



**RIVERDALE CITY COUNCIL AGENDA
CIVIC CENTER - 4600 S. WEBER RIVER DR.
TUESDAY – JUNE 21, 2011**

Minutes of the **Regular Meeting** of the **Riverdale City Council** held Tuesday, **June 21, 2011** at 6:03 p.m. at the Riverdale Civic Center, 4600 South Weber River Drive.

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

Others Present: Larry Hansen, City Administrator, Steve Brooks, City Attorney,
Lynn Fortie, Business Administrator, Shawn Douglas, Acting
Public Works Director, Dave Hansen, Police Chief, Doug Illum,
Fire Chief, Ember Herrick, City Recorder and 15 citizens.

A. Welcome & Roll Call

Mayor Burrows called the meeting to order and welcomed all in attendance including all the Council members with Councilor Arnold joining via the telephone.

B. Pledge of Allegiance

Councilor Gibby led the Pledge of Allegiance after which Mayor Burrows read a quote from John Adams addressing the Continental Congress in support of the Declaration of Independence saying he desired independence now and forever for America.

C. Moment of Silence

Mayor Burrow's quote was followed by a moment of silence when he asked everyone to remember those serving in our armed forces.

D. Open Communications

Mayor Burrows explained the rules for open communications and invited any member of the public with questions or concerns to participate.

Resident Allen Thronson told the Council that he lives in the River Glen subdivision and has filed a claim with the city for water damage to his basement which has been tabled. Mr. Thronson asked how much longer he will have to wait to get a response to his claim and said that he pays a monthly storm water fee to the city as insurance against flooding from the storm drain system. City Administrator Larry Hansen told Mr. Thronson that the Risk Management Committee had deliberated on his claim. He said he isn't certain if the minutes from that meeting have been circulated to the Council for their review or not but he stated that the claim had been tabled in the absence of knowledge of what caused the flooding. According to Mr. Hansen the source could have been ground water or water from the storm drain system. He said that the claim was

further complicated by the fact that some homes in Mr. Thronson's neighborhood have sump pumps while others don't. Mr. Hansen said that at this stage the Committee has determined it would be premature for the city to accept responsibility while the flooding is still ongoing and before an investigation can be done into the cause of flooding in this particular case. According to Mr. Hansen, the storm water fees that all residents pay monthly helps pay for the federally mandated standards in place for the drainage system. He assured Mr. Thronson that the city has received and reviewed his claim in good faith and now asks for his patience until they have the information necessary to make an educated decision. Mr. Hansen informed Mr. Thronson that the Risk Management Committee is comprised of department heads and the city attorney who all work diligently to review every claim received by the city to make thoughtful assessments.

There were no additional comments.

E. Presentations and Reports

Mayor Burrows encouraged the public to attend the Old Glory Days festivities including the parade and announced that the sunrise speaker will be Gary Lee Price, a Utah sculptor commissioned to design the Statue of Responsibility for the west coast.

Mr. Hansen read the names of the city employees who have anniversaries in June and recognized Fire Captain Dave Ermer celebrating 15 years with the city and commended him for efforts to alleviate flooding across the city this spring. According to Mr. Hansen, the city continues to function efficiently 6.25 under capacity based on the Staffing Authorization Plan which authorizes the city to employ 76 positions while only 69.75 positions are currently filled.

Fire Chief Doug Illum said Weber County and the state of Utah have confirmed receipt of Riverdale's Disaster Declaration issued after the flooding on May 20. He said his department in connection with the public works department is putting together a damage assessment team to calculate losses so that the city can apply for federal aid to repair both sides of the river which could be as much as \$1 million for bank restoration. According to Chief Illum FEMA may pay up to 75 percent of the cost if the city can come up with the additional 25 percent. He said the river levels are currently down but there is still a lot of snow left to melt so high water levels should be expected through July and he warned the public to use extreme caution around the water. Chief Illum also called upon residents to keep storm drains clear of debris as clogged drains that empty directly into the river are an expensive problem for the city. Acting Public Works Director Shawn Douglas confirmed that across the city everything that goes through the storm drains collects and clogs the pipes that empty into the river. Mayor Burrows said the city's website has a storm drain warning posted and added that he will also address the problem in his column in the July newsletter to help educate residents about the dangers of storm drain contamination. Chief Illum said the South end and River Glen trail heads are still closed because they are unsafe where portions of the trail have collapsed into the river. He said they will be reopened as soon as the danger has passed and damage assessments have been made.

Business Administrator Lynn Fortie said the treasury report for the month of May had a higher payroll cost than previous months because a city employee retired.

Community Development Director Randy Daily said there were no new updates to the Community Development Report. Councilor Jenkins asked about the renovations planned when Best Buy moves to the old Circuit City building and Mr. Hansen said the façade of the building may go through the Design and Review Committee. He said that in his opinion this retailer relocating is a business decision that they believe will give them more traffic space, which is a primary concern from one of the top ten busiest retailers in Riverdale.

There were no questions or comments on the Recorder's Report.

F. Consent Items

1. Review of meeting minutes from:
 - June 7, 2011 City Council Work Session
 - June 7, 2011 City Council Regular Session
 - May 21, 2011 Strategic Planning

There were no changes or corrections noted to the previous meeting or strategic planning minutes.

Motion: Councilor Gibby moved to approve the consent items. Councilor Hunt seconded the motion.

Call the Question: The motion passed unanimously.

G. Action Items

1 Consideration of a balancing change order for the 10' Culinary Waterline Replacement Project at Riverside Golf Course.

Mr. Douglas said Mecham had been a good contractor to work with during the project and that the owners of the golf course seemed happy with the work performed in replacing the waterline. He explained to the Council that the contractor had run into some complications during the project and were requesting a payment change order for an additional \$4,177.20 over their original bid. Mr. Douglas said that he and the city engineer had reviewed the request and felt it was reasonable and that the complications were unforeseen. He asked the Council if they had any questions on the change order.

Councilor Jenkins asked about the cost of this project and how it will affect the budget and Mr. Hansen said the money comes from the Enterprise Fund and as the additional expense is minimal and the changes reasonable, it shouldn't negatively impact the overall balance of the fund. Councilor Jenkins asked why the engineer's initial estimation of the cost of the project was only half of the amount of the actual job and Mr. Douglas said a large part of the expense came from UDOT requirements added after the engineer made

his calculations, which included adding tracking pad and revegetating the freeway at a substantial cost increase to the project.

Motion: Councilor Gibby moved to approve the balancing change order in the amount of \$4,177.20 for the 10" Culinary Waterline Replacement Project at Riverside Golf Course for a total payment of \$44,327.20. Councilor Hunt seconded the motion.

Roll Call Vote: Councilor Gibby, Aye; Councilor Jenkins, Aye; Councilor Hunt, Aye; Councilor Searle, Aye; Councilor Arnold Aye. The motion passed unanimously.

2. Consideration of Resolution 2011-14 amending the FY 2010-2011 budget.

Mr. Fortie said nothing had changed on this budget item from the previous meeting and public hearing.

Motion: Councilor Hunt moved to approve resolution 2011-14 amending the FY 2010-2011 budget. Councilor Gibby seconded the motion.

Roll Call Vote: Councilor Jenkins, Aye; Councilor Hunt, Aye; Councilor Searle, Aye; Councilor Arnold Aye; Councilor Gibby, Aye. The motion passed unanimously.

3. Consideration of Resolution 2011-15 adopting the amendments to the tentative budget for FY 2011-2012.

Mr. Fortie said there is a seventh amendment that has been added to the tentative budget for 2011-12 based on the certified tax rate information the city just received which adjusts the property tax budget down by \$14,090. Mr. Hansen said amending the budget log would need to be done as part of the motion.

Motion: Councilor Gibby moved to adopt Resolution 2011-15 including a new seventh amendment to the tentative budget for FY 2011-2012. Councilor Hunt seconded the motion.

Councilor Jenkins asked Mr. Hansen to clarify for the record what these numbers certify. Mr. Hansen said truth in taxation requires that cities modify property tax rates in view of the public so every year Weber County provides Riverdale with a certified tax rate. He said this is a revenue-neutral rate for the city, meaning that while individual property owners may see their rates change depending on the value of their properties, the rate change is not expected to generate revenue for the city. According to Mr. Hansen, the rate has gone up slightly in fiscal year 2011-12 to .001307 for a decrease to the proposed tentative budget of \$14,090.

Roll Call Vote: Councilor Hunt, Aye; Councilor Searle, Aye; Councilor Arnold Aye; Councilor Gibby, Aye; Councilor Jenkins, Aye. The motion passed unanimously.

4. Consideration of Resolution 2011-16 adopting the tentative budget for FY 2011-2012 as the final budget as amended for all funds.

Mr. Fortie said the addition of the seventh amendment changed the general fund budget slightly from \$7,650,250 to \$7,636,160 and the capital projects fund amount from \$398,698 to \$384,608.

Motion: Councilor Gibby moved to approve Resolution 2011-16 adopting the tentative budget for FY 2011-2012 as the final budget as amended for all funds with the noted changes of the general fund amount of \$7,636,160 and the capital projects fund amount of \$384,608. Councilor Hunt seconded the motion.

Roll Call Vote: Councilor Searle, Aye; Councilor Arnold, Nay; Councilor Gibby, Aye; Councilor Jenkins, Nay; Councilor Hunt, Aye. The motion passed with three in favor and two opposed.

5. Consideration of Resolution 2011-13 amending Code Chapter 12—The Consolidated Fee Schedule.

Mr. Fortie told the Council that the new consolidated fee schedule reflected the 25 percent increase in the sewer rate imposed by Weber County for the coming fiscal year.

Motion: Councilor Hunt moved to approve Resolution 2011-13 amending Code Chapter 12—The Consolidated Fee Schedule. Councilor Gibby seconded the motion.

Roll Call Vote: Councilor Arnold, Aye; Councilor Gibby, Aye; Councilor Jenkins, Aye, Councilor Hunt, Aye; Councilor Searle, Aye. The motion passed unanimously.

6. Consideration of Resolution 2011-17 adopting the Certified Tax Rate.

Mr. Fortie said the new certified tax rate is .001307, as previously discussed.

Motion: Councilor Gibby moved to adopt Resolution 2011-17 and the Certified Tax Rate of .001307. Councilor Searle seconded the motion.

Roll Call Vote: Councilor Gibby, Aye; Councilor Jenkins, Aye, Councilor Hunt, Aye; Councilor Searle, Aye; Councilor Arnold, Aye. The motion passed unanimously.

7. Consideration of Ordinance 787 affirming Title 1, Chapter 7, Section 2(A) & (B) of the Riverdale Municipal Ordinance Code by declaring salaries for Mayor and City Council members, setting salaries for Riverdale City employees; and affirming Title 1, Chapter 7(F), Section 6, by declaring the salary for the Justice Court Judge.

Mr. Fortie said the information was unchanged from the salaries indicated at the previous meeting and public hearing.

Motion: Councilor Jenkins moved to approve Ordinance 787 affirming Title 1, Chapter 7, Section 2(A) & (B) of the Riverdale Municipal Ordinance Code by declaring salaries for Mayor and City Council members, setting salaries for Riverdale City employees; and affirming Title 1, Chapter 7(F), Section 6, by declaring the salary for the Justice Court Judge, including a Council meeting

payment of \$188 and monthly expense allowance of \$120 and a Mayor meeting payment of \$260 and expenses allowance of \$395 per month. Councilor Gibby seconded the motion.

Roll Call Vote: Councilor Jenkins, Aye; Councilor Hunt, Aye; Councilor Searle, Aye; Councilor Arnold Aye; Councilor Gibby, Aye. The motion passed unanimously.

8. Consideration of recessing into a Redevelopment Agency meeting.

Motion: Councilor Hunt moved to recess into a Redevelopment Agency meeting. Councilor Jenkins seconded the motion.

Call the Question: The motion passed unanimously.

9 Consideration of Resolution 2011-18 amending the site plan at the Crossing 700 West Riverdale Road.

Motion: Councilor Gibby moved to approve the amended site plan at the Crossing 700 West Riverdale Road. Councilor Arnold seconded the motion.

Roll Call Vote: Councilor Hunt, Nay; Councilor Searle, Aye; Councilor Arnold, Aye; Councilor Gibby, Aye; Councilor Jenkins, Nay. The motion passed with three in favor and two opposed.

10. Discussion and consideration of amended plan for Scenic Development's proposed multi-family housing project on 16.9 acres at River Park Drive and 900 West.

Kim Rindlisbacher of Scenic Development said his team has worked to address the Council's concerns about their proposed housing development including commissioning reports on the impact to public safety, traffic, density, and local public schools. Mr. Rindlisbacher said the newest site plan has all proposed building out of the flood plain and with minimal impact to the view corridor. According to Mr. Rindlisbacher, Riverdale Police Lieutenant James Ebert has researched the crime housing complexes generate for the city and his finding are included in the report provided in the Council packet. He said that his company commissioned a traffic study conducted by a local engineer specifically looking at the additional congestion anticipated for Ritter Drive and the possible impact of HAFB commuters using it to get to and from work.

Chris Terry with Commercial Real Estate Solutions said he compared Scenic Development's proposal to a development in Fort Union with office buildings that have similar density to the proposed office park zone. John Dorny said that he conducted a traffic study looking specifically at potential impact on Ritter Drive if Scenic Development's apartment complex is built compared to an office complex. According to Mr. Dorny, the office park will create twice the traffic of an apartment complex. Mr. Dorny also told the Council that the restrictions created on Ritter Drive have reduced traffic by 30 percent. He distributed numbers to the Council about the likely percentages of HAFB employees that will live in the proposed Scenic Development housing complex

which he said will not exceed 30%. According to Mr. Dorny, this additional traffic would not tax the road's capacity as there are other alternative routes including Riverdale Road with direct access to the freeway. He said from a traffic point of view, a residential development would have far less impact on traffic than an office park.

Councilor Arnold said the Council worked hard to create the current restrictions to Ritter drive and he opposes this proposed development. Councilor Jenkins commended Scenic Development for their efforts to address the Council's concerns about their proposed development and asked the developer if they would be willing to recommend driving routes to their tenants to avoid congestion on Ritter Drive. Councilor Gibby said the developer's effort to reduce the density to 240 units has helped to alleviate his fears about the project. Mr. Rindlisbacher said that they had scaled back their development to 10 buildings with more open space. Councilor Searle asked if the swimming pool and clubhouse had changed with the density reduction and Mr. Rindlisbacher said nothing had been scaled back but the density as the amenities help to attract high-quality tenants.

Mayor Burrows asked about the impact the development would have to the local school system and Lynn Rindlisbacher of Scenic Development said that he had contacted Washington Terrace Elementary, T.H. Bell Junior High School, and Bonneville High School and none of the principals had expressed concerns about the additional children the complex would generate.

Councilor Hunt asked Mr. Daily about setbacks and Mr. Daily said that there are no provisions for a development agreement in an R5 zone for apartments or an office park so he recommends to the Council the creation of a new ordinance to allow the city more flexibility. Blake Parrish of Scenic Development said ideally his company would like Mr. Daily to draft a new ordinance addressing overlay zones but if the Council isn't comfortable with that he said they would be willing to build in the existing R5 zone with a developer's agreement.

Councilor Hunt asked about the proposed Senior Housing in the original plan and Mr. Lynn Rindlisbacher said it had been removed from this latest plan to accommodate garages which won't fit near the complex without an overlay zone. Councilor Hunt said he is concerned about unsecured garages apart from the complex and agreed that the R5 designation doesn't give the property owner enough flexibility. Councilor Jenkins asked Mr. Daily about the residential overlay zone referred to in the general plan and Mr. Daily said there was never an ordinance drafted. According to Mr. Daily, a developer's agreement would allow the city to stipulate that a trail system be built to allow people access to the river from the private property being considered for development. Mr. Kim Rindlisbacher said his company would be willing to enter into a developer's agreement that stipulates a trail system be constructed. Councilor Jenkins asked if the developer would also be willing to implement Lieutenant Ebert's recommendations regarding landscaping and fencing to deter crime and he said that they would.

Riverdale Police Chief Dave Hansen commented that the crime numbers associated with the different apartment complexes in Lieutenant Ebert's report are often related to their size. Mr. Kim Rindlisbacher said higher rents attract a higher caliber tenant and he told the Council that his company carefully screens their tenants and offers police officers a discount to reside in their complexes as a further deterrent to crime.

Councilor Arnold said he is concerned about Ritter Drive and the additional traffic the complex would generate and Councilor Gibby said according to the traffic study conducted, an office park would generate twice the traffic that apartments will. According to Councilor Gibby, the research suggests that putting these apartments on this parcel may be the best use of the land to keep the traffic numbers low. Councilor Hunt asked about the longevity of Scenic Development retaining this property in the future and Mr. Kim Rindlisbacher said his company hasn't sold a property in 17 years and this development would be one of the best locations in their portfolio. He said people shop where they live and Scenic Development's proposed complex will be good for the local economy as they partner with the city to create a mutually beneficial development.

Councilor Hunt said his preference would be to leave the land undeveloped but he added that if a developer is interested in the parcel he feels it is the Council's prerogative to minimize the impact and he asked Mr. Daily about other interest in this land. Mr. Daily said the land is too expensive for the city to buy it and develop into park and because it isn't visible from Riverdale Road it hasn't been attractive to restaurants or a gym. According to Mr. Daily, in the last decade, this is the most serious request to develop the parcel that the city has seen.

Councilor Jenkins said she would support the drafting of an ordinance that would require a developer's agreement that restricts traffic and minimizes a development's impact on the area. Mr. Daily said enforcing a traffic pattern couldn't be regulated and the city could only recommend people drive certain routes. According to Mr. Daily the old ordinances are out of date and need to be revamped because areas change over time. He said the only reason they haven't been updated is because the Council hasn't considered allowing another high density apartment complex to be built in years. Mayor Burrows asked the developer if a new overlay and developer's agreement would be acceptable to them and they agreed that it would. Councilor Searle asked about the overlay zone and how it would affect the placement of the complex's garages and Mr. Daily said with an overlay the garages could be built closer to the complex allowing for senior housing to be built on the narrow strip of land where garages are currently indicated. Councilor Jenkins said she would rather see senior housing in the strip than garages and Mr. Rindlisbacher said his company isn't in the senior housing business but is open to putting units in if it will meet the needs of the community.

Motion: Councilor Gibby moved to approve the amended plan for Scenic Development's proposed multi-family housing project on 16.9 acres at River Park Drive and 900 West with a density of 240 or less to be contained in the main land parcel and not including in the stem area subject to proper zoning agreements and an agreement to develop land with the city. **With no Council member willing to second the motion, it died.**

Motion: Councilor Jenkins moved to approve the amended plan for Scenic Development's proposed multi-family housing project on 16.9 acres at River Park Drive and 900 West with a density of 240 or less. Councilor Gibby seconded the motion.

Councilor Arnold said he is concerned about the impact this development will have on the city and added that he doesn't think there is room for one more car on Ritter Drive.

Councilor Jenkins said anything that is built will have an impact on the city, but this is a way to minimize the traffic. Councilor Arnold said he won't support any development on this property until Ritter Drive is developed. Councilor Hunt said this request by Scenic Development is before the Council now and should be seriously considered because if a developer comes in that wants to build an office park, the Council won't be able to stop them and according to the traffic study, that type of development will create twice the traffic that the proposed apartment complex would create. Mr. Brooks confirmed that because of the existing zoning laws, the Council could not stop the construction of an office park on this parcel of land. He advised the Council that this is a policy decision that the Council must make as to what is in the best interest of the city. Councilor Searle asked about the cost to develop Ritter Drive and Mr. Hansen said the engineer estimates were around \$3 million. **Councilor Gibby called the question.**

Roll Call Vote: Councilor Searle, Nay; Councilor Arnold, Nay; Councilor Gibby, Aye; Councilor Jenkins, Nay Councilor Hunt, Aye. The motion failed with three opposed and two in favor.

11. Consideration of recessing into Closed Executive Session for the purpose of discussing the character, professional competence, or physical or mental health of an individual pursuant to Utah Code 52-4-205(1)(a).

12. Consideration of Resolution 2011-19 amending and extending the City Administrator's employment contract.

Mr. Hansen said he was asking for an extension of his contract through the end of 2014, based on his service record over the last seven years with the city, at which time he may retire or may ask for an additional contract extension. He said that during his tenure as city administrator, Riverdale has made great progress culturally and organizationally and through the implementation of his action plan has become more efficient and put aside large reserves of funds to address the impending sales tax losses anticipated in 2013 and 2016. Mr. Hansen said that he has been a resident of Riverdale for 40 years and plans to retire here so he is committed to working to lobby for the sales tax revenue to continue past 2013 and 2016 to protect the future of the city.

He said that he had read Mr. Arnold's concerns about his contract and acknowledged that the agreement must be mutually acceptable to both the employee and the city. According to Mr. Hansen the compensation and benefits package outlined in the contract secure for the city a competent city administrator with a proven track record and create security for him until he is ready to retire. He pointed out that many cities in the state of Utah use contracts and agreements to secure talented professionals to run their municipalities and he requested that they renew his current contract through the end of 2014.

Mayor Burrows said both city administrators that he has worked with have had contracts with similar protections to those enjoyed by Mr. Hansen. He pointed out that the former city administrator John Geilmann drafted this current contract and said that to Mr. Hansen's credit he had agreed to a one year payout in the case of termination without cause instead of the three year protection guaranteed in Mr. Geilmann's contract. According to Mayor Burrows, Mr. Hansen has saved the city hundreds of thousands of dollars during his tenure and has implemented plans that have facilitated the construction of the Senior Center and other projects like the proposed roundabout at 4400 South and

700 West using RDA funds. He said that he fully supports Mr. Hansen and is eager to retain his services through 2014 while the city lobbies to avoid losing further sales tax revenue and to assist a new mayor during his first year in office. Mayor Burrows said that he recommends the renewal of Mr. Hansen's contract and suggested that if the Council wished to make adjustments to the contract that they make changes when a new city administrator is hired to replace Mr. Hansen. Councilor Gibby said the contract offers the city security that Mr. Hansen will remain at Riverdale while these important key issues are being debated in the state legislature instead of leaving to accept a more lucrative job offer elsewhere. He said that in his opinion the city needs someone seasoned in this position through 2014.

Motion: Councilor Gibby moved to approve Resolution 2011-19 amending and extending the City Administrator's employment contract. Councilor Searle seconded the motion.

Councilor Hunt said he believes that Mr. Hansen does good work for the city but he has concerns that the wording of the contract protects the employee and not the city by allowing for the individual to quit at any time by giving the city just 30 days notice. Councilor Gibby said if Mr. Hansen has security through a contract he will be less likely to look for a better job and to leave with just 30 days notice. Mr. Hansen said his predecessor had left with just 30 days notice but added that he wouldn't be asking for a contract renewal if he planned to jump ship. According to Mr. Hansen, he is nearing retirement and as a Riverdale resident has a vested interest in the future of the city. He said he is confident that his expertise can help Riverdale overcome the obstacles and challenges it is currently facing. Mr. Hansen said that he will interpret the Council's vote tonight on renewing his contract as commentary on whether or not they agree with the direction the city is moving in under his leadership.

Councilor Jenkins said there are three council positions up for election this year and she has concerns that by voting to renew Mr. Hansen's contract now, the Council is taking the right away from the next elected officials to have a choice in their city administrator. She said that she agrees with Mr. Arnold that the city doesn't need a contract with its city administrator. Councilor Jenkins said that she would like the Council to also address other employee policies including the 10 percent pay increase over the course of an employee's career with the city. She said in her opinion starting with city administrator's contract is a good way to transition into a new policy for Riverdale employees that benefits the city instead of the individuals.

Councilor Arnold said a new mayor won't be prepared to deal with a new city administrator and the 2016 sales tax revenue loss and he wants to protect the city not just the people holding the positions. He said that the city administrator's car allowance creates a bad perception that the city isn't being fiscally responsible so he would like to do away with car allowances for city employees. Councilor Arnold said that he is critical not about the performance of city employees but the perks they receive. He added that he wants the city to have the ability to fire an employee without cause giving them just 30 days notice to find another job. According to Councilor Arnold, this is not about Mr. Hansen but about his contract and he said that he is concerned that certain Council members are supporting this contract renewal because of their respect for Mr. Hansen and

because they share a similar religious conviction with him, instead of looking at the contract objectively and doing what is in the best interest of the city.

Councilor Searle said he supports the renewal of Mr. Hansen's contract because under his leadership the city continues to perform well and save hundreds of thousands of dollars every year even during the recession. He agreed with Mayor Burrows that if the Council has issues with the city administrator's contract, the time to make changes to that contract will be when a new city administrator is hired. Councilor Searle said that after a particular Council member described Mr. Hansen's salary as obscene at a previous meeting, he began researching what other city administrators are paid and what benefits and contracts are used to attract premium people to key positions in other cities. According to Mr. Searle, the purpose of offering employees benefits and severance packages is to bring in and retain good people. He said that the former city manager of Clearfield Chris Hillman now works for Surprise, Arizona with a similar cost of living to Riverdale where he enjoys a salary of \$185,000 a year, receives seven weeks of paid time off annually and is paid for all city holidays and receives a \$1,500 a month temporary housing allowance. Mr. Searle said another former Utah city administrator had left Utah to take a similar position in California where his salary and benefits earn him \$280,000 annually, secured through a three year contract. He said in West Jordan the city manager receives an annual 10 percent bonus for a total of \$17,000 a year on top of his annual salary of \$167,000, which is one of the highest in the state. According to Mr. Searle, Highland recently terminated their contract with their city administrator who was paid \$117,000 a year and received a \$500 a month car allowance. He said that Highland is now obligated through contract to pay their former administrator over \$10,000 a month for four months and for 500 hours of sick leave, an expected payout of over a half a million dollars. Councilor Searle said in Corpus Christi, Texas the city manager came from Utah and signed an annual contract of \$198,000 with a \$600 car allowance and his relocation expenses paid for by the city. He said in Mesquite, Nevada the city manager was fired and received six months salary for a \$60,000 pay out. According to Councilor Searle these examples illustrate that the efforts Riverdale city has made to secure a competent city administrator is no different than other cities that enter into contracts and offer car allowances and severance packages to attract qualified candidates. He said that in his opinion it is poor timing for the Council to try to negotiate or to toy with the idea of not renewing Mr. Hansen's contract when he is doing an excellent job for the city and has saved the city hundreds of thousands of dollars during his seven years of service.

Councilor Arnold said comparing Riverdale to Surprise Arizona isn't accurate because the city administrator in Arizona oversees 14 departments and 680 employees. He said that he knows other cities have contracts but in his opinion they aren't appropriate either and are contributing to out-of-control government spending. Councilor Jenkins said she would support extending Mr. Hansen's contract with the city now if he would be willing to negotiate some of the terms that she has a problem with and said that if he isn't willing to compromise she would rather not extend it at this time and would like to leave it for the next Council to negotiate.

Mayor Burrows said he doesn't believe overpaid city employees and administrators is a problem in Riverdale and added that he doesn't believe it is a concern for the citizens of Riverdale as there have been no complaints communicated through the city surveys or

during public meeting or hearings. According to Mayor Burrows, the majority of Riverdale residents report satisfaction with the city services they receive and he believes that is due primarily to the quality of work the city employees perform. Mayor Burrows said he is not opposed to the Council revising the city administrator's contract when Mr. Hansen's successor is hired but he doesn't support renegotiating the job salary or expectations of a city administrator that has performed well for the city and is simply asking for an extension. According to Mayor Burrows, 70 percent of all Utah city administrators have contracts with their cities and 80 percent of those that don't have entered into agreements as a necessary protection for both parties.

Councilor Gibby agreed with the Mayor and Councilor Searle that the time to negotiate a new contract is with a new employee. He said that he supports extending Mr. Hansen's contract for two and a half years while Mr. Hansen lobbies the state legislature to prevent the loss of sales tax revenue in 2013. According to Mr. Gibby, the city could lose a valuable city administrator at a key time by attempting to negotiate the terms of Mr. Hansen's contract now. Councilor Hunt said he isn't concerned about the compensation or benefits the city offers to attract a qualified city administrator but he would like the contract to protect the city from losing Mr. Hansen with just 30 days notice. Councilor Searle said if an employee wants to leave to go somewhere else it wouldn't be wise for the city to have a contract that obligates them to stay.

Councilor Arnold called the question,

Roll Call Vote: Councilor Arnold, Nay; Councilor Gibby, Aye; Councilor Jenkins, Nay Councilor Hunt, Aye; Councilor Searle, Aye. The motion passed with three in favor and two opposed.

Discretionary Items

Mayor Burrows asked if there were any discretionary items and Mr. Hansen said the sidewalk in front of the Civic Center and parts of the pavement are currently scheduled to be replaced to address a possible tripping hazard identified by the Veteran's Committee. Councilor Searle asked if the people that control the water flow from the dams could be sent a letter thanking them for their efforts to mitigate flooding downstream.

I. Adjournment:

With no further business to come before the Council at this time, Councilor Gibby moved to adjourn the meeting. Councilor Jenkins seconded the motion. The motion passed unanimously. The meeting adjourned at approximately 10:30 PM.

Approved: July 5, 2011

Attest:

Bruce Burrows, Mayor

Ember Herrick, City Recorder