Golf tournament- May 3 at Spanish Oaks.

For Miss Salem there are 10 Contestants.

Princess party coming up on the 28th, it is a fundraiser for Miss Salem.

COUNCILPERSON AARON CLOWARD

nothing

COUNCILPERSON SID JORGENSEN

Publicly thanked Fire Chief & the fire dept. for the Easter egg hunt- It was very successful.

COUNCILPERSON CRAIG WARREN

Crack seal on the roads we have used 58 % of materials. Guys are working hard.

MAYOR RANDY A. BRAILSFORD

The PI water is on. Thanked Chris and his crew for getting this done, the lawns were getting pretty dry. We filled ponds with run off. Our job is to make your life's better. We want you to remember to "Make Life's better and shop Salem" so we don't keep having empty store fronts.

CHIEF BRAD JAMES, PUBLIC SAFETY

Had great shake out and all of our buildings are still standing and safe with no fatalities. He is working on compiling the information we gathered and will get the

report to the council and the Emergency Preparedness committee. A lot of good things are going to come from this exercise.

In the 2011 Legislative Session there was some discussion about requiring all police agencies to citations electronically. He discussed this in length with a couple of Senators and anybody that would listen to him and asked them how we were going to fund this. They ignored him and a lot of other Chiefs from the state and enacted a rule that as of July 1, 2012, all uniform citations would be submitted electronically to the State. As a result of that he met with Spanish Fork City Office with the City Attorney, Spanish Fork Police Chief, Heather from our court, district court representatives from Spanish Fork and we discussed how we were going to implement this. Since that time he was able to submit a grant he was able to come up with a little over \$6,000 to help implement this project. Tonight he is asking for approval to purchase the Citation module as well the traffic module. It would be \$7, 416.00 which will allow us to complete this project and be in compliance as of July 1. This was budgeted last year and he is just asking permission to purchase them.

MOTION BY: Councilperson Sterling Rees to approve the purchase of the Spillman Module software.

SECONDED BY: Councilperson Aaron Cloward

VOTE: All Affirmative (5-0)

DAVE JOHNSON, BUILDING DEPARTMENT

Nothing

BRUCE WARD, CITY ENGINEER/ PUBLIC WORKS DIRECTOR

Nothing

ATTORNEY, JASON SANT.

Nothing

Mayor Brailsford stated that we did have a study on our impact fees. We are going to be reducing them. We have 284 building lots throughout the city that are ready for cement they just weeds Also we are doing a discount to get new business' and homes.

We have 3 years payments in the bank, he is proud of Jeff still doing that. He does an excellent job. We can't keep doing research on stuff. We have work to do. He stated that he doesn't mind getting impact on things as long as it is facts. Thanked everyone for coming.

ADJOURN CITY COUNCIL MEETING

MOTION BY: Councilperson Sid Jorgensen to adjourn the meeting.

SECONDED BY: Councilperson Janie Christensen

VOTE: All Affirmative (5-0)

MEETING ADJOURNED AT: 8:53

Jeffrey Nielson, City Recorder

Attachments of the Charts that were discussed (please note, that not all the charts have been submitted).

CRIME RATE MEASURED AGAINST POLICE FORCE SIZE AND POVERTY LEVEL

Population	City	Crimes/1000*	Police/1000	% Pop. below Poverty Level**
6,423	Salem	13.39	1.56	2.8
25,078	Lone Peak	10.53	.080	4.0
7,979	Mapleton	12.28	1.13	3.1
17,781	Saratoga Spr	12.88	1.24	4.1
18,294	Payson	35.04	1.04	7.1
34,691	Spanish Fork	18.42	0.92	8.3
88,328	Orem	29.71	1.38	10.5
10,070	Lindon	27.21	1.49	11.4

Crime rate in a city has no correlation with the number of police officers per number of citizens.

Poverty level has is a much better predictor of crime rate.

* The source of the statistics above come from the Utah Department of Public Safety Bureau of Criminal Identification - 2010 report

** U.S. Census Bureau survey for 2010.

CITY ATTORNEY COST COMPARISON

City	Population	Amount Paid	Prosecuted crimes 2011
Salem	6,423	\$ 114,686	261
Alpine	9,555	\$ 51,566 contract	226
Highland	15,523	\$ 47,145 contract	532
Mapleton	7,979	\$ 112,985 contract ***	498
Payson	18,294	\$ 242,352 *	940
Spanish Fork	34,691	\$ 281,661 **	1170

* plus \$13,983 for outside counsel for lawsuit trial that has gone to Supreme Court.

** plus costs of outside counsel for public defender and conflicts.

*** plus costs and attorney fees in the amount of \$81,000.90 associated with the Wendell Gibby law suit.

Also includes fees for a large land annexation matter.

BUILDING INSPECTOR COMPARISON

City	Population	Amount Paid	# New Residences Permits			Total
			2011	2010	2009	
Salem	6,423	\$ 102,843 (salary + benefits)	31	27	19	77
Mapleton	7,979	\$ 16,815 ind. contract	41	40	30	111
Alpine	9,555	\$ 29,675 ind. contract	17	17	9	43
Payson	18,294	\$ 76,670 (salary + benefits)	36	47	52	135
Highland	15,523	\$ 86,000 (salary + benefits)	79	77	15	171
Spanish Fork	34,691	\$ 163,405 (salary + benefits) (2)	82	139	244	465