

**TOWN OF PAYSON  
TOWN COUNCIL MEETING  
MINUTES OF THE SPECIAL MEETING  
June 26, 2007**

**CALL TO ORDER**

Vice-Mayor Fruth called the meeting to order at approximately 4:07 p.m.

**PLEDGE OF ALLEGIANCE**

**PRESENT:** Mayor Bob Edwards, Vice-Mayor Tim Fruth, Council Member Ed Blair, Council Member Andy Romance, Council Member Mike Vogel, Council Member Su Connell, and Council Member John Wilson.

**STAFF PRESENT:** Fred Carpenter - Town Manager, Sam Streichman - Town Attorney, Silvia Smith - Town Clerk, LaRon Garrett - Public Works Engineer, Gordon Gartner - Police Chief, Jerry Owen - Community Development Director, Debra Galbraith, Chief Fiscal Officer, Colin P. Walker, Water Superintendent, and Rick Manchester, Parks and Recreation Director.

**OTHERS PRESENT:** Tim Wright, Deputy Town Attorney; Commander Don Engler; Curtis Ward, Deputy Town Engineer; Diane Stoyer, Legal Department Office Manager; Margaret Jesus, Library; Teddy Tomerlin, Street Department; Cathy Boone, Main Street; Marci Huffman, Chief Deputy Town Clerk.

**PURPOSE OF MEETING**

1. Discussion/possible action on 2007-2008 budget, including, but not limited to, new staffing requests, balance of market adjustments, ancillary pay (stipends), and revisions to existing positions. Debi Galbraith also stated that clarification was needed on non-profit funding.

Bob Smith, Human Resources Director, presented the balance of market adjustments that were capped at \$8,000, if the market adjustment was more than \$8,000, and for those who would have made more than \$70,000 were capped at \$70,000, and those employees whose wages were more than \$70,000 did not receive a market adjustment. He then entertained questions from council.

In answer to Clmn. Blair's questions regarding a list of all other employees, Mr. Smith said he could provide a list of all employee wages. The employees not on the list before council had received their market increases. For 2007/08 all employees will receive a 2.1% Cost of Living Adjustment (COLA).

Clarification was made that council needed to direct staff to grant either the entire balance or a portion of it out over the next year. The council was given some options in their packet.

Council could grant the full market adjustment for those who did not receive their full market adjustment. Mr. Smith provided two other options, one being a \$3,000 cap, and another a \$4,000 cap.

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Council went over the list provided.

Mayor Edwards moved to approve the 4th column from the right (\$3,000 cap), seconded by Clmn. Blair. Clmn. Wilson said he would prefer to approve the full amount of market without caps. He said he would go with the \$4,000 cap if there was any conflict. Clmn. Wilson felt government workers were always underpaid. Clmn. Vogel agreed.

There was discussion concerning too many classifications, the market study, and employees receiving full market.

Clmn. Wilson amended the motion to approve the entire salary adjustment without caps, seconded by Clmn. Connell. Clmn. Vogel requested that the motion be further amended raise not to exceed market values. Motion failed, 3-4. Clmn. Wilson, yes; Clmn. Vogel yes; Clmn. Romance, no; Clmn. Connell, yes; Clmn. Blair, no; Vice-Mayor Fruth, no; Mayor Edwards, no.

There was discussion about positions apart from individuals. Vice-Mayor Fruth believed that the motion should go with the \$4,000 cap.

Clmn. Wilson amended his amended motion to grant the raise with the \$4,000 cap, seconded by Clmn. Connell. Mayor Edwards felt that each department head should determine what each employee should be paid. He said he would go with the \$3,000 cap even though he felt it was not the right approach, and then he would direct the staff in the future to come in individually and make those cases. He felt that council needed to take a hard look at all of the positions.

A roll call vote was taken. Clmn. Blair, no; Clmn. Romance, yes; Clmn. Connell, yes; Clmn. Vogel, yes; Clmn. Wilson, yes; Vice-Mayor Fruth, yes; Mayor Edwards, no. Motion carried 5-2.

Retiring Police Chief Gordon Gartner was presented with a plaque by the Mayor. Chief Gartner said that several agencies are offering to pay officers \$65,000 per year, not counting speciality. He commended the staff.

Bob Smith provided a handout concerning ancillary pay that included incentive (stipend) shift differential pay, uniform allowance, paid in addition to base pay, not including bonuses or performance. There was conversation about PSPRS an stipends. Stipends are not included in PSPRS. Stipends are included in ASRS.

Clmn. Wilson moved to direct that the stipend be included in the base pay for retirement purposes. Bob Smith, Human Resources Director, said that if an employee did not in the future do whatever the stipend was for, that it should be taken out of their base pay. Clmn. Vogel seconded. Motion carried, 7-0.

**Permit Technician.** Jerry Owen, Community Development Director, requested a permit technician to work the front counter and help with the walk-in and telephone traffic. It would be cost effective and improve services. It would also allow an experienced employee to do residential, a building inspector trainee, and a zoning code enforcement person.

There were comments about the importance of service and addressing issues regarding code enforcement. It would also include helping with the immigration issue.

Vice-Mayor Fruth moved to authorize staff to hire this position. Motion was seconded by Clmn. Vogel. Motion carried, 7-0.

**Main Street Manager Position.** The request was to fill this position to refocus on GVRA, because there was a need to invest in the area a few more years before fully marketing. Council was encouraged to leave the position in.

After considerable discussion and a short history from Dick Wolfe, chairman of the GVRA, of how the program had changed the blighted area to a much nicer area, it was consensus to leave the money in the budget and then to decide at a special meeting on June 11th at 5:00 p.m., what would be done with the position.

The meeting took a break at 5:48 p.m. and reconvened at approximately 6:00 p.m. with all Council Members present.

Fred Carpenter, Town Manager, wanted to clarify what Council intended to do about non-profits. Last year Council had decided to reduce the amount to non-profits by 20% per year over a five-year period.

**Safety Coordinator Position.** Bob Smith had given out packets and said he would entertain questions.

He gave the history of refunds from the insurance pool. The Council puts it into the general fund. He recommended using this money for the requested Safety Coordinator position.

It was felt this was unwise to count on rebate and add to projected income. It would be variable from year to year.

This position would always be budgeted to \$77,280. It was not new money.

There was discussion regarding whether or not the position would have an affect on Workmen's Compensation claims. The position would be part-time between Human Resources and the Fire Department which would eliminate Town benefits. A safety committee comprised of one person from each department would be formed. Fire Chief Marty deMasi said this position would enable the fire department to pay more attention to inspection of larger businesses.

Vice-Mayor Fruth moved to remove the position from the budget, seconded by Clmn. Connell. Clmn. Blair said he was more in favor of keeping the Safety Coordinator in the budget because he felt there were special laws about bloodborne pathogens. Bob Smith said OSHA requires that everyone be trained in those areas he had documented. There is one person in the Fire Department and one person in the Police Department who could train in bloodborne and airborne pathogens. Mike Vogel felt it should be looked at again in the future. Motion carried 5-2; Clmns. Blair and Wilson dissented.

Fred Carpenter then clarified that money not allocated will go back into the Rainy Day Fund.

**ADJOURNMENT**

The meeting adjourned at 6:28 p.m.

\_\_\_\_\_ Date: \_\_\_\_\_

Bob Edwards, Mayor

ATTEST:

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Silvia Smith, Town Clerk

**Certification**

I hereby certify that the foregoing minutes are a true and correct copy of the minutes of the special meeting of the Town Council of the Town of Payson held on this day the 26 of June, 2007. I further certify that the meeting was duly called and held and that a quorum was present.

DATED this \_\_\_\_ day of \_\_\_\_\_, 2007.

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Marcia F. Huffman, Chief Deputy Town Clerk