



SPECIAL CITY COUNCIL AGENDA

PUBLIC NOTICE is hereby given that the City Council of Spanish Fork, Utah, will hold a regular public meeting in the Council Chambers in the City Office Building, **40 South Main Street**, Spanish Fork, Utah, commencing at **6:00 p.m. on August 27, 2013.**

AGENDA ITEMS:

1. CALL TO ORDER, PLEDGE, OPENING CEREMONY, RECOGNITIONS:

- a. Pledge, led by invitation

2. PUBLIC COMMENTS:

Please note: In order to be considerate of everyone attending the meeting and to more closely follow the published agenda times, public comment will be limited to three minutes per person. A spokesperson who has been asked by a group to summarize their concerns will be allowed five minutes to speak. Comments which cannot be made within these limits should be submitted in writing. The Mayor or Council may restrict the comments beyond these guidelines.

3. COUNCIL COMMENTS:

4. CONSENT ITEMS:

These items are considered by the City Council to be routine and will be enacted by a single motion. If discussion is desired on any particular consent item, that item may be removed from the consent agenda and considered separately.

- a. * Minutes of Spanish Fork City Council Meeting – August 20, 2013
- b. * [Miscellaneous Concrete Site 3 Change Order 1](#)

5. NEW BUSINESS:

- a. Canvass for the 2013 Primary Election
- b. * [Resolution #13-09 A Resolution Amending the Spanish Fork City Employee Personnel Manual](#)

6. CLOSED SESSION:

- a. *The Spanish Fork City Council may temporarily recess the regular meeting and convene in a closed session to discuss pending or reasonably imminent litigation, and the purchase, exchange, or lease of real property, as provided by Utah Code Annotated §52-4-205*

ADJOURN:

* Supporting documentation is available on the City's website www.spanishfork.org

Notice is hereby given that:

- In the event of an absence of a quorum, agenda items will be continued to the next regularly scheduled meeting.
- By motion of the Spanish Fork City Council, pursuant to Title 52, Chapter 4 of the Utah Code, the City Council may vote to hold a closed meeting for any of the purposes identified in that Chapter.
- This agenda is also available on the City's webpage at www.spanishfork.org

SPANISH FORK CITY does not discriminate on the basis of race, color, national origin, sex, religion, age or disability in the employment or the provision of services. The public is invited to participate in all Spanish Fork City Council Meetings located at 40 South Main St. If you need special accommodation to participate in the meeting, please contact the City Manager's Office at 804-4530.

Tentative Minutes
Spanish Fork City Council Meeting
August 20, 2013

Elected Officials Present: Mayor G. Wayne Andersen, Councilmembers Steve Leifson, Rod Dart, Keir A. Scoubes, Richard Davis, Brandon Gordon.

Staff Present: David Oyler, City Manager; Junior Baker, City Attorney; Seth Perrins, Assistant City Manager; Dave Anderson; Community Development Director; Chris Thompson, Public Works Director; Dale Robinson, Parks & Recreation Director; Kent Clark City Recorder/Finance Director; Steve Adams, Public Safety Director; Angie Warner, Deputy Recorder; Ryan Rhees, Golf Pro.

Citizens Present: Christina Melville, Chad Argyle, Paul Anderson, Mike Mendenhall, Riley C. Bird, Austin Bird.

CALL TO ORDER, PLEDGE, RECOGNITION:

Mayor Andersen called the meeting to order at 6:00 p.m.

Councilman Leifson led in the pledge of allegiance.

PUBLIC COMMENTS:

Agenda Request –LeGrand Adams

This item was not discussed.

Christina Melville expressed her opinion of not supporting amnesty for illegal immigrants.

Mayor Andersen encouraged the public to voice their concerns to their representatives, senators and congress because local government does not have an effect on amnesty.

Mayor Andersen was given information on a meeting that Senator Mike Lee is having tomorrow night at 7:00pm at the fairgrounds.

COUNCIL COMMENTS:

Councilman Gordon thanked the volunteers at the Utah County Fair and all of the enjoyable activities. Councilman Gordon said he spoke with Jim Larsen from the Spanish Fork Chorale and they are looking for members to come sing with them.

Councilman Davis thanked those that worked at the polling locations and those that voted in the Primary Election but wished the City could get a better turnout. It is important to get out and vote to support the community.

Councilman Dart encouraged those interested into sign up for a membership at the Senior Citizens Center.

Councilman Scoubes said that tomorrow he will attend the solid waste board meeting and have an update at the next City Council meeting.

48 Mayor Andersen said that local government is the closest government to the people and it
49 affects your lives everyday. It was disappointing to see that only 7-8% of the registered voters
50 make the decision for the whole City. Citizens need to get involved and do their homework to
51 see who they are going to vote for in the November General Election.

52

53 **SPANISH FORK 101: Review of FY2013 Golf Course Financials – Dale Robinson & Ryan Rhees**

54

55 **CONSENT ITEMS:**

56 Department Directors gave a brief summary of their items that are listed below.

57

a. **Minutes of Spanish Fork City Council Meeting – August 6, 2013**

58

b. **River Trail Debris & Tree Removal Project, Change Order 4 to Remove Spring Run-Off & Wind Storm Debris**

59

c. **Smith Auto Company Public Utility Easement Agreement for 200 East 46kv Electric Line**

60

d. **Property Exchange Agreement-Schwartz for Right of Way for Canyon Creek Parkway & 1100 East from 2150 North to 2700 North – With an additional change that the City will pay the closing costs.**

61

62

63

e. **Master Agreement for Professional Services –Stantec Inc.**

64

f. **WebQA Mobile application Addendum Request for Additional Services**

65

g. **Calpac Road Curb & Gutter 2013-Change Order 1**

66

67

68 Councilman Leifson made a **Motion** to **approve** the consent items.

69

Councilman Gordon **Seconded** and the motion **Passed** all in favor.

70

71 **PUBLIC HEARING:**

72 **Ordinance #12-13 Vacating Expressway Plaza, A Commercial Development, Plats A, B, & C**

73

Junior Baker said years ago the property owner had a plats approved for a commercial subdivision. Now, the area is going to be included in a larger development and needs the plat vacated so they are able to move forward with the project.

74

75

76

77 **Ordinance #13-13 Vacating 1200 North Street**

78

Junior Baker said this item is in the same area as the previous item. The 1200 North Street was created just off of Chappel Drive and does not provide access to any properties. The road was dedicated to the City and now will be dedicated back to the property owner. The vacation of this road will allow the developer to move forward with their plans.

79

80

81

82

83

Councilman Dart made a **Motion** to move into public hearing.

84

Councilman Scoubes **Seconded** and the motion **passed** all in favor at 6:46pm.

85

86

Mayor Andersen welcomed public comment.

87

88

There was none.

89

90 Councilman Davis made a **Motion** to move out of public hearing.

91

Councilman Gordon **Seconded** and the motion **passed** all in favor at 6:46pm

92

93

Councilman Dart made a **Motion** to **approve** the Ordinance #12-13 Vacating Expressway Plaza, A Commercial Development, Plats A, B, & C.

94

95

Councilman Scoubes **Seconded** and the motion **Passed** all in favor with a roll call vote.

96

97 Councilman Davis made a **Motion** to **approve** the Ordinance #13-13 Vacating 1200 North Street
98 including the underlying utility easement.

99 Councilman Leifson **Seconded** and the motion **Passed** all in favor with a roll call vote.

100

101 **NEW BUSINESS:**

102 **Woodhouse Substation Transformer Contract Award**

103 Chris Thompson said this is for a transformer that will be located north of Kmart. The low bid
104 ended up being a larger transformer than we asked for at a lesser cost than the last transformer
105 the City purchased. Also, if we purchase now the City could receive another 3% off the price.
106 This item does exceed the budget but only by little and would be adjusted at the next budget
107 revision. The total cost is \$614,820 that staff is proposing to award to Waukesha.

108

109 Councilman Leifson made a **Motion** to **approve** the Woodhouse Substation Transformer Contract
110 Award to Waukesha in the amount of \$614,820.

111 Councilman Davis **Seconded** and the motion **Passed** all in favor.

112

113 **Resolution #13-07 Approving the Municipal Wastewater Planning Program**

114 Chris Thompson said this is a requirement of the state. The sewer system gets a rating and
115 passed in every category. The self assessment report needs approval from the City Council and
116 then staff can send it to the state.

117

118 Discussion took place regarding ammonia levels at the sewer plant and future regulations.

119

120 Councilman Gordon made a **Motion** to **approve** the Resolution #13-07 Approving the Municipal
121 Wastewater Planning Program.

122 Councilman Dart **Seconded** and the motion **Passed** all in favor with a roll call vote.

123

124 **Resolution #13-08 Approving an Interlocal Agreement with Utah County to Provide Flood
125 Control Along the Spanish Fork River and Authorizing the Mayor to Execute the Agreement**

126 Chris Thompson said staff has spoken to Utah County to get approval to remove debris in
127 Spanish Fork River in the canyon area. It was decided to create an interlocal agreement saying
128 that Utah County will pay the 25% match of the grant for extension of this project, which is
129 \$26,550.

130

131 Councilman Davis made a **Motion** to **approve** the Resolution #13-08 Approving an Interlocal
132 Agreement with Utah County to Provide Flood Control Along the Spanish Fork River and
133 Authorizing the Mayor to Execute the Agreement.

134 Councilman Scoubes **Seconded** and the motion **Passed** all in favor with a roll call vote.

135

136 **Tenedor Development Agreement – Canyon Creek Development**

137 Junior Baker said this item is a critical element for this development between the City and
138 Tenedor. It covers the area on the east and west sides of Highway 6 and 1000 North. On the
139 north side a hospital will be constructed in the future and the rest of the areas will be commercial.
140 Mr. Baker reviewed the conditions & details in the agreement. Mr. Baker noted that nothing can
141 be done until we receive the wetlands report and the City has made it clear to the developer that
142 the City does not have incentives left to bring businesses. Mr. Baker said in speaking with the

143 developer tonight there is one small change to the agreement. In paragraph #13, remove the
144 sentence "All prior agreements are merged herein and superseded hereby".

145
146 Councilman Scoubes asked if there have been any complaints from the businesses along Chappel
147 Drive.

148
149 Dave Anderson said with the businesses that he has spoken to they are okay with it as long as
150 the City still maintains access for them.

151
152 Councilman Dart made a **Motion** to **approve** the Tenedor Development Agreement – Canyon
153 Creek Development with the change of the deletion of the sentence "
154 Councilman Leifson **Seconded** and the motion **Passed** all in favor.

155
156 **ADJOURN:**

157 Councilman Dart made a **Motion** to **adjourn**.

158 Councilman Gordon **Seconded** and the motion **Passed** all in favor at 7:24 p.m.

159
160 **ADOPTED:**

161
162 _____
163 Angie Warner, Deputy Recorder



Memo

To: Mayor and City Council
From: Chris Thompson P.E., Public Works Director/City Engineer
Date: August 23, 2013
Re: Miscellaneous Concrete Site 3 Change Order 1

Staff Report

We have bid and contracted out a handicap ramp to Beck Construction and Excavation. Once the corner was excavated we learned that the corrugated metal pipe (CMP) culvert across the road was rotted out on the bottom. This road is slated to be overlaid soon so we would like to get it replaced. The work was pre-authorized so there wouldn't be down time charged to the project and the pipe work in the road could be completed before the road was overlaid.

We recommend that the city council ratify this change order to Beck Construction and Excavation for the amount of \$4,564.50.

Attached: change order



Spanish Fork City

Contract Change Order

Change Order Number: 1

Contract for	Misc Concrete Site 3	Date	8/22/2013
Owner	Spanish Fork City		
To	Beck Construction & Excavation		

You are hereby requested to comply with the following changes from the contract plans and specifications:

Description of Changes (Supplemental Plans and Specifications Attached)	Decrease in Contract Price	Increase in Contract Price
Sawcutting		\$350.00
Removal of Boxes, Inlets and Pipe		\$650.00
Replace 2 end Sections		\$600.00
Concrete Curb & Gutter		\$280.00
2x3x3 Inlet Box		\$350.00
Frame & Grate		\$434.50
Lay Ductile Iron Pipe, Set Box and tie into storm drain		\$1,600.00
Labor, Time & Materials		\$300.00
TOTALS :	\$-	\$4,564.50
NET CHANGE IN CONTRACT PRICE :		\$4,564.50

JUSTIFICATION

After we removed the existing concrete and asphalt we discovered the existing pipe was damaged and needs to be replaced. This requires the removal of the existing drainage box and pipe. New pipe and a new drainage box will be placed in this intersection which will allow for better drainage.

The amount of the contract will be increased by the sum of : Four Thousand Five Hundred Sixty Four and 50/100 Dollars
Dollars \$4,564.50

The contract total including this and previous change orders will be : Nine Thousand Two Hundred Forty Six and 00/100 Dollars
Dollars \$9,246.00

This document will become a supplement to the contract and all provisions will apply herein.

Recommended: _____
Engineering Division Manager

Date: _____

Approved: _____
Public Works Director

Date: _____

Approved: _____
Mayor

Date: _____

Accepted: _____
Contractor

Date: _____



Construction & Excavation



PO Box 95026
1108 South Jordan Pkwy, Suite B
South Jordan, UT 84095

Estimate

Date	Estimate #
8/16/2013	17

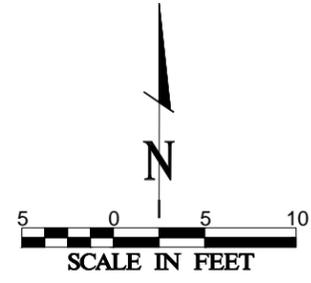
Name / Address
Spanish Fork City 40 S Main Street Spanish Fork, UT 84660

Project
2013 Misc Concrete Site 3

Item #	Description	Qty	U/M	Rate	Total
1	Sawcutting	1	LS	350.00	350.00
2	Removal of Boxes, Inlets and Pipe	1	LS	650.00	650.00
3	Replace 2 End Sections \$300/EA	2	EA	300.00	600.00
4	Concrete Curb & Gutter	10	LF	28.00	280.00
5	2x3x3 Inlet Box	1	EA	350.00	350.00
6	Frame & Grate	1	EA	434.50	434.50
7	Lay Ductile Iron Pipe, Set Box and Tie In	1	EA	1,600.00	1,600.00
8	Pickup Supplies and Materials	1	EA	300.00	300.00
	Asphalt by others				

Phone #	Fax #	E-mail
801-631-5231	801-606-7273	traci@beckconstruct.com

Total	\$4,564.50
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DRAWN: TRA		REVISION	BY	DATE
DESIGN: LCS				
CHECK: CMT				
DATE: 7/10/2013				
1"=10'				
DRAWING #: 3				

SITE 3
 200 EAST 100 NORTH
 MISC. CONCRETE



SPANISH FORK CITY
 ENGINEERING & SURVEYING
 40 SOUTH MAIN STREET
 SPANISH FORK, UTAH 84660
 (801) 804-4550





**SPANISH FORK CITY
STAFF REPORT TO CITY COUNCIL**



Agenda Date:	August 27, 2013
Staff Contacts:	Seth Perrins, Assistant City Manager
Reviewed By:	Junior Baker, City Attorney Dave Oyler, City Manager And several others in various departments
Subject:	August Revisions to Employee Personnel Manual

Background

We regularly review the personnel manual and as needed, we present items to the City Council for consideration. The City Council approves all changes to the Personnel Manual which contains policies that govern the employment system of the City.

Recommended changes in the policy

Re-pagination and Re-numbering of the Personnel Manual

For the past year, staff has been working to compile all city policies into one central system, similar to the municipal code. This has been a mammoth undertaking and it is not yet completed, however, we have reached a point where we are ready to migrate the personnel policy manual into this master policy system. This change will only affect the numbering and pagination of the document. There will be no technical or substantive changes to the policy, unless specifically brought before the council.

The personnel policy manual will now be known as the Personnel Policy and will be located at section 1.20 of the overall city policy. Numbers used in these proposed changes are according to the new numbering system.

1.20.10.050 Definitions

After working with the employee definitions we presented a few months ago, we propose a few changes to the following employee types. These changes will allow the city to better comply with federal law while maintaining service levels and not incurring new costs, unintended costs, or high federal penalties. Staff continues to remain committed to providing high service levels, however, new federal regulations have required many changes to the way our seasonal and part-time labor force are working. We are not done yet, but we are getting closer to full implementation of the Obamacare changes.

We propose the following as new definitions in section 1.20.10.050:

Part-time Employee: Part-time employee means one who is expected to work no more than 130 hours in any month and less than 1560 hours in a year. Occasionally, a part-time employee may work more than 130 hours in a given month due to department needs. If this occurs, the City will offer health insurance benefits if the employee is eligible in accordance with federal law and the City's current health insurance program.

Permanent Part-time Employee: Permanent Part-time employee means one who works a minimum of 1,040 hours per calendar year and is eligible to receive benefits at a rate set by the City Manager.

Seasonal Employee: means one who is expected to work during a specific period or season. The City has three (3) seasons: from March 15 to September 15; from April 15 to October 15; and from May 15 to November 15. Seasonal employees will not work more than 1560 hours during the season. (i.e. swimming pool, golf course, streets, parks)

Variable Employee: means an employee who is expected to work a schedule that may be uncertain and erratic from month to month and throughout one year. A variable employee may work more than 130 hours in any given month or for a few consecutive months, however, a variable employee will not work more than 12 consecutive months.

1.20.35.080 Callback and On-Call Pay

There is a need to adjust the on-call pay for the public utilities division and waste water treatment division. We have split the on call for the streets/sewer division and the water division because the needs and specialties of the two divisions have increased over the years requiring there to be two on-call individuals. Likewise, the needs of the waste water treatment division have made it so the division should be paid similar to all other divisions.

We also propose that rather than identify individual divisions where this provision be applied that the policy simply read that if a department is approved and budgeted for an on-call position that they follow this policy.

For your reference, the following divisions in public works and public safety currently have on-call positions: Police, SFCN, Electric, Streets, Water and Waste Water Treatment. This provision does not apply to the ambulance division.

The proposed language to paragraph C of section 1.20.35.080 Callback and On-Call Pay is as follows:

C. On-call positions for the city will be approved by the City Manager and properly budgeted for. Such positions shall receive a base compensation at the rate equal to seven (7) hours of their individual overtime rate or \$275 per week, whichever is greater. When the on-call includes a holiday, the employee will receive an additional hour of overtime to the base rate for each holiday in that week. All call outs will be paid at one hour minimum and at the employee's overtime rate. For call-outs taken on a recognized City holiday, the employee will be compensated at double time. Hours worked under this section are not to be confused with callback or regular overtime. The provisions of this section apply only to the employee assigned to an on-call shift.

1.20.40.140. Ambulance Bill Waiver

The city has had a practice of waiving ambulance bills for its employees. However, this policy has been applied to different employee groups over the years, depending on who is administering the billing system. We wish to clarify the benefit to provide clear direction to employees and administrators.

We researched with the URS to ensure that offering this benefit to all employees would not trigger the URS pension benefit for many of our employees. They responded by saying that a fee waiver such as this does not meet their definition of a benefit normally provided. With that finding, we propose to extend this benefit to all employees, of all classifications, to all elected officials and to fire division volunteers.

We have also proposed that in order to receive the fee waiver, the individual must be a current benefited employee, current elected official, current ambulance division employee or volunteer, or a current fire volunteer at the time of the ambulance call. We understand that there will likely be someone at some time that may be negatively affected by this line because of their circumstances; however, for ease and clarity of administration, this is what we propose.

We also propose that the waiver be applied to any of these eligible individuals. The use of the term dependent is as defined by the IRS tax code. We propose this extend to dependents so that employees and volunteers have the added benefit as they would likely pay the bill for their dependents.

Because the employee and volunteers ranks often change, we also propose that the employee carry the burden to make sure this waiver is applied. We do not want the billing people to need to verify each billing name against an employee list. For ease, we would ask the individual to communicate with the billing agency and if necessary with human resources. The waiver would then be applied and the bill would be satisfied according to policy.

The following is the proposed language of the new waiver benefit to become paragraph A of section 1.20.40.140 Ambulance Bill Waiver:

A. In the event that a full time employee, a permanent part-time employee, an elected official, an ambulance division employee or volunteer, or fire volunteer, or their dependent (as defined by the IRS), is transported by a Spanish Fork City ambulance, the City will waive the balance of the ambulance bill after recovery is made from any applicable insurances. The qualified individual must be employed or directly associated with the City at the time of the qualified ambulance transport. This waiver may not be applied automatically. The individual may be required to communicate with the billing agency and with human resources.

1.20.55.010. Higher Education Assistance

We would like to make a simple change to the Higher Education Assistance Policy and adjust the annual period from a calendar year to a fiscal year. This will assist in the budgeting and planning. This change will also align the assistance more closely to the traditional academic year. This assistance isn't all that often but has benefited several employees that have chosen to seek higher education. The employees appreciate this policy. There is also a minor technical correction to the paragraph.

The proposed language to paragraph C of section 1.20.55.010 Higher Education Assistance is as follows:

1.20.55.010. Higher Education Assistance

C. For successfully completed courses (passed with at least a “C” grade), the city will reimburse the employee for tuition, fees and books up to a maximum of \$2,000 per fiscal year.

Budget Impact

All of the proposed changes have been budgeted in the current FY budget. The changes to the definitions will possibly increase immediate costs if a part-time employee becomes eligible for health insurance, however, the cost of the occasional instance will be less than the potential fines.

The changes to the on-call provisions will increase annual labors costs by \$14,300 in the water division and by about \$6,500 in the waste water treatment division.

Recommendation

We recommend the council approve the changes to the personnel manual as presented.

Attachments:

Resolution 13-09

RESOLUTION No. 13-09

ROLL CALL

VOTING	YES	NO
G. WAYNE ANDERSEN <i>Mayor (votes only in case of tie)</i>	<input type="checkbox"/>	<input type="checkbox"/>
ROD DART <i>Council member</i>	<input type="checkbox"/>	<input type="checkbox"/>
RICHARD M. DAVIS <i>Council member</i>	<input type="checkbox"/>	<input type="checkbox"/>
BRANDON B. GORDON <i>Council member</i>	<input type="checkbox"/>	<input type="checkbox"/>
STEVE LEIFSON <i>Council member</i>	<input type="checkbox"/>	<input type="checkbox"/>
KEIR A. SCOUBES <i>Council member</i>	<input type="checkbox"/>	<input type="checkbox"/>

I MOVE this resolution be adopted: Council member

I SECOND the foregoing motion: Council member

RESOLUTION No. 13-09

A RESOLUTION AMENDING THE SPANISH FORK CITY EMPLOYEE PERSONNEL MANUAL

WHEREAS, the employee personnel manual must be amended from time to time to reflect needed changes in policy; and

WHEREAS, the employee personnel manual is being re-numbered and re-paged to become a section in the City's Policy Manual; and

WHEREAS, the definitions for various types of employees are reviewed regularly as the City learns more about the Affordable Care Act mandates and applies its current understanding of the requirements to the specific application needed by the City ; and

WHEREAS, needs in the water division and the waste water division require that

additional personnel be available on-call to respond to nightly or weekend issues; and

WHEREAS, the City has had a practice of waiving portions of ambulance bills for employees and their dependents, which practice has never been written and has had various applications over the years; and

WHEREAS, the practice is a good practice which should be specifically authorized and clarified for uniform application of this practice; and

WHEREAS, a change to the higher education assistance policy will improve budgeting needs and provide a better connection to a student's academic calendars;

NOW THEREFORE, be it resolved by the Spanish Fork City Council that the Employee Personnel Manual is hereby amended as follows:

1. The personnel manual is re-numbered and re-paginated, as designated by the City Manager, so the personnel manual follows the numbering system of the City Policy Manual. The Personnel Manual will now be known as the Personnel Policy and will be located in the City Policy Manual as Section 1.20.
2. The definitions of Part-time Employee, Permanent Part-time Employee, Seasonal Employee and Variable Employee in §1.20.10.050 is amended as follows:

Part-time Employee: Part-time employee means one who is expected to work no more than 130 hours in any month and less than 1560 hours in a year. Occasionally, a part-time employee may work more than 130 hours in a given month due to department needs. If this occurs, the City will offer health insurance benefits if the employee is eligible in accordance with federal law and the City's current health insurance program.

Permanent Part-time Employee: Permanent Part-time employee means one who works a minimum of 1,040 hours per calendar year and is eligible to receive benefits at a rate set by the City Manager.

Seasonal Employee: means one who is expected to work during a specific period or season. The City has three (3) seasons: from March 15 to September 15; from April 15 to October 15; and from May 15 to November 15. Seasonal employees will not work more than 1560 hours during the season. (i.e. swimming pool, golf course, streets, parks)

Variable Employee: means an employee who is expected to work a schedule that may be uncertain and erratic from month to month and throughout one year. A variable

employee may work more than 130 hours in any given month or for a few consecutive months, however, a variable employee will not work more than 12 consecutive months.

3. Section 1.20.35.080 is amended as follows:

C. On-call positions for the City will be approved by the City Manager and properly budgeted for. Such positions shall receive a base compensation at the rate equal to seven (7) hours of their individual overtime rate or \$275 per week, whichever is greater. When the on-call includes a holiday, the employee will receive an additional hour of overtime to the base rate for each holiday in that week. All call outs will be paid at one hour minimum and at the employee's overtime rate. For call-outs taken on a recognized City holiday, the employee will be compensated at double time. Hours worked under this section are not to be confused with callback or regular overtime. The provisions of this section apply only to the employee assigned to an on-call shift.

4. Section 1.20.40.140 is added as follows:

1.20.40.140 Ambulance Bill Waiver

A. In the event that a full time employee, a permanent part-time employee, an elected official, an ambulance division employee or volunteer, or fire volunteer, or their dependent (as defined by the IRS), is transported by a Spanish Fork City ambulance, the City will waive the balance of the ambulance bill after recovery is made from any applicable insurances. The qualified individual must be employed or directly associated with the City at the time of the qualified ambulance transport. This waiver will not be applied automatically. The individual is required to request the waiver with the City billing division and with human resources.

5. Section 1.20.55.010 is amended as follows:

C. For successfully completed courses (passed with at least a "C" grade), the City will reimburse the employee for tuition, fees, and books up to a maximum of \$2,000 per fiscal year.

6. This resolution is effective the 1st day of September, 2013.

DATED this 27th day of August, 2013.

G. WAYNE ANDERSEN, Mayor

Attest:

KENT R. CLARK, City Recorder