

NORTH OGDEN CITY COUNCIL MINUTES

November 27, 2012

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

PRESENT:	Richard G. Harris	Mayor
	Kent Bailey	Council Member
	Justin Fawson	Council Member
	Cheryl Stoker	Council Member
	Brent Taylor	Council Member
STAFF PRESENT:	Ron Chandler	City Manager
	Annette Spendlove	HR Director/City Recorder
	Bryan Steele	Finance Director
	Jon Call	City Attorney
	Craig Barker	Community Development Director
	Gary Kerr	Building Official
	Mel Blanchard	Public Works Director
EXCUSED:	Wade Bigler	Council Member
VISITORS:	Paul Rhoades	Bill Aeschlimann
	Miles Bertshofer	Kristen Aeschlimann
	Talona Fawson	Autumn Aeschlimann
	Justin Anderson	John Arrington
	Perry Huffaker	Dolia Alliu
	Rachel Trotter	Dave Nordquist
	Clark Crowther	Carson Jones
	Kevin Burns	DeAnn Burns

Mayor Harris welcomed those in attendance.

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

CONSENT AGENDA

1. **Consideration to approve the minutes of the November 13, 2012 City Council meeting.**

Council Member Bailey moved to approve the Consent Agenda. Council Member Taylor seconded the motion.

Voting on the motion:

Council Member Bailey aye
Council Member Fawson aye

Council Member Stoker **aye**
Council Member Taylor **aye**

The motion passed unanimously.

ACTIVE AGENDA

1. PUBLIC COMMENTS:

There were no public comments.

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

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

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

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

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

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

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

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

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

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**

Council Member Taylor aye

The motion passed unanimously.

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

There was no discussion as this item was moot.

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

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

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

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

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 6:51pm.

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

Voting on the motion:

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

The motion passed unanimously.

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

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

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

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

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

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

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

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

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

Voting on the motion:

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

The motion passed unanimously.

5. PUBLIC HEARING FOR WESTSIDE INVESTMENT’S ANNEXATION PETITION FOR PROPERTY LOCATED BETWEEN 750 EAST AND 4329 NORTH.

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

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

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

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

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 7:01pm.

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

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

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

Voting on the motion:

Council Member Bailey aye
Council Member Fawson aye

Council Member Stoker **aye**
Council Member Taylor **aye**

The motion passed unanimously.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Council Member Fawson commented that he “loves” the changes and is behind it 100%. He said he thinks it incorporates everything that he has hoped for in the website and the app.

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

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

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

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

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

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

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

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

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

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

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

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

This item was included in agenda item eight.

11. PUBLIC COMMENTS.

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

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

12. CITY COUNCIL, MAYOR, AND STAFF COMMENTS.

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

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

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

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

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

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

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

Ron Chandler reminded everyone of the Christmas party on December 4, 2012.

Mayor Harris reminded everyone of the Christmas Tree Lighting Ceremony December 1, 2012 at Bicentennial Park. He also added his thanks and congratulations to Dave Nordquist and Tiffany Staheli.

13. ADJOURNMENT.

Council Member Fawson moved to adjourn the meeting. Council Member Taylor seconded the motion.

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 meeting adjourned at 8:20pm.

Richard G. Harris, Mayor

S. Annette Spendlove, MMC
City Recorder

Date Approved

“Your Information, Your Way”



Communicating effectively with all residents.

Technologically Challenged



In Betweeners



The Totally In-To-Its



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Life

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ABOUT NORTH OGDEN CITY

North Ogden City was the first incorporated city in Utah. Population: 17,200. Incorporated: 1918.

SEPTEMBER 2012

S	M	T	W	T	F	S

UPCOMING EVENTS

- CITY COUNCIL MEETING
Wednesday, September 19, 2012
- JUSTICE COURT
Wednesday, September 19, 2012
- JUSTICE COURT
Thursday, September 20, 2012

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ABOUT NORTH OGDEN CITY

North Ogden's population shows a steady increase over the past two years. In 2010 the population of the city was estimated at 17,200 by the U.S. Census Bureau, an increase of 11.8 percent since 2000. North Ogden is the third largest city in Weber County. 2012 Ogden and Ray have larger populations. Demographic growth in North Ogden has been slightly slower than the statewide demographic growth rate.

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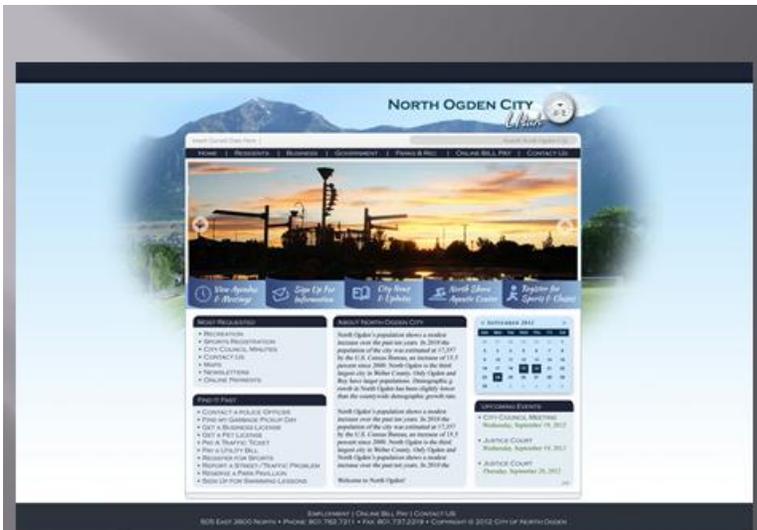
SEPTEMBER 2012

S	M	T	W	T	F	S

UPCOMING EVENTS

- CITY COUNCIL MEETING
Wednesday, September 19, 2012
- JUSTICE COURT
Wednesday, September 19, 2012
- JUSTICE COURT
Thursday, September 20, 2012

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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



The City Manager Blog

Ron's Report



NORTH OGDEN CITY
FACEBOOK



NORTH OGDEN CITY
FACEBOOK

