

**BUDGET WORK SESSION OF THE
BRIGHAM CITY COUNCIL
MAY 4, 2011, 12:00 NOON**

PRESENT:	Dennis Fife Bob Marabella Bruce Christensen Scott Ericson Tyler Vincent	Mayor Mayor Pro Tem Councilmember Councilmember Councilmember
ALSO PRESENT:	Dave Burnett Mary Kate Christensen Bruce Leonard Jason Roberts	Public Power Director City Recorder City Administrator Finance Director
EXCUSED:	Ruth Jensen	Councilmember

Mayor Pro Tem Marabella explained that each councilmember gave him what items they would like to discuss. He suggested discussing these items first.

Staffing

Youth Empowerment Team (YET)

Mayor Pro Tem Marabella said Councilmember Jensen sent him a message that she is not in favor of this being a full-time position. Mayor Fife said when he wrote back to her she felt differently. She didn't really say she was in favor of it, but said she would consider it further.

Mayor Pro Tem Marabella felt that the combined position of YET and the Youth Volunteer Commission (YVC) is not working. It is asking too much of one person. He felt it would be better to fund this as two part-time positions. This would add one part-time person to the City's current personnel level. Mayor Fife said there were two part-time employees running just the YVC. Mayor Pro Tem Marabella did not want to create a full-time position without a sure, long-term vision on what the job will do.

Councilmember Christensen suggested moving it to a full-time position for a year and see how it goes. Ms. Mortensen should understand that it is for a year and then it will be re-evaluated. Councilmember Vincent agreed.

Councilmember Ericson felt that this decision should wait until Councilmember Jensen is in attendance. He added that the City would get better results and better impact if it were contracted out. The money that is being used for programming and salary could be given directly to the Family Support Center, the School District or other groups that provide those services. They could do it with less overhead and have the same or similar results.

This will be discussed further when Councilmember Jensen returns.

1.6% Merit Increase

Mayor Fife said there is an error in the budget. It includes a 1.6% for the Mayor and Council. He did not intend for that to be in the budget. **The Council agreed this should be removed.**

Councilmember Christensen felt this should remain in the budget. Comp wages should be above 92%. The 1.6% is not a big increase and is not a large amount in the budget, but it sends a good message.

Councilmember Vincent agreed. He added that the City has spent a lot of money on training and City employees have a lot of wisdom.

Councilmember Ericson felt that 1.6% is appropriate. However, after taxes employees will not see much difference in their paycheck. He suggested increasing the amount the City pays for employees' health insurance. Most employees that go to other cities do so based on employee benefits. A police officer received \$300 more per paycheck because Ogden City pays 92% of health insurance rates. There is approximately \$75,000 for a 1.6% merit in the budget. If the amount the City pays for insurance changed from 80% to 85% it would be \$75,000. If it were changed to 90%, it would \$140,000. This would directly

affect the amount employees bring home. Mr. Roberts added that if the employee has family coverage, they will see a difference, but if they only have single it would be a lot less and some are not on the City's insurance. Councilmember Ericson felt this should be considered.

Mayor Pro Tem Marabella said he did not believe employees are disgruntled. The City has not experienced much of a turnover, other than in the Police Department. Unemployment is at 8-9%. When a part-time clerical position opened up, 60 people applied. Pay is not at the top of the list for employee satisfaction. If it is in the range, it comes down to how their supervisor takes care of them. He felt just the opposite of Councilmember Ericson; insurance benefits should go down to 70%. The difference between the 70% and 80%, plus what is in the budget, could provide a larger increase for employees and would bring benefits more in line with what businesses in the community do.

Councilmember Christensen felt that the City needs to look at preventative, not wait for employees to start quitting.

Mayor Fife agreed that salary is not necessarily the top priority for employees. However, there has been a message come across to employees that this Council does not really support them. That is the general feeling. He felt that the Council needs to send a message to employees that they have stepped up and have done a great job, whether it be with a merit or employee benefits.

Mayor Pro Tem Marabella said he is still in favor of the 1.6%, but some attrition can be good. It allows other employees to take on new responsibilities and do new things. Need to always be reflective of what is going on in the community.

All councilmembers agreed to keep the 1.6% in the budget.

Municipal Energy Tax (MET)

Councilmember Christensen, Councilmember Vincent and Councilmember Ericson felt the MET should remain the same.

Mayor Pro Tem Marabella suggested increasing the MET to the maximum allowed 6%, then reduce utility rates to offset that amount.

Mr. Roberts added that the MET revenue goes to the General Fund, not the Utility Fund. This would cause the transfer to go down. **This will be discussed again after Mr. Roberts looks into this further.**

Utility Increases

All councilmembers agreed there should be no increases in utilities.

Revenue Sources

Green Waste

Mayor Pro Tem Marabella said Councilmember Jensen wanted the Council to consider charging non-residents for dropping off green waste. The Council discussed the difficulty of enforcing this without a full-time employee and whether the revenue would justify the full-time position. Mayor Fife said they are in the process of making a sign for a voluntary charge. Mayor Pro Tem Marabella said this is not going to have a significant impact on the budget. He recommended it not be included as part of the budget and have an analysis done sometime during the summer. Mayor Fife said he and Mr. Leonard will brief the Council on this and the Mantua Reservoir fees.

Procter and Gamble Revenue

Mr. Roberts said he estimated the amount in the budget on the usage of 1.5 million gallons per day and returning one million gallons of sewer a day. Their utility bill is approximately \$100,000 per month.

Sports Complex

Councilmember Christensen said when the City first started talking about this, St. George wanted to partner with Brigham City. Since that time, other cities north of Salt Lake City have built sports complexes. He did not want to earmark funds for a complex until he can be sure there is still a demand for it. In addition, he was concerned that if it is built and hotels and restaurants don't come to Brigham City, users will not come here.

Councilmember Vincent agreed that the City needs to make sure it is viable.

Councilmember Ericson was concerned that there is not good access. If there is grass and baseball fields built this year, citizens will be getting stuck on the dirt road. There is not only the expense for the fields but also the expense for a road. He also felt that because it is a significant project, citizen support was needed, whether it be by a vote or a survey. Another possibility is to use this money to complete the north section of Pioneer Park. This would create more soccer and baseball fields. This would help expand the parks until a decision is made on the sports complex.

Mayor Fife said there have been 2-3 groups that have shown interest in building something similar to the Bear facility in Tremonton, or bigger, and then lease it back with the option to buy.

In regards to access, Mayor Fife said there could be a chip seal put on it and painted stripes for very little cost.

Mayor Pro Tem Marabella said the City has a Recreation Board that has been talking about this for years. He felt something should be started. There is already a need for more soccer and baseball fields. He recommended approaching some of the businesses in town for donations. If they would partnership with the City, the field could be named after their business.

Kristy Law will attend the next work session to provide more information.

The meeting adjourned at 2:09 PM.