

Minutes of the Work Session meeting of the Syracuse City Council held on August 11, 2009, at 6:00 p.m., in the Council Work Session Room, 1979 West 1900 South, Syracuse City, Davis County, Utah.

Present: Councilmembers: Alan Clark  
Doug Hammond  
Lurlen A. Knight  
Douglas Peterson  
Larry D. Shingleton

Mayor Fred Panucci  
City Administrator Rodger Worthen  
City Recorder Cassie Z. Brown

City Employees Present:

Finance Director LaMar Holt  
IT Director TJ Peace  
Fire Chief Craig Cottrell  
Assistant Fire Chief Bruce Peterson  
Police Chief Brian Wallace  
Building Official Jason VanAusdal  
Detective Corey Rowley  
Court Clerk Jody Howell  
Utility Supervisor Janice Lansing  
Building Inspector Tex Couch  
Administrative Assistant Judy Merrill

The purpose of the Work Session was for the Governing Body to review the agenda for the Regular Council Meeting to begin at 7:00 p.m., review the City Council Calendar, review the City Claim Statement, discuss Human Resources outsourcing options, and discuss Council Business.

Regular Meeting Agenda

Councilmember Knight stated that item nine on the agenda is an agreement with the Utah Department of Transportation (UDOT) for a safety sidewalk. He stated that according to the agreement the City will participate in the cost of the sidewalk and he asked if that was the case in the safety sidewalk project completed on 2000 West. City Administrator Worthen answered yes and explained the City is always required to provide matching funds for safety sidewalk grants. He added that safety sidewalk grant funding can only be used on a state road.

Calendar

Councilmember Hammond reported that the Museum Board will be meeting on August 19 rather than August 12 due to the recent passing of DeLore Thurgood.

Councilmember Hammond asked if the 'Meet the Candidates' event is sponsored by the Youth Council, to which City Recorder Brown answered yes.

Councilmember Hammond reported that the Davis County Council of Governments (COG) meeting scheduled for September 16 will be held at Syracuse City Hall and the hosting city is usually responsible to provide refreshments. Mayor Panucci stated that last time the City hosted the event the Clearfield Job Corps Culinary Arts Academy provided light refreshments.

Councilmember Peterson asked how early voting will be handled. Ms. Brown explained that early voting will begin September 1 and end September 11, but there will be no voting on September 7 due to the Labor Day holiday. She explained that early voting will be held at City Hall and she and another staff member will conduct early voting.

Councilmember Peterson reported that he will be out of town Thursday through Saturday, August 13 through 15. Councilmember Hammond reported he will be out of town those same dates.

Claim Statement

Councilmember Shingleton stated that the claim statement includes an expenditure for cat litter and he asked what that was used for, to which Mr. Worthen responded oil spills.

Councilmember Peterson stated that the claim statement includes payments made to contractors that performed weed mowing at properties in the City. He asked how that money is recovered from property owners. Mr. Worthen stated that after a property owner has received several notices and a citation the Code Enforcement Officer sends a contractor to abate the property and after that work is complete a lien is filed against the property and the money is recovered when the property owner pays their taxes.

Councilmember Hammond reported that he received a phone call from a citizen who was inquiring about the cost of the landscaping at the new Fire House. He stated that he reviewed the claim statement and found that the total bill was \$49,000 and he asked if the City obtained other bids before agreeing to pay that cost. Mr. Worthen stated that the City obtained bids from four different landscape contractors. Fire Chief Cottrell added that the price paid for the work was \$10,000 less than the next lowest bid received. Councilmember Peterson stated that the landscaping is very nice and it appears it will be low maintenance. Chief Cottrell stated that is true and that the only maintenance that will be performed is vacuuming fallen leaves in the fall and blowing out the sprinkler lines. Mr. Worthen added that the landscaping was included in the total Municipal Building Authority project. Chief Cottrell added that he would rather have Fire Fighters participating in training or responding to calls that maintaining the landscaping at the Fire House. Mayor Panucci stated that it is tough, during the current economic situation, to look at a \$49,000 bill for landscaping. He then asked what items are left to be completed at the Fire House. Chief Cottrell stated that there is a minor punch list of items that need to be finished and most of those items are warranty items. Mayor Panucci asked what the total expenditures were for the Fire House. Chief Cottrell stated he would need to default to the accounting records to get the overall cost. Councilmember Hammond asked if an open house event is being planned to allow the public to tour the Fire House. Chief Cottrell stated he planned on holding such an event but he was told not to. Councilmember Knight stated that is correct; Chief Cottrell was told not to hold an open house in order to forego any expenditure that would be spent on such an event. Councilmember Shingleton stated that an open house could be held at no cost; it is not necessary to provide refreshments or other things that would cost the City money. Councilmember Hammond asked if the project was completed over or under budget. Mr. Worthen stated that the project was completed at approximately \$100,000 under budget.

#### Human Resources outsourcing options

Mr. Worthen stated that he provided each member of the Governing Body with some input relative to this subject. He stated there are many options; the City would solicit bids from Professional Employer Organizations (PEOs) or consulting firms. He stated that he is here to get direction from the Council.

Councilmember Shingleton asked if the HR Service, Inc., the company that made a presentation to the Council during their last meeting, is considered a PEO. Mr. Worthen stated they are not a PEO; rather, they are a consulting firm.

Councilmember Knight stated that he wants to compare 'apples to apples' before comparing the cost of hiring HR Service, Inc. with having an in-house HR Director. He stated that everyone knows what services were being provided by an in-house employee and he wanted to make sure that any firm being considered by the City would provide those same services. He stated that he did not think the City would get the same level of service from a company that would only visit the City once a month and take phone calls on other various issues. He stated that service levels need to be compared before costs are compared and the best first step would be to identify the necessary core HR functions of the City.

Mayor Panucci asked Councilmember Clark if he had checked any of the references provided by HR Service, Inc., namely Sid Creager from Morgan County. Councilmember Clark stated that he had left a message for Mr. Creager, but he did not get a return phone call from him. He then added that he wanted to compare this situation to the fact that the City build a new City Hall because it was needed and the City had grown out of the old City building. He stated that essentially the HR situation can be compared to building the new building and then trying to squeeze back into the old building; the City has grown and continues to grow and there are new requirements placed on the City on a regular basis. He stated that the consultant can offer the City a low price, but he is concerned about what level of service the City would get for that price. He stated there are things that were being done by the in-house HR Director that are important and still need to be done. He stated that the consultant mentioned that using their firm would essentially push more responsibility back to the Department Heads and supervisors of the City. He asked if that is workable; can employees that are already overburdened, in his opinion, take on more work and responsibility. He asked if the Council is only interested in trying to save a few dollars without considering if doing so will make things worse.

Councilmember Shingleton stated that the Council needs to take a step back and determined the needs and wants of the City and the dollars savings that could be associated with possibly eliminating the wants. He stated he believed the City could save between \$50,000 and \$60,000 a year. Councilmember Clark stated he did not think those types of savings were possible because even if the City did hire HR Service, Inc., it would still be necessary to have an in-house employee handling

day to day HR functions. Councilmember Shingleton stated there are other cities in the county that do not have HR Directors.

Councilmember Peterson stated that three years ago the Council decided that the City needed an HR Director and he wanted to know what prompted that decision. Councilmember Knight stated that the City was doing things in a very unorthodox manner; some things being done were illegal and the Council decided the City needed someone to handle HR issues correctly. Councilmember Peterson asked if the City worked with a consultant before hiring an in-house HR Director, to which Councilmember Knight answered no. Councilmember Peterson asked why the Council chose to create an in-house HR Department and hire a Director rather than taking the path of using a consulting firm like HR Services, Inc. Councilmember Knight stated that he met with the Utah League of Cities and Towns (ULCT) and they told him that they felt the City should have an in-house HR Department. Mayor Panucci stated there really was not a lot of discussion among the Council about outsourcing that function; the Council really only considered creating an in-house HR Department. Councilmember Knight added that when the HR Director was hired she was busy full-time performing HR duties. He then stated that he read through Mr. Worthen's documentation several times and there are many references to having a HR manager while using an outside consulting firm. He stated that means it would be necessary to have an in-house employee that understands HR policy, which would mean the City would need to hire someone in addition to contracting with the consulting firm.

Mayor Panucci then stated that he has had the opportunity to meet with two different HR consulting companies; one of them does not suit the City at all because their primary focus is payroll. He stated that he felt the Council should contact two or three consulting companies and let Mr. Worthen, himself, and at least one Councilmember interview them. He stated that may determine that using a consulting firm may not be the way to go, or the Council may find that this option merits consideration. He stated that right now Councilmember Knight is 'shooting from the hip' and he is condemning an option that the Council does not have enough information about. Councilmember Knight stated he is not condemning anything; he simply wants to make sure that the City is getting what it needs. Mayor Panucci stated the Council needs to see what different companies have to offer. He stated there are a number of local companies the City could investigate; it may take some time to do that so it may be necessary to use a company like HR Service, Inc. in the interim. Councilmember Clark asked if HR Service, Inc. would still charge a set-up fee of \$5,000 if they City only plans to use them in the interim on a month-to-month basis. Mayor Panucci stated he did not know the answer to that question, but the City could ask for that type of consideration and explain to them that the City is in transition mode. He stated that it will take some time to give the issue due diligence and he was not sure that it was the best idea to overburden staff with HR issues that will come up.

Mr. Worthen stated that it is necessary to determine the core HR functions that could be outsourced before calling firms to see what they offer. Councilmember Shingleton reiterated that the City needs to make a distinction between its needs and wants. Councilmember Knight asked Councilmember Shingleton to expound on what he felt the wants of the City were relative to HR. He stated that he felt that everything the HR Director was providing was needed; there were no luxuries. Councilmember Shingleton stated that the difference between needs and wants is what the City can do in-house and what a consultant could provide at a lower cost.

Mr. Worthen then explained that there are several things that are done on a day to day basis and some of those things are being handled by the City's Payroll Specialist, LeAnn Fowler. He stated that other things, like equal employment opportunity (EEO) reports, which are required, or reviewing job applications are being done by him and other staff. Mayor Panucci stated that is why it may be beneficial to work with a consulting firm in the interim to help with those types of things. Councilmember Clark stated that his understanding was the HR Service, Inc. would not handle those types of things and if the City did want them to handle those things the monthly cost would increase. Councilmember Shingleton stated that it is not necessary to make a permanent decision tonight; more investigation is needed. Mr. Worthen reiterated that he feels it is important to decide what functions can be outsourced at no detriment to the City. Councilmember Knight asked if HR Service, Inc. would be of value to help with day to day things; he stated that is what needs to be determined. Councilmember Shingleton stated that is what the Mayor is saying as well. Councilmember Knight disagreed and stated that the Mayor suggested that the City hire HR Service, Inc. Councilmember Shingleton stated the Mayor suggested that they be hired as a stop-gap measure and that the City only sign monthly contracts with them. Finance Director Holt interjected that it may be beneficial for the City to consult with one of the City Attorneys, Lisa Romney, who is very familiar with HR issues. He added that she is already familiar with the City's policies and procedures. Councilmember Shingleton asked how much the City will be charged for her advice. Mr. Holt stated the firm's rate is \$80 per hour. Mayor Panucci stated he would prefer to use Ms. Romney only as a reference for the companies the City could consider using. Councilmember Knight suggested the City call the ULCT HR consultants and see who they would recommend.

Mayor Panucci then stated that Councilmember Knight made the comment that outsourcing HR functions may put some responsibility back on Department Heads. He stated that could ultimately be a benefit to the City; if Department Heads

have the property training to handle certain HR issues they will be fully running their department, which will make them stronger Department Heads. He stated that as the City continues to grow so will each Department Head's management responsibilities and they need to be good at management. Councilmember Knight stated that he does not disagree, but he also feels the City needs to have someone in place that can provide effective training to Department Heads. Councilmember Shingleton stated that is what HR Service, Inc. would do. Councilmember Clark stated that if Department Heads are taking on more duties they need to be able to put other duties off. Mayor Panucci stated there is no question that this will take some adjustments. He then asked Police Chief Wallace what the HR Director, Cherissa Alldredge, did for him. Chief Wallace explained that Ms. Alldredge provided him with needed training, assisting him in hiring and firing employees in his Department, and she was informed of current HR laws. Mayor Panucci asked how much additional time he is currently spending on HR now that there is no in-house HR Director. Chief Wallace explained that he is going through the process of trying to hire a new officer and it is very cumbersome and time consuming. He stated that Ms. Alldredge would have handled that for him if she were still working for the City. Councilmember Shingleton stated that the City should be able to copy past advertisements for positions as well as any letter that needs to be written to an applicant. Mr. Worthen stated that is true most of the time, but sending the letters and handling the publication of an ad still takes valuable time.

Councilmember Hammond stated that he wanted to be sure that everyone was aware of when Ms. Alldredge submitted her letter of resignation and he asked when that took place. Mr. Worthen stated that Ms. Alldredge provided him with her letter of resignation on Tuesday, July 28. Councilmember Hammond asked if that took place prior to the Council meeting that evening, to which Mr. Worthen answered yes. Councilmember Hammond stated the City now has the opportunity to do an in depth evaluation of the possibility of outsourcing HR or hiring an in-house Director again. He stated that if the City hires a Director that employee will be with the City for years; but, if outsourcing is selected the City can execute an annual contract, which gives the Council a chance to evaluate the situation and determine whether the contract should continue. He stated that if the Council does not like how things are going it is much easier to do away with a contractor and bring the service back in-house. Councilmember Clark stated it is not that simple; it is expensive to make that transition. He stated that is why the City opted not to change auditing firms this year; it would cost more to acclimate a new contractor to the policies and procedures of the City. He stated that is true for any position in the City. Councilmember Hammond reiterated he felt now is the time to evaluate what will work best for the City. Councilmember Clark stated that he is not trying to discount what Councilmember Hammond is saying.

Mayor Panucci stated that the Council owes it to themselves and to the citizens to perform due diligence and investigate the possibility of outsourcing. Councilmember Clark stated that he does not disagree, but he feels that process needs to take place quickly. Councilmember Knight stated that he used to own a carpet cleaning business and he did something similar to outsourcing; he used a temporary employment service to find employees. He stated that it cost him more money in payroll, but it saved him a lot of time and if he had an issue with an employee he could tell the temp. service and he did not want to use them anymore. He stated that in the end he paid about one and one half times more than if he would have done it on his own, but it was worth it because of how much time he saved. He stated that there is a full load of HR issues and duties and that all needs to go somewhere and he is somewhat skeptical that it will be possible to save any money. He stated that as the Council is evaluating its options they should list what was being done by the HR Director as well as what things the city needs and then determine what firms can best meet the City's needs before identifying costs.

Councilmember Peterson stated that he is trying to get the answer to the question of what should be outsourced and this conversation leads him to believe that some feel that everything that Ms. Alldredge did should be outsourced. Councilmember Shingleton stated that the Council can look at what Ms. Fowler is currently doing as well as some of the things that Department Heads have been asked to do. Fire Chief Cottrell interjected that those things are just a small portion of what Ms. Alldredge did. He stated that she did not just advertise open positions of the City; the Department Heads take care of the hiring for positions in their Department and Ms. Alldredge was supportive in that process, but she did so much more than that. Mr. Worthen agreed. Councilmember Shingleton stated that the outsource company that the Council interviewed has said that they would do all of that as well; the owner of the company teaches HR law. He stated the Council needs to consider all options and they owe that to the citizens. He stated that if there is an opportunity to save money that is something the Council needs to do. He suggested that research be done regarding what other cities do; most cities do not have an HR Director. Mayor Panucci suggested the Council pick to PEOs and two consulting firms and invite them to interview with the Council and explain what they have to offer. Councilmember Knight stated he felt the City should consult with the ULCT to see who they recommend. Mayor Panucci stated he did not mind doing that. Councilmember Knight then stated that the first time the Council went through this process of deciding to hire an HR Director it was not done haphazardly. He stated the Council used the ULCT and got advice from them.

Mr. Worthen suggested that the City create a request for proposal (RFP) or ask the companies to fill out a questionnaire to ensure that the City asks each firm the same questions. Mayor Panucci stated that would be fine with him as

well. He added he would like to have a Department Head sit in on the interviews as well. Mr. Worthen stated he will write an RFP for the Council review and it can be sent out to various companies. Mayor Panucci asked if it would be beneficial to contract with HR Service, Inc. in the interim. Mr. Worthen stated that depends on how long it will take him to create the RFP. He stated he would rather handle HR issues for a period of time than have a consultant. He stated he has already 'farmed out' a significant number of HR duties among existing staff.

### Council Business

Councilmember Knight reported that he met with a group of people regarding the park near the Ranchettes subdivision. He stated that the group may be present during tonight's meeting to address the Council about the issue. He stated that he has explained some things to them and he thinks they will understand the City's position; they are not happy, but they have a better idea about the City's current financial situation and a better idea of why the City built Jensen Park and Rock Creek Park before building their park. He stated he believes there are some solutions to the problem that the City could consider; the City can not build an entire park right now, but some things could be offered at a fairly inexpensive cost. He stated that the City currently has funding available for detention ponds and that money could be used to clear the weeds and even install a sprinkling system and plant grass at the park. He stated he believes the residents are going to ask for those things. He stated that he told the residents that the best thing for them to do would be to create a long term plan and ask for one item on that plan in each budget year. He stated that they have legitimate concerns about the weeds growing so high; the City finally mowed the weeds, but someone has since removed some concrete and dumped it at the park. Mayor Panucci stated the City does have the responsibility of keeping the weeds cut and keeping the property looking decent. Mr. Worthen stated that he is short five employees in the Parks Maintenance division of the City. He asked the Council to keep that in mind and he explained that maintaining all park space is difficult considering the number of employees the City has to do that work. Mayor Panucci asked why there are five less employees. Mr. Worthen stated the Council instructed the Administration to reduce the number of seasonal employees by five. Councilmember Knight stated that is true, but things can be done. Mr. Worthen stated that is correct; the weeds were cut, but it may have taken the maintenance crew some time to get there and perform that work.

Mayor Panucci stated that he would certainly like to build every park on the City's master plan, but the bottom line is that the City is restricted in the amount of money that is available to do those types of projects. He stated that when he talked to the residents he understood that they are under the impression that because they paid a park impact fee their park should have been built long ago. He stated that he explained to them that many of them may have kids in the Junior Jazz program and he asked them how they thought the Community Center was built to give their kids a place to participate in that program. Councilmember Knight stated this is somewhat of a unique issue; the park is located in a detention pond and the City could use detention money to spray or cut the weeds and then possibly plant grass. Councilmember Shingleton asked how big the basin is. Mr. Worthen stated that it is approximately 4.6 acres and one acre has already been developed. Councilmember Knight stated that the basin has only been mowed once this year and there is a lot of construction debris that has been dumped at the site. He stated there is a simple solution. Mayor Panucci asked Councilmember Knight if he is asking the Council to agree to planting grass, to which Councilmember Knight answered yes. Councilmember Clark asked if the City has the budget to do that. He stated he is already concerned about the next Fiscal Year (FY); the Council keeps adding things to the budget, but there is no way to know what the total sales tax revenue dollars will be next year. He stated that if at the end of the FY there was money available he would not have a problem using it for the park.

Mayor Panucci stated the City's focus needs to be on regional parks; the City can not keep spending significant amounts of money on little patches of grass. He stated if that continues the City will end up with no park for kids to play baseball and football at. He stated there is park ground all around the City that has not yet been developed. Councilmember Knight stated that is true, but this park is located in a detention basin and there is funding available. He stated that it seems like these residents have been put off for many years and there have been problems with the park. He stated that the bottom line is that it will only cost a few thousand dollars. He stated that he has told the residents to not ask for the entire package, but for small things. He stated that the park needs to be cleaned up and once that is done it will be much easier to maintain. He added there are a lot of communities that use the park. Mayor Panucci stated that cleaning up the weeds every three or four weeks is a little different than mowing grass each week. Councilmember Knight stated that one of the residents volunteered to mow the grass each week. Mayor Panucci stated that is comical. Councilmember Knight stated that it is not a laughing matter; the residents are very serious about this issue.

Councilmember Shingleton suggested using this park for one of the volunteer projects that the City will be organizing in the fall or spring.

Mayor Panucci asked how much money it would cost to hydro-seed the park. Mr. Worthen stated that the cost to install a sprinkling system, prep the ground, and apply hydro-seed would be approximately \$23,000.

Councilmember Hammond stated that Councilmember Knight has 'hit the nail on the head'. He stated that citizens have volunteered to maintain the park. He stated that the park in his subdivision, Craig Park, is maintained by the Home Owners Association (HOA); they helped to put everything together. He stated that the park is mowed weekly by a contractor and the cost for that is \$100 per month and they mow two acres. He stated the residents are willing to do a lot of work and the result is that they feel like the park is theirs. Mayor Panucci stated that the mowing of this park would ultimately be the City's responsibility. Councilmember Knight agreed and stated there would need to be some involvement from the City.

Councilmember Clark stated that he is frustrated because there will be several people telling the Council not to raise taxes, but they want so many things from the City that cost money. He stated that right now the Council is considering a budget that will provide the bare minimum for the City to 'get by', but if the Council keeps adding things and agreeing to do more things will be very difficult. He stated that he thinks the Council needs to hold the line and review the budget at the end of the FY before considering authorizing funding for this project. He stated that if there is an increase in revenue that money can be used for things that need to be done. He stated that he would rather be saving money for roads than constructing parks. Councilmember Shingleton agreed, but added that the City could, at the least, make the park bearable for the citizens that live near it. Councilmember Knight reiterated that the City has detention basin money available. Mayor Panucci stated that is correct, but after the project is finished it would be eating up general fund money in maintenance. Councilmember Shingleton suggested cleaning up the park ground twice a year via volunteer projects and then ask the citizens to help the City maintain it. Councilmember Clark asked how a citizen is expected to maintain 3.5 acres of weeds. Mr. Worthen agreed. Councilmember Shingleton stated that residents may see people dumping things at the site and they could call the City to report that as a way of maintaining the ground. He added that if the park is in good shape at the beginning of the growing season it is much easier to maintain it on a monthly basis. He stated it is a beginning point to make the park tolerable. Mr. Worthen then stated that his hands are tied by the budget. He reiterated that he has five less seasonal parks maintenance employees this year than last; if the City still had those five employees it would be easier to maintain areas like this one. He stated that he recognizes the fact that residents can help with some things, but if he does not have the resources available to do projects or maintenance the work that does end up getting done will be 'half-baked' or done in a limited time frame. Mayor Panucci stated that is why Councilmember Clark's comment had merit; the Council needs to hold the line. He stated that the City can remove the fence that the residents are concerned about and make sure that the weeds get sprayed or cut once a month. Councilmember Knight stated that the weeds are current a foot tall. Councilmember Shingleton stated that is tolerable, but six feet tall is not. He stated that everything is saying the same thing; at this point tolerable is the only goal the City has the ability to work towards. Mr. Worthen asked if there is currently concrete piled at the site. Councilmember Knight stated there is concrete there and the pile is approximately eight feet tall. Mayor Panucci stated that the concrete needs to be removed from the site. He added the City can remove the fence and knock the weeds down and then reconsider the project at the end of the FY. Councilmember Knight stated the City has been telling these residents the same thing for about 20 years. Mayor Panucci stated that unfortunately the City has more needs than money and the Council must prioritize those needs; the City needs regional parks. Councilmember Knight stated the City does not have the money to build a regional park. Mayor Panucci stated the City will never have the money to build a regional park if the Council keeps spending \$10,000 or \$20,000 on little projects. Councilmember Knight stated the City needs to have a plan; the City is required to maintain detention ponds and the cost would not increase too much by maintaining grass planted there, but there would be a large number of people benefiting from the park. Councilmember Clark inquired as to the annual cost to maintain the park if the grass were planted. Mayor Panucci asked how many people attended the meeting that Councilmember Knight attended, to which Councilmember Knight answered 19. Mr. Worthen stated there are approximately 50 homes in the Tuscany Meadows subdivision. Councilmember Knight stated there are approximately 250 children living in that subdivision. Mayor Panucci stated that the Council should take the issue under advisement; he asked Mr. Worthen to work with Public Works Director Waite to research the issue. Councilmember Knight stated he was happy with that direction and he thought the residents might be as well. Mayor Panucci stated that at this point the Council can say that staff will look into the cost of planting grass in the area and then the Council will consider if that is feasible right now, recognizing that the City is in a very difficult financial situation.

The meeting adjourned at 6:55 p.m.

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Fred Panucci  
Mayor

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Cassie Z. Brown, CMC  
City Recorder

Date approved: August 25, 2009

Governing Body/Administration Assignment List

- Mayor Panucci and members of City Administration will attend a County Commission meeting to discuss sharing Senior Citizen Program resources. (01-08-08)
- City Administrator Worthen and Finance Director Holt will work on developing a proposal regarding a Fleet Replacement Program. (01-08-08)
- Administration will advertise the creation of an audit committee and solicit community involvement. Once a member of the community has been selected, a resolution will be drafted to create the committee and appoint the members. (02-26-08)
- Councilmember Clark suggested the creation of a distribution list that people could add their name to in order to receive electronic copies of agenda, newsletters, etc. City Administrator Worthen will work with staff on that issue. (02-26-08)
- Human Resources Director Alldredge will research the options for including a “commitment clause” in the City’s tuition reimbursement policy. (05-27-08)
- City Recorder Brown will research the rates that other cities are charging to allow businesses to advertise in their newsletter. (06-10-08) (10-28-08)
- Administration will research the contract between the LDS Church and the City regarding the donation of the Founders Park land. (06-10-08)
- Council will revisit the proposal to create the positions of HR Generalist and Treasurer after the implementation of the electronic time keeping system. (10-14-08)
- Mr. Worthen will research EPA guidelines to determine when the City will be required to install a de-silting station. (10-28-08)
- Councilmember Clark will gather information from the WIWMD regarding participation in pilot recycling programs and report back to the Council. (01-13-09)