
Minutes of the **Strategic Planning Meeting** of the **Riverdale City Council** held Wednesday, **November 3, 2010** at 7:20 p.m. at the Riverdale Civic Center, 4600 South Weber River Drive.

Members Present: Bruce Burrows, Mayor
 David Gibby, Councilor
 Shelly Jenkins, Councilor
 Don Hunt, Councilor
 Norm Searle, Councilor
 Alan Arnold, Councilor

Others Present: Larry Hansen, City Administrator; Steve Brooks, City Attorney; Randy Daily, Community Development Director; Lynn Moulding, Public Works Director; Dave Hansen, Police Chief; Doug Illum, Fire Chief; Lynn Fortie, Business Administrator; James Ebert, Police Lieutenant; Stacey Comeau, Human Resources Director; and Marilyn Banasky, City Recorder

Mayor Burrows called the meeting to order and welcomed all those present. He noted that all Councilmembers and staff were present.

1. Discussion of City Survey Results

Larry Hansen reviewed the 2010 Citizen Survey Summary report. He stated that the last hard copy survey was done in 2006 and he is happy with the results from the 2010 survey as the return rate was 5% more than in 2006. He stated that the complete report including comments will be submitted to the Council by the end of December. A discussion was held regarding recycling and the survey results. Councilor Jenkins stated that looking at demographic breakdown of those who returned surveys, she wondered if the recycling issue was skewed by the fact that an older population was the majority of those who returned their surveys. Mr. Hansen replied that the survey results don't have an urgency to proceed with recycling. He suggested having Mr. Stone look at the demographics in view of recycling and submit a breakdown before they proceed. **Mayor Burrows asked for consensus to have a demographic breakdown on the recycling question. Consensus was reached.** Councilor Gibby inquired if they should include the Kayak Park in the Parks and Recreation section. Mr. Hansen replied that he thinks the Kayak Park is used mostly by non-residents. He reported that the General Quality of Life in Riverdale was 93% excellent or good, according to the survey, which is 1% higher than in 2006.

Councilor Searle stated that people over 60 years of age returning the survey was up 5% and the rate of return was up 5% over 2006. He stated that he would have liked to have seen the chicken Ordinance on the survey as it is coming up and thinks it would be interesting to see what the general feel of the public is. Mr. Hansen stated that from time to time they put a poll on the website and that issue could be placed there. Mr. Daily stated that the public hearing for the chicken Ordinance will be held in December and they could put something about it in the newsletter. Councilor Jenkins liked the mini survey idea of placing it on the City website. Mr. Hansen stated that it is easy to do web polls and they could inform residents about the mini polls on the website through the newsletter. Councilor Jenkins inquired if Mr.

Stone could do additional demographic sorts if they wanted them. Mr. Hansen stated that they can discuss additional demographic data for the year end analysis of the survey.

2. Discussion of Compensation & Benefits Review

Larry Hansen reviewed the project timeline for the compensation and benefits review. He stated that if any major changes are requested he will need time to deal with those and inform the employees. He explained that if there is a desire to implement any changes those could be taken up at a subsequent Council meeting. He reviewed the Executive Summary and recommended staying with the current survey scope and process for setting salaries; continuing with PEHP and allowing employees the choice of Advantage Plan Options 1 and 2, and Summit Plan Options 1 and 2; and continuation of participation with and contribution to Utah Retirement System and to the ICMA 457 accounts. Councilor Searle inquired as to what percentage of entities report to Technet and what types of communities would not report to Technet. Mr. Hansen replied that there are a lot of cities who do report, but he is not sure. He stated that when the Council adopted the policy in 2004, it was discussed that there are many big cities that pay well but also smaller ones that don't pay as well who participate. He explained that the current survey takes the average of all those entities that report and adds 10%. Stacey Comeau reported that she doesn't have an all inclusive list of participants but does have some information. She read a sampling of the entities that reported to Technet from the current 2011 compensation system for the Code Enforcement position. She stated that most of the surrounding communities do report to Technet and that she called Lindon to include their information as they do not report. Mr. Hansen stated that he wanted Lindon to be included as they straddle the Interstate with a good growing commercial base that mirror's Riverdale. Councilor Jenkins reported she did her own survey to compare cities and was surprised with the cities that were included as the high impact in the attached information.

Councilor Jenkins stated that she didn't understand the "grandfathering" element in the health insurance benefits. She inquired what items allow or disqualify a grandfathered plan and what benefit there will be to remain grandfathered. Ms. Comeau stated that a grandfathered plan is sheltered from some of the health care reform mandates. She reported that a non-grandfathered plan would be required to pay 100% of preventative care items immediately, which will be required at a later date for a grandfathered plans. She stated that paying 100% of preventative care will raise the health insurance premiums to cover those costs. She is expecting the grandfathered plans to have slightly lower premiums than non grandfathered ones. Mayor Burrows stated that it appears staying in grandfathered program as long as possible is the best way. Councilor Jenkins disagreed and thinks it is uncertain.

Councilor Searle stated that he has thought a lot about the salary survey and he feels it is difficult to compare Riverdale with other cities as Riverdale varies in daytime and nighttime populations. He feels it is fair the way it is being done. He stated that if they survey all of the entities that report, which is a good mix, there is enough small communities to get an average taking into account the few larger communities. He feels it is appropriate as long as it is administered fairly and honestly. Councilor Gibby stated that Riverdale gets a good bang for their buck from the employees and feels the system is excellent as the system keeps salaries slightly higher than surrounding cities. He feels retention of employees is important as there is a cost to hire and train people. He stated that he feels it is a rarity for departments to put money back in the budget and not spend it. He stated that he would hate to see the Council jeopardize that culture. Councilor Jenkins feels that they are in a different economic climate and believes that people are sending a strong message that government spends too much money. She stated that she was a part of the City Council when the current salary survey system was adopted. She reported that it was a different City at the time and they were spending too much money. She thinks it is admirable to not overspend but feels it is difficult to justify an additional 10%. She is in favor of finding

Cities to identify with and make comparisons on Technet that more closely match Riverdale. She stated that another concern is going in debt and that they could do a better job on Capital Project projections. She wants to put more money aside for Capital Improvements down the line and doesn't want to see the City going into debt. She stated that people come off the top first. Mayor Burrows stated that they went above and beyond the Technet survey to ensure they had other comparables and are fair. He reported that they are putting money into the Rainy Day Fund and have set aside additional money for a new Civic Center when needed, so that they have some funding for additional things that are necessary. He stated that if they have a better way to survey for salaries, then propose it and they will look at it. He feels using Technet is fair, reliable, and equitable. Councilor Jenkins stated that she didn't indicate that they shouldn't use Technet but wants to define the survey cities to more closely mirror Riverdale.

Councilor Jenkins asked for more discussion on the auditor giving information on the ambulance service. Mr. Hansen stated that he will give the City Council a report when the auditor finishes. He reported that he and Chief Illum have been talking about the Fire Department and rather than going into departmental issues now, he will bring the information to them after the audit is completed.

Mr. Hansen stated that how they proceed from here is Council's decision. He reported that timing is critical in case the Council wants to change something in a significant way as he will need to be able to communicate that to the employees.

3. Discretionary Items

Councilor Searle stated that he went to a Communities that Care meeting and gave a report on it in a previous City Council meeting. He reported that all the surrounding communities that have students that go to Bonneville High School participate except Riverdale. He stated that he was curious on the general feeling on it. Mayor Burrows stated that they can have them give a presentation at a future City Council meeting and stated that they want Riverdale to contribute \$2,500. He expressed concern with giving a donation that wasn't part of the budget and stated that the donation would have to go through a public process. Mr. Hansen reported that he spoke with Kevin Eastman who is the director of the program and told him he is not sure if Riverdale would embrace the program. He stated that Mr Eastman wants to make a presentation and a request for a donation. He stated that they do run into problems with the donation statute but could see how other cities are doing it. Mayor Burrows stated that some of the other cities may not have the same kind of after school programs that Riverdale has access to such as the Boys and Girls Club, but he has no problem with a presentation. **Mayor Burrows asked for consensus to have the Communities that Care give a presentation. Consensus was reached.**

Councilor Searle reported that the City's virtual website for the Veteran's Memorial has guard and reserve people on in and the Veteran's Committee wants to change that to a military memorial to keep everyone on the website. He stated that the Committee also wants to set up locator key on the website that would show where a tile is located on the Veteran's Memorial. Mayor Burrows reported that the locator key will be on the website to help locate tiles. He stated that he spoke with Senator Hatch at a WACOG meeting and Senator Hatch stated that he is confident that before the end of the year, or after the newly seated congress goes into effect, that legislation will be passed giving Veteran's designation, in name only, to anyone that served in any branch of the military. Mayor Burrows suggested not changing the website Veteran's Memorial until after that legislation goes through. Councilor Searle stated he thought that the Veteran designation would be given if they retired from the branch of service and not just if they served. Mayor Burrows stated that they are looking to change that.

Councilor Searle reported that the Veteran’s Committee has looked at different ideas to honor those who served in guard and reserve and wondered if the Council still wanted to do that. He stated that they have some ideas to honor them on a separate portion of the memorial. Councilor Jenkins stated that based on what the Mayor is saying and the proposed legislation changes she would recommend leaving the website alone, implement the tile locator, and mark the spot where possibly everyone could be on it. Councilor Searle stated that if the legislation changes, then everyone could go on the Memorial.

Councilor Jenkins reported that she had a complaint from a resident on East bench regarding a 3 inch dropoff on the sidewalk. She stated that the sidewalk on the west side of 500 West between 4400 South and 4500 South. Lynn Moulding stated that particular sidewalk is not in Riverdale but is in Washington Terrace’s right of way.

Councilor Jenkins stated that the same resident complained about sediment in their water line while the contractor has been working on the water line. The resident complained that they have discolored brown water coming through their pipes every day. Mr. Moulding replied that he will check into that as they haven’t done anything to the existing water system. Councilor Jenkins reported that the resident is unhappy that their water has been shut off temporarily. Mr. Moulding replied that they only shut the water off during emergencies.

4. Adjournment

With no further business to come before the Council at this time, Councilor Gibby moved to adjourn the meeting. Councilor Arnold seconded the motion. The motion passed unanimously. The meeting adjourned at approximately 9:05 p.m.

Approved: November 16, 2010

Attest:

Bruce Burrows, Mayor

Marilyn Banasky, City Recorder