

Special Francis City Council Meeting
Thursday, May 16th, 2019 3:30 p.m.
Francis City Office
2317 So. Spring Hollow Rd.
Francis, Utah 84036

Attending: Mayor Byron Ames, Councilmembers Trilby Cox, Matt Crittenden, and Shana Fryer. City Engineer Scott Kettle, City Planner Ryan Robinson, and City Recorder Suzanne Gillett

Others Attending: None

1. Welcome & Call to Order---The Mayor stated this was a Special City Council Meeting. They are talking about a new hire to replace Trent who left the public works dept. and they will be discussing the bids on the soccer field.

2. Public Comment---None

3. Public Hearings---None

4. Discussion, Updates and Approval on Potential Action Items

A. Hiring of New Employee---The Mayor informed council that with just Luke, they need to decide on hiring someone. But he doesn't want them to feel pressured to hire now. We could re-post the position if needed. The Mayor feels that Brison meets or exceeds all the qualifications needed, but he is not currently certified in either water or sewer.

The Mayor turned the time over to Luke.

Luke explained what some of Brison's past work experiences are. Brison has worked for So. Jordan and Sandy City. He said he has all kinds of equipment operating experience. He is currently self employed and has a class A CLD already. He said if we were to hire him the only thing Brison is uncomfortable with is the sewer side of things, but he feels that it would be like the water stuff, so he wasn't too worried.

Councilmember Cox wanted to know what the water and sewer certifications entailed. Luke explained to her that it was tests. Councilmember Crittenden went into more detail explaining how the whole process worked and what types of questions would be on the tests. You need to have a certified operator within an hour distance per the state.

The Mayor explained that one test was only offered four times a year and Councilmember Crittenden explained that realistically two times is what works. The water test is more often than that.

The Mayor explained that Brison wanted to move up here and his wife had a job in Park City, so he needs to get his family up here before testing and certifying. The Mayor explained that we posted \$14-\$17 an hour, but Brison wanted \$21 an hour. He explained that Luke and he have talked about it and they thought maybe \$1 raise with each test he passed. They talked about offering him \$18 and then \$1 raise with each test passed.

The Mayor wanted the council's thoughts on that. Brison said that he could start in two weeks. Councilmember Crittenden stated that showed he is showing responsibility for wanting to give the two weeks' notice.

The Mayor said he gives Suzanne credit for saying that if you posted that you paid more, would more people have applied. Councilmember Cox feels he is using this as a negotiation tool.

Councilmember Crittenden wanted to know why he left the other cities. Luke explained they pulled him from one area and put him in another area, but he doesn't know why. The Mayor said he could interact with anyone he felt.

Suzanne suggested calling references to see if he left on good terms.

Councilmember Crittenden feels that if we drag our feet more then things are going to drag out longer.

Councilmember Cox said if you are going to do it right, do it the first time.

Councilmember Fryer feels that next time we hire we need to put it out more, like on Facebook.

Councilmember Crittenden feels that word of mouth is the best way.

Councilmember Cox asked questions on how people were paid and where the money came from. There was a good discussion on the overtime and how and where the money went.

Councilmember Crittenden feels that the reference thing is good idea. The Mayor said he doesn't mind doing that. He would like a decision if possible so they can hire if good referrals. There was discussion on starting amounts and negotiating those and the Mayor said we are not negotiating.

Councilmember Cox is good starting him at \$18 an hour with two raises, a \$1 for each certification subject to references checking out.

Suzanne suggested that they get their on-call things in order and get a schedule. Luke said that they haven't done that because of the pay. There was discussion on the on call pay. Councilmember Crittenden feels with his job he must check things on the weekend, he asked Luke if he did that and Luke said no. There was discussion that when they are on call, they get two hours regular pay each day on the weekend they are on call. Then if they have over forty hours, they can take some time off or get paid the overtime.

Councilmember Cox made a motion to hire Brison Mascaro for the available public works position with a salary starting at \$18 an hour with contingent hourly increases of \$1 per hour with one for water certification and one for sewer certification. With a year deadline for both certifications as contingent on passing the reference check. Councilmember Crittenden seconded the motion. The Mayor and councilmembers Cox, Crittenden, and Fryer all voted in favor, motion passed.

B. Bids for Soccer Field---The Mayor explained that he talked with Tim who works at Komatsu about a roller. Tim explained the costs to him, and he told him that if the city would take that as a sponsorship in exchange, they would waive the fees. They would also like to be involved in a backhoe rodeo as they have done that in the past.

Engineer Kettle received a bid to put up some chain link fence and, in that bid, they have looked at getting a screen to stop the soccer balls from going over the fence.

Mnt. States fence costs is \$25,190. Arcadia Landscaping cost is \$35,962 if they do the soccer field, they may lower their bid on fencing. If they did not lower their bid, then Mtn. States would be the best bid to go with.

Councilmember Cox said we still have more ticket items to add to this. Ryan said he received a couple of bids on the netting and his high bid was \$18,000 and low bid is \$3,000. Councilmember Cox said this is a huge difference, so what is the difference? She wanted to know about seating, and will we have some.

The Mayor explained where there was a cushion and what that could be used for, so he feels that they are safe. Councilmember Cox is ok if we have a big cushion.

Engineer Kettle said there was a little price difference in the soil. The biggest difference is in the irrigation system. Engineer Kettle explained the items listed and why the differences between the two bids.

The Mayor said that Arcadia has some experience with golf courses so maybe the types of jobs they do are different. He also explained that they had talked with Action, but this is to big of a job for them to do.

Councilmember Cox said cheap and cheap. The Mayor said if one contractor will match the other contractor's price then he doesn't have a problem with it. Councilmember Cox feels that the fencing company maybe be more experienced. It was decided the two lowest bids.

Councilmember Fryer made a motion to accept the fencing bid from Mountain States and the Soccer Field bid from Arcadia. Councilmember Cox seconded the motion. The Mayor and Councilmembers Cox, Crittenden and Fryer all voted in favor, motion passed.

5. Council Business

A. Council Reports---None

B. Planner Reports---None

C. Engineer Reports---None

D. Mayor Reports---None

6. Meeting Adjourned---Councilmember Cox motioned to adjourn. Councilmember Fryer seconded the motion. All were in favor, meeting adjourned.

The content of the minutes is not intended, nor are they submitted, as a verbatim transcription of the meeting. These minutes are a brief overview of what occurred at the meeting.

Minutes accepted as to form this 13th, day of June 2019.

Mayor Byron Ames

City Recorder Suzanne Gillett