

OFFICIALS PRESENT: Mayor Kevin Jeppsen presided and conducted the meeting. Council Member Nathan Tueller, Council Member Toby Wright, Council Member Blake Ostler, Council Member David Walker, and Council Member Ashley Young.

CITY STAFF PRESENT: Robert Barnhill, City Administrator
Shanna Johnson, City Recorder

OTHERS PRESENT: Melanie Barnhill.

ITEM 1: CALL TO ORDER

Mayor Jeppsen welcomed everyone and called the City Council Retreat to order.

ITEM 2: DISCUSSION ITEMS

Mayor Jeppsen moved item H (other discussions) to the beginning of the meeting.

A. 2021 Year End Review

Shanna Johnson said she had a slide presentation from last year that she would send to the Council. She also discussed the top 6 items from last year that they chose as priorities. Mayor Jeppsen said at the end of this meeting he would like to have some goals in mind and prioritize them as well.

B. City Hall

Mayor Jeppsen discussed moving Item #3 Closed Session to this area of the agenda.

MOTION: Council Member Wright made a motion to close the public meeting and go into an executive session to discuss the purchase, exchange, lease, or sale of real property, when public discussion would disclose the value of the property or prevent the authority from completing the transaction of the best possible terms at 8:36 a.m. Council Member Walker seconded the motion.

ROLL CALL:

Council Member Tueller, Yes
Council Member Wright, Yes
Council Member Ostler, Yes
Council Member Walker, Yes
Council Member Young, Yes

Motion Approved: 5 Yes, 0 No

MOTION: Council Member Wright made a motion to close the executive session and go back into the regular meeting at 9:33 a.m. Council Member Tueller seconded the motion.

ROLL CALL:

Council Member Tueller, Yes
Council Member Wright, Yes
Council Member Ostler, Yes
Council Member Walker, Yes
Council Member Young, Yes

Motion Approved: 5 Yes, 0 No

C. Staffing & Wages

Mayor Jeppsen thanked Ms. Johnson for all the work she has put together with this. He said he does not want to get into the budget details with this as much as the studies and information that she has put together. Ms. Johnson explained that back in November she put a lot of focus into this as she knew it would be a hot topic this upcoming year. She looked again a few weeks ago and the numbers have changed. She presented the model that is used for compensation for our employees. She discussed performance increases (guaranteed each year if budget allows), market increases (based off of surveys from surrounding areas), and COLA's (cost of living allowance). She discussed how they come up with the averages in detail and what the results have been in the past. Ms. Johnson explained that staff have asked for them to do better with raises as well. Mayor Jeppsen added that a lot of the drive for this is from the police department and the competitiveness from other areas that offer more. Mayor Jeppsen added that because the case rate has increased with the police department, when budget comes this year, the police will be asking for another officer as well.

Ms. Johnson discussed pulling the travel area radius (35 miles) to look at as well as the BRAG survey area for comparison. She explained that when she applied the old model to Fiscal Year 2023 50% of staff would be at 100% of the BRAG area average, 32% would be over 80% of the average, 9% would be over 76% and 9% would be under 76% of the average. Ms. Johnson then discussed the step up plan that she came up with using the travel area radius, stepping up the market increase, increasing the COLA to 7% instead of the 2 year average, as well as increasing performance increases. The application of this plan would make 50% of staff at 100% of the travel radius average, 23% at 80 %, 4 % of them at 76 % and 23% that would be under the 76% mark. When she applies the BRAG area to this plan it improves the numbers to 63% of staff at 100%, 27% of staff at over 80%, 5% would be over 76% and 5% under the 76%. This takes them from .91 cents on the dollar for the travel radius and .98 on dollar for the BRAG area to 95% for the travel and 102% on the BRAG area. Ms. Johnson explained that she likes to present options for them to choose from when they do the budget and discussed those options briefly with the Council. (See slides) She also discussed what the average increases would be for employees with each option.

Council Member Ostler said he would like to think of ways to deal with this creatively. He explained that there is competition that is driving this, and wondered if there was a way to combine resources (agencies) and make a unified police department. He wants to make Perry a good place to work and just wants to try and find creative ways to deal with this (possible incentive systems). Public safety is one thing; he added that key personnel (certain positions) that are high performing individuals need to be paid well to keep them in those positions.

D. Capital Projects

Ms. Johnson asked the Council Members if they had any capital projects they would like put as a focus for the year. Council Member Tueller asked for the status on the park equipment for

Mountain View playground. Mr. Barnhill said that the last time they talked about it, they had decided to wait and see when and if the apartment complex and some other larger developments came through, which can dramatically affect the park budget. Waiting for a little bit will give them a clearer picture if they will be able to do that or not. Council Member Tueller suggested that promontory school had some playground equipment that cost less and that he will get the information sent over of who to get a bid from.

Council Member Walker said he saw that in some of the utility funds, there is quite a balance built up and wondered if there were plans for a project with those funds. Ms. Johnson said there are some capital water projects that would be using that money. Mayor Jeppsen said he does not want to turn this into a budget session and they will cover more when they are in the budget process.

Council Member Tueller discussed generating revenue and how they can sustain or get more revenue. He added that sometimes it is a patience issue, like the prime real estate at Pointe Perry (which won't generate revenue until someone pays for it). He discussed growth in the city and that will be what drives revenue as well as bringing business in. He also talked about tourism and marketing the gun range. Council Member Walker discussed needing more diverse commercial within the city that could attract people from other places to spend money and not just local citizens.

Ms. Johnson suggested removing cemetery from the top 6 priorities and replacing that with business and economic development. Council Member Tueller talked about the possibility of creating a committee to help with ideas of how to create growth. Ms. Johnson suggested that Monica Holdaway from Box Elder Chamber of Commerce would love to be a part of something like that. Council Member Walker discussed improving infrastructure and trying to get grants to encourage some of the development.

Mayor Jeppsen said that the gun range could be a gold mine and that it is unique for a municipality to own a gun range. There are a lot of places to tap for money (like NRA). His hesitation with that is that in order for it to be turned into a goldmine, it needs to be run like a business. There is a place for volunteers out there but there would need to be a management system out there with paid RSO's. He is hesitant to bring it into a situation where they use general funds or money to make it work. He discussed Willard Bay and the Bird Refuge being large attractions and the gun range being between those two locations. Mayor Jeppsen also discussed a motorized trail system that could connect from Perry all the way to Bear Lake. He said most of those trails are in but you can run into land ownership issues. That concept has been in place for years to bring people in to use that recreation. He said that he will put together a business model that they can look at (and manipulate for the gun range situation). If the County was on board with making an access from Willard to the Bird Refuge visitor's center, there is a lot they could do out there.

E. Impact Fees

The Council went to item #F to discuss Budget Planning.

Robert Barnhill said that state statute used to require that impact fee studies be updated every six years which is no longer a requirement, but it is still a recommendation. He said that all of our studies are beyond that at this point. He explained that sewer needs to be done, water (because Pineview cannot service some properties, which can impact our water quite a bit), and parks (which can further the general plan goals with impact fees).

Council Member Ostler asked if our current impact fees are a deterrent for developers coming in. Mr. Barnhill said in his experience, no one has said they are out due to impact fees. He explained that Brett Jones, City Engineer, has done a good job doing a study of areas nearby and other than our sewer, we are pretty much in line with everyone else.

Mayor Jeppsen then directed the meeting to item #G to setting goals.

F. Budget Planning

Mayor Jeppsen said the staff needs to put together a budget and bring that to the Council. Ms. Johnson said she has asked the staff to start putting together those numbers and that is already in the process. They can then decide a schedule of when to start the budget planning process. Ms. Johnson asked if the Council had any areas of focus for the budget.

Council Member Ostler said that some of the items that come to his mind would be addressing understanding the sales tax picture and where they are at on the property tax rate. Ms. Johnson mentioned that Tom Kotter said they are anticipating a 20-30% property value increase county wide, so that is what the Council will have to determine (whether they want to keep the rate flat or how they want to address that). Council Member Ostler said those things along with the items discussed today, (the city hall and wage situation) are the top things for him.

Council Member Walker discussed emergency planning, and asked if there was a certain amount of money in the fund saved to cover expenses (in case of an emergency). Ms. Johnson said they do have some, they would have to use some of that to put down on a city hall if that is something they decide to do. She added that they don't want to use it all and would want to keep some saved. She said there would not be enough to cover a full year of expenses but enough to help if there was a dip in sales tax.

Ms. Johnson asked if the priorities need to be changed around at all. Council Member Tueller discussed roads still being a top need. Council Member Walker added that roads are part of business development and still fits. He suggested adding trails as a priority and something he would like to see.

Council Member Ostler said he would like to see where they are at and have a better understanding with how the water rate and sewer rate increase have affected things as well as what improvements have been made. Ms. Johnson said that Mr. Barnhill and department heads will be able to help give an idea of what has been done with the improvements part of it. Mayor Jeppsen said they can make that as part of the integral budget process, showing what they have accomplished last year and where they are going moving forward. Ms. Johnson discussed keeping the department heads true to the averages that they are spending as well.

Mayor Jeppsen then asked about item #E Impact fees and the discussion went to that.

G. 2022 Goals

Council Member Ostler said there are a few things he is looking at that he wants to understand a best step forward with. He discussed sending a document regarding mass transit tax, he also wondered about an E statement option where people can opt out of paper statements and utility bills. Mayor Jeppsen said he did read the email about the tax situation that Council Member Ostler sent and said there is a new avenue to explore with that which he briefly

discussed. Mayor Jeppsen said that he and the staff are always available to discuss anything that is needed.

The Council discussed UTA, inner city transportation and wanting to continue effort in trying to repel the mass transit tax.

Council Member Walker wondered when the last time the general plan was updated. Mr. Barnhill said it was adopted in 2019. Council Member Walker wondered if it was a good time to re-evaluate it and make it fit with the economic development plan and some of the other things they want to do. Ms. Johnson said to keep in mind they can update that at any time (if the general consensus of the community has changed), but the general plan should be the guide to what they are doing, and if they are doing things outside of the general plan then they are probably not following the general plan. Council Member Walker said he does not think they are way off with the general plan but feels that it may be a good time to look at it simultaneously as they create an economic development plan.

Ms. Johnson said she typed up a recap of the action items they want to follow including the top 6 items for FY22. (See slides)

H. Other Discussions

Mayor Jeppsen discussed the training they received at the last meeting and that the roll call vote should be in order of Council Members that had been there the shortest amount of time vote first and go in order from there with the Council Member that had been there longest going last. He also said that it is up to the Mayor's discretion. The Council discussed roll call voting. Mayor Jeppsen discussed rules of procedure and suggested they read through Ordinance 15-G in detail and think about how they may want to streamline that and make it more simple to understand. Mayor Jeppsen also suggested they decide who they would want to vote as Mayor pro-tem in case he were unable to serve as Mayor (this would need to be done yearly). Mayor Jeppsen also discussed having removed the ceremonial portion of the meeting due to electronic meetings. He also discussed removing public comment from the meeting. He would prefer if someone wants to address the Council, they come in and discuss any issues they may have or get on the agenda if wanted. Council Member Walker added that he has heard from many people that they don't know how to get on the agenda or to be able to be heard. He wondered if there is a way to get the word out to the citizens so they know how to be heard if they have something they want to discuss or comment on. Mayor Jeppsen said he would talk to Bill Morris, City Attorney, and come up with something to address that.

Mayor Jeppsen then moved to Item A, 2021 Year End Review.

ITEM 3: EXECUTIVE SESSION

This item was done under agenda item #2B toward the beginning of the meeting.

1. Executive Session (if needed; action will be taken to open and close the session):

- A.** Discussion of the purchase, exchange, lease, or sale of real property, when public discussion would disclose the value of the property or prevent the authority from completing the transaction of the best possible terms.
- B.** Strategy session to discuss the character, professional competence, or physical or mental health of an individual.
- C.** Strategy session to discuss collective bargaining.
- D.** Strategy session regarding pending, or reasonably imminent litigation.
- E.** Strategy session to discuss the deployment of security personnel, devices, or systems.

F. Discussion of investigative proceedings regarding allegations of criminal misconduct.

ITEM 4: ADJOURNMENT

MOTION: Council Member Wright made a motion to adjourn.

Motion Approved. All Council Members were in favor.

The Meeting adjourned at 11:24 a.m.

Shanna Johnson, City Recorder

Kevin Jeppsen, Mayor

Tyra Bischoff, Deputy Recorder