

PERRY CITY WORK SESSION
PERRY CITY OFFICES
March 5, 2015

6:02 PM

OFFICIALS PRESENT: Mayor Karen Cronin presided and conducted the meeting.
Peter Gerlach, Esther Montgomery, Todd Christensen, Brady
Lewis

OFFICIALS EXCUSED: Jana Nelson

CITY STAFF PRESENT: Shanna Johnson, Chief Deputy Recorder
Malone Molgard, City Attorney
Dale Weese, Police Chief

ITEM 1: CALL TO ORDER AND OPENING CEREMONIES

Mayor Cronin called the meeting to order.

ITEM 2: DISCUSSION REGARDING PUBLIC SAFETY COMPLAINTS

The Mayor announced that Perry City will host a 3 day shooting match (in September 2015) at the gun range. This match will be sponsored by the N.R.A.

Mayor Cronin turned some time over to Police Chief Dale Weese to train the Council how to field calls on public safety. Chief Weese explained that the way the Council and City Staff respond to complaints is important, especially reports against police officers. The Chief provided the Council with copies of Perry City's policies and procedures regarding allegations against Perry City Police Officers. Any allegation must be taken seriously because Police Officers are held to a higher standard. He reported that a bill is at the House of Representatives and if it is passed, police chiefs could face punishment for not reporting officer's misconduct. He has the responsibility to not only report the complaint, but also pass it onto P.O.S.T., Police Officers Standards and Training. This agency decides whether to revoke or suspend the officer's license and punish police administrators who fail to report cases quickly. P.O.S.T. conducts their own investigation and may sanction police administration if this statute becomes a law. It may become a misdemeanor and the Chief could lose his certification and/or fines could be imposed.

The actions to report are not only D.U.I. and theft, but any report of false statements or anything which could diminish or disrupt public trust. Chief Weese must conduct an investigation and make a report on any public call about an officer. Mayor Cronin reported that the City received 2 allegations recently that a Perry officer was following or stalking them. One complainant said he was in a parking lot and the officer spotlighted him after they had spoken earlier. After the Chief Weese investigated the situation, he learned that it happened at 1 a.m. and the location was the back parking lot of Maddox, which is the location of previous theft. Chief Weese discovered that the officer was doing his job, but he had to take the time to set up an appointment with Mr. Maddox, who appreciated the

officer's actions. Chief must report his findings to P.O.S.T even when the allegation of stalking was not substantiated. He believes that citizens don't realize how serious an allegation is and what procedures are necessary. This policy has been in effect since 2006 and details how to handle complaints of misconduct. Chief Weese must complete an impartial, expeditious investigation to protect the City from complaints that they were not treated fairly. He said that Maddox has private security but the security officer does not have authority to confront security concerns themselves.

Chief Weese instructed the Council to direct all complaints regarding police to him. Some citizens may hesitate filing a complaint but a signed complaint is helpful for the required investigation. Mayor Cronin stated that she receives complaints on her email and passes them onto the Chief. She suggested that some residents may need support to fill out a complaint in the office. Chief Weese stressed again the important that all complaints are dealt with. Council Member Gerlach inquired about the use of body cameras. The Chief explained that another bill is being considered before the House of Representatives regarding body camera use. One of the considerations is that the home owner's permission is required before an officer can enter the home wearing a camera. Another consideration is how to store data and/or have an outside company for storage.

ITEM 3: CITY ADMINISTRATOR POSITION

Mayor Cronin updated the Council regarding the City Administrator position. She reported that Perry received 29 applicants, 10 of which were qualified, and 9 of which appeared for an interview. The interview panel has completed the interview process with the 9 applicants and selected their top 3 choices. The Mayor said that the Ordinance has an annual salary range of \$40,000 - \$60,000 with a part time situation as a possibility. She reported that only 1 of the applicants would consider part time employment and most of the applicants sought over \$60,000 annually. Mayor Cronin presented several salary and benefit options to the Council. The benefit package includes health insurance (for employee working over 30 hours per week), retirement, vacation, holiday pay, and dental insurance for full time employees. Council Member Christensen suggested that applicants may not understand the worth of the benefit package in consideration of a salary below \$60,000. Shanna reported that the City explains the benefit package to their new employees in relation to their salary and the value of the benefits they receive. Council Member Christensen suggested also pointing out the opportunity involved in being a city administrator in a smaller town, instead of an assistant city administrator in a larger city.

Mayor Cronin asked if the Council is willing to amend the City Administrator Ordinance regarding terms and the amount of salary. One term she suggested removing is the amount of severance pay. She also mentioned that some cities require police officers live within 30 minutes of the city that employs them. This is important for their response time during emergencies and she suggested including this requirement in the City Administrator Ordinance. She suggested the city require pre-approval prior to the employee obtaining part time work elsewhere. She suggested changing the Ordinance to state that the City Administrator will assist with public relations and media. She stated that some City Administrators have control over all departments, but usually the mayor has the authority

to delegate this and suggested the Ordinance be updated to reflect this standard. Council Member Christensen recommended removing the clause with the amount of severance pay. Mayor Cronin asked the Council if they were agreeable to the suggested changes to this Ordinance. Shanna Johnson suggested removing the salary from the Ordinance and including this in the City Pay Schedule for the Administration Department. Council Member Gerlach agreed to the advantage of removing the salary amount stating the Ordinance wouldn't have to be amended every time the salary range changed. Council Member Montgomery noted budget discussions are scheduled and said that they need to include this salary in upcoming discussions. Mayor Cronin suggested the Ordinance be more flexible to require only a 4 year degree or equivalent. Shanna recommended including a pay range that is flexible enough to allow for growth; advising that most people expect a 2% annual increase or they start looking elsewhere. The Mayor advised that Malone will revise the Ordinance and it will be ready for review by the Council.

ITEM 4: WASATCH FRONT REGIONAL COUNCIL 20/40 PLAN

Mayor Cronin asked if the Council had a chance to view the Wasatch Front Regional Council (WFRC) 20/40 Plan listed on the WFRC website. She asked the Council to forward their opinions regarding the plan to her prior to Wednesday, March 11, 2015.

ITEM 5: EXECUTIVE SESSION

The Mayor requested an executive session to discuss potential litigation and character and fitness of an individual.

MOTION: Council Member Christensen made a motion to close the work session and go into an Executive Session regarding potential litigation and character and fitness of an individual. Council Member Montgomery seconded the motion.

ROLL CALL: Council Member Christensen, Yes Council Member Montgomery, Yes
 Council Member Gerlach, Yes Council Member Lewis, Yes
Motion Approved. 4 Yes, 0 No.

The Work Session Meeting closed at 6:39 PM

MOTION: Council Member Christensen made a motion to close the Executive Session and reopen the public Work Session. Council Member Montgomery seconded the motion.

ROLL CALL: Council Member Christensen, Yes Council Member Montgomery, Yes
 Council Member Gerlach, Yes Council Member Lewis, Yes
Motion Approved. 4 Yes, 0 No.

The Work Session Meeting reopened at 7:00 PM

ITEM 5: Adjournment

The meeting adjourned at 7:00PM

Susan Obray, City Recorder

Karen Cronin, Mayor

Shanna Johnson, Chief Deputy Recorder