

City of Green River

460 East Main Street, Green River, Utah
City Council Minutes
Regular Meeting
Tuesday, December 8, 2020

ATTENDING: Mayor Travis Bacon, Kent Nelson, Kathy Ryan, Mike Silliman, Bo Harrison and Larry Packer. Employees: Conae Black, Julie Spadafora, Phillip Stubblefield, Bryan Meadows, Cameron Willford, Robin Nelson and Loni Meadows, Jackie Nelson and Candice Cravins. Citizens: Betty Higley, Kim McFarlane, Kimarie Howland and Adam Hughes,

CONDUCTING: Mayor Travis Bacon, the meeting began at 7:06 p.m.

ORDER OF BUSINESS:

1. Discuss/approve/deny consent agenda.

October 13, 2020 regular meeting minutes
October 27, 2020 special meetings minutes
November 10, 2020 regular meeting minutes
October 2020 Financial report
November 2020 Treasurer report
December 2020 Payment Approval report
Resolution R04-2020 observance of city holidays
Resolution R05-2020-2021 City Council meeting schedule

MOTION: Larry Packer made a motion to approve the consent agenda. Kathy Ryan seconded the motion. **VOTE:** Kent Nelson, Bo Harrison, Kathy Ryan, Mike Silliman and Larry Packer voted aye. The motion carried.

2. Discuss on 2021 economic development strategic plans. Adam Hughes from Better City, LLC reported to the Mayor and City Council on tasks they are working on for the city such as housing, natural gas, river improvements, downtown development, West Industrial Park, land stewardship, finalizing the strategic plan and See Source marketing.

3. Discuss/approve/deny amendments to the Personnel Policy. Cameron Willford, reported on the changes to the Personnel Policy. The policy was reviewed, cleaned up and stripped down. The policy was brought down to under 90 pages while still conforming to State laws. There was a section added on employee reviews and performance evaluations. He spoke of a new evaluation form which was discussed with several City Council Members and employees. It will make it easier to understand and fill out. **MOTION:** Kathy Ryan made a motion to approve the amendments to the Personnel Policy. Kent Nelson seconded the motion. **VOTE:** Michael Silliman, Kent Nelson, Bo Harrison, Kathy Ryan and Larry Packer voted aye. The motion carried.

4. Discuss/approve/deny budget amendments for employee raises. Kent Nelson met with Cameron Willford, Bryan Meadows, Conae Black, and Kathy Ryan to discuss the employee raises. The raises will be given in three installments, 1/3 of the proposed raise in January 2021, 1/3 in July 2021, and 1/3 in July 2022. Larry Packer commented that he felt it was still a little high. He felt it was the same as what we had before but spread out over a longer period. He feels there are other things we need to readjust and take care of first. Kent Nelson also mentioned there will be a 1.5% COLA raise and a 1.5% performance raise, which will depend on the goals they set and achieve during their review. Cameron Willford commented, the review would be on a weighted scale, done with their advisor. Based on two different goals they must achieve during the annual year. Kent Nelson reported he has heard back from several Council Members and they still feel it is too high. Kathy Ryan commented, we are only asking to get them to the fifty percentile. Bo Harrison feels the employees are making double the amount of the local

citizens. Mayor Bacon commented that we are just trying to get them caught up since the COLA raises didn't happen for so long. Larry Packer commented that if Conae Black and Bryan Meadows were to get this raise they would be making more than our Principal with a Master's Degree. Kathy Ryan asked, so are you going to compare apples to oranges? A Masters' Degree compared to someone who takes cares of your water, sewer or streets? Our employees have the desire to make Green River a better place to live. Larry Packer said, we need to compare it to the wage owner in Green River and realize we have some problems coming up. Bo Harrison asked if any of this money could go towards Green River's infrastructure? Kent Nelson said, we need to budget for the future. Cameron Willford commented by looking at the current budget and others prior to this, we seem to under budget so we always have money there. So it seems like the right way to use the money. Cameron Willford said we are talking about a \$250K to replace a HVAC system at the Museum and we are talking about \$17K increase in wages. The \$17K will not fix the problem at the museum, it will not fix one thing for the City. So it seems this is a place where it could make a big difference. Employee morale is very low right now because of the ongoing discussion and constantly hearing they are not worth it. It is hard to be continually compared to teachers and principals. A fifteen to twenty thousand dollars a year is not going to save the City's infrastructure. Mayor Bacon commented on what will fix the infrastructure and that is having Conae Black continue to search for grants and Bryan Meadows and the crew to continue fixing things and making things happen. Showing appreciation for the staff and crew. Kathy Ryan commented, it is very important to make sure the employees know they are appreciated. **MOTION:** Kathy Ryan made a motion to approve budget amendments for employee raises. Michael Silliman seconded the motion. **VOTE:** Kathy Ryan, Michael Silliman voted aye. Larry Packer, Bo Harrison voted nay. Kent Nelson abstained. Motion died.

5. Discuss/approve/deny employee year-end bonuses. Kent Nelson suggested a 1% of the annual gross income as a Christmas Bonus for all employees. **MOTION:** Bo Harrison made a motion to approve the employee year-end bonuses at 1% of the annual gross income. Larry Packer seconded the motion. **VOTE:** Kathy Ryan, Kent Nelson, Bo Harrison, Larry Packer and Michael Silliman voted aye. The motion carried.

6. Discuss/approve/deny hiring David Wilson as the Animal Control Officer. There was not any discussion. **MOTION:** Kathy Ryan made a motion to approve the hiring of David Wilson as the Animal Control Officer. Kent Nelson seconded the motion. **VOTE:** Kathy Ryan, Michael Silliman, Larry Packer, Bo Harrison and Kent Nelson voted aye. The motion carried.

7. Discuss proposed amendments to the commercial zoning ordinance and the proposed cargo container ordinances. Conae Black reported the cargo container ordinance is a new ordinance the planning commission is working on. Phillip Stubblefield is the author of this ordinance and has done quite a bit of work on it. She also reported about a towing business that would like to put an impound yard on Green River's Main Street. The Commercial Zoning Ordinance does not allow for an impound yard, the language was changed to allow for the impound yard. The language states the towing business is a permitted use within the C-1 zone and the impound yard will have a sight obscured fence behind the main building, where all vehicles must be stored inside the fenced area.

8. Discuss/approve/deny electrical right of way easement for fiber-optic. **MOTION:** Michael Silliman made a motion to approve the electrical right of way easement for fiber- optic. Kent Nelson seconded the motion. **VOTE:** Kent Nelson, Bo Harrison, Kathy Ryan, Mike Silliman and Larry Packer voted aye. The motion carried.

9. Department and employee reports. Conae Black reported she has been working on everything Adam Hughes has been working on. She also is very happy to welcome Phillip Stubblefield on the economic development program, it's a lot of work and overwhelming. She

reported she is grateful to Julie Spadafora for drafting up your Oct. 13, 2020 minutes. Kathy Ryan commented she would like to thank all our employees for the fantastic job they have done for us. Candice Cravins reported she is settling in quite well and enjoying her time here. She reported they have their Water Ways Exhibit coming up on April 3rd thru June 6th. She is in the process of developing community programming so we will be able to do some in person events during those times. We also had a very successful Giving Tuesday Fund raiser. The museum received a Cares Act Grant to help our staff which goes back into helping the museum run smoothly and a Rocky Mountain Power Grant. She also mentioned getting familiar with some issues with the HVAC and our Fire Alarm system finding some solutions for that as well. Cameron Willford reported he was excited to have the updated version of the Personnel Policy completed.

9 Adjourn. The meeting adjourned at 9:05 p.m.

Travis Bacon, Mayor

Conae Black, City Recorder

Approved: February 9, 2021