

**Adopted Minutes  
Spanish Fork City Council Meeting  
April 3, 2006**

Elected Officials Present: Mayor Joe L Thomas, Councilmember's Matthew D. Barber, Chris C. Wadsworth, G. Wayne Andersen, Steven M. Leifson, Seth V. Sorensen

Staff Present: Dave Oyler, City Manager; Seth Perrins, Assistant City Manager; Junior Baker, City Attorney; Richard Heap, Public Works Director; Dale Robinson, Parks and Recreation Director; Dave Anderson, City Planner; Aaron Brown, Golf Pro; Jeff Foster, Electric Superintendent; John Bowcut, IS Director; Dee Rosenbaum, Public Safety Director; Kimberly Robinson, Deputy Recorder

Citizens Present: Gary Anderson, Ashley Harward, Heather Campbell, Jerry Orton, Mathew Hannett, Bridger Goodnight, Kyle Lowe, Jordan Osborne, Justin Beary, Dustin Oskell, Jordan Brandon, Kathy Mecham, Tanner Blanthorn, Marden Pace, Tanner Greenwood, Samuel Maughan, Taft Pace, Forester Starr

**CALL TO ORDER, PLEDGE, OPENING CEREMONY, RECOGNITION:**

Mayor Thomas called the meeting to order at 6:03 p.m.

Councilman Wadsworth lead in the pledge of allegiance.

Gary Anderson

Commissioner Anderson wants to make sure the Council knows there is someone to talk to at the county. He stated if there has ever been problems dealing with the County or talking with a Commissioner those days are over, they are accessible. He lives in Springville, they are aware of the transportation needs and that South County is growing, if he can do anything, please let him know.

Councilman Wadsworth asked what the feasibility was of having a South County Recreation Center.

Commissioner Anderson said it is on everyone's list, but still being studied, it will happen, there are just things that have to be worked out; it is a matter of when and where.

Councilman Sorensen thanked Commissioner Anderson for coming and making himself available to them.

Councilman Andersen feels the same way, and stated it is nice to know there is someone that can give them an opportunity to access the County.

Councilman Leifson is glad to have him there and asked about the bookmobile. He would rather see the funding go to a county-wide library system and asked that he look into it.

Commissioner Anderson said North County has done a county-wide library system and they are looking at it as a prototype for this one, it is moving forward.

Councilman Barber said it is good to see the effort Commissioner Anderson made to attend the meeting. He has been on the Council for a few years and has never spoken to a County commissioner. One issue is going to be the dispatch fees, the latest he hears everyone will have to sit down and discuss the issue.

Commissioner Anderson said they met last week. They say the billing should be \$27 a call to cover the costs, the current rate increase is \$15 a call. They have discussed central dispatch issues and are moving towards it, hopefully, they will have good news soon.

Mayor Thomas stated at the South County Mayor Meeting the price is a concern if it is costing that much; they would like to see why. If South County thought they could do it for equal or less they would. Also there is an issue with dispatch bills for each daily pager test, they are not doing it all the time, but still charging for it. They either have the wrong impression of what they are getting for their money, or the prices are way out of line. They would like to know what they can do for them. The cost of the animal shelter is another issue; there are people that feel they can care for the animals and provide the services for less.

Commissioner Anderson said it is on the list but not as high as some of the other items, he will look into it and see what they can do about it.

Mayor Thomas said not to be afraid of sharing the information with the Council. He also said they need to address the high turnover rate of the dispatchers.

Commissioner Anderson explained they currently work 12 hour shifts, but in the office there are no windows and they do not get breaks; it is something they are working on.

Councilman Andersen asked for comments about the Utah Lake issues.

Commissioner Anderson said they finally got all the players together and the State said they own the lake, but the County should control what to do with it. He does not know what to do with it and if anyone has input he would welcome it. He wants to get it done but wants to do it right.

Councilman Wadsworth asked about Bonneville Shoreline trail and when it will come to Spanish Fork.

Commissioner Anderson does not know the answer, but will get back to him.

Councilman Leifson asked what the plans are for the Utah County Fair.

Commissioner Anderson feels it is not the right place to have the county fair at Thanksgiving Point, he feels the fair needs its own place whether they build one or rent one but it needs to be where the county fair stuff is and that is in south county.

**PUBLIC COMMENTS:**

Jerry Orton

Mr. Orton is a long time citizen of Spanish Fork. He's concerned the city has no plans to do anything to occupy the youth. He's wondering if they are making any provisions to occupy the youth with the bowling and skating facilities closing.

Councilman Leifson feels that is an issue as he has spent a lot of time at the bowling alley. He explained the city is doing a lot more with the youth sports. He does not know the answer. This city has the best youth sports program in the state; they will keep trying to meet the needs of the youth and work to solve the problems.

Mayor Thomas reported the City has a new golf pro, there will be a new youth program, and opportunity for jobs. He noted there is an underutilized shooting club, one of the best in the country. He addressed the roller skating rink; it is a private business and the market has not been able to sustain them. He noted the bowling alley was leaving for a different reason because they have lost their lease and the city is limited on what they can do and he is not in support of helping private business unless there is a way to help without any risk to the city.

Councilman Wadsworth appreciated Mr. Orton for expressing his concern. He added there are a lot of youth programs including theater, youth council, youth court, choir, baseball, soccer, swimming, and numerous other sports to occupy youth's time. Spanish Fork has some of the best youth activities available along the Wasatch front.

Pat Parkinson

Ms. Parkinson sent an e-mail to the Council and received no response, she hears it is the policy that the Council does not respond to e-mails. The Council stated that was not true and for her to resend her e-mail because they did not receive it. She addressed the animal property rights requirement in the code: you lose the rights, as she understands, if you do not use them.

Mr. Baker stated losing the rights only applies if they are a non-conforming use, if they are conforming it is not a problem whether they continue to use the rights or not they still keep them.

Mr. Oyler explained the process of sending a question to the city and how to use the online service.

Mayor Thomas explained the working of different e-mails to address problems as well.

Dale Robinson

Mr. Robinson introduced the new golf professional Aaron Brown. He said they are excited to have him on staff.

Mr. Brown presented Spanish Oaks Golf Course hats to the Council. He noted the 18<sup>th</sup> will be meet the pro and say goodbye to the old one day, from 11:00-3:00. He thanked the Council for their support and if there's anything he can do let him know.

### **COUNCIL COMMENTS:**

Councilman Wadsworth reported the trails committee met last week and has some good things going on, they meet once a month the last Wednesday of each month. They also held a finance committee meeting this morning, and talked about the RFP for banking and advisory services.

Councilman Sorensen said this Saturday is the Easter egg hunt at the new ball park it starts at 10:00 a.m. hosted by the Chamber of Commerce. He invited everyone to participate.

Councilman Andersen reported the groundbreaking for the new police court building will be held April 9, 2007 at 1:00 p.m., and invited everyone to participate.

Mayor Thomas noted they are moving forward with the reshaping of North Park. The Economic Development Committee has done a good job of attracting new business. The Utah Municipal Power Association (UMPA) took first place in incident safety with the American Public Power Association. He publicly thanked the ladies golf association; because they have done a significant amount of service throughout the city. Spanish Fork Gun club finished their Round Robin tournament, some of the teams are going to state. SFCN has had some problems with e-mail and are working to correct it. Also the Pressurized Irrigation System (PI) will start April 15, 2007. The Mayor asked those at home to turn their valves off to check for leaks.

Councilman Barber reported about North Park, Dave Anderson has been meeting with the developer discussing how they want this to move forward and make it top notch. He also reviewed the budget items with Mr. Oyler. He is doing a 30-day ride along with different officers to see what their needs are and to have a better understanding of the public safety department. He asked about notifying the fertilizer companies letting them know the water does not turn on until the middle of April, he also requested the watering schedule be sent out again this year. He noted the leadership library was in place and is currently being used, he will be donating a few books himself.

Councilman Leifson attended the South Utah Valley Animal Service District meeting they discussed fees. Licensing cats is the new topic, they are finding taking care of cats is the big expense. There will be a presentation at a future date regarding the changes.

Councilman Barber mentioned last Saturday was the opening men's social at the golf course and there was a 20-30% increase this year they are doing a great job.

## **CONSENT ITEMS:**

- a. Minutes of Spanish Fork City Council Meeting – March 6, 2007
- b. Resolution Proclaiming Arbor Day

Councilman Barber made a **motion** to approve the consent items. Councilman Sorensen **seconded** and the motion **passed** all in favor.

## **NEW BUSINESS:**

### **Larson Stewart Myrick and Link Proposal**

Councilman Wadsworth explained the information given to the Council regarding this topic and items to be included in the RFP.

Councilman Andersen said he asked the congressman's office and as long as they have someone in place by the first meeting in May they will be ok to move forward.

Mr. Oyler handed out the draft RFP and also read the list of main lobbyists firms some of the other cities use.

Mayor Thomas feels it should be left open and to make sure there are specialists in the areas we need. They need to be open minded and see what they can do for the city.

Mr. Oyler wants to send it out this week and then allow them to get some proposals back. He thinks they can have someone hired by the middle of May.

## **OLD BUSINESS:**

### **Board and Commission Appointments**

Mayor Thomas would like to appoint Bradley Creer to the Personnel Committee.

Councilman Wadsworth stated he took the time to visit with Mr. Creer as his name had been put forward as a candidate for the personnel committee. What is most salient is the fact that Mr. Creer currently serves as the President of the Human Resources Association of Central Utah. Following is a brief bio of his credentials:

### **Bradley Creer**

Born and raised in Spanish Fork, attended Spanish Fork schools K-12

- Master's Degree in Human Resources
- 10 years in Personnel at Hill Air Force Base (largest employer in State)
- 9 years at Novell as Compensation Specialist
  - Designed, implemented, and project managed a client/server salary and bonus planning program used by all managers world-wide, allocating millions of dollars paperlessly
  - participated in numerous complex salary surveys

- Integral member of the team responsible for several PeopleSoft installations at Novell
- Recognized as the “go-to” man company-wide for all compensation-related to HRIS issues
- Currently (3 years) Director of Human Resources at RedCliff Ascent (Springville)
  - Responsible for all Human Resources functions and activities.
  - Have written the company’s first employee handbook – incorporates 4+ different programs
  - Oversee the efforts of a subordinate Training Director and a Recruiter, and will be hiring a Coordinator
- President (volunteer) of the Human Resources Association of Central Utah (HRACU), which is the central Utah affiliation of the Society for Human Resources Management (SHRM) – the National organization for Human Resources Management.
- Have also served as Treasurer of HRACU.
- (President is a three-year post; “President-elect/President/Past President. Treasurer is a two-year post; “Treasurer-elect/Treasurer” So, I have served and will serve on the Board of Directors of HRACU for more than just the two years as it may appear on the surface.)

Councilman Barber made a **motion** to appoint Bradley Creer to the Personnel Committee. Councilman Wadsworth **seconded**, and a roll call vote was taken. Councilmember’s Leifson, Andersen, and Sorensen voted Nay.

Councilman Andersen explained the reason he voted Nay was because another name was put up for consideration from the Personnel Committee and he would like it looked into further before they make a decision. The motion failed due to a majority vote.

Councilman Wadsworth visited with Mr. Hansen inasmuch as he expressed interest in being on the personnel committee. Below are his credentials. Most notable is the fact that he has achieved the PHR certification (Professional in Human Resources) which is highly recognized and regarded in the HR profession. I understand that people spend the equivalent of one full semester of college just studying to prepare for the examination.

## **CHRISTOPHER S. HANSEN, PHR**

**Human Resource Director** for Chrysalis-Utah, Inc.

Manage and direct Human Resources for 7 divisions supporting more than 80 facilities serving people with mental disabilities and criminal records. (August 1998 - present)

- Manage the workers compensation program, interact with Workers Compensation.
- Maintain the People-Trak HRIS and create processes associated with the HRIS.
- Oversee benefit administration, work directly with insurance brokers.
- Conduct and oversee new employee and internship orientation programs.
- Evaluate employees, recommend, and negotiate salary changes.
- Design and implement employee training programs.
- Construct, direct and participate in work teams.
- Coordinate and recruit for volunteer and internship program.
- Maintain and design company human resource policies; establish guidelines and practices.
- Maintain Human Resource records to pass audit standards.
- Conduct and direct investigations.
- Oversee and facilitate employee grievance procedures.
- Write and maintain job descriptions.
- Oversee Code of Conduct.
- Train and certify employees in CPR, First Aid, MANDT and OSHA procedures.
- Implement and maintain strategies for company accreditation.
- Develop, coordinate and implement programs and procedures.

- Public relations and liaison with state and private agencies.

**Manager** of a Chrysalis facility for men with mental disabilities and criminal records. (August 1995 to August 1998)

- Regulate, hire, instruct and supervise approximately 25 staff.
- Provide counseling and residential training for clients.
- Supervise client caseloads to protect community from further assaults.
- Handle crisis situations involving the facility.
- Implement strategies for company accreditation
- Oversee Medical and Financial concerns of facility and clients.

**Assistant Coordinator** for RISE, Inc.

Manage a crisis facility serving people with mental disabilities and criminal and behavior problems. (August 1991 to September 1995)

- Supervise, interview, evaluate and train over 90 staff and professional consultants.
- Counsel, develop and implement Individual Plans for clients.
- Complete Medicaid Reviews.
- Develop, coordinate and implement crisis procedures.
- Public relations and liaison with state agencies including Adult Probation and Parole, local Police Department, The Department of Human Services, Department of Family Services and The Division of Services for People with Disabilities.
- Accounting for Facility and Payroll.

**Training Consultant** for Valley Personnel Services, Inc. (April 1998 to present)

Provide state mandated training to company employees

**Human Resource and Training Consultant** for Affinity Services, Inc. (August 2001 to Present)

Provide HR design, structure and support for a new company in Provo , Utah .

- Create, update and maintain Policies and Procedures.
- Design and implement employee training programs.
- Train and certify employees in CPR, First Aid, MANDT and OSHA procedures.
- Maintain Human Resource records to pass audit standards.
- Manage the workers compensation program, interact with Workers Compensation.
- Provide guidance to the Company President in HR related areas.

**Human Resource and Training Consultant** for Red Rock Services (April 2003 to Present)

Provide HR design, structure and support for a new company in Las Vegas , Nevada .

- Create, update and maintain Policies and Procedures.
- Design and implement employee training programs.
- Train and certify employees in CPR, First Aid, MANDT and OSHA procedures.
- Maintain Human Resource records to pass audit standards.
- Manage the workers compensation program, interact with Workers Compensation.
- Provide guidance to the Company President in HR related areas.

Bachelor of Science - University of Phoenix , April 2001

Major: Business Management

Associates of Science - Utah Valley State College, August 1996

Major: Psychology

SHRM Human Resource Management Certification Course- Utah Valley State College, February 2002- April 2002

Subject : preparation for PHR/ SPHR exam

PHR Certification, May 2002

People Trak HRIS, Microsoft Word, Excel, Corel Word Perfect and PowerPoint; basic knowledge of computer networking.

- Legal and Legislative representative for the Human Resource Association of Central Utah Board (January 2007 - present)
- Chair, board of directors for Central Utah Center for Independent Living. (January 2003- January 2006)
- Vice-Chair, board of directors for Central Utah Center for Independent Living. (January 2002- January 2003)
- Member of the Board of Directors for Central Utah Center for Independent Living. We review all issues concerning the company, provide recommendations and approve all budget issues, expenditures and any company changes. (April 2001-present)
- Volunteer Instructor for the American Red Cross. (June 1998 - present)
- Volunteer Scout Master for Boy Scouts of America. (1991 - present)
- Volunteer Hunter Education Instructor (2006-present)
- Recipient of the 2000 Governors Golden Key Award for successfully setting up and implementing a program to hire people with disabilities.
- 1997 Chrysalis Employee of the Year for setting a new standard of excellence.
- Eagle Scout, Boy Scouts of America.
- Professional member of the Society for Human Resource Management, National Chapter.
- Professional member of Human Resource Association of Central Utah.

Mayor Thomas stated they will address the issue at the next meeting.

Mayor Thomas invited everyone on the Council to adjust their assignments and serve on different committees.

### **OTHER BUSINESS:**

Mr. Oyler stated they need the Council to give input on major projects. Tonight they will be bringing the major six year capital projects to the Council. He then explained the process of the budget adoption.

Mr. Foster discussed some of the major items for the next year's capital facilities budget.

The Meter Management system was a big item. Mr. Foster explained the system will do all they need to be done and they can turn the meters off at certain locations and will be able to gather information.

Mayor Thomas asked to see the savings go back to the taxpayer.

Mr. Foster said they are working on the numbers.

Mayor Thomas stated he wants to see the information and make sure it is cost effective.

Mr. Heap explained with the hard costs of sending people out to turn meters on and off the payoff will be approximately 12 years.

Mayor Thomas feels the fees should cover the costs of turning on and shutting the meters off. He feels there are more options not yet considered.

Mr. Foster has the same issues training and keeping the staff, they can't keep the meter readers either because they only work three days a month and there is nothing else for them to do.

Mr. Heap stated they will do an analysis and it will also change with growth.

Mayor Thomas wants more detail to make sure the taxpayer is getting their money's worth.

Mr. Foster explained they have held off for as long as they can until they could find a system that will provide them the service they are looking for.

### **OLD BUSINESS:**

#### **Allied Waste**

Gordon Raymond

Mr. Raymond said from a corporate perspective they have had to drill down on their residential contracts, they have some contracts where the customers are problems and his charge has been to identify those here in Utah and try to rectify that situation. Some of the options are to ask for a substantial increase, or to help finance and go through a bid process to see what the market would handle. There are three of four contracts throughout the state they were too low bidding on. They will need a \$1.40 per cart increase, or they can help them bid out the contract.

Mayor Thomas asked if there is a surplus in the city's fees. He also said he had no problem with giving the rate out to competitors to see if they can beat it.

Councilman Leifson, as a contractor, enters into contracts and has to deal with it if he makes money or loses money: can't ask for more.

Mayor Thomas does not want a taxpayer to be forced to pay a larger amount, but if they are open book he has no problem looking into it.

Councilman Barber agrees with the Mayor's line of thinking, but when it is someone else's money they need to be able to justify the change.

Councilman Sorensen thought back to when they did the RFP and there was not a huge discrepancy between costs of the different companies.

Mr. Raymond thinks they ball-parked the Spanish Fork figures and that the other businesses are seeing increases as well.

Councilman Sorensen said they all understand where they are coming from and feel the pain, but that is one of the reasons they do the RFP and contract. They should not have to rob the citizens of the lower contract.

Councilman Andersen is sympathetic, but last year when they had this discussion they adjusted the rate and said they did not want to see it come back again, and here in a year they are back again asking for more. He has a hard time with that.

Mayor Thomas asked where the cost increases have come from besides fuel.

Mr. Raymond explained the labor costs have gone up two dollars an hour over the last year and a half, and the cost of equipment has increased as well. He thinks the 2% increase they figured into the contract does not cover the costs that have increased so dramatically.

Mayor Thomas asked how long they keep the trucks.

Mr. Raymond said they try to keep them ten years but that does not always happen.

Mr. Oyler asked how much the cost of fuel is in the overall expense.

Mr. Raymond said 25%-30% overall is the cost of fuel.

Mayor Thomas would love to know what those that lost this bid are charging now. Without the specifics and more solid data this is a tough one to consider.

Mr. Raymond was looking to see if the Council would entertain the change and what direction they would like to go.

Mayor Thomas would like to see the data and see them work with the Council, but without the details they can't make a decision.

Councilman Barber stated he was open for discussion.

Councilman Leifson has no problem discussing it if they come back with the data and can justify it, but the Council has to justify it to the citizens.

The Council was unanimously open to further discussion with more specifics and information.

### **OTHER BUSINESS:**

A general discussion was made regarding the 2008 Capital Facilities Projects. There was no action taken.

Mr. Baker reminded the Council about the annual land use training scheduled for the next Tuesday night.

**ADJOURN:**

Councilman Leifson made a **motion** to adjourn to executive session for real estate, personnel, and litigation issues. Councilman Sorensen **seconded** and the motion **passed** all in favor at 9:18 p.m.

ADOPTED: May 15, 2007

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Kimberly Robinson, Deputy Recorder