

Minutes of the Salem City Council Meeting held on October 7, 2020 in the Salem City Council Chambers.

Work Session: 6:00 p.m.

1. EMPLOYEE DISCUSSION

John Bowcut is talking about employees for Salem Fiber. Utopia attended the public hearing on zoom and John hopes they will be a partner with us. We are looking for two full time people. One cable supervisor and one technician. We need this person to be trained to continue this when John retires. He gave us 3 options, showing the different salary options. John said if we get lucky and get the right person, we can stay at the lowest tier. Councilperson Howard Chuntz asked where we could find other comps. Comcast, CenturyLink, Spanish Fork, etc. If we put a range, and the person knows their good, they will often times come in wanting the highest pay. John would be excited to find someone that he sees obvious potential. People who are willing to learn are often times the best. Councilperson Sterling Rees said to put something saying depending on your experience will depend on pay, in the application. Mayor Christensen said to start with a probation period, and John commented saying usually they do a 1 year time period. Councilperson Tim De Graw asked for detail for qualifications that they'd need. There is a job description but we are mostly wanting someone who is experienced. 2-5 years of experience would be ideal. They are not required to have any professional certifications as far as he remembers. He doesn't like to require certifications because it lessens the pool but they will give time for them to get the certifications they need. We are wanting to consider everyone. Councilperson Delys Snyder asked about the fiber technician and how important that job is. The technician is more of them completing what the supervisor says needs to be done. They need more training and will need to have great customer service because they will be going into people's homes. John is hoping that when he leaves to retire, the supervisor will move in and take his position. Mayor Christensen asked if we are at the point where we are ready to post the positions, and the answer is yes. John is needing help now, and wants to get going right away. Councilperson Delys Snyder asked if we choose to go the higher end with salaries, if our budget can handle that. Yes we can make it all work in the budget, but there is almost no chance that we will start at the highest pay. The bond is going to pay for the first 3 years of salaries. All their doing is building, so we are able to pay for it out of the bond. We aren't agreeing to set hours but will have a bonus. We will pay a little bit less than what Spanish Fork currently is paying, but will make a little more with a bonus if they get along with the public, come to work on time, etc. If you perform at a certain level, they will get a bonus.

Mule tape needs to be in all the existing conduit and we will probably need a power rodder.

John asked if anyone had any other questions and wants to know what range to put on the application and the council agreed to put the lowest to highest. Then we will have a wide range of what we will pay. We also have great benefits which speaks to a lot of people. This is an opportunity for movement and it would be great to get in on.

John is needing equipment. He will need a compact tract loader and a mini excavator. He got quotes for these tools. The skid steer will be used every day, we can buy this equipment now if we have the money, so we don't have to wait for the bond money to

come in. Councilperson Seth Sorensen asked what the advantage of renting versus buying one is. He feels buying one would be cheaper. John said with this specific one we need, it would be way more expensive and the nice thing about leasing is they do all the maintenance and upkeep, replace everything that needs to be, etc.

2. JEN WRIGHT- RECREATION EVENTS

Jen Wright explained that we are holding two events on October 24, 2020 that she hopes many of us will be able to attend and support. The youth council are going to hold a trunk or treat and due to not being able to have the senior dinner we always do for Salem Days, we will now be doing a Dutch oven dinner for them. For the seniors that come to our regular dinners, we put a flyer in their bag. Legacy House still donated like they always do for Salem days so that helped with a lot of the cost. We want this to be a social experience as much as it can be, with still following the guidelines that are in place. We hope that they stay 10-15 minutes and take this chance to be able to safely chat with other residents. Councilperson Delys Snyder said it looks like it will be fun and Jen hopes they enjoy it and do have fun.

3. RETAIL TOBACCO SPECIALTY BUSINESS

Attorney Vaughn Pickell said the state code allows cities to regulate smoke shops. You can regulate them by allowing one per certain amount of populations, but don't have to allow them at all if you don't want to. We don't have one in the city currently, and we would like to keep it that way. We can create an ordinance stating that we don't allow smoke shops in Salem. We already have lots of troubles with vapes and youth so we feel it's best to not allow them and add to the problem.

4. AGENDA ITEM DISCUSSION

AGREEMENT WITH BUREAU OF RECLAMATION FOR ENGINEERING AND TECHNICAL SERVICES

Bruce Ward said we did a licensing agreement about a month ago for technical services on the bridge of Loafer Canyon Road. If the bridge doesn't get built, the contract sits until the work is done. There are over 100 units being talked about in that area, but we told them we won't do anything with their subdivisions until the bridge is fixed. We are not paying for it but are able to reimburse with impact fees for some of it.

BIDS FOR POWER BUILDING SITE WORK

The bid was held at 1:00 today and nobody gave us bids, so we have zero bids. After squaring up the Cole Park earth work, Kenny Seng asked how the bid went and said he can give a bid tomorrow. We can post a rebid for 7 days and give another chance to everyone, but Kenny Seng will give us a bid for sure. Attorney Vaughn Pickell said we have to do a competitive bid. Councilperson Tim De Graw asked if we have ever considered anything other than a metal fab. He wants more durable facilities and something that looks nice. This building will have some decorative rock and has a 3 foot stem wall so if they did hit into it, they hit that instead of the actual building. We are going forward with this nice building. This will be at the old sewer plant and will be John's office for now until he builds something else.

MEETING CONVENED AT: 7:00 p.m.

CONDUCTING: Mayor Kurt L Christensen

COUNCIL PRESENT:

Mayor Kurt L Christensen
Councilperson Sterling Rees
Councilperson Seth Sorensen
Councilperson Howard Chuntz
Councilperson Delys Snyder
Councilperson Tim DeGraw

STAFF PRESENT:

Jeffrey Nielson, Finance/Recorder
Vaughn Pickell, City Attorney
Chief Brad James, Police Chief
Ted Barnett, Power
Matt Marziale, PW/Recreation
Bruce Ward, City Engineer
Steve Cox, Building Dept.
Brylie Haveron
Robyn Mortensen

OTHERS PRESENT

1. VOLUNTEER MOTIVATIONAL/INSPIRATIONAL MESSAGE

Mayor Christensen asked if anyone would like to give a motivational or inspirational message. Mayor Christensen stated he would like to offer a motivational message in the form of a prayer.

2. INVITATION TO SAY PLEDGE OF ALLEGIANCE

Howard Chuntz invited those who wish to participate, to stand and say the pledge of allegiance with him. He then led the pledge of allegiance for those who wanted to participate.

3. YOUTH COUNCIL REPORT

There was not a member from the youth council present tonight.

4. SF/SALEM CHAMBER OF COMMERCE

There was not a member from the SF/Salem Chamber of Commerce present tonight.

5. CITIZEN REQUEST- UTAH STRONG RECOVERY PROJECT

Courtney Mainor on zoom has a presentation about the Utah Strong Recovery Project. It is a FEMA funded project. This is running in all 50 states now. This is about the impact on mental health due to COVID-19 and assisting people in Utah to find ways to cope with the stressors of COVID. As crisis counselors, they are trained in natural disasters. Usually we can detect it if it's a natural disaster, but with COVID we have no warning and it's everywhere, unlike natural disasters usually just being in a certain area. COVID is impacting us. 25.5% of adults ages 18-25 reported they have considered suicide. Utah Strong serves all of Utah whether its individuals, families, etc. This is free and confidential counseling. They

are there to listen to people talk about their thoughts and feelings due to COVID. They have a Utah Strong Crisis line that runs 7 days a week from 7am-7pm offering Spanish speakers to make it available for everyone to call. They are doing an adult group in Spanish Fork next month. They are counseling people in nursing homes as well. Cindy thanks us for our time. Councilperson Delys Snyder asked how they are going to advertise this. They are trying to post in local places like libraries and senior centers. Cindy asked if we have any suggestions. They have been reaching out to police departments give them cards that have their help line on it and if the police officers feel the person can benefit from the program, they give them a card. If we have any suggestions, they are open to them. Mayor Christensen mentioned doing the ambulance and Greg Gurney mentioned victim advocates. Delys mentioned the senior dinners and said we could put a card in their bagged dinner. Meal on Wheels and senior centers have flyers already to pass out. Councilperson Delys Snyder also recommended to reach out to relief society presidencies.

6. APPROVE AGREEMENT WITH BUREAU OF RECLAMATION FOR ENGINEERING AND TECHNICAL SERVICES

MOTION BY: Councilperson Seth Sorensen to Approve Agreement with Bureau of Reclamation for Engineering and Technical Services

SECONDED BY: Councilperson Sterling Rees

VOTE: Councilperson Tim De Graw; Aye, Councilperson Howard Chuntz; Aye, Councilperson Delys Snyder; Aye, Councilperson Seth Sorensen; Aye, Councilperson Sterling Rees; Aye (5 Ayes)

7. APPROVE CONTRACT WITH OLELO FIBER FOR INSTALLATION OF FIBER

There is one change we want to make on the contract. It shoes the bonus being paid quarterly and we want it to be monthly.

MOTION BY: Councilperson Sterling Rees to Approve Contract with Olelo Fiber for Installation of Fiber with the Change of the Bonus Being Paid Monthly Instead of Quarterly

SECONDED BY: Councilperson Seth Sorensen

VOTE: Councilperson Tim De Graw; Aye, Councilperson Howard Chuntz; Aye, Councilperson Delys Snyder; Aye, Councilperson Seth Sorensen; Aye, Councilperson Sterling Rees; Aye (5 Ayes)

8. APPROVE BIDS FOR POWER BUILDING SITE WORK

We failed to get bids for the power building site work so we will re post that and do another bidding.

9. APPROVE MINUTES OF SEPTEMBER 16, 2020

MOTION BY: Councilperson Delys Snyder to Approve the Minutes of September 16, 2020

SECONDED BY: Councilperson Howard Chuntz

VOTE: Councilperson Tim De Graw; Aye, Councilperson Howard Chuntz; Aye, Councilperson Delys Snyder; Aye, Councilperson Seth Sorensen; Aye, Councilperson Sterling Rees; Aye (5 Ayes)

10. APPROVE BILLS FOR PAYMENT

AMOUNT: \$1,292,443.15

MOTION BY: Councilperson Howard Chuntz to Approve Bills for Payment in the Sum of \$1,292,443.15

SECONDED BY: Councilperson Delys Snyder

VOTE: Councilperson Tim De Graw; Aye, Councilperson Howard Chuntz; Aye, Councilperson Delys Snyder; Aye, Councilperson Seth Sorensen; Aye, Councilperson Sterling Rees; Aye (5 Ayes)

11. CHIEF BRAD JAMES, PUBLIC SAFETY DIRECTOR

Chief Brad James was not present for tonight's council meeting so Greg Gurney is filling in for him.

Greg Gurney made some minor administration changes. The DCFS used to do all the investigations but it is changing because of a state wide funding issue so it's put on police departments now. SGT Smith will now help with the investigations.

Councilperson Sterling Rees thanks Greg for being a part of the trainings with the communities. He said it was very well put together and informative. He had a great time.

12. STEVE COX, BUILDING OFFICIAL DIRECTOR

Steve Cox updated us on permits. On single families we are at 111 and last year at this time we were at 74. Last year we were at 321 total permits, and so far this year we are at 400.

Steve wanted to give us a heads up that Wyatt is taking his plumbing on Friday morning and is doing very well.

13. ATTORNEY VAUGHN PICKELL

Attorney Vaughn Pickell did not have anything to add to tonight's meeting.

14. JEFFREY NIELSON, CITY FINANCE DIRECTOR/CITY RECORDER

Jeff Nielson sent out information about the COVID money and what we are going to use the money on. We are planning to redo the whole council room. We will upgrade the board room to also make it virtual. The ambulance is wanting auto lift cots so they won't have to have the fire department come to help lift. We will get two so we have one for each

ambulance. They mentioned that hands off equipment would be great as well. We are getting bids on the main office to enclose it so we can open that side back up.

Total we get \$627,000.00. We are restricted to what we can use it for, but it's not a loan or grant. The library is asking for a lot. All the cleaning stuff we have been buying will be covered with this money. We have to spend the money by November or we lose it. They are supposed to help us figure out what to spend it on and how to spend it.

15. MATT MARZIALE, RECREATION/PUBLIC WORKS DIRECTOR

Matt Marziale stated with the PI meter install, we have been at it for a week. In a 5 day work week we installed 35 meters. Matt and Bruce Ward went out and looked at them and there are no complaints. We have 4 young men and they are doing a great job.

With the PI use, we worked out a way to deliver river water to the canal. We have water and are trying to stretch it to October 15, 2020.

The earth work is done for Cole Park and the top soil is sitting there. Part two in the bid is infrastructure. We will publish that hoping for approval and award the bid by next council. Right now we have pricing going for the sprinkler system.

Recreation report-they are finishing up youth soccer this week. Next week they will finish youth football. Cheerleading should also be over soon. We are about to move to inside sports, and offer safe programs with covid but currently are still planning to do everything we always have.

The high school tennis coach wants restrooms by the tennis courts. If they fundraise and get someone to do it, they will have those put in. They met with Matt and asked if since we pay for the lights on the tennis courts, if we can add these to the transformer to do water and sewer. The positive is that we can work this into the inter-local agreement. We can get it as an agenda item for next council. Mayor Christensen thinks it's in our best interest because it's for our families. We should be the ones in charge of the keys and they will also do the water fountain. He said we should give it to the high school to maintain. Councilperson Delys Snyder feels the residents down there would appreciate it. Greg Gurney mentioned that it would be a great security thing to keep them out of the school. They are going to do 3 stations in each bathroom.

He will send an email stating we need the verbage put into the inter-local agreement.

16. TED BARNETT, ELECTRICAL DIRECTOR

Ted Barnett did not have anything to add to tonight's meeting.

17. BRUCE WARD, ENGINEERING

Bruce Ward gave us a report on DRC. We approved Ridgeview Plat B for the next phase and Salem Park A2. The Mower property is 110 acres. With the Flag Ship they didn't give us timing but are moving forward and will discuss as it comes. There wasn't a discussion of

how many homes but they said no high density. They are talking about the master general plan.

Bruce Ward talked about the PI pump stations. Over the last few weeks, watching what's happening with building permits, he is working to build pump stations. The money in the reserve fund is the money we are planning to use for the funding of the design and then we will go to the bid process. We anticipated bonding for this. Because of the population centers, they are considering two smaller pump stations rather than on large one which will give us a backup doing it this way. He will report back when we have proposals and will give us a cost. Councilperson Delys Snyder asked where the pump stations would be and Bruce Ward said somewhere around the ponds but the location isn't finalized.

Bruce explained John Bowcut needs remodeling in his building, but it can't be used with covid money.

Jeff Nielson did bond rating and we got an A+ rating. It's not the best and not the worst. Jeff stated Johnathan Ward from Zions Bank told him it was a good rating for our city and our project. He did not expect anything better and was happy we got that good of a rating. The bond closing will be October 28, 2020 for the fiber bond. The best rate you can get is a Triple A.

COUNCIL REPORTS

18. MAYOR KURT CHRISTENSEN

Mayor Christensen asked if Rachel was on zoom, she was and he thanked her for being there. He asked if she heard about the activities on October 24th and said he wants her and her attendants to be there handing out candy. Following that, it will be the senior dinners from 1-3 and 4-6pm. Candy will be provided.

We need someone to be in charge of the lighting for Thanksgiving. Brother Bills with the choir usually does it and said they'd love to do it this year. Councilperson Tim De Graw will be in charge and do it. The youth council helps out and does a lot of it.

19. COUNCILPERSON STERLING REES

Councilperson Sterling Rees did not have anything to add to tonight's meeting.

20. COUNCILPERSON SETH SORENSEN

Councilperson Seth Sorensen did not have anything to add to tonight's meeting.

21. COUNCILPERSON HOWARD CHUNTZ

Councilperson Howard Chuntz did not have anything to add to tonight's meeting.

22. COUNCILPERSON DELYS SNYDER

Councilperson Delys Snyder mentioned the library reached benchmark which is over 70% on the evaluation they sent out. She said they are doing a great job.

23. COUNCILPERSON TIM DEGRAW

Councilperson Tim De Graw mentioned two weeks ago we buried a 17 year old due to suicide which is one too many. He wonders if from a COVID money stand point is there anything we could do for contract labor with adding mental health resources to the website. He would like to see if we could do a seminar with the council and employees with Susan from Spanish Fork City. He thinks we have a part in the city to help. What can we do to help this and provide resources? He asks how we can partner with Nebo School District to provide help and Councilperson Seth Sorensen mentioned that there are several resources and ways to get help the problem is delivering it to the people that need it. To the kids that need it and their parents.

Councilperson Tim De Graw is willing to offer and volunteer his time to work with Matt Marziale or whoever, to get a committee together or to see if we could we pay to add or enhance the website. We need to put information about it in the newsletter and on the website. He invited Susan to come to city council to explain what they do. Mayor Christensen thinks it would be a great training to do.

Lieutenant Gurney mentioned we need to relay better. The kids struggling aren't going to read the newsletter or look on our website. The training Susan does is for the parents mostly. We need to figure out a way for it to reach the people struggling whether it's twitter, tiktok, etc. We need to try to do more stuff on social media.

ADJOURN CITY COUNCIL MEETING

MOTION BY: Councilperson Seth Sorensen to Adjourn City Council Meeting

SECONDED BY: Councilperson Howard Chuntz

VOTE: Councilperson Tim De Graw; Aye, Councilperson Howard Chuntz; Aye, Councilperson Delys Snyder; Aye, Councilperson Seth Sorensen; Aye, Councilperson Sterling Rees; Aye (5 Ayes)

MEETING ADJOURNED AT: 8:12 pm

Jeffrey Nielson, City Recorder