

2 THE MOTION CARRIED UNANIMOUSLY.

4 **4. Open Session for Public Comment** – Mayor Acerson called for any public
comment not listed as an agenda item. There were no public comments.

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8 **5. Consent Agenda Items** – The following consent agenda item was presented for
approval.

10 a) **Resolution #2020-1-R.** The Council will review and consider
12 Resolution#2020-1-R approving the Mayor’s recommendation for City
Council Liaison assignments, Mayor pro tem appointments, RDA Board of
14 Directors appointments, and newsletter article assignments for the 2020
calendar year.

16 COUNCILMEMBER VANCHIERE MOVED TO APPROVE THE CONSENT
18 AGENDA ITEM AS PRESENTED. COUNCILMEMBER BRODERICK SECONDED
THE MOTION. THE VOTE WAS RECORDED AS FOLLOWS:

20 COUNCILMEMBER HOYT AYE

22 COUNCILMEMBER BRODERICK AYE

24 COUNCILMEMBER VANCHIERE AYE

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28 **CURRENT BUSINESS**

30 **6. PARC Tax Mini Grant Amendment.** The Timpanogos Storytelling Institute was
awarded a \$3,000 mini-grant from the PARC tax grant program and requests
32 amending the grant to include a waiver of \$240 Community Center Rental Fees
34 for one storytelling event. Staff recommends approving the amended grant award
36 and waiving the rental fee.

38 Adam Cowie, City Administrator, led this discussion item by explaining Heath
Bateman, Parks & Recreation Director felt that not including the Community Center
rental fee for the storytelling event was an oversight and should have been included as
part of the original amount in the grant application award. He recommends that the City
Council approve this \$240 fee waiver addition as part of an amended 2019 PARC tax
mini grant award for the Timpanogos Storytelling Institute, bringing their total grant
award value to \$3,240. Following some general discussion, the council was in agreement
to approve this request.

40 Mayor Acerson called for any further comments or discussion from the Council.
Hearing none he called for a motion.

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44 COUNCILMEMBER BRODERICK MOVED TO APPROVE THE PARC TAX
MINI GRANT AMENDMENT TO INCLUDE THE COMMUNITY CENTER FEE
WAIVER FOR THE TIMPANOGOS STORYTELLING INSTITUTE AS PRESENTED.

2 COUNCILMEMBER HOYT SECONDED THE MOTION. THE VOTE WAS
RECORDED AS FOLLOWS:

4 COUNCILMEMBER HOYT AYE
COUNCILMEMBER BRODERICK AYE
6 COUNCILMEMBER VANCHIERE AYE
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7. **Review and Action – Police Department Vehicle Lease; Resolution #2020-2-R.** Chief of Police Josh Adams requests city council approval of Resolution #2020-2-R allowing the Mayor and Staff to execute a lease agreement for replacement of 2 existing leased police vehicles. Zions Banks is facilitating the lease and requires a resolution of support prior to preparing final lease documents. Estimated annual payment for the newly leased vehicles is \$8,712.51. Funds for the leased vehicles were incorporated and approved as part of the FY2019-20 budget.

18 Mr. Cowie led this discussion by noting this is a similar police vehicle lease
agreement process that has been approved in part years. The City has budgeted the full
20 cost of two F-150 trucks into this fiscal year budget, but only the annual payment
(approx. \$8,712.51 for the 2 vehicles) will actually be spent. The City is required to
22 account for the acquisition of the total vehicle costs even though they will be turned over
after the lease. He noted Chief Adams has negotiated with Zions to lease these two
24 vehicles for one-year only, then renew the entire 15-vehicle fleet all together next year
(January 2021). In that way the entire fleet of 15 vehicles will turn over every other year.
26 He pointed out that grouping the leases together enables a lower interest rate.

Mr. Cowie indicated that leasing the vehicles has been beneficial in the past by
28 reducing initial capital outlay for vehicle purchasing, and ensuring quality and very low
maintenance vehicles are available for emergency/public safety functions. Leasing higher
30 end vehicle packages also enables better trade-in/buy-back value through the dealerships.

Mr. Cowie stated Zions Bank is financing the lease which requires a resolution
32 prior to approving final lease documents. Staff is requesting that the Council approve the
resolution and allow the Mayor to sign final lease documents. He then referenced the
34 resolution and agreement followed by some general discussion. Following discussion, the
council was in agreement to approve the Resolution for the Police Department Vehicle
36 Lease.

Mayor Acerson called for any further comments or discussion from the Council.
38 Hearing none he called for a motion.

40 COUNCILMEMBER BRODERICK MOVED TO APPROVE RESOLUTION
#2020-2-R ALLOWING THE MAYOR AND STAFF TO EXECUTE A LEASE
42 AGREEMENT FOR REPLACEMENT OF 2 EXISTING LEASED POLICE VEHICLES
AS PRESENTED. COUNCILMEMBER VANCHIERE SECONDED THE MOTION.
44 THE VOTE WAS RECORDED AS FOLLOWS:

COUNCILMEMBER HOYT AYE
46 COUNCILMEMBER BRODERICK AYE
COUNCILMEMBER VANCHIERE AYE

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4 9. **Discussion Item – Lindon Days Grand Marshal.** The city council will review
and discuss possible names for the 2020 Lindon Days Grand Marshal.

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8 Mr. Cowie led this discussion by presenting the list of previous Lindon Days
Grand Marshal's. Following some general discussion regarding names for the 2020
Lindon Days Grand Marshals the council was in agreement to have Mayor Acerson reach
10 out to Alan and Kristine College and extend an invitation to be the 2020 Lindon Days
Grand Marshals.

12 Mayor Acerson called for any further comments or discussion from the Council.
Hearing none he moved on to the next agenda item.

14
16 10. **Discussion Item — Employee Compensation.** Continued review and discussion
of employee compensation programs.

18 Mr. Cowie opened this discussion item by referencing the memo and sample charts
noting in 2015, they shifted from the long-used 16 step pay scale to a 5 step pay scale
20 from low to mid-point and then a range from mid to high-point. The idea was to get
employees to their mid-point within 4-5 years of their hire date since employees are
22 learning and improving at their job at a higher rate in those beginning years. Employees
in the mid-high range would receive a merit increase at a rate that was approved during
24 the budget process, depending on their evaluation scores.

26 Mr. Cowie noted they have found that it is taking employees more than 10 years to
progress from their pay range's mid-point to the high-point and some employees have left
Lindon City to work for other municipalities at a higher pay. Mr. Cowie explained the
28 research has indicated that to remain competitive our employees should reach the top of
their pay range within 10-12 years of being hired.

30 Mr. Cowie went on to say with this in mind, they are proposing a new pay scale,
returning to the use of steps rather than an open range. The proposed 12 step pay scale
32 would be implemented on January 1, 2021. He then referenced the pay scale that assumes
a 1.5% Cost of Living Allowance (COLA) increase for July 1, 2020 and July 1, 2021. He
34 noted employees would be put on a step of the new pay scale on January 1, 2021. He
added the new pay scale still has the mid-point at Step 5, with steps, rather than a range
36 from mid-high points of the pay ranges.

38 Mr. Cowie indicated the cost of implementing this new pay scale would be about
\$175,700 for the 2020-2021 fiscal year, including the corresponding increase in benefits
as a result of the increase in pay. Benefits that would increase as the pay increases are
40 retirement, social security, Medicare, workers compensation, long-term disability, and
Life/AD&D Insurance. The estimated costs also assume a 1.5% COLA increase, as
42 previously mentioned. He noted the estimated increases in salaries and benefits for
switching to the new pay scale are shown below alongside the cost of the 1.5% COLA
44 and 2.5% Merit increases which were approved for the 2019-2020 budget.

	2019-2020	2020-2021	2021-2022
General Fund	\$135,900	\$144,800	\$148,800
Water Fund	9,500	6,900	7,400
Sewer Fund	6,600	7,800	8,700
Storm Water Fund	4,200	5,800	6,000
Recreation Fund	9,600	10,400	12,300
Citywide Totals	\$165,800	\$175,700	\$183,200

- **Pay Range chart updates**
 - 12-steps. Steps 1-5 = 5.7% increase; steps 6-12 = 2.6% increase.
 - COLA subject to Federal CPI comparisons/fund balances/revenues/economic conditions/etc.
 - 2020-21 impact ~\$175,700. 2021-22 impact ~\$183,200

Councilmember Vanchiere commented this would provide more consistency in determining what the merit portion of the increase should be. Mr. Cowie confirmed that statement adding this will also help to build employee morale and will make decision making easier for the council and simplify things. It will also give some certainty to employees. He noted this is how it was done before 2013.

Councilmember Hoyt expressed his concerns stating an expected 4.1% increase on an average 1.5% cost of living is a lot, and he has concerns if that is the expectation we are setting. It just seems like a lot for any business as their employees don't expect a 4.1% raise every year. However, he does like the consistency of it and the morale aspect; he feels there is a fine line but we do have some flexibility.

Mayor Acerson commented what we are trying to do here is set up a framework that the council is comfortable with and that is predictable on a generally normal economic year. And knowing, as representatives, if we determine that we need to tighten our belt we have the capability to do that; it's more the need to manage the expectation and to stay somewhat competitive.

Councilmember Broderick pointed out this will have to be monitored, but he is pretty comfortable where it sits right now with where we are at with that level of expectation. He wouldn't want it to be perceived that this is what employees will receive for the next 15 years because conditions may not allow that. As we go through the budget this can be worked through and can be tweaked as needed, but he is pretty comfortable where this is at. He did mention he has concerns with road funding and would suggest and consider not leaving the issue of road funding behind.

Councilmember Vanchiere pointed out if we manage employee expectations and if we have a banner year that it may be up to 5% but to perhaps have a cap. Councilmember Lundberg agreed stating there are other factors that come into play like health insurance costs and if we were to ask for employee participation or keep the package where it's at.

Mr. Cowie stated he is hoping by the budget kick off meeting in February that the council feels comfortable with staff moving forward with including this draft in the budget process; he believes employees will receive this very well.

Councilmember Lundberg commented she likes the stability and security this creates for the employees and she appreciates the thought put into this. She also agrees with Councilmember Broderick that what has been dedicated to roads in the past is vastly

2 underfunded and needs to be a primary focus; we may need a better system for
prioritization.

4 Mayor Acerson expressed that he hopes this is a win-win situation where the
employees as well as council and staff will work together and during down years, we may
6 have to tighten our belt and he has sensed the employees are respectful of that.

8 Following some additional discussion, Mr. Cowie stated he will bring some final
numbers and recommendations (draft) back before the council for review.

10 At this time, Mr. Cowie also reviewed the employee financial participation for
health care costs (3%) employee participation (\$50/mo. per family) noting he believes this
12 is still competitive. He noted this has been presented to the Department Heads. Following
discussion, the council was in agreement this is a good starting point.

- **Employee Medical Insurance participation**

- 3% of monthly premium
 - ~\$50/mo. FAMILY
 - ~\$35/mo. SINGLE+ONE
 - ~\$17/mo. SINGLE

18 Mr. Cowie also mentioned Mr. Bateman has requested changing the lifeguard
employee compensation plan. He noted last year they struggled to get and keep lifeguards
20 and pool employees. He then referenced the draft pay range (not finalized) noting they need
to attract new hires and need more 16+ year-olds. They also need to retain their trained
22 employees. He stated Mr. Bateman and Mr. Walker are working on coming up with a good
plan as it was a real struggle last year to hire and retain employees.

24 Mayor Acerson called for any further comments or discussion from the Council.
Hearing none he moved on to the next agenda item.

26 **COUNCIL REPORTS:**

28 **Councilmember Lundberg** – Councilmember Lundberg reported she attended the open
30 house for Walker Farms and it was very nice event and is a beautiful venue. She also
mentioned Lindon Days noting she spoke with Desiree Green who indicated she would
32 like to see some diverse native American culture activities as part of Lindon Days (City
Center Park). She noted other cities are hosting these types of events that are self-funded.
34 Mayor Acerson suggested to have Mr. Bateman draft a framework to have these types of
diverse, cultural events incorporated into Lindon Days.

36 **Councilmember Hoyt** – Councilmember Hoyt mentioned the Hucks Tower Slide at the
38 Aquatics Center that was approved last year with RDA funds. He noted Mr. Bateman has
indicated the funds for the slide are not quite enough for what they are looking for. He
40 also noted Mayor Acerson has brokered a deal on the snow cone shack and there will be
also be some new stairs. He stated Mr. Bateman would like a general feel from the
42 council if they are willing to look at this issue as to get what we want and to get our
money's worth that is funded by the Parc Tax and RDA in order to have a much better
44 slide or if this is a non-starter. Following discussion, the council agreed to this scenario
especially with the funding sources in place.

2 **Councilmember Broderick** – Councilmember Broderick reported he will be attending
the North Union Irrigation Canal Board of Directors Shareholders meeting this Saturday.
4 He also reported he has received a lot of positive response from residents on the recently
installed flashing lights.

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8 **Councilmember Vanchiere** – Councilmember Vanchiere reported he has been attending
all Planning Commission meetings and things seem to be going well there. He also spoke
on the commercial design standards and the level of detail and their intent. He noted the
10 commission and developers can get discouraged at the level of micromanaging that seems
to go on. He is concerned the expectations are not realistic. He suggested a joint session
12 with the council may be beneficial as to have the same perceptions for the city. There was
then some general discussion regarding this subject.

14 **Councilmember Powell** – Councilmember Powell was absent.

16 **Mayor Acerson** – Mayor Acerson had nothing further to report.

18 **Administrator’s Report:** Mr. Cowie reported on the following items followed by
20 discussion.

22 **Misc. Updates:**

- 24 • January Newsletter
- 26 • February newsletter article: Carolyn Lundberg - Article due to Kathy Moosman
by end of January
- 28 • Upcoming meeting items: Meeting w/ Legislators; Quarterly Reports by City
Departments; Landscape Maintenance contract award; Parks, Trails, and
Recreation Master Plan update; Moderate Income Housing presentation by Robert
Vernon; Open & Public Meetings & Harassment Prevention training;
- 30 • Misc. Ordinance & Policy Manual updates.
- 32 • Job Openings at Public Works (Water Operators) and Community Center
(Recreation/Senior Coordinator; Program instructors; coaches; referees; lifeguards
needed soon)
- 34 • Misc. Items

36 **Upcoming Meetings & Events:**

- 38 • January 9th – PG/Lindon Chamber, State of the Cities luncheon at Stone Gate
Event Center at 11:45am.
- 40 • January 20th – Martin Luther King Holiday – City offices closed
- 42 • January 29th – ULCT Local Officials Day with Legislature
- 44 • February 6th at 6:00pm – Budget Kick-off Meeting w/Council and Dept Heads
- 46 • April 22nd – 24th – Utah League of Cities and Towns Spring conference in St
George

Mayor Acerson called for any further comments or discussion from the Council.
Hearing none he called for a motion to adjourn.

2 **Adjourn** –

4 COUNCILMEMBER BRODERICK MOVED TO ADJOURN THE MEETING
6 AT 9:10 PM. COUNCILMEMBER HOYT SECONDED THE MOTION. ALL
8 PRESENT VOTED IN FAVOR. THE MOTION CARRIED.

8 Approved – January 21, 2019

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12

Kathryn Moosman, City Recorder

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16 Jeff Acerson, Mayor