**PARK CITY COUNCIL MEETING**
**SUMMIT COUNTY, UTAH**
**JUNE 1, 1995**

PUBLIC NOTICE IS HEREBY GIVEN that the City Council of Park City, Utah will hold its regularly scheduled meeting at the Marsac Municipal Building, 445 Marsac Avenue, Park City, Utah for the purposes and at the times as described below on Thursday, June 1, 1995.

**AGENDA**

**Closed Session**

2:00 p.m. Personnel matter
4:00 p.m. Property acquisition
4:15 p.m. Break

**Work Session**

4:30 p.m. Council questions and comments
4:45 p.m. Budget review
5:45 p.m. Review of regular meeting

**Regular Meeting**

6:00 p.m.

I **ROLL CALL**

II **PUBLIC INPUT**

III **MINUTES OF MEETING OF MAY 25, 1995**

IV **CONSENT AGENDA**

Award of contract to Mountain America Tile in an amount not to exceed $20,800 for brick paver work at the plaza located at 424 Main Street

V **PUBLIC HEARING**

Amendment to School fields master plan

VI **COMMUNICATIONS FROM COUNCIL AND STAFF**

VII **ADJOURNMENT**

**Posted: 5/26/95**

**PARK CITY COUNCIL MEETING**
**SUMMIT COUNTY, UTAH**
**JUNE 1, 1995**

## I ROLL CALL

Mayor Brad Olch called the regular meeting of the City Council to order at approximately 6 p.m. at the Marsac Municipal Building on Thursday, June 1, 1995. Members in attendance were Brad Olch, Ruth Gezelius, Roger Harlan, Lou Hudson, and Shauna Kerr. Leslie Miller was excused. Staff present were Toby Ross, City Manager; Bob Johnston, Leisure Services Director; and Jodi Hoffman, City Attorney.

## II PUBLIC INPUT

The Mayor invited the public to comment on any matter of City business. Hearing none, the public input session was closed.

## III MINUTES OF MEETING OF MAY 25, 1995

Roger Harlan noted that as Mayor Pro Tem, he "passed the gavel" to Ruth Gezelius so that he could make a motion and asked that that action be indicated in the minutes. Ruth Gezelius, "I move approval of the minutes as corrected". Roger Harlan seconded. Motion carried.

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| Ruth Gezelius | Aye |
| Roger Harlan | Aye |
| Lou Hudson | Aye |
| Shauna Kerr | Aye |
| Leslie Miller | Absent |

## IV CONSENT AGENDA

Ruth Gezelius, "I move approval of the Consent Agenda item". Shauna Kerr seconded. Motion carried.

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| Ruth Gezelius | Aye |
| Roger Harlan | Aye |
| Lou Hudson | Aye |
| Shauna Kerr | Aye |
| Leslie Miller | Absent |

Award of contract to Mountain America Tile in an amount not to exceed $20,800 for brick paver work at the plaza located at 424 Main Street - See attached staff report.

## V PUBLIC HEARING

Amendment to School fields master plan - Bob Johnston reported that in 1991, the City Council adopted the School Fields Master Plan. Through illustration of a map, Mr. Johnston pointed out the three areas planned. Area 3 is referred to as the "North Forty" which has been completed and working well. Once the decision was made regarding the footprint of the high school, planning resumed to accommodate the high school expansion and to provide an improved open play area for the elementary schools by leveling the area for supervision purposes. Mr. Johnston continued that there was input at the public hearing before the Parks, Recreation and Beautification Advisory Board and all concerns have been mitigated with neighbors.

With regard to the grading of the field raised by Roger Harlan, Bob Johnston explained that this project will run about $1.3 million. The City's commitment is $1 million over ten years and the City has already spent $480,000 in meeting its school lease agreement obligation. The City's contribution to this project is about $570,000 which will complete the obligation. The City Manager explained that the City has a maintenance obligation which is on-going and a $1 million capital investment and that the School District will grade the entire project as part of its construction.

With no further comments or questions from the public or the Council, the public hearing was closed. Action is anticipated on June 8, 1995.

## VI COMMUNICATIONS FROM COUNCIL AND STAFF

Development in the Kimball Junction area - Shauna Kerr pointed out that although the Kimball Junction area is not in Park City's jurisdiction, it is its "front door". She expressed her concern that recent applications to the County may not be the vision that this community and Basin residents had in mind. Discussion ensued regarding the results of the charette held years ago and the Mayor suggested that staff explore this issue to come up with recommendations for approaching the County Commissioners.

## VII ADJOURNMENT

With no further business, the regular meeting of the City Council was adjourned.

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## MEMORANDUM OF CLOSED SESSION

The City Council met in closed session at approximately 2 p.m. Members in attendance were Mayor Brad Olch, Ruth Gezelilus, Roger Harlan, Lou Hudson, and Shauna Kerr. Leslie Miller was excused. Staff present were Toby Ross, City Manager; and Jodi Hoffman, City Attorney for the personnel matter discussion. Ruth Gezelius, "I move to close for a personnel matter". Shauna Kerr seconded. Motion carried.

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| Ruth Gezelius | Aye |
| Roger Harlan | Aye |
| Lou Hudson | Aye |
| Shauna Kerr | Aye |
| Leslie Miller | Absent |

The closed session adjourned at approximately 3:45 p.m. The City Council reconvened in closed session at approximately 4:05 p.m. to discuss property acquisition. Staff present were Toby Ross, City Manager; Jodi Hoffman, City Attorney; Mark Harrington, Assistant City Attorney; Meg Ryan, Planner; and Myles Rademan, Public Affairs Director. Roger Harlan, "I move to close for property acquisition". Ruth Gezelius seconded. Motion carried. The meeting opened for work session at approximately 4:30 p.m.

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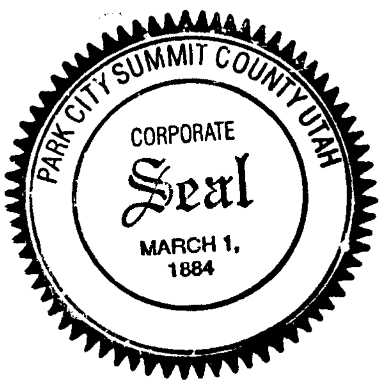
Prepared by Janet M. Scott




Janet M. Scott

Janet M. Scott
Deputy City Recorder

**PARK CITY COUNCIL WORK SESSION**
**SUMMIT COUNTY, UTAH**
**JUNE 1, 1995**

**Present:** **Brad Olch, Roger Harlan, Lou Hudson, Shauna Kerr, Ruth Gezelius, Toby Ross, Jodi Hoffman, Kent Parker**

**Absent:** **Leslie Miller**

1. **Council questions and comments.** Lou Hudson asked about the traffic that could be generated by the Flagstaff Annexation. Toby Ross described the studies that applicants must submit and that the densities are being negotiated down which will affect the impact of traffic.

Roger Harlan reported that the Coalition Condominiums are being foreclosed. Mark Harrington explained the status of the utility shut-downs, and the City's involvement with regard to water would probably not occur for two months.

2. **Budget and personnel review.** Kent Parker stated that a new feature of the budget is historical staffing for each department; highlighted positions indicate association with a budget option. He discussed the capital improvement program which has been significantly affected by the new impact fee legislation. Projects have been rearranged according to eligibility and degree of impact fee funding. It was pointed out that the policy section includes a provision that the General Fund balance will be adjusted downward to comply with state mandates. As a result, there will be transfers to the capital improvement fund and equipment replacement fund so there is flexibility with the statutory limit. Mr. Parker reviewed the capital improvement section and pointed out a new section which references by number and describes the projects.

Roger Harlan discussed anticipated cuts in federal funding, more specifically the substantial grant for the City's bus fleet and pointed out that this would be a good fund to allocate surplus General Fund revenues. Kent Parker explained the reserves in the Transportation Fund. Mr. Parker added that capital improvement projects are identified by percentage of eligibility for funding. It is estimated that the impact fees to be collected this year is $1.35 million and the following years are estimated at $1.4 million based on a valuation of $52 million, which is an average of the last five years. Toby Ross pointed out that Council will have a major policy decision regarding impact fees in two years.

Kent Parker added that the proposed pay plan is implemented in the budget document. Bob Stephen advised Council that the City has filled the Transportation Director, the Planning and Zoning Director, and Information Systems Coordinator positions. The Finance Manager application closing is tomorrow and there are interviews underway for the Recreation Services Manager.

Bob Stephens stated that in 1987, the City changed its pay plan philosophy and the General Fund budget was $8.5 million and in 1994 that grew to about $20.5 million which was a 139% increase. During that same period, the personnel line has grown from $3.5 million to $6.9 million which is about a 95% increase. The year-round staff has grown from 96 employees to 125 employees which is about a 30% increase and the temporary staff has grown from 26 to 54, which is about a 105% increase. The statistics are indicating that the full-time staff is being maintained at low levels while increasing the temporary staff, resulting in the reorganization of departments. He discussed the staffing of the Parks Department.

The concept of the pay plan is "working level" which means that when an individual is fully competent in a position he should be paid at the working level. This concept is somewhat foreign in the public sector although it is much more pervasive in the private sector. Bob Stephens explained that merit increases are given to avoid growing increases in the base line salary level. The range spreads 15% to 18% and there is a recommendation to increase the spreads to 20%. A salary survey consortium was formed along the Wasatch Front which was led by Park City, Sandy, and Murray City and 14 cities participated with a population of 25,000 or more with a minimum of 100 employees. In addition, Park City compares against Vail, Breckenridge and Aspen. Interesting enough when total compensation (including benefits) are considered, the three resorts never come up at top, although salaries are generally higher.

Bob Stephens discussed the health insurance plan and the legislative effort to allow contributing to allocations to pensions associated with bonuses. The amount set aside for lump merit increases is 4.5%; it is recommended to increase that to 7%. It is the Personnel Advisory Committee's intent to increase the salary ranges because of the cost-of-living, particularly in the Park City area, and to increase the merit increase. Currently the range runs from 0% to 10% and this would provide for the opportunity of some increases approaching 12% to 14%. The housing allowance has been purposely separated from the personnel line item, because not all employees live here. The housing allowance boundary is coterminous with the School District. There are currently 54 employees paid a housing allowance; eight are emergency response personnel. He explained that this has not been a large incentive to attract people to move in, but is an incentive to keep people from moving out. New employees moving from out-of-state find this benefit attractive. There was an increase of eight new employees on the program.

The City's turn-over rate in 1994 was about 8.5%; 1995 is looking higher. The PAC Committee is recommending increasing the housing allowance by $50 per month in the first fiscal year and then to increase it an additional $50 in the second year. In sum, the PAC Committee is recommending Council to adopt increasing the range spread by 2%, the merit pool to 7%, the housing allowance, and the 457 pension plan match. This represents $400,000, which is a $150,000 increase. Shauna Kerr stated that she felt it appropriate to raise the housing allowance the full amount the first year if the numbers work, because there is a need. Roger Harlan pointed out the new affordable housing that will be on line and asked if that would be considered with the City's supplement. Mr. Stephens responded that it is the City's intent to continue the allowance which will enhance the opportunity for employees to live within the housing allowance district and explained the proposed mortgage assistance program. He explained the 457 plan; the City matches $.50 on the dollar with a maximum of $300 a year. It is proposed to raisethe maximum to $600 a year. Bob Stephens discussed the proposed reclassification of certain positions.

Toby Ross addressed the policy section of the budget and a new section which discusses the new year end balance strategy and a provision for impact fees so that they are collected of those service areas for facilities there that are authorized by the state. He referred to the public hearing already held on water impact fees. A public hearing is anticipated on June 22 on general impact fees. A 2% collection rate is now recommended but this will change in two years from a percentage basis to an assessment or allocation by some other technique. The purchasing policy now appears in the budget and although certified notices are no longer required. The City will prepare a notice of anticipated annual purchases and mail it to licensed Park City businesses. Roger Harlan supported the local business concept.

With regard to the Administrative Service Department (including finance, data processing and personnel), Bob Stephens reported on the status of the recruitment of the Technical Services Division Director, Finance Manager, and the hiring of an intern and temporary.

Prepared by Janet M. Scott