

1 **PROVIDENCE CITY COUNCIL MINUTES**

2 **August 28, 2012**

3 **Providence City Office Building**

4 **15 South Main Providence, UT**

5

6 Call to Order: Mayor Liechty

7 Roll Call of City Council Members: Mayor Liechty

8 Attendance: D Calderwood, R Call, J Russell, B Bagley, D Astle

9 Excused:

10 Pledge of Allegiance: Mayor Liechty

11

12 **APPROVAL OF THE MINUTES:**

13 The Providence City Council will approve the minutes from August 14, 2012.

14 **Motion to approve the minutes: J Russell, D Calderwood second**

15 **Vote: Yea: D Calderwood, R Call, J Russell, B Bagley, D Astle**

16 **Nay: None**

17 **Abstain: None**

18 **Excused: None**

19

20 **OATH OF OFFICE:** The 2012-2013 Providence City Youth Council will take the Oath of Office.

21 S Bankhead gave the Oath of Office to the Youth Council. The Youth Council also is a volunteer youth group. Sandra
22 Checketts, Julie Payne and Jeanine Liljenquist are the volunteer leaders.

23

24 **PUBLIC COMMENTS:**

25 Kathleen Alder represents Amsource. She reported on the contacts made by the Amsource people for their commercial
26 development.

27 D Astle asked if any businesses have complaints.

28 K Alder said Great Clips has renewed their lease.

29

30 **BUSINESS ITEMS:**

31 **Item No. 1. Ordinance No. 015-2012:** The Providence City Council will consider for adoption an ordinance changing the
32 zone of a 0.78 acre area of property from Agricultural to Single-Family Traditional. The property is located at approximately
33 735 South 400 East. The applicant is Glen Thompson.

34 **Motion to approve: D Astle, B Bagley second**

35 S Bankhead explained that he is not rezoning the entire property. He wants to rezone 1 lot for his daughter. The remaining
36 parcel will stay agriculture.

37 R Liechty asked where exactly the piece of property is located.

38 G Thompson explained to the Council where the piece is located.

39 **Vote: Yea: D Astle, B Bagley, D Calderwood, R Call, J Russell**

40 **Nay: None**

41 **Abstain: None**

42 **Excused: None**

43

44 **Item No. 2. Resolution 12-019:** The Providence City Council will consider for adoption a resolution approving the
45 Development Agreement for Hillcrest Subdivision Phase 2.

46 **Motion to approve: D Calderwood, D Astle second**

47 S Bankhead told the Council that Jared Nielsen is present. She explained that the Development Agreement is a boiler plate
48 but there is room to call out certain requirements.

49 J Nielsen said he will have the cleaned up copy of the construction drawings shortly.

50 S Bankhead explained that the date will be the day the construction drawings are signed. She said that some language needs
51 to be added to the agreement. The Developer needs to contact the utility companies for the design before they install.

52 D Astle asked about security performance and warranty bond. It needs to be specified what kind of bond it is.

53 B Bagley asked about the dates of the security and warranty bond.

54 S Bankhead explained that it might take 3 years for the construction to finish.

55 R Call asked about the litigation concerning the Development.

56 S Bankhead reminded the Council what the litigation was about.

1 R Liechty asked about the retention pond.
2 R Eck said it was sized for the entire development.
3 **Vote: Yea: D Calderwood, J Russell, B Bagley, D Astle**
4 **Nay: R Call**
5 **Abstain: None**
6 **Excused: None**
7

8 **Item No. 3. Resolution 12-020:** The Providence City Council will consider for adoption a resolution approving the
9 Development Agreement for Providence Professional Center.

10 **Motion to approve: J Russell, R Call second**

11 S Bankhead said staff would like to see this development move ahead in a timely manner. At this time all the information
12 needed isn't in house. As part of the round-about process the City will be building part of 100 North. M Poole would be
13 responsible for 66 foot of asphalt. This is discussed in the Development Agreement.

14 D Astle asked what the distance of the road will be.

15 D Turner explained to the Council the way the road would be built.

16 S Bankhead said normally they would like to have the bid amounts in the agreement but they can't bid it out until the LDS
17 Church sells the property.

18 M Poole explained that the Bank of Utah is handling the cash bond with the construction loan.

19 B Bagley said one of the concerns about the round-about is the pedestrian crossing. He would like that to be considered in the
20 design.

21 **Vote: Yea: B Bagley, D Calderwood, J Russell, D Astle, R Call**
22 **Nay: None**
23 **Abstain: None**
24 **Excused: None**
25

26 **Item No 4: Resolution 12-021:** The Providence City Council will consider for adoption a resolution granting the request by
27 Steve Baugh to waive the infrastructure requirements for a proposed 3-lot subdivision to be located at approximately 311
28 East 300 South.

29 S Baugh has asked to be removed from the agenda tonight.
30

31 **Item No. 5. Resolution 12-022:** The Providence City Council will consider for adoption a resolution approving Kirk Allen
32 to the Providence City Planning Commission as an alternate.

33 **Motion to approve: B Bagley, R Call second**

34 R Liechty told the Council that he has known Kirk Allen for years. He volunteered to serve on the Planning Commission.

35 K. Allen said he recently retired as an educator. He served on the River Heights City Council. He doesn't like urban sprawl. A
36 City such as Providence needs to be well thought out and planned. He is excited to be a part of that.

37 D Calderwood asked if he was for cluster development.

38 K Allen said he believes there is a place for clusters. They need to be placed in the right way and in the right manner.

39 R Call asked if K Allen was aware of the time it takes to do this job.

40 K Allen said it's a good thing to volunteer for the City. He was over recreation when he was with River Heights City
41 Council.

42 D Astle asked if K. Allen would change any of the planning in River Heights.

43 K Allen said he was part of the Windsor Drive subdivision and there was a lot of contention with that.

44 B Bagley asked if he had the support of his wife.

45 K Allen said she is always supportive of him.

46 D Calderwood asked if he spoke to any of the Councilmen about the Commission.

47 K Allen said he talked to R Call and reminded him that he would like to volunteer for the City.

48 B Bagley said he has known K Allen for along time and he has his support.

49 **Vote: Yea: D Astle, B Bagley, D Calderwood, R Call, J Russell**
50 **Nay: None**
51 **Abstain: None**
52 **Excused: None**
53

54 **Item No. 6. Resolution 12-023:** The Providence City Council will consider for adoption a resolution approving amendments
55 to the Providence City Personnel Policy.

56 **Motion to approve: R Call, D Astle second**

57 R Liechty told the Council that he and D Astle had a meeting with the employees this morning. They were given a handout of
58 the discussion that took place.

1 Susan Lemon is a citizen. She asked why? Her concern is that we are a community that works together and helps each other.
2 She doesn't understand why anyone would vote for a decision that would impact the employees this way. She thinks this
3 greatly impacts the employees and will create a huge detriment for the City.
4 Todd Hammond is a citizen. He worked for the City at one time. He is concerned about the effects that cutting back on the
5 insurance will have on the City. He believes that the City has excellent employees. He has seen the effects of not having
6 benefits and he believes that this will negatively impact the City.
7 Brent Speth is a citizen. He has worked for the City. The City has more power to give the employees insurance than making
8 them go out on their own. He understands that insurance plans are changing. You need to work with them. They represent
9 you in the City. Be observant with national health care. Give the employees some time.
10 Sharell Eames would like the Council to reconsider the way the policy combines the leave. She doesn't believe the
11 employees should lose their leave time.
12 Everett Barney would like to comment on the erosion of the employee benefits. The employee will no longer become loyal to
13 the employer. When you lose the loyalty of your employees you will lose your employee. He believes that the Council needs
14 to consider this very closely before they make a final decision.
15 Mark Chessler is a resident. His career took him away from Cache Valley. Providence is a great place. Providence is also a
16 very unique community. He wants the employees that work for the City to stay. They do a great job for us. He also let the
17 Council know that insurance is a very difficult thing to obtain.
18 Richard Eames taught in Logan City for 30 years. He has sat on many insurance committees. Insurance benefits are getting
19 worse. The Council needs to look at the employees but the employees need to look at what they have.
20 Peggy Giles works for a neighboring City. Employees are so important to the City. She is very grateful for the benefits that
21 she has as a citizen. She talked about the flooding problems in the spring and how hard the employees worked to take care of
22 this problem. The employees don't make a lot of money but they work for the benefits. She believes that the Council needs to
23 consider this further.
24 Julie Payne is a citizen and it saddens her to think that we can't keep employees because of the benefits. She appreciates
25 Providence and she feels like it is part of her responsibility to help maintain these benefits.
26 Randy Simmons thinks that the City employees are a great set. You can't take them for granted. Henry Ford wanted
27 employees to feel like they were important. He believes Providence City is a great place. He is very proud of the employees
28 of Providence City. He asked why the Council is doing this.
29 D Calderwood said the proposal is suggesting taking 1 Holiday away from the employees. There are 13 employees; either 9
30 or 10 are either rated or uninsurable. Under the present plan there is sick and vacation as separate items. Under the new plan
31 if you don't use the vacation/sick you lose it. In the new plan we short the employee 200 to 216 hours. Concerning insurance
32 it will cost the employees a lot more for them to go out on their own. He doesn't think Providence will be competitive with
33 other entities if we do this. The City doesn't need a tax increase. The City doesn't have a budget restraint. The City doesn't
34 need this new policy.
35 DeAnn Allen asked why this is being discussed. What brought this about?
36 E Barney asked what the City thinks they'll save on this proposal.
37 D Calderwood said the City payroll is about \$500,000 a year. Benefits run the City about 24%. He hasn't heard that there is a
38 budget problem.
39 D Astle said the benefits are about \$125,000. The City also pays State Retirement.
40 D Calderwood said that retirement has nothing to do with the cost.
41 B Speth said before you cut employees benefits cut programs. Make sure you have good employees. He cares for the
42 employees.
43 D Astle said the personnel policy we had has been in existence since 2009.
44 J Payne said she has seen employees leave and because we are so bare boned she is concerned about that.
45 R Liechty said several employees gave their sick time to another employee who had used all of his and this cost the City. He
46 doesn't feel like it was their time to give it away.
47 P Giles said that North Logan City allows them to give their sick time to another employee. She thinks that's a great thing to
48 be able to do.
49 B Speth said Logan City also allows that.
50 T Hammond said the employees did not bank the time. It was used. It didn't cost the City anything.
51 J Payne said the employee still lost the time.
52 R Simmons said the employee earned it back. The employee owns that time and they gave it to another employee. Cities
53 aren't businesses. This is a part of being who we are.
54 D Astle told the Council that he met with the employees this morning and he believes they have some legitimate concerns.
55 Personnel cost have not gone down. Insurance costs go up every year. Sick leave is an insurance policy. With personnel leave
56 you can use the days for anything. It is being looked at that the City purchases short and long term disability. The employees
57 volunteered to pay their insurance premiums at 80-20%. He is thankful that the citizens support the employees.

1 R Call said he participated in the re-writing of the policy and he has the utmost respect for the employees. He understands
2 what it takes to get things done. This policy is just trimming the edges. We can't afford to keep letting this get bigger and
3 bigger. Where is the money going and what is most beneficial to the employees? We have to do something. We cannot afford
4 to continue to maintain the status quo. This policy does not harm any employee of the City.

5 D Calderwood said the City had 1 employee leave that wasn't replaced. The City has saved \$150,000 this year. You give the
6 Council the money and we can spend it.

7 B Bagley is very appreciative of the employees. He believes the Council and Mayor and the citizens appreciate the
8 employees. He wants to give to the employees instead of taking away. He is extremely concerned about combined sick and
9 annual leave. He agrees that we could put a cap on this. That needs to be looked at. He thinks the employees should be
10 allowed to carry over their time. He is concerned about the holidays. The on-call person is important. It needs to be included
11 in the policy. He believes it is wrong to penalize the employees because the insurance rates have increased. We are very short
12 sighted if we make our employees look for their own insurance. This needs to be addressed. Donating your sick leave needs
13 to be looked at. He doesn't understand wanting a road fixed compared to letting our employees have insurance. He wants to
14 look at long-term disability. He doesn't think we need a tax increase. Let's wait and see. He doesn't want to push this policy
15 through.

16 J Russell said we have great employees here but as a Council we have a responsibility to the City. We should be looking at
17 all the policies. He believes that the Council has an incomplete policy and he would like the Council to table this issue.

18 B Speth said the citizens that are here aren't interested in chopping off the employees to find their own insurance. The
19 citizens want our employees taken care of.

20 **Motion to continue this resolution until September 25th: J Russell, B Bagley second**

21 **Vote: Yea: D Astle, B Bagley, D Calderwood, R Call, J Russell**

22 **Nay: None**

23 **Abstain: None**

24 **Excused: None**

25
26 **STAFF REPORTS:**

27 R Eck e-mailed his report to the Council earlier. Chip and seal is finished. He talked about the sewer project.

28 S Bankhead reported on the Movie in the Park. She reminded the Council of the Sauerkraut Dinner, Car Show and Movie on
29 October 13th. She also told the Council that the City is getting ready for the audit. She appreciates the citizens who spoke in
30 favor of the employees.

31
32 **COUNCIL REPORTS:**

33 D Calderwood reported on DRC and the Planning Commission.

34 B Bagley reported on the quit claim deeds for the round-about. He talked about the Commercial area. He thanked Kathleen
35 Alder for all the hard work that she does for the City.

36 R Call said the work is continuing on Canyon Road. He likes the road profile that is being done on Canyon Road.

37 J Russell asked about the amount of accidents on 100 North and Hwy 165.

38 R Eck said he hasn't noticed any accidents.

39 J Russell reported on the Library Board meeting.

40 D Astle reported on the Historic Commission. He would like some positive input on the Personnel Policy.

41 R Liechty suggested Shane Hansen and Rob Stapley be put on the personnel policy committee.

42 S Hansen suggested putting someone from the office on the committee.

43
44 **Motion to adjourn: R Call, D Astle second**

45 **Vote: Yea: D Calderwood, R Call, J Russell, B Bagley, D Astle**

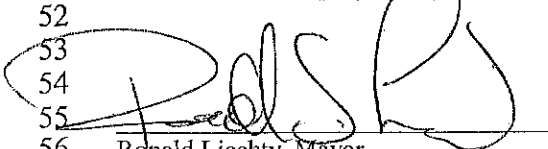
46 **Nay: None**

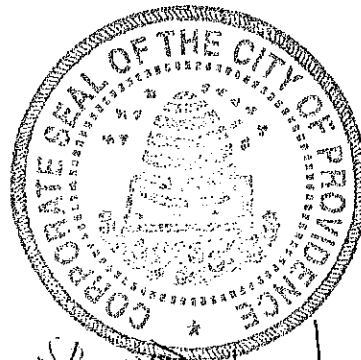
47 **Abstain: None**


48 **Excused: None**

49
50 Meeting adjourned at 8:18 pm

51 Minutes taken and prepared by Terri Lewis

52
53
54
55
56 
Ronald Liechty, Mayor




Skarlet Bankhead, City Recorder

City Council Meeting

August 28, 2012

Please Sign In

PROVIDENCE

Bob [unclear]

Kaura Fisher

Name

City of Residence

Shane Hansen

Logan

Steve Harker

Millville

Bob [unclear]

Millville

BERNARD TAYLOR

Logan

Rob Stapley

Hyrum

MATT PAYNE

PROVIDENCE

Andrew Payne

Providence

Christian Payne

providence

Paige Hansen

Logan

Wes Barnes

Providence

Jim [unclear]

Providence

Julie Payne

Providence

Lizelle Payne

Providence

Kathleen [unclear]

Providence

Jim [unclear]

Logan

Samuel J. [unclear]

Logan

Rob [unclear]

PROV

Sandra Cheekette

PROV

Drew [unclear]

PROV

Kevin M. Opsahl

The Herald Journal

Jan Burr

#4

Nancy Burr

PROV

Hadley Burr

Kevin M. Opsahl

Jack Burr

Providence

Darren Brown

Jerry Lewis

Matt [unclear]

Jessica [unclear]

Providence

Jonah [unclear]

Providence

Stacy Simmons

Sharell Eames

Providence

Ausan Lemon

Providence

[unclear]

Millville

Peggy W. Giles

David Low
Providence