

1 NORTH OGDEN CITY COUNCIL MINUTES

2  
3 November 27, 2012

4  
5 The North Ogden City Council convened in an open meeting on November 27, 2012 at 6:30 pm in the  
6 North Ogden City Council Chambers at 505 East 2600 North. Notice of time, place and agenda of the  
7 meeting was delivered to each member of the City Council, posted on the bulletin board at the municipal  
8 office and posted to the Utah State Website on November 21, 2012. Notice of the annual meeting  
9 schedule was published in the Standard-Examiner on January 16, 2012.

- 10  
11 PRESENT: Richard G. Harris Mayor  
12 Kent Bailey Council Member  
13 Justin Fawson Council Member  
14 Cheryl Stoker Council Member  
15 Brent Taylor Council Member  
16
- 17 STAFF PRESENT: Ron Chandler City Manager  
18 Annette Spendlove HR Director/City Recorder  
19 Bryan Steele Finance Director  
20 Jon Call City Attorney  
21 Craig Barker Community Development Director  
22 Gary Kerr Building Official  
23 Mel Blanchard Public Works Director  
24
- 25 EXCUSED: Wade Bigler Council Member  
26
- 27 VISITORS: Paul Rhoades Bill Aeschlimann  
28 Miles Bertshofer Kristen Aeschlimann  
29 Talona Fawson Autumn Aeschlimann  
30 Justin Anderson John Arrington  
31 Perry Huffaker Dolia Alliu  
32 Rachel Trotter Dave Nordquist  
33 Clark Crowther Carson Jones  
34 Kevin Burns DeAnn Burns  
35

36 Mayor Harris welcomed those in attendance.

37  
38 Council Member Taylor offered the invocation and led the audience in the Pledge of Allegiance.  
39

40 **CONSENT AGENDA**

- 41  
42 **1. Consideration to approve the minutes of the November 13, 2012 City Council meeting.**  
43  
44

45 **Council Member Bailey moved to approve the Consent Agenda. Council Member Taylor**  
46 **seconded the motion.**  
47

48 **Voting on the motion:**

- 49 **Council Member Bailey aye**  
50 **Council Member Fawson aye**

51 Council Member Stoker aye  
52 Council Member Taylor aye

53  
54 The motion passed unanimously.

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57 **ACTIVE AGENDA**

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59 **1. PUBLIC COMMENTS:**

60  
61 There were no public comments.

62  
63 **2. PUBLIC HEARING FOR SANITARY SEWER INCREASE IN SILVER SPRINGS**  
64 **SUBDIVISION.**

65  
66 Bryan Steele said this item was mentioned at a previous City Council meeting. He stated North Ogden  
67 City and Ogden City entered into an inter-local agreement, which allowed homes in the Silver Springs  
68 Subdivision to connect to the storm water and sewer drain lines. He said the agreement states that North  
69 Ogden City will collect 72% of Ogden City's rates. He said the agreement also requires them to give  
70 North Ogden 60 day notice if the rates change. He said Ogden City notified North Ogden City in October  
71 2012 of an increase. He stated the increase would be \$3.46 for sewer and \$3.28 for storm drain, the total  
72 increase would be \$6.74. He said this does not include any fees for North Ogden City. He said they may  
73 want to consider adding administration fees.

74  
75 Council Member Fawson asked based on our previous study on cost, what would the administrative fees  
76 be. Bryan Steele replied the administrative fee would be \$1.85 for the two services.

77  
78 Council Member Taylor asked what the administrative fees cover. Bryan Steele stated North Ogden City  
79 bills the residents and Ogden City bills us. He said the administrative fees include staff time and supplies.

80  
81 Council Member Fawson asked if the administrative fees would put them above Ogden City's rates.  
82 Bryan Steele replied no, the City is only billing 72% of Ogden City's rates.

83  
84 Council Member Taylor asked if there is currently an administrative fee in the existing amount they are  
85 being charged. Bryan Steele replied he does not believe there is. Council Member Taylor said they have  
86 an administrative fee in those that are billed from North Ogden, so it would need to be the same. He said  
87 it would be fair to have everyone in the City pay the same administrative fee.

88  
89 Mayor Harris opened the public hearing at 6:39pm.

90  
91 John Arrington, 254 E. 2900 N., asked if there is any other place in the City where an area is paying the  
92 entire cost of their utilities. He said it seems that these are citizens of North Ogden City and they are  
93 connected to a sewer system in another city, but it is still sewer service for residents of North Ogden City.  
94 He said there was another situation where the City bought water from different entities to service the City  
95 and the residents were not assessed different costs. He said that cost was divided by everyone. He  
96 suggested that everyone in the city pay for the sewer service they are receiving. He said Ogden City is  
97 billing North Ogden City, but it is still a service provided to North Ogden City. He asked if Silver  
98 Springs Subdivision should be paying this cost or should all North Ogden City residents pay this cost.

99  
100 **Council Member Bailey moved to close the public hearing. Council Member Taylor seconded the**  
101 **motion.**

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**Voting on the motion:**

**Council Member Bailey** aye  
**Council Member Fawson** aye  
**Council Member Stoker** aye  
**Council Member Taylor** aye

**The motion passed unanimously.**

**The public hearing was closed at 6:46pm.**

Kerry Huffmaker, Ogden City Employee, said it was under his watch that Ogden City found the inter-local agreement and found some discrepancies indicating they had not been billing North Ogden City correctly. He explained in 1998 it was more cost effective for North Ogden City to be tied into their station than to build a lift station to handle the sanitary sewer and storm sewer in that area. He said during that time the cities had established a billing process, but it had not been updated since then. He said during his evaluation they found those discrepancies and are working to rectify them. He said they are not seeking to go back to receive past payments they are only asking that those fees be established the first part of January.

Mayor Harris asked how they agreed upon 72%. Kerry Huffmaker said he doesn't know; he only knows that they charge North Ogden City 72% of what they charge Ogden City residents.

Council Member Taylor asked what the difference is in the sewer rates. Bryan Steele replied North Ogden City residents pay \$17.76; residents in the Silver Springs subdivision will pay \$19.80, which is a difference of \$2.04. Mayor Harris asked if that is for both the sewer and storm water. Bryan Steele replied no, that is only for the sewer. He said the residents will pay \$0.98 less than the rest of the North Ogden City residents for storm water. Council Member Taylor asked how many homes in the Silver Springs Subdivision does this affect. Bryan Steele replied 58. Council Member Taylor said the City obviously saved money by not building a lift station. He said that might be something for them to think about, if they had built a lift station they would not have charged these residents a higher rate. He said the City went with a less expensive route, but they are charging the difference. He said maybe it is better to have it as the same set rate rather than passing it onto those residents.

Council Member Fawson said he would be interested to know what equalizing the rates would cost the residents on an average. Mayor Harris said it seems like it would almost be a wash if they decided to do that. Council Member Bailey said it would be approximately \$58 a month. Council Member Taylor said it would probably have less administrative costs if they billed everyone the same amount.

**Council Member Bailey moved to equalize the rate and not charge Silver Springs Subdivision a separate rate and North Ogden City pay Ogden City the rate. Council Member Taylor seconded the motion.**

**Voting on the motion:**

**Council Member Bailey** aye  
**Council Member Fawson** aye  
**Council Member Stoker** aye

151 Council Member Taylor aye

152

153 The motion passed unanimously.

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155

156 3. DISCUSSION AND/OR ACTION TO CONSIDER A RESOLUTION AMENDING THE  
157 CONSOLIDATED FEE SCHEDULE TO INCLUDE SANITARY SEWER AND STORM  
158 WATER RATES IN SILVER SPRINGS SUBDIVISION.

159

160 There was no discussion on this item.

161

162

163 4. PUBLIC HEARING FOR GEORGE HALL'S ANNEXATION PETITION FOR  
164 PROPERTY LOCATED AT APPROXIMATELY 1400 EAST 2900 NORTH.

165

166 Annette Spendlove reviewed the annexation process and stated City Council accepted this application in  
167 September. She stated the Planning Commission has reviewed this petition and has recommended it be  
168 brought in as an R-1-10 zone.

169

170 Mayor Harris opened the public hearing at 6:50pm. There were no public comments.

171

172 Council Member Bailey moved to close the public hearing. Council Member Taylor seconded the  
173 motion.

174

175 Voting on the motion:

176 Council Member Bailey aye

177 Council Member Fawson aye

178 Council Member Stoker aye

179 Council Member Taylor aye

180

181 The motion passed unanimously.

182

183 The public hearing was closed at 6:51pm.

184

185 Council Member Fawson made a motion to move agenda item #10 up as the next item on the  
186 agenda. Council Member Bailey seconded the motion.

187

188 Voting on the motion:

189 Council Member Bailey aye

190 Council Member Fawson aye

191 Council Member Stoker aye

192 Council Member Taylor aye

193

194 The motion passed unanimously.

195

196 10. DISCUSSION AND/OR ACTION TO CONSIDER A RESOLUTION ON AN INCREASE  
197 C.O.L.A IN THE URS PUBLIC SAFETY PLAN FOR RETIRED POLICE OFFICERS.

198

199 Ron Chandler reviewed how the Utah State Retirement is set up for public safety employees and  
200 nonpublic safety employees. He said built into the retirement is a Cost of Living Adjustment

201 (C.O.L.A). He explained that for the nonpublic safety employees and the fire department employees  
202 there is approximately a 4% C.O.L.A included. He explained that the retirement amount can be  
203 adjusted up to 4% based on the Consumer Price Index (CPI). He said retired police officers are also  
204 eligible for a C.O.L.A, but it is only up to 2.5%. He said he has not been able to find the reason  
205 behind the difference. He explained that in 2008 the State Legislature addressed this and authorized  
206 the cities and counties the option to approve a 4% adjustment for the police officers. He said most  
207 cities had not acted on this in 2010, so they gave them a couple more years to act. He said they need  
208 to act on this by December 2012 with the increase going into effect by January 2013. He said he  
209 became aware of this a few weeks ago that they had not acted on this and held off bringing this to the  
210 City Council in the hopes that the Employee Compensation Committee would be finished with their  
211 work and be able to include it in the entire benefit package for review. He said unfortunately the  
212 Employee Compensation Committee has not completed their work and the City is in a position in  
213 which they must act now. He explained the resolution in the City Council packet includes two  
214 options, either police officers will continue to receive 2.5% C.O.L.A or the Council can increase it to  
215 4%. He said they have looked at the cost associated with implementing this and it will be somewhere  
216 between \$13,000 and \$17,000 annually. He said in other words the premiums they pay in retirement  
217 will increase that amount each year. He explained the reason for the range is because employees are  
218 divided into two groups for retirement based on when they were hired. Employees hired prior to July  
219 1, 2010 are in tier one and their benefits are a little better. He said he would have brought this to the  
220 Council sooner, but staff was hoping to include it in the entire compensation package. He said if the  
221 Council does not act it will automatically increase to 4%.

222  
223 Council Member Taylor said it is disappointing the legislature didn't take care of this sooner and that  
224 all employees are not treated the same. He said he doesn't understand how this ever came to be a  
225 city issue. He said it comes down to fairness and they should absolutely increase it for their officers.  
226 He said the City does not pay its officers as much as they should and a retirement benefit is one of  
227 the few things that is an incentive for receiving a lower salary.

228  
229 Council Member Bailey asked how surrounding cities have acted on this. Ron Chandler said they  
230 looked at Weber County communities and there are two that did not adopt it. Annette Spendlove  
231 added the communities that did not adopt it are Harrisville, Ogden, and Pleasant View. Mayor Harris  
232 stated that is out of 13 total communities in the County. Ron Chandler stated he believes they are the  
233 last city to act upon this.

234  
235 Council Member Fawson verified that all other employees have a 4% C.O.L.A except the police  
236 officers. Ron Chandler confirmed. Council Member Fawson said that is disappointing. Ron  
237 Chandler stated he agrees with Council Member Taylor that it would have been better if the State had  
238 taken care of it rather than kicking it back to the cities.

239  
240 Council Member Fawson said if they did oppose this and leave it at 2.5% they would see attrition  
241 numbers increase as the City's officers look for positions in other cities that offer the 4%.

242  
243 Council Member Taylor said it is inevitable that the State will need to address this as people move in  
244 their careers from one agency to another. He asked if this is based on the final place a person retires  
245 or is it based on who contributed to your retirement. Ron Chandler said he thinks it is based on the  
246 final place you retire. He explained how the retirement is calculated. He said the retirement salary is  
247 calculated off of the three highest salaries a person had in his or her career.

248  
249

250 Council Member Taylor moved to approve Resolution 12-2012 with the language to increase  
251 the C.O.L.A rate up to 4%. Council Member Fawson seconded the motion.

252  
253

254 **Voting on the motion:**  
255 Council Member Bailey aye  
256 Council Member Bigler aye  
257 Council Member Fawson aye  
258 Council Member Stoker aye  
259 Council Member Taylor aye

260

261 The motion passed unanimously.

262

263 **5. PUBLIC HEARING FOR WESTSIDE INVESTMENT'S ANNEXATION PETITION FOR**  
264 **PROPERTY LOCATED BETWEEN 750 EAST AND 4329 NORTH.**

265

266 Annette Spendlove reviewed the annexation process. She stated the Planning Commission has  
267 recommended this area be zoned HP-2.

268

269 Council Member Bailey asked for clarification on the HP-2 zone. Annette Spendlove replied it is the  
270 Hillside Protected Zone, which is similar to what is there currently.

271

272 Mayor Harris opened the public hearing at 7:01pm. There were no public comments.

273

274 Council Member Fawson moved to close the public hearing. Council Member Taylor seconded the  
275 motion.

276

277 **Voting on the motion:**  
278 Council Member Bailey aye  
279 Council Member Fawson aye  
280 Council Member Stoker aye  
281 Council Member Taylor aye

282

283 The motion passed unanimously.

284

285 The public hearing was closed at 7:01pm.

286

287 **6. DISCUSSION AND/OR ACTION TO APPROVE THE COMMUNITY SERVICES**  
288 **DIRECTOR.**

289

290 Mayor Harris stated Dave Nordquist, Community Services Director, will be retiring this year. He said the  
291 Interviewing Committee have selected with the advice of the City Council Tiffany Staheli as the new  
292 Community Services Director. Mayor Harris stated because this is a Department Head position the City  
293 Council will need to give its consent.

294

295 Council Member Taylor moved to approve the nomination of Tiffany Staheli as the new  
296 Community Services Director. Council Member Stoker seconded the motion.

297

298 **Voting on the motion:**  
299 Council Member Bailey aye



300 Council Member Fawson aye  
301 Council Member Stoker aye  
302 Council Member Taylor aye  
303

304 The motion passed unanimously.  
305

306 7. PRESENTATION ON “YOUR INFO, YOUR WAY”.  
307

308 Ron Chandler stated the City Council had asked staff to put together a program in which they would be  
309 more proactive with sending information out to residents. He said they had their most talented employees  
310 who are very social media savvy to help put together this program. He said they have titled this program  
311 “Your Information, Your Way”. He said they began looking at their audience. Ron Chandler went  
312 through the presentation (attachment A). He said Tiffany Staheli has headed up their team with looking at  
313 how they reach people. He said the first part is to make changes to the City’s web page. He said the  
314 current web page is very text heavy and he turned the time over to Tiffany Staheli.  
315

316 Tiffany Staheli explained the web page is a proposed design that has not been installed yet. She went  
317 over the web page.  
318

319 Ron Chandler discussed the forms section on the web page. He explained any City form should have the  
320 ability to be completed online. He said Tiffany Staheli has been leading the team to make all of those  
321 forms available online. He said anything a person needs to come to the office to do a person should be  
322 able to do it online.  
323

324 Tiffany Staheli went over the City Ordinance section. She went over the most requested section and  
325 stated this is the area in which residents would have the ability to set their preferences. She said if they  
326 notice most of their residents are visiting a specific page that page will be at the top of the list. She went  
327 over the “Find it Fast” section and stated that is determined by what staff thinks the residents would like  
328 to see. She continued going through the web page.  
329

330 Ron Chandler went over the “Contact Us” page. He state this page would help with the problems some  
331 residents were having in trying to contact Council Members. Tiffany Staheli stated this feature will have  
332 a number of subjects a resident can choose from and that will dictate who that message is sent to.  
333

334 Ron Chandler went over how the City Council can receive information. He said they reviewed how they  
335 get people to provide the City Council with information and that is how they came up with the Council  
336 Forum. He said this would have an “Issue of the Day” and Council Members would be able to add their  
337 viewpoints toward that. He said it would have to be a short response. He said they included two features  
338 to allow residents to agree or disagree with the response. He said if a resident wants to provide more  
339 information there is an option to allow residents to email the entire City Council. He said they did not  
340 include a comment section because some of the comments are not good. He said they want the residents  
341 to provide information directly to the Council. He said the idea is someone like the Mayor would  
342 determine what issues would need to come to the Council before the meeting.  
343

344 Council Member Bailey asked if the residents express how they feel anonymously. Ron Chandler said if  
345 a resident wants to comment they will be directed to the embedded page. Council Member Bailey asked  
346 if they attempt to validate the email so they don’t receive junk emails. Ron Chandler said they may, but  
347 this method provides the City Council the opportunity to respond to the resident.  
348

349 Tiffany Staheli said the most recent topics will be listed and they will archive the past topics by date.  
350

351 Ron Chandler said they wanted the City Council to consider creating another City logo to put on the  
352 website. He said Tiffany Staheli and staff have done a terrific job with creating the look of the website,  
353 but they will need to hire a programmer. He said they have funds budgeted for that, but they will need  
354 Council's approval to move forward.

355  
356 Council Member Fawson said they have discussed making it easier for residents to contact the City to  
357 report specific issues like reporting street lights that are out, etc. He said he assumes a resident will be  
358 able to report those things through the "Contact Us" link, but is there any other way they can report that.  
359 Ron Chandler said there are a couple of ways a resident can do that, one of which Tiffany Staheli  
360 discussed that is on the webpage and another way would be done through an app.

361  
362 Council Member Bailey said there is a watchdog group that monitors governments in Utah and  
363 determines their "openness" based on what is posted on their website. He asked Ron Chandler if they  
364 have taken their requirements into consideration. Ron Chandler replied they have and referred to the  
365 homepage and "Find it Fast" function.

366  
367 Ron Chandler went over the City Manager's blog called "Ron's Report". He said he looked at other City  
368 Manger blogs and they are fairly boring. He said they are very text heavy and long and no one reads it.  
369 He said the real purpose of a City Manager's blog is to create a community building forum for our  
370 residents. He said they want to turn all 18,000 of our residents into reporters. He said residents would be  
371 able to submit information so it is not just stuff coming from me. He said he included three entries; one is  
372 advertisement for upcoming events, one is actions by the City Council, and one is discussion regarding  
373 events. He said the will include information on how residents can submit information and that will be  
374 funneled to one place. He said they will also have a disclaimer that gives the City authorization to use the  
375 pictures.

376  
377 Ron Chandler went over the Facebook page and stated it will be similar to the blog, but will be shorter.  
378 He said they will put up links on the Facebook page to inform residents of changes to the ordinances.

379  
380 Tiffany Staheli said they have noticed with the Aquatic Facebook page the potential reach. She said they  
381 have over 2,000 people who follow the Aquatic Facebook page regularly. She explained that if someone  
382 comments on their page the person's comment is seen by all of their friends. She said they have noticed  
383 that Facebook has been a great way to communicate with residents and potential people who would come  
384 to visit the Aquatic Center. Ron Chandler discussed how the Facebook page helped sell swim passes for  
385 Christmas gifts.

386  
387 Ron Chandler stated everything they discussed is part of Phase I and can all be implemented now. He  
388 said the biggest thing to be done is the programing of it. He said there is also a Phase II. He said these  
389 are items that have either time or money constraints. He discussed the different apps that are available and  
390 how it will help make things more efficient. He discussed the ideas included in Phase II.

391  
392 Council Member Bailey asked how he would use Twitter and that it would be invaluable during an  
393 emergency. Ron Chandler said with Twitter it is not used very much by the younger population. He said  
394 most of the younger population used Facebook. He said they found that most people following us on  
395 Twitter were organizations such as the newspaper. He said that is valuable in emergencies because the  
396 newspaper, TV station, radio stations will broadcast it.

397  
398 Council Member Taylor commented on the outstanding work and said he thinks this a good direction for  
399 the City and is excited to see it take shape. Ron Chandler said this has been a fun project.

400



401 Council Member Fawson commented that he love it and is behind it 100%. He said he thinks it  
402 incorporates everything that he has hoped for in the website and the app.

403

404 **8. DISCUSSION ON THE PARKS & TRAILS 5 YEAR MASTER PLAN.**

405

406 Ron Chandler said they will consider the 5 Year Master Plan as part of the budget. He said they  
407 are facing another deadline for Ramp Grant Applications. He said Dave Nordquist and his staff  
408 have put together a 5 Year Master Plan for improvements. He said this goes beyond just the  
409 capital plan. He said they looked at all the things they felt they need to do over the next five  
410 years and put it on a list that has already been approved by Council so they would be able to  
411 apply for grants as they come. He said the Ramp Grant applications are due in January.

412

413 Dave Nordquist commented on how talented Tiffany Staheli is and he is really thrilled that she  
414 will be stepping into his position. He said she has been with the Aquatic Center for six years and  
415 there is not another one around that is like it. He said the surrounding cities look to us on how to  
416 run their aquatic centers and that is all because of Tiffany Staheli. He reminded Council that he  
417 will be retiring December 28, 2012 and went over the different projects that he has accomplished  
418 during his time. He said Tiffany Staheli will be taking their department to the next level and he  
419 is really excited to see that.

420

421 Dave Nordquist stated most of the items still on the Master Plan are the big tickets items. He  
422 explained this is a working document that is no more than an inventory of what they feel needs to  
423 be done in their parks and trails. He said currently they do not have anyone in their office who  
424 has written Ramp Grants, but they will learn. He said the Ramp people have been wonderful to  
425 North Ogden; they have received almost one million dollars in grant funds over the last five  
426 years. He said they want to continue that. He said in the Council packet he has proposed to  
427 write three grants (included in the City Council packet). He said the second part of this is the  
428 safety issues with the Green Acres walking path that is next to the detention basin. He explained  
429 the tree roots have grown to extend out under the walking path. He said they have patched some  
430 of it. He said they have taken out most of those trees. They cannot compromise the detention  
431 basis. The City Engineer has determined they would need to come up with close to \$40,000 to  
432 relay and resurface that track. He said he knew that would not be a good Ramp Grant project  
433 because they do not necessarily like maintenance projects. He said they will get their  
434 municipality grant, which is one dollar for every resident each year. He said they could use  
435 Public Works staff to do the excavation on the north side of the track and that would save them  
436 \$8,700. He asked for the City Council to consider including almost \$13,000 in the budget to  
437 complete the project.

438

439 Dave Nordquist said the third part of the proposal is phase four of the renovation of the baseball  
440 diamonds. He said they were in fairly bad shape six years ago and they had a Ramp Grant for  
441 some of the renovations. He said the last part of the renovation is to put in good dirt. He said he  
442 is asking Council to allow them to write a Ramp Grant for \$20,000 and use City Staff as a match.  
443 He said after a year maybe Tiffany Staheli will decide to do bigger projects. He said he needs to  
444 have the complete grant applications to Weber County by January 13, 2013.

445

446 Council Member Bailey said these proposals are about \$45,000 worth of grant requests and  
447 asked how that compares with what they normally write. Dave Nordquist stated it is less than

448 what they normally do, last year they received \$75,000 in grants and they have been averaging  
449 about \$200,000 in past years. Council Member Bailey asked if they are being too conservative  
450 with only asking for \$45,000. Dave Nordquist replied he wants to get the three grants written  
451 correctly so they will accept them.

452  
453 Council Member Fawson asked about the total cost to the residents and asked what is included in  
454 the \$13,000 toward the track. Dave Nordquist went over the estimate he received from the City  
455 Engineer. Council Member Fawson asked if the problems with the trees to the north have been  
456 taken care of. Dave Nordquist replied that is correct. Council Member Fawson asked if they can  
457 use the existing track as road base. Dave Nordquist replied that is a possibility.

458  
459 Council Member Taylor thanked Dave Nordquist for everything he has done and stated they are  
460 excited that Tiffany Staheli was chosen as his replacement. He said he likes his proposals and  
461 would like for them to look at doing something bigger. He suggested they begin thinking about  
462 what they can do next year.

463  
464 Council Member Fawson said he does appreciate the work Dave Nordquist has done and to have  
465 more notice. He said he appreciates the labor being factored in as part of the matching  
466 contribution.

467  
468 Council Member Bailey asked when they will be revisiting the capital improvement list. Ron  
469 Chandler replied that will be part of the budget retreat. He said the capital plan for the parks is  
470 much smaller because a lot of the items on this list are not big enough to be capital. Council  
471 Member Bailey asked when they will discuss the option to look at something larger. Ron  
472 Chandler said that is included in the 5 Year Capital Plan and that is brought up at the next budget  
473 retreat. Mayor Harris added the retreat is the time they will discuss that and determine how  
474 much money they put into it.

475  
476 **9. DISCUSSION AND OR/ACTION TO CONSIDER RAMP GRANT APPLICATIONS.**

477  
478 This item was included in agenda item eight.

479  
480 **11. PUBLIC COMMENTS.**

481  
482 Clark Crowther, 352 W. 1600 N., thanked the Council for passing Resolution 12-2012 regarding the  
483 retirement for police officers. He said this has been an issue that has been going on for several years and  
484 unfortunately it has been left for the City to resolve tonight. He thanked the Council for supporting the  
485 Police Officers and their families.

486  
487 Polo Afuvai, 515 E. 2600 N., said he wanted to repeat of what Sgt. Crowther said. He said he wanted to  
488 commend all of you for taking a standing and supporting the officers. He said the officers really work  
489 hard. They are the first line of defense for the City and do a tremendous job protecting our citizens. He  
490 said that vote really means a lot to them.

491  
492 **12. CITY COUNCIL, MAYOR, AND STAFF COMMENTS.**

493  
494 Council Member Fawson thanked Dave Nordquist and said it has been a pleasure working with him this  
495 past year and thinks he has done some great things. He congratulated Tiffany Staheli and welcomed her

496 to that position. He asked Ron Chandler if the pole transfers on Mountain Road are finished. Ron  
497 Chandler replied there are about four that have some sort of power issue that need to be handled before  
498 they are removed. He also thanked Mel Blanchard for the response on the snow plow and stated the  
499 presentation was very helpful. He said he wonders if there is a possibility of purchasing a code for an app  
500 that another city has used. Ron Chandler said he will check on that. Council Member Fawson said he  
501 brought something up in the last budget retreat that he would like them to take a look at. He said they  
502 need to look at a longer-term plan for some of their larger expenses. He said the first expense would be  
503 the Police Station that would need to be remodeled or added onto. He said his desire would be to avoid  
504 some of the issues they had with the Public Works Complex and the huge expense. He said it seems like  
505 it was conceived at the last minute, but they knew about it for 20 years. He said he feels like they “right  
506 sized” things with their police officers tonight.

507  
508 Council Member Stoker asked if the big hole in her yard and foam box hanging is included in the work  
509 that needs to be done with the pole transfers. Ron Chandler confirmed. Council Member Stoker said she  
510 is really excited with what was presented tonight. She said she appreciates all the work Dave Nordquist  
511 has done and is excited to be working with Tiffany Staheli as well. She said she gave a huge thanks to the  
512 Police Department and they deserve the increase.

513  
514 Council Member Taylor said he wanted to ask that there be a future agenda item regarding our  
515 employees. He said he has been talking with many of the employees about their concerns and there have  
516 been many employees that have left the City. He said last year the City did not lose any employees; they  
517 lost two employees in 2010, which both were retirements. He said in 2009 they lost four employees,  
518 three were terminated and one retired. He said this year they had nine employees leave and will have a  
519 couple of more employees leave before the end of the year. He pointed out that is 20% of the City’s  
520 workforce. He said that is a concern for him and is an area in which they need to improve. He said some  
521 of the employees leaving are people who have been with the City for a long time and have a lot of  
522 knowledge.

523  
524 Brent Taylor said they will have to fill three Police Officer positions; they only have 18 to begin with. He  
525 said looking at the pay in comparison to other cities he is unsure with who they will get to replace them.  
526 He said they have a lot of recruits that come right out of the academy because the City does not pay  
527 enough to get experienced officers. He said he doesn’t think it is ideal to have three recruits being trained  
528 at once. He said those are some of his concerns and wants to look at this as an opportunity to improve.  
529 He said almost 20% of staff, including key positions, has left the City this year. He said most have gone  
530 to work in other government agencies. He said that tells him that our employees are not overpaid because  
531 they are going to other government agencies and receiving more pay. He said in 30 years our Police  
532 Department have not had a single civil suit, which is incredible. He said most police departments have a  
533 lot of civil suits. He said that is a testament to the value of experience and the value of professionalism.  
534 He said they need to think long-term as they get the result from their Employee Compensation  
535 Committee. He said turnover and training hurts us in different ways than a slightly higher salary. He  
536 asked that the Council put their heads together to look for ways they can improve the climate or find out  
537 what the root cause is. He said they need to find the areas in which they can improve.

538  
539 Mayor Harris stated the Employee Compensation Committee will be coming forward soon and they will  
540 have those kinds of discussion in conjunction with the Budget Retreat. He said a lot of us have the same  
541 concerns which you have expressed.

542  
543 Council Member Bailey thanked Dave Nordquist for his service. He thanked Ron Chandler and Tiffany  
544 Staheli for all the work that has gone into their presentation. He congratulated Tiffany Staheli for her  
545 promotion. He also thanked Ron Chandler for posting the snow removal map on the City’s website as  
546 they requested. He said it would be nice to follow up with the guidelines used for snow removal.

547  
548 Ron Chandler reminded everyone of the Christmas party on December 4, 2012.  
549  
550 Mayor Harris reminded everyone of the Christmas Tree Lighting Ceremony December 1, 2012 at  
551 Bicentennial Park. He also added his thanks and congratulations to Dave Nordquist and Tiffany Staheli.  
552

553  
554 **13. ADJOURNMENT.**

555  
556 **Council Member Fawson moved to adjourn the meeting. Council Member Taylor seconded the**  
557 **motion.**  
558

559 **Voting on the motion:**

560 **Council Member Bailey      aye**  
561 **Council Member Fawson      aye**  
562 **Council Member Stoker      aye**  
563 **Council Member Taylor      aye**  
564

565 **The motion passed unanimously.**  
566

567 **The meeting adjourned at 8:20pm.**  
568

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571 \_\_\_\_\_  
572 Richard G. Harris, Mayor  
573

574  
575 \_\_\_\_\_  
576 S. Annette Spendlove, MMC  
577 City Recorder  
578

579 \_\_\_\_\_  
580 Date Approved  
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# “Your Information, Your Way”



*Communicating effectively with all residents.*

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## Technologically Challenged



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## In Betweeners



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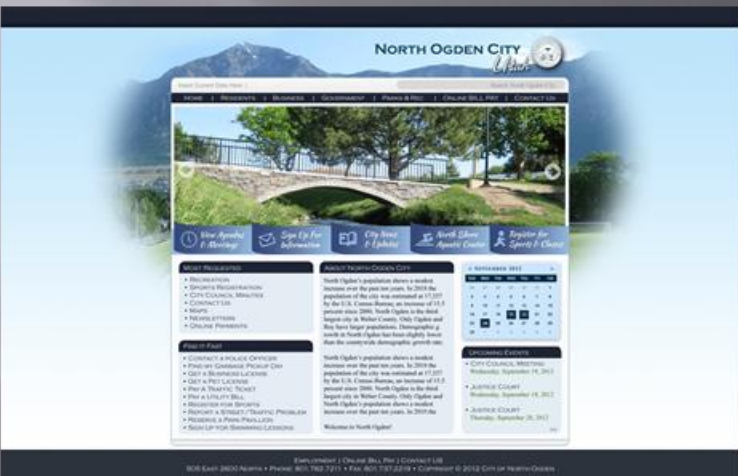
# The Totally In-To-Its



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## To Do

- Adopt a website logo
  - Use the logo throughout the city for identification and marketing
  - Continue to use the City Seal on official paperwork and documents
  
- Hire a Programmer



611

The City Manager Blog

*Ron's Report*



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NORTH OGDEN CITY  
FACEBOOK



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NORTH OGDEN CITY  
FACEBOOK



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