

2 The Lindon City Council held a regularly scheduled meeting on **Tuesday, December 2,**  
4 **2014, beginning with a work session at 6:00 pm** in the Lindon City Center, City  
Council Chambers, 100 North State Street, Lindon, Utah.

6 **WORK SESSION** – 6:00 P.M.

8 Conducting: Jeff Acerson, Mayor

10 **PRESENT** **ABSENT**

Jeff Acerson, Mayor

12 Matt Bean, Councilmember

Randi Powell, Councilmember

14 Van Broderick, Councilmember

Jacob Hoyt, Councilmember

16 Carolyn Lundberg, Councilmember

Adam Cowie, City Administrator

18 Cody Cullimore, Chief of Police

Kathy Moosman, City Recorder

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**DISCUSSION ITEM:** Lindon City Council will meet with the Employee Benefits  
22 Committee to discuss findings of the 2014 wage and benefit study and to review  
committee recommendations for changes in order to facilitate a more sustainable City  
24 budget. No motions will be made.

26 Adam Cowie, City Administrator, opened the discussion by stating the purpose of  
this work session tonight is to review and get feedback from the City Council on the  
28 wage and benefits compensation package the city currently has. Mr. Cowie noted he sent  
a prepared Power Point presentation and several other informational items to the Council  
30 to look through and also the end proposals from the committee for a full in-depth review  
of the total wage and benefits compensation package currently offered. He gave a quick  
32 summary, based on Council feedback and direction in June of this year, when the budget  
was adopted, asked for a full, in-depth review of total compensation (wage and benefits).  
34 He pointed out that there has not been an exact dollar figure given by the Council  
regarding the potential cuts, but there was direction to do a full comparison and to  
36 recommend any changes if necessary. Mr. Cowie noted that he talked with the  
department heads and to involve more employees in this conversation they formed an  
38 employee benefits committee (non-management) who were individuals of various  
positions and the committee reviewed the findings on the wage and benefit comparisons.

40 Mr. Cowie stated what is being shown as a recommendation based on the findings  
that the committee felt was a middle ground on some of these items for the employees to  
42 participate financially in helping the city be sustainable. Mr. Cowie reviewed some of  
the recommendations at this time.

44 Mayor Acerson asked Mr. Cowie if he felt, while interacting with the committee,  
if they felt like they had to make the recommendations. Mr. Cowie confirmed that  
46 statement adding it was from the direction and conversations with the City Council that  
they were instructed to come back with options to save the City financially. Mr. Cowie

2 asked Mayor Acerson if that assumption is accurate. The Mayor confirmed that is a  
correct assumption.

4 Mr. Cowie then reviewed the recommendations in detail. He also referenced the  
memo included in the packets. He reviewed the background and list of goals the  
6 committee tried to establish as follows.

8 **Goal #1:**

- Update merit pay & performance system
- 10 • Reward better performance
- Increase employee productivity
- 12 • Improve supervisor/employee communication
- Reduce financial impact on City

14 **Goal #2:**

- 16 • Perform total compensation study
- Evaluate all wages & benefits
- 18 • Maintain competitive benefit package
- Reduce financial impact on City

20 Mr. Cowie noted with the recommendations it was difficult to find other cities (11  
22 primary cities contacted) that offered the 401k packages without a match (Alpine School  
District does the match). What they are proposing is that the current contribution of 4.5%  
24 of employee wages be put into a 401k without a match and that the city considers  
reducing that to 1.5% contributed without a match and provide the opportunity for  
26 employees to contribute an additional 1.5% that the city would match. The committee felt  
this was a reasonable alternative. What is listed on the table (in the packet) is the range of  
28 potential cost and savings to the city.

Mr. Cowie stated the next recommendation being looking at is the benefit  
30 coverages. He noted in the study there are a few outliers that looked like the committee  
needed to make some recommended changes. What is being proposed as part of the  
32 change is a shift to cover just the insurance cost and take out the surplus amount. The  
committee felt this was a reasonable suggestion. Another part of this change is the opt-  
34 out option where employees can opt out of the insurance. The city has a payment in lieu  
of insurance program to provide some offering (for the benefit) to not take the insurance  
36 (for those who have available other coverage). With these changes it has been a  
challenge for the employees to provide suggestions and still feel appreciated. He believes  
38 these are legitimate proposals and the employees understand and see the need to  
participate in the big financial picture of the city.

40 Mr. Cowie further explained that some findings on the wage study show minor  
adjustments that need to occur for a few positions. A significant change to the current  
42 merit pay system is proposed as a subset to this study. He noted that final adjustments to  
the wage study are being completed and recommendations for changes to specific  
44 positions that warrant wage adjustments, pay range adjustments, etc. will be provided. He  
noted that no decrease in current pay is proposed for any position.

46 Mr. Cowie pointed out for these individuals there is an opinion that for them to  
get the same coverage prior to the study is something they will have to pay out of their

2 paychecks. There is an in-depth wage study still being worked on and needs to be  
4 finalized and they expect to bring that back before the council as they are looking for  
6 feedback from the Council on the benefit section tonight. This has been put on hold  
8 because of the group home issue so they will be realistically looking at January before  
10 finalize recommendations will come before the council. They do request that any benefit  
12 changes not be effective until July 1, 2015 to allow time for employees to choose a  
different plan etc. These recommendations provide likely annual savings to the City  
while still allowing for a high- quality benefit package to attract and retain employees. By  
providing 100% coverage on health insurance premiums this proposal limits the amount  
of impact to current employee pay checks, thus allowing more flexibility in whether or not  
to participate in other benefit offerings such as the proposed 401k match program.

14 Mr. Cowie commented that there are very dedicated employees in Lindon City  
16 with many that have worked, or hope to work, their entire career for Lindon. This process  
18 of discussing and recommending benefit reductions has been difficult for many staff and  
20 their families. For some it's created feelings of anxiety and fear for what the future holds  
as an employee of Lindon City. He noted the Committee was mindful of these concerns  
and they showed great resolve and willingness to support the City and the Council by  
recommending reasonable adjustments to the current benefit package. He expressed his  
appreciation for their efforts and for their desire to see Lindon City prosper. Mr. Cowie  
called for any questions or comments from the Council at this time.

22 Councilmember Broderick asked if this information (from other cities) was made  
24 available to the committee. Mr. Cowie confirmed that statement noting his intent is to  
publish that as a final document and present it. Councilmember Broderick also asked if  
Mr. Cowie anticipates sending that information to the City Council as well. Mr. Cowie  
26 confirmed that statement. Councilmember Broderick stated that he is wanting to gain  
more information and would like to see what the committee looked at as well.  
28 Councilmember Broderick also inquired about high deductible health plans and  
traditional plans and if there are choices in the amounts. Mr. Cowie stated that he will  
30 forward that information to him. Mr. Cowie explained that every year the insurance  
coverage is bid out through First West Insurance Benefit Solutions. Councilmember  
32 Broderick commented that his philosophy is that he wants to be consistent with pay  
studies but to also look at benefit packages and do comparisons. He noted the Council  
34 wants to make sure employees are taken care of yet to also be sustainable and to not  
cause too much of a burden to the citizens of Lindon. He concluded that gathering the  
36 information is his ultimate goal.

38 Councilmember Hoyt stated that he sympathizes with each of the employees. He  
40 noted that he is employed at a bank that changed ownership several years ago and he  
knows what it is like to have to make changes and the anxiety it causes. He also  
42 mentioned that the rumors going around the city are completely untrue and stated the  
Council wants to be a part of the team. He apologized for the stress this is causing the  
employees and their families. He emphasized that the priority of the City Council is to try  
44 to avoid raising taxes. He noted that over the last 10 years there have been some changes  
and decisions that have caused a heavy financial burden to the city, i.e., utopia, aquatics  
center, community center, etc., and a lot of them are not the most responsible thing to do  
46 financially as a city. The Council feels this burden and they have to look at ways to cut  
spending to avoid passing this burden on to the citizens of Lindon. Councilmember Hoyt

2 hopes the employees understand that the Council is not trying to put this burden  
4 completely on the employees as they are trying to find ways to pay for the debts the city  
6 has. He re-iterated that the top propriety is to try not to raise taxes and to also take care of  
8 the employees. He noted that when the Cola and Merit issues came up in the budget they  
10 were not willing to cut them. They are committed to make sure wages are taken care of  
12 and he understands the concerns and the low morale this causes and he hopes everyone is  
14 not too antagonized by them. He commented that no decisions have been made yet and  
16 noted he had the opportunity to talk to several department heads and it was an eye  
opening conversation for him to know what they are thinking. It is his hope that they  
don't throw the Council under the bus yet and to please express their opinions to them  
and they will do their best. He appreciates all the employees and Lindon is known for  
being a great town, and there is nothing wrong with being known as a City with great  
benefits and great pay. Councilmember Hoyt concluded by stating he loses sleep at night  
to find ways to straighten the ship financially and they are looking at all aspects and all  
opinions are appreciated.

Councilmember Lundberg complemented Councilmember Hoyt on his comments.  
Councilmember Lundberg stated that the Council loves all the employees and she  
recognizes how hard everyone works and she is proud of Lindon City and it is because of  
the employees. The Council is trying to do some token things as well (buying own  
apparel etc.) which is a pittance to what is being looked at here, but they are trying to be  
consistent and to be fair all around. She mentioned that citizens have approached her and  
the Council has a fiduciary responsibility to the citizens in the community. She  
mentioned that some people unfairly complain about financial obligations or things that  
are happening in the city. One thing brought up is that a 401k or pension doesn't exist  
and 100% health coverage doesn't exist and there is no job security. These are things  
that people outside see and they look at the rich benefits the City offers and she would  
say to them that the employees deserve a lot of what is here. Councilmember Lundberg  
stated in gathering this information they want to be fair and reasonable and to look at  
certain areas that are outside of the norm. She did state that we don't need to look at this  
like the City is in a dire situation and make the employees carry all the load with a huge  
amount of cuts; she is not going to go for that at all. She would hope they can look and  
things and just taper it but still keep what the employees have really nice and full and if  
it's a little bit above average that is alright, but to ensure that is not outside the norm of  
other government entities. They never intended for this to message out to the employees  
that this is something reflective on job performance or dedication. She made it clear that  
the Council is not unhappy with employee job duties.

*Councilmember Lundberg excused herself from the meeting at this time as she  
had a prior commitment and will return at a later time. She mentioned that she will read  
and review all comments made tonight.*

Councilmember Powell expressed that this issue is very emotional for her as all of  
the employees mean a great deal to her. Councilmember Powell stated that Lindon's  
biggest asset is the employees and they are what makes Lindon what it is. The citizens  
feel comfortable because they are serviced by you. Councilmember Powell commented  
that she thinks it is prudent that the Council look at benefits and what the line items are of  
what they employees are given, but the employees won't find a bigger supporter of the  
jobs and what they do for the City than her. She is willing to look at some of these things

2 but she is not willing to cause stress into the lives of the people who make Lindon what it  
4 is. She knows what it is like to live pay check to pay check and will not take from the  
6 pockets of the employees. She will look at the line items but we need to be prudent and  
8 careful but she may be the most difficult to sway on cuts as some employees are even  
underpaid. She realizes her responsibility to the citizens but one of those responsibilities  
is to make sure they are taken care of by the employees and we need to take care of the  
employees.

Councilmember Bean commented that this is a tough situation and he appreciates  
10 the comments and the involvement of the benefits committee and the extent involved. He  
12 also appreciates the fact that Mr. Cowie is willing to look at these issues straight up  
14 which is what we need in the city. Sometimes the Council has not always had the  
16 transparency to see all of the cities expenses, obligations and commitments. There has  
18 been much more transparency over the past couple of years than in the past and that  
works both ways as there can be too much and not enough which can be detrimental to  
employees or a benefit if you look at comparisons; it can work both ways. It is tough to  
know what the comparisons are and if they are correct but he appreciates the information.  
He expressed that he has been concerned as to not impact employees take home pay. It is  
hard to do this in both the public and private sector and the City Council wants to  
20 minimize that.

Mayor Acerson commented that when he first volunteered to do this position he  
22 was quoted saying that he was here to serve and so are the employees here to serve but to  
24 also be compensated as that is how you make your living. Mayor Acerson expressed his  
opinion that he feels the employees are always, unfortunately, underpaid and they need to  
find a way to make that up to the employees. He added that the only vote he has would be  
26 to break a tie.

Mayor Acerson opened the meeting to public comment at this time. Several  
28 employees in attendance addressed the Council as follows:

30 **Jake Woodcox:** Mr. Woodcox stated he honestly feels that the 401k hybrid program the  
committee concocted is a good industry standard across the board. He expressed that he  
32 is grateful they will still have the opportunity to get a 401k and a match (if so inclined to  
do so) and overall he feels that it is competitive number.

34 **Gary Taylor:** Mr. Taylor commented that insurance costs keep going up as we age the  
36 impact of insurance hits half of us more than the others and as we age we use the  
insurance more.

38 **Judy Taylor:** Ms. Taylor mentioned the savings HSA for an individual and a family per  
40 month and because of health issues they have paid a lot of out of pocket money. If the  
surplus is taken away it will be a big chunk out of their pocket.

42 **Brian Lloyd:** Mr. Lloyd stated that he lost his 401k (contribution) from Pleasant Grove  
44 City and if they implement this the city may lose good quality people. He came to Lindon  
City because of the good benefit package.

2            *Councilmember Bean provided a little background of the 401K program and*  
4 *noted it is in place for employees to build their own retirement plan where the employee*  
6 *contribution is tax deferred. He noted the match only occurs on the employer’s side.*  
8 *That was never the intent although it happens sometimes. Lindon city for years has been*  
10 *turned on its head because the employee never contributed at all and it is very unusual to*  
12 *have an employer contribute at some level when the employee never has. It seems to be*  
14 *most common in the private sector that employers contribute up to about 3% which is*  
16 *pretty common. Looking at the proposed hybrid program this is still a good approach as*  
18 *they are getting the contribution doubled.*

12            *Councilmember Powell agreed that this is the area that she is most interested in*  
14 *tweaking and something she may agree with. The transparency and things have changed*  
16 *over the years and other municipalities have done this. She likes the idea of this hybrid as*  
18 *a transitional win that would bring us more in line. This is the one area she is willing to*  
20 *look at if we are trying to get more in line and she likes this hybrid.*

18            **Don Peterson:** Mr. Peterson commented that this is a hard decision for both sides and the  
20 bottom line is that we need to bring the budget more in line. He questioned if there are  
22 other ways to bring this in line and leave these other things alone. He asked the Council  
24 and employees to consciously think of other options and ideas and bring them together as  
there may be other areas (things at the community center for example) to make cuts  
rather than on the employees backs. This may help bring things back into balance a little  
more.

26            *Mayor Acerson stated the balance is to trying to evaluate all of the information.*  
28 *Mr. Peterson commented that he wonders if the best way is by comparing Lindon to other*  
30 *cities with wages and benefits.*

30            **Matt Barlow:** Mr. Barlow stated that he enjoys the benefits of working and living in  
32 Lindon because it brings everyone up and that reflects in the kind of employees we have  
34 in Lindon City and it increases the satisfaction of the employees and the residents. Mr.  
36 Barlow noted that each time there is a financial pinch the last thing any of us want to do  
38 is make hard decision and reach into our pockets (which is what the employees are being  
asked to do). He inquired what the Council is doing to lay groundwork for the city,  
residents and employees (raise the tax base and bring more business in) as to avoid  
having to do this again in the future.

40            *Mayor Acerson commented that none of us can control the economy and because*  
42 *of the decisions made in the past, some good and some bad, is why we are discussing this*  
44 *issue; we do not have a crystal ball and we have to deal with that. The economy is the*  
46 *reflection of what the City Council is dealing with and how to increase development and*  
*the sales tax base.*

46            **Julie Sutch:** Ms. Sutch expressed that she has heard words like “this is just a drop in the  
bucket” and “this is just a little bit, but it won’t solve the problem”. She stated the  
employees want to be a team and contribute but we feel this will make a huge dent in

2 some of our lives and some will take a larger pay cut than others and it feels lopsided and  
4 it is not across the board. Ms. Sutch voiced her concerns that this is very frustrating; she  
6 feels everyone is willing to contribute and put forth an effort but it will certainly affect  
every single employee's paycheck.

8 **Phil Brown:** Mr. Brown commented that the 401k hybrid proposal affects everyone  
10 equally, but pointed out that the insurance compensation affects people differently and it  
is not equitable. This has been tough and it will affect everyone and it is a morale buster  
and the ripple effect goes through families.

12 **Robyn Cooper:** Ms. Cooper stated that she understands the need to make cuts, but the  
14 problem is that we will never get this back even when the city has good years. This is a  
huge impact and she understands that but what happens down the road when the city has  
16 some good financial years and the employees have taken the big hit that we won't get it  
back. She would suggest the Council be careful in making such huge cuts. The employees  
want to balance things too but they shouldn't have to bear the entire burden.

18 **Hannah Silvey:** Ms. Silvey commented that out of 45 employees only 16 are getting  
20 hammered on the medical insurance. She feels like a percentage or dollar amount would  
make it more equitable for everyone.

22 **Judy Taylor:** Ms. Taylor commented that some of these employees are citizens of  
24 Lindon too and the Council needs to understand what these employees do for the City  
and the citizens need to be aware of what these guys do for them too.

26 **Doug Eastman:** Mr. Eastman expressed that he understands that the employees are  
28 willing to look at this and help out where we can, but he has heard talk tonight that we  
should just be a little bit above average. Mr. Eastman voiced his opinion that none of  
30 Lindon's employees are average employees and you are paying for what you are getting.  
If you start cutting things you don't want to see the police department turn into a training  
32 ground for other cities because no one wants to work here. The reason he came to Lindon  
is because this is a great community and he lives and works here along with all here in  
34 this room tonight. His fear is that he does not want to see Lindon turn into a training  
ground for other cities.

36 **Gary Hoglund:** Mr. Hoglund stated that Lindon has a great reputation and is a great  
38 place to live as he also lives and works in Lindon. He is impressed with every one of the  
employees here at the city. He noted that us, as a team, are willing to do things to help,  
40 but Lindon City is no better than the people in this room as far as service and what we  
represent to the county. The service given by the people in this room is important and the  
42 benefit package is an important part to attract these types of people to Lindon City.

44 Mayor Acerson concluded that he appreciates what has been said tonight and the  
Council will take the comments into account and will mull them over and decide what  
46 direction to go and what action should be taken. The voices and comments heard tonight  
are enlightening and no one on the Council wants anyone to walk out this room tonight

2 feeling like you have not been heard and that the Council has not listened. He would  
4 invite any of the employees to come to the Council and communicate any concerns. The  
6 objective here was to review and look at the information on behalf of the employees and  
the city and we are doing that and we are doing our homework, and at the end of the day  
the decision will be going in the right direction. Mayor Acerson concluded by stating the  
City functions well because of you.

8  
10 **REGULAR SESSION** – 7:00 P.M.

12 Conducting: Jeff Acerson, Mayor  
14 Pledge of Allegiance: Eli Jonghorst, Boy Scout  
Invocation: Jake Hoyt, Councilmember

16 **PRESENT**

**ABSENT**

16 Jeff Acerson, Mayor  
18 Randi Powell, Councilmember  
20 Matt Bean, Councilmember  
22 Van Broderick, Councilmember  
24 Jacob Hoyt, Councilmember  
Carolyn Lundberg, Councilmember - excused  
Adam Cowie, City Administrator  
Cody Cullimore, Chief of Police  
Kathy Moosman, City Recorder

- 26 1. **Call to Order/Roll Call** – The meeting was called to order at 7:10 p.m.  
28 2. **Presentations/Announcements** –  
30 a) **Mayor/Council Comments** – There were no announcements at this time.  
32 3. **Approval of Minutes** – There were no minutes approved at this meeting.  
34 4. **Consent Agenda** – No items.  
36 5. **Open Session for Public Comment** – Mayor Acerson called for any public  
comment not listed as an agenda item. There were no public comments.

38 **CURRENT BUSINESS**

- 40 6. **Public Hearing** – *Ordinance Amendment: LCC 17.72 Care Facility Overlay.*  
42 Russ Watts of Watts Enterprises proposes an amendment to Lindon City Code  
44 (LCC) 17.72, Care Facility Overlay, to allow additional related occupants in some  
rooms. The proposed amendment would raise the total allowable occupancy of a  
46 large care facility from 90 to 105 residents. The Planning Commission  
recommends approval of the change.

2 COUNCILMEMBER POWELL MOVED TO OPEN THE PUBLIC HEARING.  
3 COUNCILMEMBER BRODERICK SECONDED THE MOTION. ALL PRESENT  
4 VOTED IN FAVOR. THE MOTION CARRIED.

6 Mr. Van Wagenen opened this discussion by giving a brief overview of this  
7 agenda item. He explained this is a request by Russ Watts of Watts (who is attendance)  
8 Enterprises who is proposing an amendment to Lindon City Code (LCC) 17.72, Care  
9 Facility Overlay, to allow additional, related occupants in women rooms. He noted this  
10 proposed amendment would raise the total allowable occupancy to a large care facility  
11 from 90 to 105 residents. He added that recommendations will be made to the city  
12 Council at the next available meeting after Planning Commission review tonight.

13 Mr. Van Wagenen explained Mr. Watts is requesting an amendment to the  
14 definitions section of the Care Facility Overlay Zone. He explained that in the coming  
15 months, the applicant will present to the Commission a site plan (the site plan application  
16 will not go before the City Council) for approval of an assisted living facility at  
17 approximately 700 North and 800 West, which is in the General Commercial (CG) zone.  
18 Currently, the Lindon City Code allows assisted living facilities to accommodate up to 90  
19 residents that require assistance with daily living activities. Mr. Van Wagenen stated the  
20 applicant would like to provide accommodations for up to 15 additional residents who are  
21 related to the facility residents, but that do not require care themselves. He noted that  
22 currently, the Code does not permit such living arrangements.

23 He further explained the proposed amendment keeps the maximum number of  
24 residents requiring care in a large care facility at 90, but increases the overall allowable  
25 occupancy of a large care facility to accommodate up to 15 additional live in residents, as  
26 long as they are relatives of, and live with, the care facility patients. Mr. Van Wagenen  
27 then presented the proposed amendment, the applicant's submitted request and photos of  
28 their Heber City facility followed by some general discussion.

29 Russ Watts and Ken Berg were in attendance as representatives of this agenda  
30 item for discussion. Mr. Watts noted it has been their experience that there are situations  
31 where there is a need for family members to reside with their loved ones in assisted care  
32 facilities, as this population is growing. Mr. Watts noted they are requesting this change  
33 to Chapter 17.72- Care Facility Overlay of the Lindon City Code. He stated their  
34 business model is that they will provide care for individuals and also accommodations for  
35 spouses or other related family members that will reside in the same room; they will  
36 follow all state requirements. They will also provide very nice activities and amenities to  
37 help increase the life and social structure and the experience of living. He noted the  
38 proposed amendment would keep the maximum number of rooms in a care facility at  
39 ninety (90) but would also allow for some rooms to be double occupied to let married  
40 couples or immediate family relatives live together, which is a definite growing need in  
41 the community.

42 Mr. Watts expressed his appreciation for the Council's consideration of this code  
43 amendment. He re-iterated that the demand for assisted care facility accommodations  
44 that allow married couples to live together is growing and will be needed in this proposed  
45 Lindon facility. There was then some general discussion by the Council regarding this  
46 requested amendment. Councilmember Broderick inquired if the increase of 15 is  
enough. Mr. Watts feels this is adequate at this time, however it may change in the

2 future. Councilmember Powell asked what age bracket this includes. Mr. Watts stated  
4 that the age is based on a needs driven basis. Councilmember Hoyt inquired if the market  
6 is becoming saturated and asked for a general overview of the market. Mr. Watts replied  
8 that they are always watching the market and feels there will be a day when the market is  
10 saturated but with Utah demographics that is still a long way off and the population  
continues to grow and there is a strong demand. Mayor Acerson asked about costs. Mr.  
Watts stated the costs run from \$2,400 to \$5,000 depending on the room size which  
includes food, laundry facilities, medical services and all other activities. They add \$600  
for the second occupant. Mr. Van Wagenen concluded by noting staff has no real  
concerns with this proposed amendment.

12 Mayor Acerson called for any public comment at this time. Several residents  
addressed the Council as follows:

14

**Benjamin Heward:** Mr. Heward commented that he likes this idea and feels it would be  
16 a beneficial change and in that situation he would love to stay with his loved ones.

18 **Mike Mansfield:** Mr. Mansfield commented that the prices are competitive and it looks  
like a great facility and there are waiting lists at other similar facilities.

20

22 Mayor Acerson called for any further public comments. Hearing none he called  
for a motion to close the public hearing.

24 COUNCILMEMBER HOYT MOVED TO CLOSE THE PUBLIC HEARING.  
COUNCILMEMBER BRODERICK SECONDED THE MOTION. ALL PRESENT  
26 VOTED IN FAVOR. THE MOTION CARRIED.

28 Mayor Acerson called for any further comments or questions from the Council.  
Hearing none he called for a motion.

30

COUNCILMEMBER HOYT MOVED TO APPROVE ORDINANCE #2014-19-  
32 O ORDINANCE AMENDMENT TO 17.72.010 AS PRESENTED.

COUNCILMEMBER POWELL SECONDED THE MOTION. THE VOTE WAS  
34 RECORDED AS FOLLOWS:

COUNCILMEMBER BEAN AYE

36 COUNCILMEMBER POWELL AYE

COUNCILMEMBER BRODERICK AYE

38 COUNCILMEMBER HOYT AYE

THE MOTION CARRIED UNANIMOUSLY.

40

7. **Major Subdivision** – *Lexington Cove, 650 North Locust Avenue.* Jason Brown  
42 requests preliminary approval of a nine (9) lot residential subdivision including  
dedication of public streets, at approximately 650 North Locust Ave. in the single  
44 family residential (R1-20) zone. The Planning Commission recommends  
approval of the subdivision.

46

2 Mr. Van Wagenen led the discussion by stating Jason Brown requests preliminary  
4 approval of a nine (9) lot residential subdivision including dedication of public streets, at  
6 approximately 650 North Locust Ave. in the single family residential (R1-20) zone  
(known locally as the Fryer piece). He noted that the Planning Commission recommends  
approval of this subdivision.

8 Mr. Van Wagenen then gave some background stating this is a request to create  
9 nine lots and dedicate a new public street in the Single Family Residential (R1-20) zone.  
10 Mr. Van Wagenen explained the minimum lot size in the R1-20 zone is 20,000 square  
11 feet (.46 acre). He noted each lot in the proposed subdivision will satisfy the minimum  
12 area requirement. He discussed that staff has determined that the proposed subdivision  
13 complies, or will be able to comply before final approval, with all remaining land use  
14 standards in LCC 17.32. Mr. Van Wagenen then presented an aerial photo of the  
proposed subdivision, photographs of the existing site and the preliminary plan followed  
by some general discussion.

16 Mr. Van Wagenen stated as far as code requirements are concerned this is a  
17 master planned street and from a city perspective it preserves access and meets the intent.  
18 Mr. Van Wagenen stated all lots meet frontage and area requirements. He added because  
19 this is a downhill subdivision there will be an easement for sewer and storm drainage.  
20 Mr. Van Wagenen stated the City Engineer is addressing engineering issues with the  
applicant and all engineering issues will be resolved before final approval is granted.

22 Roger Dudley, engineer for the project was in attendance representing this  
23 application. He noted that Mr. Brown will be building his own home on the larger lot and  
24 bought the property from the Fryer's. He feels this will be a good project and feels it is  
25 pretty straightforward. Councilmember Bean commented, from his experience, this is a  
26 little uncommon to change a subdivision alignment although this sounds like it will work  
27 fine as long as they have everyone's acquiescence. Councilmember Powell feels this new  
28 design will make it a part of the neighborhood with the connection. Mr. Van Wagenen  
29 noted the neighbors were approached by Mr. Brown and he has been in contact with the  
30 Planning Department. Councilmember added that a submitted letter from Mr. Fowles,  
(neighbor) was read at by the Planning Commission and his issues have been addressed.

32 Mayor Acerson called for any further comments or questions from the Council.  
33 Hearing none he called for a motion.

34  
35 COUNCILMEMBER BRODERICK MOVED TO APPROVE THE  
36 APPLICANT'S REQUEST FOR APPROVAL OF A NINE LOT RESIDENTIAL  
37 SUBDIVISION AS PRESENTED. COUNCILMEMBER POWELL SECONDED THE  
38 MOTION. THE VOTE WAS RECORDED AS FOLLOWS:

39 COUNCILMEMBER BEAN AYE  
40 COUNCILMEMBER POWELL AYE  
41 COUNCILMEMBER BRODERICK AYE  
42 COUNCILMEMBER HOYT AYE  
43 THE MOTION CARRIED UNANIMOUSLY.

- 44  
45 8. **Concept Review** – *Lindon Washburn Jewel, 550 North Geneva Road.* Paul  
46 Muerian request feedback on a planned development proposal. At approximately  
550 North Geneva Road. Currently, the majority of the parcel is zoned Mixed

2 Commercial (MC). A strip on the east side of the parcel is zoned Single Family  
Residential (R1-20). No official motions will be made.

4

6 Mr. Van Wagenen led the discussion by giving a brief overview of this agenda  
item. He explained this is a request by Paul Mugerian, who is requesting feedback on a  
8 planned development proposal at approximately 550 North Geneva road. He noted that  
currently, the majority of the parcel is zoned Mixed Commercial (MC) with a strip on the  
10 east side of the parcel being zoned Single Family Residential (R1-20). Mr. Van Wagenen  
stated that no official motions will be made as this is a Concept review and for feedback  
only.

12 Mr. Van Wagenen summarized this item by stating this is a great concept project  
and a place where Lindon's young families can make a start and move forward in their  
14 lives. This is a unique Lindon housing proposal that fills a need and is located in the right  
place. He noted the applicant has brought materials involving their proposal to present to  
16 the Council tonight. Mr. Van Wagenen then presented an aerial photo of the land  
involved in the concept review.

18 Paul Mugerian and Jeff Hill, and Benjamin Heward, representatives of the project,  
addressed the Council at this time noting they have made a few changes since their  
20 meeting with the Planning Commission. Mr. Hill stated they feel the 700 north corridor  
has presented an opportunity to facilitate new growth on the west side of State Street.  
22 They would like to propose to create a community style feeling on the west side of State  
Street and still keep some commercial on the west side of Geneva road. They would like  
24 to create high density housing on the separation between 60 west and Geneva road. They  
would also propose some town homes to buffer the higher density to the commercial and  
26 allow a residential feel to the whole 22 acres as it sits right now. Mr. Hill noted as a major  
corridor through the west side of what is now zoned mixed commercial and propose to  
28 change it to a high density application (zone change). He stated there is a demand for this  
type of concept that creates a community feel with a green space feel. They want to create  
30 a nice projected project and finished well with beautiful landscaping.

32 Mr. Mugeiran noted they may consider putting in a splash pad rather than a pool.  
He also mentioned that he came up with the name Lindon Jewel because he wants to  
34 make some kind of property that can serve Lindon's children and that can also bring in  
some nice revenue for the city. It will be a great place where a person can grow as it will  
be an intermediate stepping stone and will lend itself to the 700 north corridor with many  
36 possibilities. He added that in this industry they have built many of these projects and  
they plan to consider the front of the Geneva road piece and then keep the mixed  
38 commercial use and in the middle have a residential feel. Mr. Heward noted there is a  
similar project to this located in Provo on 820 North and Geneva Rd. which offers many  
40 great amenities and is set up through an HOA and is a good living situation whether it be  
for young families or for retirees. He noted that a concept drawing was provided to them  
42 today from Roger Dudley of which Mr. Van Wagenen provided it on the screen.

44 Councilmember Powell referenced the concept plan for discussion including the  
garage doors, the access and the parking issues. She noted that in these types of  
developments guest parking is always the biggest problem and to have more guest  
46 parking will make for a better community and better comradery; she would encourage the  
applicants to consider this issue when refining this project. Councilmember Bean

2 inquired what the average size of the units will be and what the proposed height will be.  
Mr. Hill stated that the height will be approximately 27' from ground level to roofline and  
4 potentially to 28 to 29 ft. The units will be approximately 1,600 ft. with some  
applications for some ADA units. Mr. Mugeiran commented that some of the units in  
6 Provo have been re-designed to accommodate a separate bottom level rental space and  
asked the Council how they would feel about these types of units being in Lindon.  
8 Councilmember Powell voiced her opinion stating that "less is more" regarding high  
density housing in the area. There was then some additional general discussion by the  
10 Council regarding this agenda item.

Mr. Hill stated they would propose a general layout with no underground parking  
12 that would exit the piece in a couple of ways as follows: 1. Allow people to have  
affordable living and 2. Allow various access to 700 north and the business support and  
14 3. Add some new addition of youth and new life to the west side of State Street. He went  
on to say the frontage would consider having commercial space different from the south  
16 of the area with an inter mix of light uses that would fulfill the needs of the community  
and feed an Instacare on the northwest corner of 600 north. This would create in the  
18 commercial corridor businesses that may otherwise locate in other areas. He noted that  
part of the design is to create a green space (park feel) where the corridor will be an artery  
20 and a vitalizing entity for Lindon City.

He further stated they would plan on changing the entrance from 500 north to 600  
22 north with the access off of Geneva road into that community so it would have a direct  
feed for those who live there to promote commercial use as to have a long time visible  
24 frontage. He commented that they do recognize this is a complete change of venue from  
what this piece has been designed for and used in the past. Ultimately their goal is to  
26 create a community feel with green space on the west side of State Street that is  
affordable. They would also possibly incorporate a splash pad with a clubhouse feel to  
28 enhance the green space that would draw other community members into the surrounding  
areas.

Mr. Hill stated that he is aware of other proposed high density developments. He  
30 stated this building concept has a lot to consider as it would meet Lindon's needs for  
nicely done, affordable housing and would be done all at one time (not in bits and pieces).  
32 They have found there is a need and there is a large issue right now that needs the options  
of new life and growth and new business potential on the west side. He would propose  
34 this concept not to be as condensed as Pleasant Grove's areas but with green and open  
space. Mr. Mugerian stated if you want to live in Lindon you have to buy a home, they  
36 would like to give the opportunities to others to have all the amenities and wonderful  
things that go in a thriving community for younger families that are affordable without  
38 having to buy a home. He noted they are proposing a three story not a four story building.  
40 Their hope is also to be considerate to the existing residents in the area. There was then  
some additional discussion regarding this concept review.

Mr. Mugerian stated they are not looking at sheer numbers for the investors but  
42 for a community environment. It would be managed professionally as to be accountability  
which is critical. Mr. Dudley stated the main idea is to get a perception of where Lindon  
44 City feels would be a great place for affordable housing in Lindon to allow residents to  
stay close to families; which opportunity is not here now; which is a challenge.  
46

2 Mr. Mugerian stated that is something to consider and they may find some  
4 common ground to find some transition. He added that he could see this at 90% capacity  
6 after being built within 6 months. There was then some additional general discussion by  
8 the Council regarding this concept. Mayor Acerson commented that the Council has  
10 given them some feedback and stated if they have additional thoughts or comments to  
12 funnel them through the planning department. Mr. Hill stated that they recognize they are  
14 treading new waters. At this time, the applicants thanked the Council for their input and  
16 consideration in this matter.

18 Mayor Acerson called for any further comments or questions from the Council.  
20 Hearing none he moved on to the next agenda item.

- 22
- 24 9. **Action Item:** *Appointment to the Community Center Advisory Board.* The City  
26 Council will review and consider recommendations to appoint Jenni Anderson  
28 and Steven Barsh to the Community Center Advisory Board (CCAB). If  
30 appointed both individuals will serve a three-year term on the CCAB.

32 Mr. Cowie explained at the November 18, 2014 City Council meeting two  
34 individuals, Jenni Anderson and Steven Barsh were recommended to be appointed to the  
36 Community Center Advisory Board and both are willing to serve. He noted that upon  
38 approval signed letters of appointment will be sent to the individuals.

40 COUNCILMEMBER POWELL MOVED TO APPROVE THE  
42 APPOINTMENTS OF JENNI ANDERSON AND STEVEN BARSH TO THREE-  
44 YEAR TERMS ON THE COMMUNITY CENTER ADVISORY BOARD (CCAB).  
46 COUNCILMEMBER BRODERICK SECONDED THE MOTION. THE VOTE WAS  
48 RECORDED AS FOLLOWS:

28 COUNCILMEMBER BEAN	AYE
30 COUNCILMEMBER POWELL	AYE
32 COUNCILMEMBER BRODERICK	AYE
34 COUNCILMEMBER HOYT	AYE

36 THE MOTION CARRIED UNANIMOUSLY.

- 38
- 40 10. **Action Item:** *Bid Award, West Side RDA Detention Basin.* The City Council will  
42 review and consider awarding of the bid for reconstruction of the West Side RDA  
44 storm water detention basin to the lowest bidder, Johnston & Phillips Inc., in the  
46 amount of \$18,355.00.

48 Mr. Cowie led the discussion by stating the City Council will review and consider  
awarding the bid for reconstruction of the West Side RDA storm water detention basin to  
the lowest bidder, Johnston & Phillips Inc., in the amount of \$18,355.00. He noted the  
City invited three different contractors to bid on this project.

Mr. Cowie explained this invitational type bid process is permitted by our  
purchasing policies for the dollar estimate that this project was expected to cost. He added  
that the engineers estimate for the project was \$21,035.00. Bid tallies and bid award form  
is included in the packets. He noted this project will be funded through the remaining  
funds in the now expired West Side RDA. Mr. Cowie explained that after completion of  
the project, any remaining funds in the RDA will be utilized for road improvement work

2 in the District area. He also showed a photo depicting the area in question followed by  
discussion.

4 Mayor Acerson called for any further comments or questions from the Council.  
Hearing none he called for a motion.

6  
8 COUNCILMEMBER BRODERICK MOVED TO AWARD THE LOW BID  
FOR THE WESTSIDE RDA STORM WATER DETENTION BASIN PROJECT TO  
JOHNSTON & PHILLIPS INC., IN THE AMOUNT OF \$18,355.00.

10 COUNCILMEMBER HOYT SECONDED THE MOTION. THE VOTE WAS  
RECORDED AS FOLLOWS:

12 COUNCILMEMBER BEAN AYE

COUNCILMEMBER POWELL AYE

14 COUNCILMEMBER BRODERICK AYE

COUNCILMEMBER HOYT AYE

16 THE MOTION CARRIED UNANIMOUSLY.

18 *Councilmember Lundberg re-joined the meeting at this time: 8:30 pm.*

20 11. **Discussion Item:** *Utility & Fee Waivers for Active Military Personnel.* The City  
Council will review current policies for waivers of fees and utilities for deployed  
22 military personnel who reside within Lindon City limits, and will provide  
direction on whether policies need to be amended.

24  
26 Mr. Cowie led the discussion by stating the utility fee waiver resolutions (copies  
in packets) for active duty military personnel were passed in 2003, 2004, and updated in  
2011 to allow waivers other city fees (recreation programs, aquatics center passes, etc.).  
28 He noted the primary purpose of the initial waivers appears to have been a desire to  
accommodate larger deployments of military personnel during the Iraq War. He  
30 mentioned that the utilities staff recalls that the City had as many as 6-10 waivers early  
on in the program. Mr. Cowie stated the City currently has one waiver that has recently  
32 submitted documentation to request another year of utility waivers and the monthly cost  
of supporting the single current waiver is approximately \$85.00.

34 Mr. Cowie explained that it is unclear whether this program was intended for all  
military personnel (including career service military), or only individuals called up to  
36 active duty who are not career military staff (National Guard). Mr. Cowie stated this topic  
was briefly discussed last year by the City Council with no action taken. He noted that  
38 staff is looking for direction from the Council regarding continuation of this program. If  
modification of the program is wanted, staff will prepare a new resolution to reflect  
40 updates to the program and bring it back for approval. He added that no motion is needed  
tonight as this is for discussion only. There was then some general discussion regarding  
42 this issue. Following discussion it was agreed that there needs to be a defined hardship  
and a reduction in income because of active deployment. Mr. Cowie stated they will look  
44 further into this issue and bring it back.

46 Mayor Acerson called for any further comments or questions from the Council.  
Hearing none he moved on to the next agenda item.

2           12. **COUNCIL REPORTS:**

4           **Councilmember Powell** – Councilmember Powell reported that she attended the North  
6           County Outreach meeting where the discussion was on depression during the holidays  
8           and what resources are available. She noted they are in their new facility. She mentioned  
10          she was approached at the Community Center by a resident who suggested shifting the  
            “leaf away” program a week towards December to allow all fallen leaves to be picked up.  
            Councilmember Powell inquired about some new asphalt on 600 north. Mr. Cowie stated  
            that particular asphalt project is being done by Pleasant Grove City.

12          **Councilmember Bean** – Councilmember Bean nothing to report.

14          **Chief Cullimore** – Chief Cullimore gave a summary on the Thanksgiving dinner. He  
16          noted that approximately total of 460 meals were served at the dinner (all facilitated by  
18          donated funds). He noted it averages out to \$4.20 per person for the meal. He noted there  
20          are still some committed donations coming in and around \$750 of the donated money will  
            be carried over to next year which will also be used to buy some necessary equipment for  
            next year. He also reported that the Tree Lighting Ceremony went well and there was a  
            good turnout.

22          **Councilmember Hoyt** – Councilmember Hoyt nothing to report.

24          **Councilmember Broderick** – Councilmember Broderick mentioned the electrical line  
26          going to the animal shelter.

28          **Mayor Acerson** – Mayor Acerson reported that he had a conversation with  
30          Commissioner Ellertson and they are waiting for the legal description (from the city) of  
32          the land on 700 north and then it will be deeded to the county and then turned over to  
34          UDOT. Mayor Acerson also reported the County Health Department passed a resolution  
            to put into place the controlling of E-cigarettes as there are currently not any guidelines in  
            place. He also reported he will be attending the upcoming Utah Lake Commission  
            meeting.

36          **Councilmember Lundberg** – Councilmember Lundberg stated that she attended some of  
38          the recent events noting they were great. She also apologized for her absence during this  
40          meeting but she had an obligation she could not delegate or get out of tonight. She did  
42          mention that she would like to have another work session for more opportunity for  
            discussion amongst the Council the feedback on the benefits study. Mr. Cowie stated that  
            he will schedule another work session for further discussion as he feels he needs more  
            direction or talk more about it tonight.

44                     At this time there was some additional discussion regarding the proposed wage  
46                     and benefit study. Councilmember Hoyt stated that he agreed with Councilmember  
                       Broderick’s suggestion of obtaining more information to review. Mr. Cowie stated he  
                       will be forwarding more spreadsheets and additional informational documents to the  
                       Council.

2 Mayor Acerson mentioned his feelings on this issue stating he would suggest  
initially adjusting the 401k and leave everything else the same. Councilmember Powell  
4 agreed with the Mayors suggestion. Mayor Acerson stated he is feeling a lot of push back  
and concerns and feels it is hard to take from people the things they have become  
6 dependent upon. Councilmember Powell stated she wouldn't mind seeing a cap on new  
hires and a new set of rules going forward. Councilmember Bean agreed with  
8 Councilmember Powell and Mayor Acerson but stated the reason they are not looking at  
issues other than benefits is because they don't appear to be so far out of line with other  
10 cities or other entities; the issue of benefits fell into that area or they wouldn't be looking  
at it and he is hesitant to leave everything as is. Councilmember Lundberg commented  
12 there are things she would like to discuss and look at more closely. Mayor Acerson  
commented that the longer we wait the more challenging it will become because the  
14 uneasiness of not knowing will be hard on the employees. Mr. Cowie agreed stating  
there is a serious morale issue among the employees and there are rumors (untrue)  
16 circulating through the departments.

Councilmember Bean agreed that uncertainty is a tough thing and we all deal with  
18 it, but while we are evaluating and making an analysis there will be uncertainty and he is  
sensitive to that; the alternative is we don't do anything or do something drastic without  
20 the proper information. Councilmember Bean stated he is not going to challenge any  
employee's statements on numbers in a meeting but he would like to see exact numbers  
22 and specific instances of perhaps 3 or 4 employees to see if the numbers are accurate and  
true; that would help him make a decision. Mr. Cowie stated he is hoping for January to  
24 come to a conclusion.

Mayor Acerson directed Mr. Cowie to ask the Council what they need to know to  
26 make a choice or decision to give clarification. Councilmember Broderick stated from  
his standpoint he wants to see the data that Mr. Cowie will be forwarding to help him  
28 make his decision. He feels that there may be more suggested cuts than what he would  
do, but he needs to see that information.

30 Chief Cullimore commented at this time. He noted in the interest of clarity and  
easing the minds of some of the employees, that he is a little confused from the message  
32 given tonight from the Council. When the employees were all here it was indicated that  
this was just a "fact finding" mission, wanting to know what the numbers are and now he  
34 is hearing that the Council is looking at things to cut. Councilmember Lundberg  
commented that the committee had suggestions and they are looking at where they fall.

36 Mr. Cowie pointed out that clearly the suggestions are not representative of  
everyone. Councilmember Broderick stated that he feels the comments from Chief  
38 Cullimore may be accurate, but he had no idea where the benefits were when they started  
this process. Chief Cullimore commented that he believes the employees left here tonight  
40 thinking the Council was just looking at the numbers and may not do anything and that is  
not what he is hearing now. Councilmember Broderick stated that in his mind they have  
42 asked for a little more information and they will process it. His goal is to do something  
sustainable to avoid financial trouble in the future with the worst alternative being to cut  
44 jobs. Chief Cullimore stated he understands that but was just asking for some clarity as  
that is where all of the rumors are coming from; the unknown and the uncertainty. Mayor  
46 Acerson commented that he feels the conversation on the 401k was clear and understood

2 and there is some willingness on the part of the employees to support that change. Chief  
Cullimore agreed with that statement.

4 Councilmember Bean pointed out that fact finding and potential for something  
down the road would go hand in hand; he doesn't feel that anyone wanted to get too  
6 specific tonight because we weren't to that point yet and it may not be the right forum to  
do that. Councilmember Lundberg asked when can we discuss specifics and flesh it out  
8 as it needs to be done in a timely fashion. She feels she has some good information and  
would like to continue to hear feedback from staff and feels the only things on the table  
10 are the 401k and the health benefits with everything else being left alone; except how to  
distribute the merit in a fashion that benefits everybody. Councilmember Hoyt asked if  
12 there has been much kickback on the merit issue. Mr. Cowie stated that he feels in  
general it has gone over pretty well, however, there are certainly some concerns because  
14 it is unknown and it is not finalized yet.

Councilmember Lundberg mentioned that she talked to a handful of employees  
16 on her way back in to the meeting and they indicated that some of the employees were  
intimidated to speak up in the meeting but they would encourage the Councilmembers to  
18 meet with all the departments so they can know what they do and get a feel for where  
they are at; she feels this is a great idea to gain a better connection with them. From that  
20 conversation she felt that there was no objection to the merit issue and it may need to be  
looked at differently. Mr. Cowie stated the biggest issue and concern from the employees  
22 are the medical benefits. Councilmember Lundberg stated that for her, the biggest issue  
on the medical benefits is that a lot of people were getting extra cash (take home pay) if  
24 they didn't take the benefit. Mr. Cowie clarified that it is not take home pay on their  
paycheck but that it is to go for other insurance or other things paid through payroll; it  
26 is not a take home cash amount. He then explained how this benefit works and showed  
the spreadsheet on the screen. Councilmember Powell voiced her concerns that she sees  
28 the inequality of an employee who has the ability to take the full benefit amount because  
they have a spouse who has insurance etc., versus a single employee with that being the  
30 only option they have because they don't have a spouse or other options, so they put that  
money towards their future in a 401k or other areas. She added there is a feeling of  
32 inequality between co-workers regarding the benefit.

Councilmember Lundberg stated in the business world there is a "use it or lose it"  
34 composition and that's how organizations work. If someone doesn't need the benefit  
why should the organization pay for it because they don't have a whole family to support  
36 and dependents then why should they get an extra \$1,000 or \$1,400 dollars per month of  
extra spending income? Because the family that is using the full benefit is using it for  
38 their medical coverage and it is not coming back to them where the single individual only  
needs it for themselves, so why should that individual get a big windfall of extra money  
40 to tuck away. Councilmember Powell commented that she sees this as a use for their  
future family.

42 Councilmember Bean stated that he agrees with Councilmember Lundberg's  
comments noting the practice in private industry is generally exactly as she depicts. He  
44 does not know of one organization that gives back any un-allotted amount of the  
premium to the employee to use for other areas. The other side of this is that they are not  
46 asking the employees to contribute to the premium. Not only are we giving them extra  
money but we are not asking them to contribute. He noted that he feels it is strange that

2 the employees are saying if they knew and appreciated what they did more that the  
3 Council would not be considering these changes, which is not true and it does not change  
4 the fact that things are outside of the normal practices to some degree. He realizes the  
5 employees have needs but it is a practice that is not sustainable. Mr. Cowie referenced  
6 First West Benefits and quoted the defined contribution and noted that 67% don't offer an  
7 opt-out benefit plan (he will forward the Council this information).

8 Mayor Acerson pointed out that he sees the options on the table are status quo,  
9 make changes in the health benefit area to make it more in line with what the business  
10 community does or make the changes effective going forward (more of a gradual change  
11 than immediate change). Councilmember Powell suggested perhaps a hybrid of that could  
12 make it a stepped program. Mayor Acerson agreed that stages would allow some  
13 adjustment time to get in line with the direction moving forward. Councilmember  
14 Lundberg doesn't want to make the employees feel that it is cut 100% but something  
15 tapered may work. She is not open to leaving it as is, because she feels it is too much and  
16 not traditional even in government not only the private sector. Councilmember Bean  
17 would agree to a tapered approach.

18 Councilmember Lundberg suggested for those who are seeing the big change  
19 from those who opt-out of the medical insurance and those who receive the surplus to  
20 perhaps soften it somehow to allow some type of benefit for those who don't use the  
21 entire benefit and to have some cushion. She noted there is a rich benefit here but to take  
22 all of that extra amount she doesn't feel good about it and she has not seen anything like  
23 that before as she has talked to a lot of different people and entities. Councilmember  
24 Hoyt asked about the Mayor's idea of doing a percentage and if that thought has any  
25 merit. Mr. Cowie stated that doing a percentage across the board without changing those  
26 numbers the only people impacted will be the 25 who don't take the coverage unless it  
27 was made mandatory. He noted that in the end the Committee was trying to achieve a fair  
28 equation but there are outliers. Councilmember Bean stated if the greatest impact is on  
29 10 out of 45 employees then maybe they should look at ways to lessen that impact over  
30 time.

31 Mr. Van Wagenen commented that they are faced with a difficult challenge as all  
32 individual situations are different and trying to make something equitable in cuts across  
33 the board there is really no such thing, and he doesn't see a way to make the cuts  
34 equitable for everyone. There is a philosophical standpoint and the practical standpoint  
35 and the employees are not sure where the Council is and there is a conflict there and he  
36 understands that. He can see both sides of the equation and it will not be equitable and to  
37 make the decision based on practicality or on the philosophical sense is a decision the  
38 Council must make.

39 Councilmember Powell shared that she is quite rigid on this issue and she feels  
40 these employees hired on with this plan and she is grateful that the Council is looking at  
41 this now, but she does not feel like it should be corrected on the backs of people who  
42 hired on with the wage and benefit package in place. Now we are asking to change the  
43 rules of what they hired on for and that is why the morale is low and the rumors are going  
44 around because this is not what they signed up for. Granted this is a rich package, but she  
45 does not think that correcting it right away is in the best interest of the citizens and it will  
46 affect the quality of people hired. She would suggest implementing this with new hires  
moving forward with a new set of rules and the existing employees being grandfathered

2 in and to perhaps phase out some of these things in a doable way. She noted that she has  
4 had employers reach into her pocket to make their budget work and knows the stress and  
anxiety it can cause and she does not want to see this happen here.

6 Councilmember Lundberg stated that she has experienced that too and  
8 unfortunately that is the real world today as there are no guarantees and something as rich  
10 as this that is out of line even with government standards and within government entities  
12 she feels it is fair to make an adjustment. She has seen this many times in private  
organizations. You can't say that no changes are ever warranted just because this is what  
they have had in the past. She does not feel good about someone getting \$1,450.00 per  
month extra to use for their own benefit that is beyond what is really needed and is out of  
line; she is open to some cushion in areas and not to slash and burn and to give back in  
some direction.

14  
16 Following some additional discussion, Mr. Cowie stated he is hearing the Council  
is in agreement to the following recommendations:

- 18 • \$1,224 opt-out reduced to \$500 (4 of 5 Councilmembers in agreement)
- Flat insurance coverage for new hires
- 20 • 401k match

22 Mr. Cowie stated he will meet with the benefits committee again and make some  
recommndations based on this discussion and will bring back an amended proposal.

#### 24 **Administrator's Report:**

Mr. Cowie reported on the following items followed by discussion.

#### 26 **Misc. Updates:**

- 28 • November City newsletter
- Land Use Project Tracking List
- 30 • Ivory Homes development
  - 32 ○ Joint Planning Commission/City Council plan review meeting: Tuesday,  
Dec 9<sup>th</sup>, 6-8pm
- Public Safety Building –
  - 34 ○ Utilities / Monthly operating cost study in progress
  - Discussion on how to proceed
- 36 • Misc. Items

#### 38 **Upcoming Meetings & Events:**

- 40 • Newsletter Assignment: Mayor Acerson - January newsletter article. *Due by last  
week in December.*
- 42 • Dec 8<sup>th</sup> at Noon (special Monday meeting) – Engineering Coordination meeting at  
Public Works. Mayor Acerson and Councilmember Broderick will attend.
- 44 • Dec 9<sup>th</sup> – Joint PC/CC work session with Ivory Homes, 6-8 pm. All Council  
members will attend.

#### 46 **Future items:**

- Fiscal Year 2013-14 Financial Audit Report (Dec 19<sup>th</sup>)

