

Minutes of the Riverdale City Council Strategic Planning Meeting held Saturday, February 20, 2016, at 8:00 AM, at the Senior Center, 4433 S 900 W, Riverdale City, Weber County, Utah.

**Present:** City Council: Norm Searle, Mayor  
Brent Ellis, Councilor  
Gary E. Griffiths, Councilor  
Braden Mitchell, Councilor  
Alan Arnold, Councilor  
Cody Hansen, Councilor

City Employees: Rodger Worthen, City Administrator  
Steve Brooks, City Attorney  
Dave Hansen, Police Chief  
Scott Brenkman, Lieutenant  
Shawn Douglas, Public Works Director  
Rich Taylor, Community Services Director  
Cody Cardon, Business Administrator/Finance Director  
Mike Eggett, Community Development  
Jared Sholly, Fire Chief  
Jackie Manning, City Recorder

- **Welcome – Mayor Searle**

Mayor Searle called the meeting to order and welcomed all in attendance, including all Council Members and members of the staff. Mayor Searle discussed the open house that took place Thursday meeting to present the conceptual park design to the public.

- **Session Objectives – Rodger Worthen**

1. Fiscal Review – FYTD 2016-17

Mr. Worthen thanked the Council and the Staff for meeting on a Saturday. He explained the process of developing the tentative budget. Mr. Worthen reviewed the strategic planning initiatives from the 2005 action plan. He described the budget as a policy guideline established by the City Council and which gives the staff direction. Mr. Worthen discussed unanticipated expenditures that may arise.

2. Review items for Consensus Priorities for drafting FY2016 Budget

Mr. Worthen discussed the need to list priorities when drafting the budget for the new fiscal year while keeping in mind the needs of the residents and the 2005 action plan. Mr. Worthen discussed unanticipated events that can sometimes cause budget amendments. He discussed the importance of the budget, as it is a policy document that guides spending. He expressed the importance of strategic planning meetings.

- **Fiscal Review – Cody Cardon**

1. FYTD 2015-16 Financial Review

Mr. Cardon explained the various financial reports provided to the Council. The report specifically showed the current status of the budget and provides comparisons for the prior year. He noted the sales tax revenue is up about 5 percent. Mr. Cardon continued to explain the revenues and expenditures with details about which departments are up and which are down.

Mr. Cardon discussed enterprise funds, which is a profit motive. He stated overall everything looks good with the exception of the water fund. There is a deficit in the water fund of approximately 50 thousand dollars. He explained capital projects that were done the prior year.

Mr. Cardon referred to the treasury graph which will be included in the upcoming City Council packet. He briefly discussed billing collections pertaining to the fire department for ambulance fees. Councilor Griffith invited Chief Sholly to explain the ambulance billing. Chief Sholly discussed the coding complications that were not previously aligning which affected the billing. He changed the procedures to ensure the codes were properly being entered, as well as billing the standard rates. He also ensured the bills were being sent weekly versus every few months. There was a brief discussion regarding hazmat clean up and the billing process through insurance companies.

Councilor Hansen inquired about the RDA budget. He specifically referred to an expenditure that occurred at the end of December 2015 that affected the budget so significantly. Mr. Cardon explained it was for purchase of a property. Mr. Cardon explained enterprise funds in relation to revenue. There was a discussion regarding the RDA balance and the way to recoup the costs to eliminate deficits.

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Councilor Hansen inquired about the availability for residents to obtain an RDA loan. Mr. Cardon added there were funds available for loans to those that qualify.

There was a brief discussion regarding tickets and fines (citations) in relation to how the fees are distributed between the city and the state. Chief Hansen discussed the new focus of Highway Patrolman in relation to issuing speeding tickets and noted they are more focused on problem areas, so there has been less revenue from speeding tickets as a result. Riverdale City does not have a citation quota, but the police officers do have goals. There was a discussion regarding citations with an emphasis on keeping Riverdale safe while providing a friendly environment between police officers, residents, and shoppers.

Councilor Griffiths suggested a tracking spreadsheet be created to collect information from citizens regarding concerns they have. This would track code enforcement concerns as well as any suggestions from residents. Councilor Griffiths wanted to ensure the residents were being properly represented and didn't feel a resident survey was enough to accurately capture the majority of concerns. Mr. Worthen explained the Mayor consistently brings citizens issues/complaints to City Staff for resolution.

a. Budget vs. Actual (thru January 31, 2016)

Mr. Cardon discussed the timeline budget schedule. He discussed the various deadlines of the departments for their tentative budget/schedule. He stated May 3, 2016 is the public hearing and adoption of the tentative budget for fiscal year 2016-2017.

2. Timeline of Budget formulation and dates

Mr. Cardon discussed sales tax revenue and anticipated a 3 percent increase every year. Mr. Cardon stated the overall goal is to have the final budget adopted on June 21, 2016. There was a brief discussion regarding the public hearing dates for the tentative and final budget.

3. 2005 Action Plan Review

Mr. Worthen discussed the 2005 Action Plan in relation to the recession during 2007-2010. Mr. Worthen discussed implementation of a complaint log that could be created to track concerns of residents, as recommended and requested by Councilor Griffiths.

There was a brief discussion regarding water line maintenance. Mr. Douglas explained the complications of anticipating water issues.

Mr. Worthen discussed the staffing operation services, and capital expenditures that was last updated 2012-2013. He briefly discussed the economy. Mr. Worthen stated the soft freeze of hiring employees will continue to meet the FTE (Full Time Employee) desires of the Council. Councilor Hansen felt the action plan was outdated and asked if it would be possible to update quarterly to maintain with current economic status and update the priorities as fits the current needs of the city. There was a consensus to update the action plan quarterly. Councilor Griffith encouraged the staff to make the action plan available on the city website. Benchmark of the plan is currently available on the Riverdale City website.

Mr. Worthen discussed the rise in expenses throughout the city. He discussed the change in staffing due to retiring staff, including the Chief of Police who will retire in June. Mr. Worthen discussed the 19 acre park that has been presented as a concept plan. He discussed the impact having additional parks would have on staffing, ultimately increasing the staffing limit to be able to maintain the parks. He discussed how various projects impact staff and potentially increases the staffing responsibilities and could require additional staffing.

There was a discussion regarding the legislature with an emphasis on the proposed E-Fairness Bill regarding the details and history of the bill. Mr. Worthen discussed the weekly meetings on Monday for the Legislative Policy Committee which consists of the Mayor, the City Administrator, Community Development, and City Attorney. The Utah League of Cities and Towns meet with various cities and attend the legislative session to advocate/lobby for the cities. There was a 10 minute break.

**End of Part 1**

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4. Strategic Plan Initiatives with organizational considerations – Rodger Worthen

Mayor Searle discussed the "Ask The Mayor" tab on the city website. He recently received a question pertaining to panhandling. There was a brief discussion on panhandling with an emphasis on helping panhandlers receive information to help better their situations.

- **Consensus Priorities for drafting FY 2016 Budget**

- 1. General Fund
  - a. Action Plan Directives

Mr. Worthen discussed the capital improvement plan. There was a discussion regarding the doors located at the Civic Center with an emphasis on the latching capability. The Community Center is also having an issue with latching doors.

Business Administration – Cody Cardon worked with Lynn Fortie, the previous business administrator, to update the civic center. Mr. Worthen called attention to the recent re-carpet and re-painting. He thanked Public Works Department for their efforts in updating the civic center.

Legal – Mr. Brooks discussed the need for an office for prosecutors, and stated it is within his budget to create a small office. Mr. Brooks discussed the remodels and updating of the court room. Mr. Brooks discussed the staffing within the courts and noted that they are down two employees.

Councilor Griffiths opened discussion regarding the possibility to increase the judge's salary. Mr. Brooks discussed the state requirements and involvement in setting salaries for judges. Councilor Griffiths raised the question as to whether the current judge would be willing to continue with the drug court if they didn't raise his salary. Mr. Brooks discussed the various courts the judge works with in conjunction with Riverdale. Mr. Brooks discussed the grants that are no longer available for drug court. Mr. Brooks discussed the treatments through drug court as how it pertains to the participants. Lieutenant Brenkman discussed the change in venue over the last few years. He noted when the drug court originated it mainly consisted of participants of alcohol and minimal drug offenses, but has now evolved into heroin addicts. He didn't feel the court was set up for that type of drug addiction. There was a discussion regarding how participants begin the program.

Mayor Searle discussed the option of looking into the amount of time staff and the judge spend with the drug court to determine the outcome. Councilor Arnold commented that the judge knew what his workload would be when he applied for the job. Councilor Arnold explained anyone would want more money for their job duties, and expressed by raising the judges salary it set a precedent for other employees/jobs within the city. He felt given that circumstance they should not raise the salary. Councilor Hansen inquired as to whether or not the judge officially asked the council for a raise in salary. Councilor Griffiths indicated it was implied in a previous presentation the judge did for the council. Mayor Searle discussed the judge's salary and how it increases every year based on the new requirements. Councilor Arnold cautioned the Council on allowing an increase to one person's salary while ignoring accommodations for other city staff.

Mr. Worthen explained the annual job salary comparison performed by Human Resources, Stacey Comeau. Every year Ms. Comeau compares Riverdale City salaries to other cities throughout Utah. Mr. Worthen recommended Ms. Comeau do a salary comparison for the judge, before any decisions were made regarding his salary.

There was a brief discussion regarding misdemeanor drug courts located around the state. Mr. Brooks stated the focus of the Riverdale Drug Court is to keep their number around 20 members with a focus on local residents, or the offenses occurring in Riverdale.

City Administration – Didn't have any upcoming projects.

Community Services – Mr. Taylor discussed the front doors of the Community Center and the challenges that arise from not having functioning doors. He discussed the cost of replacement \$18,000 to \$20,000. He discussed the safety concerns in relation to emergency situations relating to exiting the building in a timely manner. There was a brief discussion regarding the possibility of replacing the hardware versus replacing the actual door. Mr. Douglas explained purchasing the doors was a last resort and noted due to the age of the doors they are no longer making parts for these doors. There was a discussion regarding the unique framing of the doors and the continual maintenance of the doors.

Mr. Taylor discussed the 8 furnaces located at the Community Center. He stated there are 4 furnaces that appear to be in need of repair. They have been reviewed by a repairman and may need to be reviewed for replacement of parts within the next 2 to 3 years.

Mr. Taylor discussed the bleachers located in the gym which are being reformed/bent. He explained the metal frames that get bent when people climb on the closed bleachers. He was informed by a repairman that there are only so many times a metal bleacher can be re-bent before replacement is needed. There was a brief discussion regarding the replacement of bleachers as well as location within the gym of bleachers, the annual repairs, and the possibility of future replacement. Mr. Taylor discussed the possible option of using RAMP funding to assist in bleacher purchase. Mr. Taylor didn't feel all the bleachers needed to be replaced. Mr. Taylor felt the priorities of the Community Services Department were replacing the doors, reviewing the furnaces, and addressing the maintenance of the bleachers.

FIRE – Mr. Worthen discussed the use of a generator fuel tank for emergency preparedness. He stated Mr. Taylor, Mr. Cardon, Mr. Douglas, and Chief Sholly have been reviewing the viability of the generator. The idea would be to have

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the generator in the Community Center for emergency situations to allow for communication through phones and internet to allow for continued service to the public during an emergency.

Chief Sholly discussed mandated equipment testing requirements for fire fighters which have not been maintained. Chief Sholly discussed the importance of coming into compliance. He discussed the importance of keeping records of equipment testing and maintenance.

He discussed equipment changes that need to be made per state mandate. There is a lot of equipment that are approaching expiration dates. He discussed the impact fire departments have on city budgets. He discussed his goal of staying within the budget.

Chief Sholly discussed anticipation of replacing the ambulance in 2018. If the fire department stays on track in equipment replacements they can alternate replacements with engine remounts. He discussed refurbished engines and engine remounts for ambulances to avoid purchasing a brand new ambulance. He discussed the lower costs of a refurbish.

Councilor Mitchell inquired about the possibility of surplusing the old chief truck. Chief Sholly explained the need to use the truck to pull trailers and surplusing the old brush trucks instead. Councilor Hansen inquired about the unmarked trucks and said he had been approached by residents wondering why the city hadn't marked the vehicle. Chief Sholly stated in order to paint the vehicle it would be an additional \$1,800 and due to some improvements needed in the vehicle it was not feasible for this year's budget. He stated the goal is to get the truck painted as soon as the new budget is in place. Chief Sholly stated he does have patches located on the front of the vehicle. He discussed public perception of marked city vehicles.

Chief Sholly discussed the maintenance needs for the fire vehicles. He stated \$25,000 has already been put into the fire engine. Chief Sholly discussed the purchase of a used Quint. He felt they could sell the ladder and use the funds towards the purchase of the engine. Councilor Hansen asked if they needed to have the ladder truck for insurance purposes. Chief Sholly explained they did not need the ladder vehicle to maintain insurance requirements.

Councilor Griffiths inquired about the purchase of a used Quint. Chief Sholly discussed the issues with purchasing used Quints with a focus on dulateral axels which would cause the same issues they are currently experiencing in relation to turning radius difficulty. Chief Sholly stated if they are trying to get out of the maintenance issues he didn't feel it was a good idea to purchase a used quint. Councilor Griffiths inquired if the Quint would fill the ISO requirement. Chief Sholly stated business insurance is not based on ISO scores.

There was a discussion regarding engine prices. It is estimated that the Quint will last 20 years. There was a discussion regarding future maintenance for the fire engine with an emphasis on anticipated years of service for the engine. There was a discussion regarding the heavy rescue vehicle in relation to expenses and involving county participation in the repair costs.

Chief Sholly discussed the different fire vehicles and their turning radiuses. Councilor Griffiths inquired about joining forces with other fire communities for equipment sharing. Chief Sholly stated they are currently joining forces with other communities. Chief Sholly discussed the advantages of the quint in regards to turning radius and responding to the needs of Riverdale City.

Mr. Worthen asked about the life of the engine and pump in a quint vehicle with an emphasis on depreciation. Chief Sholly discussed his plans in extending the life of the fire department vehicles. He discussed the need to evaluate each call and send the appropriate vehicle which should help eliminate the over-usage of one vehicle. Mr. Worthen summarized the overall plan to extend the life of the fire department equipment: sell the ladder, replace the Quint, run the pumper for 5-6 years, and run the heavy rescue vehicle more than the pumper.

Chief Sholly discussed the funding for the heavy rescue vehicle in relation to the repairs with Weber County, and explained it is more of a cost share.

Chief Sholly discussed the rise in ambulance calls. He asked for consideration in the future of adding 3 additional part time employees as well as making Krystn Hinojosa full time to minimize fire hazards for the fire fighters. He stated currently he is getting trained interns out of the fire academy to help out. There was a discussion regarding the fte (full time employee) precedent set up by the previous City Council. The general consensus of the Council was there are adequate employees at this time. Councilor Griffiths recommended bringing in numbers as to the cost of having part time and full time employees for the fire department.

**End of Part 2**

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Police – Chief Hansen discussed the SUV and Pick-Up trucks purchased on state bids. They are driven for 2 years and then are sold. This eliminates the need for new tires or maintenance, because they are still under warranty. Chief Hansen discussed the budget for 2017. He discussed the radio system from the year 2000 and noted it was outdated and a new system is needed. Chief Hansen felt all radios would need to be replaced in the next 3 years and he anticipated the

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cost to be approximately 150 thousand dollars. He stated they will push out the radios as long as they can. The new radios will be mandated by the Weber Morgan Dispatch, as they will require all cities within those counties to comply.

There was a discussion regarding body cameras and the impact they have on the police officers. Lieutenant Brenkman discussed the constant breaking of the cameras and stated they may need to be replaced in the future. Chief Hansen discussed the additional cameras already in place. Chief Hansen discussed the complications of having the body cameras in relation to technological difficulties and as they pertain to GRAMA (Government Records Access Management Act). Chief Hansen discussed the program Spillman and the technical difficulties and inconsistencies of the program. Chief Hansen expressed gratitude to Lieutenant Brenkman and his diligence in working through the technical difficulties of Spillman.

There was a brief discussion regarding GIS system. Councilor Griffiths discussed the need for IT support and indicated we may need to increase the budget to allow for IT support. Mr. Cardon has been maintaining IT support. Mr. Worthen discussed contract IT support and the potential need to add additional funding to the IT budget. Mr. Worthen discussed the idea of having Mr. Eggett take on some of the GIS responsibility.

Lieutenant Brenkman stated they wanted to get a canine to replace Brooke who recently retired. The cost will be between 5 to 7 thousand with training expenses for the officer to train with the dog and the expense of the housing of the animal. Lieutenant Brenkman discussed the option of using grant money for the animal. This expenditure is already in the budget. Lieutenant Brenkman discussed the need for a training budget. There was a discussion regarding the training process of the canine unit animal and the asset they are.

Community Development- Mr. Eggett discussed the income on business license and the building permits. The next 18 months should be profitable if the economy continues to progress. Mr. Eggett discussed the various business remodels throughout the city.

Councilor Griffith inquired about the efforts made by the Community Development Department to acquire more businesses for Riverdale City. Mr. Eggett stated they have a brochure that is distributed to property owners. Mr. Eggett confirmed he has reached out to different companies on Facebook. He and Mr. Worthen have gone to different business websites and reached out to business owners. He discussed the contacts to Roy City and Ogden City in project discussion.

Public Works – Mr. Douglas stated the park equipment was in good shape with anticipated updates in 2019. There was a discussion regarding the East Pocket Park and the playground equipment. Mayor Searle discussed a request he received for equipment for older children. Mr. Douglas discussed the consensus of the City Council at the time the park was developed indicating the goal was to keep the park small. It's a small neighborhood park so they didn't want it to draw people into the neighborhood. Councilor Arnold was approached by residents who would like to see additional picnic tables.

There was a discussion regarding Riverdale City playground specifically the spinning toy. There was a brief discussion regarding the liability of using the spinning toy with a conclusion to send a letter to the school indicating the equipment is certified and with proper supervision from the school administration the equipment should be safe. Playground equipment is use at your own risk, if the School deems it unsafe they should restrict children from using the equipment. Mr. Douglas discussed the playground replacement and equipment maintenance requirements of the state.

Mr. Douglas discussed the ongoing maintenance for the sewer. He discussed the 6 year video program which will be required in the future. This may impact projects and the budget. Mr. Douglas discussed the maintenance programs currently in place within the city.

Mr. Douglas discussed storm water programs being mandated by the state of Utah. EPA (Environment Protection Agency) has been watching Utah and auditing various cities. Every city that has been audited has been fined. It is only a matter of time before Riverdale will be audited. North Ogden is going to be audited shortly. They are hoping for cities to share information to help prepare Riverdale for the audit.

Councilor Griffiths discussed discharge from hazardous material. He expressed the need to develop a maintenance program for proper disposal of the hazardous material. Chief Sholly discussed the existing plan in place for large scale fires. He discussed level two hazmat responses. Mr. Douglas discussed the drainage process in relation to Weber River and the storm water outlet improvements. Mr. Douglas discussed the proactive maintenance approaches the Public Works Department has on water maintenance including annual inspections.

There was a discussion regarding the storage sheds near the property owned by James Purin with an emphasis on the dirt tracks all over the road. Mr. Worthen discussed his various contacts with Mr. Purin in conjunction with reaching out to the Army Corps of Engineering and FEMA (Federal Emergency Management Agency) and the concern of the dirt placement. Mr. Worthen stated the property owner, Mr. Purin, is clearly in violation of state statute. Mr. Brooks discussed the city's approach and indicated the City has done all they can legally do.

Mr. Douglas discussed street sweeps and the current schedules. There is new funding for maintenance projects from the State. Mr. Douglas discussed the continual meter replacement and discovering increased use. The new meters help identify leaks. Mr. Worthen discussed enterprise funds and the concern of future replacement.

Mr. Douglas stated they are not setting enough funds aside for infrastructure of pipes. He expressed concern about not saving for future maintenance issues. Mr. Douglas discussed Weber Basin increasing their fees every year and explained Riverdale City has been absorbing the fee increases and not passing those fees to the residents. It is getting to the point where the City will be upside down if they do not raise their water fees. Mr. Douglas asked the Council what they wanted to do regarding the water fees. Mr. Cardon discussed the different options of increasing the water fees to meet the difference that Weber Basin is charging Riverdale City. There was a discussion comparing Riverdale City water usage versus surrounding Cities. It was determined the Riverdale City provides their residents more water for their base rate. Councilor Arnold discussed putting it in the newsletter to give knowledge to the residents and make the raising of the rates contingent upon Weber Basin increasing their rates. There was a general consensus with the Council to research the numbers and raise rates as needed to meet the demands of water repair and the raising fees from Weber Basin.

2. Capital Improvements Projects Plan Update (FY 2016- FY 2021)

a. Capital Projects Fund – City Infrastructure needs

i. Pickle Ball Courts

There was a discussion regarding pickle ball and the rise in popularity. Mr. Worthen discussed the option of having a pickleball court. There was a brief discussion regarding converting the tennis ball court to a pickleball court and alternating the net to meet the needs of each different games. There was a discussion regarding the cost to make a pickleball court.

Councilor Mitchell disclosed he had been contacted by various residents that expressed concern regarding seniors who live outside Riverdale City not being charged to play pickleball at the Community Center and the over-crowding of pickleball. There was a general consensus for one pickleball court and one tennis court. There was discussion regarding the possibility of RAMP funding to build a pickleball court.

ii. Fire Apparatus

This was discussed earlier in the meeting.

iii. Proposition One Funding – roads, curb, sidewalk

Mr. Worthen discussed the need to set aside funding for curb and sidewalk. He discussed the criteria for sidewalk replacement which is left at the discretion of Mr. Douglas. Mr. Worthen discussed the rise in requests from residents for new curb and sidewalk. Mr. Douglas discussed the residents who don't currently have curb. There was a general consensus from the Council to move forward with setting aside funding for curb and gutter.

iv. New Park Property Development Discussion

Mr. Worthen discussed the conceptual plan that was presented at the open house for the new proposed park. He discussed funding options are being explored. Mr. Worthen stated there will be a formal presentation to the council on March 15<sup>th</sup> during the regular meeting. Mr. Worthen discussed the HUD resiliency grant with an emphasis on the application process. Utah was not awarded funds for the HUD resiliency grant.

There was a brief discussion regarding a community garden and the maintenance that it would entail. Mr. Douglas discussed the need for a fence to separate the property along the undeveloped park. He stated the residents have been encroaching into Riverdale City's property and a fence would distinguish the property line. The fence is estimated to cost 55 thousand dollars. Mr. Brooks stated the City needed to do something about the encroachment otherwise the residents will continue to encroach and it could impact the property line if left unresolved. The consensus of the Council in lieu of building a fence would be do additional research (Councilor Mitchell, Ellis, Hansen, and Griffiths were in favor of this approach, Councilor Arnold was not in favor.) The survey would be put in the next budget.

v. 4400 South Traffic Safety Study Funding

Mr. Worthen discussed studying 4400 South and potentially Ritter Drive. Funds are being sought to assist in paying for the study. The estimated cost of a study would be approximately 25 thousand dollars. The last study performed on Ritter Drive revealed that the road was sufficient for the current flow of traffic. There was a discussion regarding roundabout designs, placement and function. There was a discussion regarding increased traffic due to changes in land use on areas located near or along Ritter Drive. Mr. Worthen explained the City Engineer, Scott Nelson, estimated reconstruction of the road layout for Ritter Drive would be over a million dollars. There was a discussion regarding the history of Ritter Drive and the one way closure. There was a general consensus to use some of the money from

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proposition one to determine which improvements should be made along Ritter Drive. Councilor Griffiths discussed the safety concerns of Ritter Drive during the winter, such as cars going over the side. He requested traffic calming measures.

Mr. Worthen discussed the data gathered for 4400 South by the police department to address the residents' concerns near the cross walks. The data was collected through a speed detecting device and the average range was 35 miles per hour. Mr. Worthen requested funds to do an official traffic study near the school. Mr. Worthen discussed the research performed by Mr. Douglas in watching drop offs for school children in relation to traffic. Mayor Searle discussed the possibility of adding flashing lights to the cross walk areas.

Mayor Searle discussed Riverdale Elementary is hoping to get a new school within the next few years. The school administration has reached out to the Mayor for possible school locations to be able to accommodate all Riverdale City residents. There was a brief discussion regarding new locations for the school.

- **RDA Project Area and Program Review**

Mr. Eggett discussed the oldest active RDA developments in relation to when they expire and the different projects the funds may be used for pertaining to infrastructure. Mr. Eggett stated the West Bench RDA has not been activated, and needs to be activated by 2021 or the plan will expire.

- **Miscellaneous Items:**

1. Police Hiring Practices

Mr. Worthen discussed the difficulty in finding qualified police officers to apply for positions throughout Weber County. Mr. Worthen believes due to the scrutiny perception provided by the media there has been a significant reduction in applicants. Lieutenant Brenkman compared hiring 15 years ago to now. He stated there used to be a waiting list to get into the police academy and now they are cancelling sessions due to lack of participants. He discussed all the set-backs throughout Weber County where many cities are down officers. Lieutenant Brenkman discussed the hard schedules of police officers in the field and because of this officers may get burnt out before they reach 10 years.

Lieutenant Brenkman emphasized the need for an adjustment in the pay as a means to help recruit and retain officers. He discussed the new tactic Salt Lake City is using where they are slashing their grade step increase in half and starting police officers at a higher wage for beginning officers. This is causing a lot of officers within Weber County to apply to Salt Lake City. Lieutenant Brenkman requested funds to have payment increases for officers wanting to leave for higher pay and he inquired about reducing the grade step increase. He discussed the option of a longevity pay to reward employees who stay long term. Lieutenant Brenkman stated the new generations are not wanting to become officers because they feel the job duties and schedules are not worth the pay.

Chief Hansen discussed the changes in retirement for officers. He discussed the differences between Tier 1 and Tier 2 officers. He discussed the tenure of officers, and most officers would retire within 20 years.

Councilor Griffiths inquired about how many officers were at the end of their tenure. Chief Hansen stated there were currently 3 officers that have reached their 20 year mark. Lieutenant Brenkman discussed losing experienced officers due to the recruiting in the larger cities.

Councilor Mitchell felt he would be more inclined to support longevity pay. There was a discussion regarding having pay incentives that if the officer accepted and then quit they would have to repay the incentive to the city. Lieutenant Brenkman discussed the transitions between tier 1 officers versus tier 2 officers in relation to pay increases. Lieutenant Brenkman discussed the rotating positions between detective and regular patrolling shifts. Chief Hansen stated Riverdale City takes great care of their employees and he felt that was well known throughout Utah.

Councilor Griffiths asked what Lieutenant Brenkman would prefer. Lieutenant Brenkman stated he liked the idea of longevity pay and the potential of reducing the grade step increase to allow for officers to top out sooner. Mayor Searle stated they need to look at offering competitive pay sooner rather than later to retain officers. Councilor Hansen asked for more information detailing out the incentives proposed by Lieutenant Brenkman in relation to other cities before the Council makes their decision.

2. Trail Extensions in Riverdale Elementary Park

Mr. Worthen discussed the issue of pushing snow in relation to elevation problems near the walkway by the school on 4300 South. He discussed the possibility of a trail extension in that area. Mr. Douglas stated he didn't feel it was a safe walk way, as it is very steep and slippery, and the property owners do not maintain the area. He stated a trail would encourage more traffic to the area when it is not safe. He stated it may impact the sprinkler system as well which would drive the cost up. Mr. Douglas stated he would do whatever the council deemed appropriate. Mr. Worthen stated a lot of children use this as a short cut to school. There was a discussion on possible designs to help mitigate the hazardous steepness and impacts the winter has.

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There was a brief discussion regarding acquiring funding for a trail in this area. The ideas expressed was usage of proposition one funds and possibly having the school participate in the cost. There was a consensus to research this matter further to address the steepness of the area and the impact snow has on the area.

3. Dog Park Ideas – this item was not discussed.

4. East Park Playground Equipment- this item was discussed earlier in the meeting.

- **Adjourn**

Councilor Arnold discussed the possibility of requiring nicer street lights for new developments. He commented on the need for maintenance for the Veterans Memorial, specifically the trimming the rose bushes and leaf blowing the area. Mr. Douglas informed the Council that Chris Stone manages the area and it is targeted in the spring. Councilor Arnold recommended having volunteers to begin the clean-up of that area.

The meeting was adjourned at 4:00 PM

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Norm Searle, Mayor

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Jackie Manning, City Recorder

Date Approved: **April 19, 2016**