

2022 Commission Assignments

Connects.You.

RANDY B. ELLIOTT, Chair

Elected Office Liaison

Assessor's Office Recorder's Office Surveyor's Office

COUNTY DEPARTMENTS

Community & Economic Development

- DCC Contract
- Legacy Events Center
- Property Committee
- Tourism Tax Advisory (TTAB)

Human Resources

• Risk Management Committee

GRAMA

Indigent Burial

Information Systems

USU Ext Services – liaison

Davis Conservation District

BOARD ASSIGNMENTS

Davis Council of Governments

- Davis Fund for Ec. Dev.
- CDBG Selection Committee
- Transportation Task Force

Great Salt Lake Advisory Board Indigent Defense Funds Board

Jordan River Commission

Mosquito Abatement

National Association of Counties

- Board of Directors
- Justice & Public Safety
- Rural Action Caucus

Open Doors

Utah Association of Counties

- Board of Directors
- USACCC

Wahsatch Shooters Assoc. (liaison)
Wasatch Front Regional Council

WFEDD

Wasatch Integrated Waste Systems Weber Basin Water Conservancy

COMMITTEES

DC Audit Committee

DC Budget Committee

Davis Chamber of Commerce

- Board of Governors
- Lakesiders
- Legislative Affairs

Emergency Management Council (LEPC)

Hill Air Force Base (HAFB)

Honorary Commander

LORENE M. KAMALU, Vice Chair

Elected Office Liaison

Clerk/Auditor's Office
Treasurer's Office

COUNTY DEPARTMENTS

Facilities

Health Department

- Board of Health
- Senior Services Advisory Board
- CAPE (Coalition for Abuse Prevention for Elderly)

Library

Library Board

BOARD ASSIGNMENTS

Children's Justice Center Davis Behavioral Health

- Board
- Executive & Finance

Davis Council of Governments

National Association of Counties

Transportation

Pioneer Adult Rehab Center (PARC)
Safe Harbor Domestic Violence Shelter
Utah Association of Counties

- Executive Board Secretary
- USACCC

Utah State Workforce Development Wasatch Front Regional Council

Board of Directors

Wasatch Integrated Waste Systems

COMMITTEES

DC Art Advisory Committee

DC Audit Committee

DC Budget Committee

Davis Chamber of Commerce

- Board of Governors
- Legislative Affairs
- Military Affairs (TOUMAC)

Davis Criminal Justice Coordinating Council (CJCC)

Hill Air Force Base (HAFB)

Honorary Commander

Human Services Cabinet

Human Services Directors

Inter-Generational Poverty (Davis Co.)

Local Homeless Council (Davis County)

UT Indigent Defense Commission, Chair

UT Pretrial Release & Supervision

BOB J STEVENSON, Commissioner

Elected Office Liaison

Attorney's Office Sheriff's Office

COUNTY DEPARTMENTS

Animal Care

Golf Courses

- Davis Park
- Valley View

Public Works

Weed Board

BOARD ASSIGNMENTS

Davis Council of Governments

Davis Fund

Economic Development Corp of Utah

Board of Trustees

National Association of Counties

Transportation

Northern Utah Economic Dev. Alliance South Davis Metro Fire

Board of Trustees

Utah Association of Counties

- USACCC
- WIR Board

Utah Defense Alliance

Utah Counties Indemnity Pool

Wasatch Front Regional Council

- Budget
- JPAC
- NARC

Wasatch Integrated Waste Systems

COMMITTEES

DC Audit Committee

DC Budget Committee

Davis Chamber of Commerce

- Board of Governors
- Executive

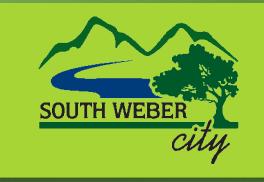
• Legislative Affairs

Hill Air Force Base (HAFB)

• Civic Leader Program

Utah Constitutional Defense Council Utah Rural Leadership Academy

Budget Priorities and Directives



South Weber Retreat - Night 2





Purpose

Agenda

Operations & Maintenance

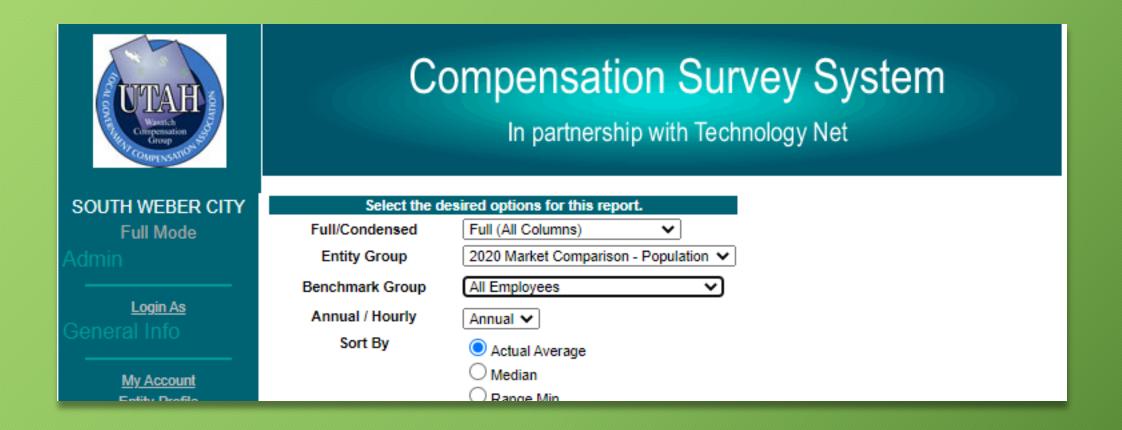
- Compensation System
- Current & Future Staffing Levels
- Law Enforcement Contract
- Wildland Program
- Self-Contained Breathing Apparatus (SCBA)
- Communications
- Dust Monitoring

Capital Projects

- Public Works Facility
- Capital Improvement Plan (CIP) Overview

Current Policy: Obtain market rates (every 2 years) from database and find the average ranges then adjust the ranges down 15% from the Market.







Compensation Survey System Advanced Comparison Detailed Report 02/17/2022

Job # 125 - C	ITY/COUNTY MANAGER																			
											Range			Ac	tual					
Entity	Preferred Title	Reports To	As Of	Hr/Yr	<=>	Flsa	Resp	#Rpts	Inc	Min	Mid	Max	Low	High	Avg	Median	Ben\$	Ben%	TCV	Updated
PARK CITY	CITY MANAGER	CITY COUNCIL	07/2021	2080.0	=	Υ	602	20	1	\$154,517	\$164,754	\$174,991	\$174,991	\$174,991	\$174,991	\$174,991	\$23,487	26.12%	\$244,185	08/26/2021
MOAB	CITY MANAGER		07/2021	2080.0		Υ	0	0	1	\$129,620	\$162,025	\$194,430	\$134,713	\$167,754	\$167,754	\$167,754	\$0	1.45%	\$170,186	06/24/2021
WOODS CROSS	CITY ADMINISTRATOR	MAYOR & CITY COUNCIL	07/2021	2080.0	=	N	34	7	1	\$0	\$0	\$0	\$165,890	\$165,890	\$165,890	\$165,890	\$18,668	30.42%	\$235,021	08/19/2021
IVINS	City Manager / City Attorney	Mayor	1/2022	2080.0	=	N	60	0	1	\$93,191	\$132,170	\$171,150	\$164,564	\$164,564	\$164,564	\$164,564	\$38,527	26.72%	\$247,063	01/17/2022
LINDON	City Administrator		02/2022	2080.0	=	Υ	0	0	1	\$104,936	\$131,030	\$157,123	\$153,109	\$153,109	\$153,109	\$153,109	\$20,869	29.16%	\$218,625	02/02/2022
SANTA CLARA	CITY MANAGER	MAYOR/COUNCIL	1/13/22	2080.0	=	N	0	0	1	\$94,854	\$113,824	\$132,795	\$136,136	\$136,135	\$136,136	\$0	\$15,785	25.83%	\$187,085	01/26/2022
WEST BOUNTIFUL	CITY ADMINISTRATOR	MAYOR	7/2021	2080.0	=	Υ	50	8	1	\$93,537	\$112,248	\$130,956	\$129,916	\$129,916	\$129,916	\$129,916	\$15,203	23.61%	\$175,792	09/21/2021
ROOSEVELT	CITY MANAGER	MAYOR/COUNCIL	07/2019	2080.0	=	N	0	0	1	\$112,273	\$140,342	\$168,410	\$128,596	\$128,596	\$128,596	\$128,596	\$18,351	26.12%	\$180,537	10/01/2019
NEPHI	CITY ADMINISTRATOR	City Council	07/2021	2080.0	=	Υ	75	11	1	\$103,127	\$114,562	\$125,998	\$125,998	\$125,998	\$125,998	\$0	\$18,167	27.33%	\$178,600	10/21/2021
RIVERDALE	CITY ADMINISTRATOR	MAYOR	07/2021	2080.0	=	Υ	120	6	1	\$103,480	\$135,086	\$166,691	\$125,777	\$125,777	\$125,777	\$125,777	\$16,048	26.71%	\$175,420	07/15/2021
WASHINGTON TERRACE	CITY MANAGER	COUNCIL/MAYOR	07/2021	2080.0	=	Υ	41	8	1	\$87,200	\$101,600	\$116,000	\$116,000	\$116,000	\$116,000	\$0	\$19,716	23.65%	\$163,150	08/30/2021
VERNAL	CITY MANAGER	MAYOR	07/2020	2080.0	=	Υ	10	10	1	\$85,546	\$105,110	\$124,674	\$115,511	\$115,511	\$115,511	\$0	\$15,250	25.61%	\$160,343	08/05/2021
MAPLETON	CITY ADMINISTRATOR	Mayor/Council	07/2021	2080.0	N	N	0	0	1	\$99,519	\$105,345	\$111,171	\$108,747	\$121,480	\$115,113	\$0	\$12,624	18.85%	\$149,436	11/16/2021
TREMONTON	City Manager	Mayor	07/2021	2080.0	=	Υ	10	10	1	\$89,544	\$110,708	\$131,872	\$114,400	\$114,400	\$114,400	\$0	\$22,600	26.12%	\$166,881	02/09/2022
WEST POINT CITY	CITY MANAGER	CITY COUNCIL	07/2020	2080.0	=	Υ	52	6	1	\$90,203	\$106,358	\$122,513	\$110,236	\$110,236	\$110,236	\$0	\$14,266	19.14%	\$145,601	07/10/2020
MORGAN CITY	CITY /COUNTY MANAGER	MAYOR AND COUNCIL	07/2021	2080.0	=	N	0	0	0	\$88,434	\$103,173	\$117,912	\$104,738	\$104,738	\$104,738	\$104,738	\$19,128	26.12%	\$151,224	01/20/2022
PLEASANT VIEW	City Administrator	Mayor and Council	7/2021	2080.0	=	Υ	42	6	1	\$92,500	\$92,500	\$92,500	\$92,500	\$92,500	\$92,500	\$0	\$7,080	1.45%	\$100,921	01/10/2022
PERRY	City Administrator / Planner	Mayor	07/2021	2080.0	=	Υ	10	2	1	\$69,985	\$85,732	\$101,480	\$85,530	\$85,530	\$85,530	\$0	\$49,354	59.52%	\$185,791	09/25/2021
ENOCH	City Manager	Mayor	07/2019	2080.0	=	Υ	0	0	1	\$0	\$0	\$0	\$62,441	\$84,400	\$62,441	\$0	\$18,967	26.13%	\$97,724	08/25/2021
CEDAR HILLS			7/1/2017	2080.0		N	0	0	0	\$92,344	\$115,430	\$138,516	\$0	\$0	\$0	\$115,430	\$0	1.45%	\$0	03/03/2020
			A	Average						\$99,156	\$118,444	\$137,732	\$123,673	\$127,238	\$125,747	\$143,077	\$20,227	23.58%	\$175,452	
SOUTH WEBER CITY	City Manager	Mayor and City Council	07/2020	2080.0	=	Υ	55	10	1	\$70,351	\$89,966	\$109,582	\$97,032	\$97,032	\$97,032	\$0	\$41,208	25.65%	\$163,129	07/14/2020
	Difference									(\$28,805)	(\$28,478)	(\$28,150)	(\$26,641)	(\$30,206)	(\$28,715)	(\$143,077)	\$20,981	2.07%	- (\$12,323)	
	Difference %									-40.9%	-31.7%	-25.7%	-27.5%	-31.1%	-29.6%	0.0%	50.9%	8.09%	-7.6%	
	# of Respondents	i								18	18	18	19	19	19	10	18	20	19	
	Standard Deviation	ı								\$18,592	\$21,756	\$28,129	\$28,337	\$27,496	\$29,855	\$25,004	\$9,600	12.0%	\$40,672	
	Standard Error									\$4,382	\$5,128	\$6,630	\$6,501	\$6,308	\$6,849	\$7,907	\$2,263	2.7%	\$9,331	



Position	R	ange Min	lange Mid	F	Range Max	arket Comp 2021 Min	М	arket Comp Mid	М	arket Comp Max		tate Market Min		State Market Mid	tate Market Max
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City Manager	\$	82,000.00	\$ 102,000.00	\$	122,000.00	\$ 98,439.00	\$	117,606.00	\$	136,773.00	\$	108,133.00	\$	134,378.00	\$ 160,622.00
Public Works Director	\$	68,000.00	\$ 85,000.00	\$	102,000.00	\$ 77,644.00	\$	94,484.00	\$	111,325.00	\$	95,265.00	\$	120,239.00	\$ 145,213.00
Finance Director	\$	65,000.00	\$ 82,500.00	\$		\$ 76,348.00	\$	92,996.00	\$	109,644.00	\$	89,893.00	\$	114,358.00	\$ 138,823.00
Assistant City Manager	\$	58,000.00	\$ 73,000.00	\$	88,000.00	\$ 78,341.00	\$	97,419.00	\$	116,498.00	\$	93,126.00	\$	115,588.00	\$ 138,051.00
Community Services Director	\$	58,000.00	\$ 73,000.00	\$	88,000.00	\$ 68,574.00	\$	85,078.00	\$	101,582.00	\$	89,289.00	\$	111,205.00	\$ 133,121.00
Recreation Director	\$	46,000.00	\$ 58,000.00	\$	70,000.00	\$ 54,244.00	\$	65,603.00	\$	76,961.00	\$	63,682.00	\$	79,604.00	\$ 95,527.00
Sewer/ Storm Water Superintendan	\$	45,000.00	\$ 55,000.00	\$	65,000.00	\$ 56,902.00	\$	67,935.00	\$	78,968.00	\$	59,743.00	\$	81,545.00	\$ 103,347.00
City Recorder	\$	45,000.00	\$ 56,000.00	\$	67,000.00	\$ 51,912.00	\$	63,587.00	\$	75,263.00	\$	59,485.00	\$	73,943.00	\$ 88,401.00
Assistant Public Works Director	\$	45,000.00	\$ 55,000.00	\$	65,000.00	\$ 56,411.00	\$	67,017.00	\$	77,623.00	\$	76,777.00	\$	93,700.00	\$ 110,622.00
Accountant/Treasurer	\$	40,000.00	\$ 52,000.00	\$	64,000.00	\$ 50,085.00	\$	60,435.00	\$	70,786.00	\$	58,892.00	\$	73,356.00	\$ 87,819.00
Parks Lead	\$	39,000.00	\$ 49,000.00	\$	59,000.00	\$ 53,164.00	\$	65,162.00	\$	77,159.00	\$	58,064.00	\$	72,294.00	\$ 86,525.00
Public Works Utility Worker	\$	30,000.00	\$ 37,500.00	\$	45,000.00	\$ 30,722.00	\$	38,486.00	\$	45,999.00	\$	32,515.00	\$	40,095.00	\$ 47,495.00
Development Coordinator	\$	30,000.00	\$ 36,500.00	\$	43,000.00	\$ 41,088.00	\$	47,268.00	\$	53,448.00	\$	37,258.00	\$	45,578.00	\$ 53,899.00
Planner 1	\$	30,000.00	\$ 36,500.00	\$	43,000.00	\$ 44,882.00	\$	52,780.00	\$	60,678.00	\$	43,973.00	\$	54,422.00	\$ 64,872.00
Fire Chief	\$	30.00	\$ 39.00	\$	48.00	\$ 29.77	\$	38.68	\$	47.59	\$	43.91	\$	54.36	\$ 64.82
Fire Captain	\$	18.00	\$ 22.00	\$	26.00	\$ 20.71	\$	26.61	\$	32.51	\$	25.45	\$	29.94	\$ 34.43
Recreation Coordinator	\$	15.33	\$ 18.02	\$	20.72	\$ 18.03	\$	21.20	\$	24.37	\$	18.85	\$	23.10	\$ 27.35
Community Relations Assistant	\$	13.91	\$ 18.47	\$	23.02	\$ 16.37	\$	21.73	\$	27.09	\$	26.04	\$	32.81	\$ 39.59
Firefighter/EMT	\$	13.50	\$ 17.00	\$	20.50	\$ 15.49	\$	18.98	\$	22.46	\$	17.24	\$	20.80	\$ 24.36
Firefighter/Paramedic	\$	13.50	\$ 17.00	\$	20.50	\$ 17.32	\$	20.63	\$	23.93	\$	18.13	\$	22.42	\$ 26.72
Customer Service / Utility Billing	\$	13.00	\$ 16.50	\$	20.00	\$ 16.19	\$	19.67	\$	23.15	\$	16.42	\$	20.29	\$ 24.16
Code Enforcement Officer	\$	12.50	\$ 16.25	\$	20.00	\$ 21.50	\$	26.69	\$	31.88	\$	19.49	\$	23.99	\$ 28.48
School Crossing Guard	\$	9.25	\$ 11.13	\$	13.00	\$ 12.11	\$	14.02	\$	15.92	\$	11.44	\$	13.43	\$ 15.42
Recreation Clerk	\$	8.50	\$ 11.75	\$	15.00	\$15.38		\$18.85		\$22.33	\$	15.38	\$	18.85	\$ 22.33
Recreation Aide	\$	8.50	\$ 11.75	\$	15.00	\$ 12.51	\$	14.98	\$	17.45	\$	12.51	\$	14.98	\$ 17.45
							11111		111111		111111		111111		



Summary	Total Current Salary	# of Employees Under Market Comp	# of Employees Under State Market
Whole Organization	\$ 1,435,408.40	35	52
Administrative Services	\$ 243,906.00	1	2
Community Services	\$ 185,116.80	8	9
Fire	\$ 425,830.80	13	27
Public Works	\$ 365,518.40	1	2
Recreation	\$ 106,876.40	12	12

Compensation System: Update & Fix the Ranges

We utilized the Market Comp Data and compared the numbers to the State Overall Data. We studied the positions, not the people.





Position	Range Min			Market Comp 2021 Min	S	tate Market Min
City Manager	\$	82,000.00	\$	98,439.00	\$	108,133.00
Public Works Director	\$	68,000.00	\$	77,644.00	\$	95,265.00
Finance Director	\$	65,000.00	\$	76,348.00	\$	89,893.00
Community Services Director	\$	58,000.00	\$	68,574.00	\$	89,289.00
Recreation Director	\$	46,000.00	\$	54,244.00	\$	63,682.00
Sewer/ Storm Water Superintendent	\$	45,000.00	\$	56,902.00	\$	59,743.00
City Recorder	\$	45,000.00	\$	51,912.00	\$	59,485.00
Assistant Public Works Director	\$	45,000.00	\$	56,411.00	\$	76,777.00
Accountant/Treasurer	\$	40,000.00	\$	50,085.00	\$	58,892.00
Parks Lead	\$	39,000.00	\$	53,164.00	\$	58,064.00
Public Works Utility Worker	\$	30,000.00	\$	30,722.00	\$	32,515.00
Development Coordinator	\$	30,000.00	\$	41,088.00	\$	37,258.00



Position	Ran	ge Min	New Rang	ge 2022 Min
City Manager	\$	82,000.00	\$	100,000.00
Public Works Director	\$	68,000.00	\$	80,000.00
Finance Director	\$	65,000.00	\$	80,000.00
Community Services Director	\$	58,000.00	\$	80,000.00
Assistant Public Works Director	\$	45,000.00	\$	65,000.00
Recreation Director	\$	46,000.00	\$	55,000.00
City Recorder	\$	45,000.00	\$	55,000.00
Water Superintendent	\$	45,000.00	\$	55,000.00
Accountant/Treasurer	\$	40,000.00	\$	55,000.00
Parks Lead	\$	39,000.00	\$	55,000.00
Public Works Utility Worker 4	\$	40,000.00	\$	45,000.00
Development Coordinator	\$	30,000.00	\$	45,000.00
Public Works Utility Worker 3	\$	36,000.00	\$	41,000.00
Public Works Utility Worker 2	\$	32,000.00	\$	38,000.00
Public Works Utility Worker 1	\$	30,000.00	\$	35,000.00



Position	Range Min	Mark	et Comp 2021 Min	State Market Min
Fire Chief	\$ 30.00	\$	29.77	\$ 43.91
Fire Captain	\$ 18.00	\$	20.71	\$ 25.45
Recreation Coordinator	\$ 15.33	\$	18.03	\$ 18.85
Community Relations Assistant	\$ 13.91	\$	16.37	\$ 26.04
Firefighter/EMT	\$ 13.50	\$	15.49	\$ 17.24
Firefighter/Paramedic	\$ 13.50	\$	17.32	\$ 18.13
Customer Service / Utility Billing	\$ 13.00	\$	16.19	\$ 16.42
Code Enforcement Officer	\$ 12.50	\$	21.50	\$ 19.49
School Crossing Guard	\$ 9.25	\$	12.11	\$ 11.44
Recreation Clerk	\$ 8.50	\$	15.38	\$ 15.38
Recreation Aide	\$ 8.50	\$	12.51	\$ 12.51



Position	Range Min	New Range 2022 Min				
Fire Chief	\$ 30.00	\$	32.00			
Fire Captain	\$ 18.00	\$	22.00			
Code Enforcement Officer	\$ 15.00	\$	21.50			
Community Relations Assistant	\$ 15.73	\$	18.50			
Firefighter/Paramedic	\$ 13.50	\$	18.50			
Recreation Coordinator	\$ 15.73	\$	18.50			
Customer Service / Utility Billing	\$ 13.00	\$	17.00			
Firefighter/EMT	\$ 13.50	\$	16.50			
Recreation Clerk	\$ 8.50	\$	15.50			
Recreation Aide	\$ 8.50	\$	12.50			
School Crossing Guard	\$ 9.25	\$	12.50			





Fix Employee's Point in Range



Get Within Market



Tiered COLA Adjustment



Longevity Variable

Get Within Market

- One of the main goals is to ensure that all employees fall within the Market Comp Range.
- The Proposed Ranges will accomplish this.

	# of Employees Under Market Comp
Whole	
Organization	35
Administrative Services	1
Community Services	8
Fire	13
Public Works	1
Recreation	12

Tiered COLA

- The SSA suggests a COLA of 5.9%
- Flat COLA tend to benefit employees with larger salaries.
- The economic impacts tend to affect the employees with smaller salaries.
- This tiered COLA helps bridge the gaps made by the flat rate.

Wage Bracket	COLA
\$40/Hr+	3.0%
\$30/Hr - 39.99/Hr	6.0%
\$20/Hr - 29.99/Hr	9.0%
\$10/Hr - 19.99/Hr	12.0%
Under \$10/Hr	15.0%

Longevity Variable

- Longevity is important for the organization.
- This structure tries to replicate the Compensation Structure as if it were perfect each year.

Time In	Point in
Organization	Range
>1.99 Years	10%
>4.99 Years	20%
>9.99 Years	35%
>14.99 Years	50%
>19.99 Years	75%



Fix Employee's Point in range

First Issue: Getting Employees Within Range

• Example Rec Front Desk: Current Pay \$9.50, Comp Range \$15.50, Increase \$6.00

Second Issue: Employees Within/Close to Range but have been compensated at the less 15% rate - Implementing a Tiered COLA

- Public Works Utility Worker: Current Pay \$16.27, Comp Range \$16.82, Increase \$0.55
- Tiered COLA: Current Pay: \$16.27, Tiered COLA Range 12%, Increase \$1.95

Third Issue: Employees with Longevity in the Organization who would be dropped to a drastically lower point in the range.

- Fire Fighter w/ 19 Years: Current Pay \$16.48, Comp Range \$16.50, Increase \$0.02
- Tiered COLA: Current Pay \$16.48, Tiered COLA Range 12%, Increase \$1.98
- Time Variable: Current Pay \$16.48, Time>14.99 Years Range 50%, Increase \$6.65



Fix Employee's Point in Range

												e Increase to o Get to							New Point I in Market				New Point in								lew Pay		
										on Market Stat	to get i	o Getto t State							Range			Impact	Point in Market	State '			Point in Range		Hybrid with F Time Increase	Time	Rate		
v	w.					w.		Worked	Range	Rar 😛 Mark	et Rang	↓ Mark ↓	(5.9%)	Impact i	Range SSA N	Market SSA	Increase	Impact	Tiere 😛	Tieret 😛	Increase	-	Hybr 😛	Hybr 😛	Time	· ·	Tim 🐷	Time	w.		HyTime		
		5/14/2018 City Manager					2080 \$ 108,160.00			20% 0%	\$ (8,000	00) \$ (27.00	\$ 114,541.440	6,381.44	36%		\$ 111,404.80				\$ 111,404.80			6% 5				-8%	\$ 111,404.80				
	McRae Larsen	7/23/2014 Finance Director 7/1/1990 Public Works Director	Full-Time Full-Time	Administrative Services Public Works	David Larson \$	49.36	2080 \$ 102,668.80			71% 26% 61% 8%	\$ (22,658	80) S (11 ,775.80	\$ 108,726.259 \$ 105,245.962 \$	6,057.46	90%		\$ 105,748.86 \$				\$ 105,748.86 : \$ 102,363.87 :			32% S	86,400.00			-7% 17%		\$ 3,080.06 \$ \$ 2,981.47 \$			
revor	Cahoon	7/6/2021 Community Services Director	Full-Time	Community Services	David Larson \$	33.65	2080 \$ 69,992.00	0.99	40%	-31% -44%	\$ 10,008	00 \$ 19,297.00	\$ 74,121.528	4,129.53	-18%	-35%	\$ 74,191.52	\$ 4,199.52	-18%	-34%	\$ 80,000.00	\$ 10,008.00	0%	-21% 5	80,000.00	\$ 10,008.00	0%	-21%	\$ 80,000.00	\$ 10,008.00 \$	38.46		
	Wageman Smith	1/1/2001 Assistant Public Works Director 6/5/2017 City Recorder	Full-Time Full-Time	Public Works Administrative Services			2080 \$ 69,451.20 2080 \$ 65,915.20			17% -22% 50% 22%		20) \$ 7,325.80 20) \$ 6,430.20	\$ 73,548.821 5 \$ 69,804.197 5		33% 67%		\$ 73,618.27 5 \$ 69.870.11 5		33%		\$ 73,618.27 \$ 69,870.11			-9% S	84,500.00 : 59,400.00 :	\$ 15,048.80 \$ (6,515.20)	75% 20%	23%		\$ 4,167.07 \$ \$ 3,954.91 \$			
urtis	Brown	1/7/2010 Recreation Director	Full-Time	Recreation	David Larson \$	24.83	2080 \$ 51,646.40	12.49	24%	-15% -38%	\$ 3,353	60 \$ 12,035,60	\$ 54,693.538 (3,047.14	-1%	-28%	\$ 56,294.58	\$ 4,648.18	6%	-23%	\$ 56,294.58	\$ 4,648.18	6%	-23% 5	62,700.00	\$ 11,053.60	35%	-3%	\$ 62,700.00	\$ 11,053.60 \$	30.14		
	Johnson Springmeyer	7/31/2016 Water Superintendant 10/26/2021 Accountant/Treasurer	Full-Time Full-Time	Public Works Administrative Services	Mark Larsen \$		2080 \$ 47,299.20			-35% -29% -19% -28%		80 \$ 12,443.80 00 \$ \$140.00		2,790.65	-22% 6M		\$ 51,556.13 \$ \$ 55,319.68 \$		-16%		\$ 55,000.00			-11% S	59,400.00		20%	-196		\$ 12,100.80 \$ \$ 4,567.68 \$			
orey	Wilson	7/5/2021 Public Works Utility Worker 3	Full-Time	Public Works	Mark Larsen \$	21.78	2080 \$ 45,302.40	0.99	62%	22% 17%	\$ (4,3	40) \$ 🐞,302.40	\$ 47,975.242	2,672.84	35%	31%	\$ 49,379.62	\$ 4,077.22	42%	39%	\$ 49,379.62	\$ 4,077.22	42%	39% 5	41,000.00	\$ (4,302.40)	0%	-5%	\$ 49,379.62	\$ 4,077.22 \$	23.74		
	Guill McFarland	5/30/2017 Development Coordinator 5/12/2014 Public Works Utility Worker 2			Trevor Cahoon \$ Mark Larven \$		2080 \$ 43,014.40			-10% 35% -8% 2%		60 \$ 5 ,756.40		2,537.85	3%		\$ 46,885.70 \$		9% 14%		\$ 46,885.70 :			58% S	49,000.00			71% : 27% :		\$ 5,985.60 \$ \$ 5,600.00 \$			
cob	Anderson	8/17/2020 Public Works Utility Worker 1	Full-Time	Public Works	Mark Larsen \$	16.77	2080 \$ 34,881.60	1.87	33%	-1% 16%	\$ 118	40 \$ 2,366.60	\$ 36,939.614	2,058.01	10%	30%	\$ 39,067.39	\$ 4,185.79	20%	44%	\$ 39,067.39	\$ 4,185.79	20%	44% 5	35,000.00	\$ 118.40	0%	17%	\$ 39,067.39	\$ 4,185.79 \$	18.78		
	Clark Public Works	8/11/2020 Public Works Utility Worker 1 5/1/2022 Public Works Utility Worker 1			Mark Larsen \$ Mark Larsen \$		2080 \$ 33,841.60			-6% 9% -25% -17%		40 \$ (1,326.60 00 \$ 2,515.00		1,996.65 1,770.00 \$	4%		\$ 37,902.59 \$ 33,600.00		15% -7%		\$ 37,902.59 : \$ 35,000.00 :			36% S	35,000.00 : 35,000.00 :		0%	17%		\$ 4,060.99 \$ \$ 5,000.00 \$			
		5/1/2022 Public Works Utility Worker 1					2080 \$ 30,000.00						\$ 31,770.000													\$ 5,000.00			\$ 35,000.00				
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farcela	White	11/17/2021 Oustomer Service / Utility Billing		Administrative Services			1560 \$ 24,570.00	0.62	39%			25 \$ 1,950.00		1,047.81 \$			-4%	3% 5				16%		2,948.40	8%		\$ 1.25 \$		0%	7% \$			
	Front Dask Tremea	5/1/2022 Customer Service / Utility Billing 4/18/2016 Code Enforcement Officer		Administrative Services Community Services			1560 \$ 23,790.00		32% 44%			75 \$ 2,730.00 00 \$ 4,680.00		1,827.81 S		1,403.61	-10%	-4% 5	\$ 1.83 \$		1% -7%	9%		2,854.80 4,680.00	1%	9% 22%		2,730.00	20%	7% \$	1.83 \$ 2,854.80 5.15 \$ 8,034.00		9% \$ 17.08
	King	6/12/2017 Community Relations Assistant			Trevor Cahoon \$		1560 \$ 27,206.40		24%			06 \$ 1,653.60		13,409.65 \$		1,605.18	-1899	-56% S		3,264.77	11%	-48% -48%		3,264.77	11%	-48%		4,539.60	20%	-42% \$	2.91 \$ 4,539.60		42% \$ 20.35
	Gorringe Campbell	11/1/2007 School Crossing Guard 9/20/2012 School Crossing Guard	Part-Time Part-Time	Community Services Community Services			240 \$ 2,964.00 360 \$ 3,697.20		83% 27%			15 \$ 36.00 23 \$ 802.80		(217.79) \$ 422.12 \$		174.88	-22%	41% S	\$ 1.48 \$ \$ 1.23 \$	355.68 443.66	18%	60%		355.68 802.80	18%	60% 27%		666.00 1.342.80	35% 20%	93% \$	2.78 \$ 666.00 3.73 \$ 1.342.80		93% \$ 15.13 64% \$ 14.00
			Part-Time	Community Services			360 \$ 4,129.20		59%	-14%		23 \$ 802.80 03 \$ 370.80		(9.88) \$			-5%	18% 5	\$ 1.23 \$ \$ 1.38 \$			35%		495.50	5%	35%	\$ 2.53 \$	910.80	20%	64% \$	2.53 \$ 910.80		64% \$ 14.00 64% \$ 14.00
		8/21/2019 School Crossing Guard	Part-Time	Community Services Community Services			360 \$ 3,430.80 240 \$ 2,366.40		7% 16%			97 \$ 1,069.20					-32% -27%	-34% S	\$ 1.43 \$ \$ 1.48 \$		-21% -15%	-12% -3%		1,069.20	0%	27% 27%		1,339.20	10%	45% \$ 45% \$	3.72 \$ 1,339.20 3.39 \$ 813.60		45% \$ 13.25 45% \$ 13.25
		8/19/2019 School Crossing Guard 8/30/2017 School Crossing Guard	Part-Time Part-Time	Community Services			240 \$ 2,366.40		23%	-32%	-34% \$ 2	64 \$ 633.60 39 \$ 573.60	\$ 1.58 5 \$ 1.33 5				-24%	-19% S	5 1.48 5 5 1.21 \$		-15%	-3%	\$ 2.84 5	633.60 573.60	0%	27%		813.60 753.60	10%	45% \$	3.14 \$ 753.60		45% \$ 13.25 45% \$ 13.25
	Stoker Clemenzer	7/20/2021 School Crossing Guard 8/17/2021 School Crossing Guard	Part-Time Part-Time	Community Services Community Services			240 \$ 2,400.00 360 \$ 3,600.00		20%			50 \$ 600.00 50 \$ 900.00					-25% -25%	-21% 5	\$ 1.20 \$ \$ 1.20 \$			-6% -6%		600.00 900.00	0%	27% 27%		900.00	0%	27% \$ 27% \$	2.50 \$ 600.00 2.50 \$ 900.00		27% \$ 12.50
	Judkins	1/4/2017 Fire Captain	Part-Time Part-Time		Derek Tolman \$		1040 \$ 19,968.00		20% 15%			80 \$ 2,912.00					-25% -15%	-21% 5 -57% 5	\$ 1.20 \$ \$ 2.30 \$		-17%	-6% -44%		2,912.00	0%	-38%		5,200.00	20%	-14% \$	5.00 \$ 5,200.00		27% \$ 12.50 -14% \$ 24.20
		11/30/2017 Fire Captain 6/27/2018 Fire Captain	Part-Time Part-Time		Derek Tolman \$ Derek Tolman \$		1040 \$ 22,848.80 1040 \$ 19.864.00		50%			03 \$ 31.20 90 \$ 3.016.00		3,622.31 S		1,348.08	12%	-24% 5	\$ 1.98 \$ \$ 2.29 \$	2,056.39		-1796 -4596		2,056.39	18%	-17% -38%		1,175.20	10%	-26% \$ -26% \$	1.98 \$ 2,056.39 4.00 \$ 4,160.00		-17% \$ 23.95 -26% \$ 23.10
	Martinez	6/4/2019 Fire Captain	Part-Time Part-Time		Derek Tolman \$		1040 \$ 19,864.00		16%			72 \$ 2,828.80		6,419.91 \$		1,183.02	-10%	-56% \$		2,405.14		-43% -43%		2,828.80	0%	-38%		3,972.80	10%	-26% \$	3.82 \$ 3,972.80		26% \$ 23.10
	Wilcox	9/17/2019 Fire Captain 8/27/2021 Fire Captain	Part-Time		Derek Tolman \$ Derek Tolman \$		1040 \$ 20,758.40		25%			04 \$ 2,121.60 80 \$ 3,952.00		5,712.71 \$		1,224.75	-8% -25%	-48% 5 -09% 5		2,491.01		-35%		2,491.01	3%	-35% -38%		3,265.60	10%	-26% \$	3.14 \$ 3,265.60 3.80 \$ 3,952.00		-26% \$ 23.10 -38% \$ 22.00
		9/28/2021 Fire Captain	Part-Time				1040 \$ 18,928.00		26%			90 \$ 3,952.00 91 \$ 1,986.40		5,577.51 \$			-25%	-09% S		1,880.42		-40%		1,986.40	0%	-38%		1,986.40	0%	-38% \$			-38% \$ 22.00
		11/28/2012 Fire Chief 3/12/2009 Firefighter/EMT	Part-Time Part-Time		David Larson \$ Derek Tolman \$		1560 \$ 48,796.80 520 \$ 8,320.00		7% 36%			72 \$ 1,123.20 50 \$ 260.00		19,703.60 \$ 646.89 \$		2,879.01 490.88	7% 5%	-52% S	\$ 1.88 \$ \$ 1.92 \$	2,927.81 998.40	7% 17%	-51% 9%		2,927.81	7% 17%	-51% 9%		6,115.20 1,761.50	20% 35%	-42% \$ 30% \$	3.92 \$ 6,115.20 3.39 \$ 1,761.50		
		3/12/2009 Firefighter/EMT	Part-Time		Derek Tolman \$		520 \$ 8,320.00		50%	6%		50 \$ 260.00 47) \$ (244.40					18%	10% 5	S 2.04 S		30%	25%		1,058.93	30%	25%		(244.40)	0%	-10% \$	2.04 \$ 1,058.93		25% \$ 19.39 25% \$ 19.01
		2/28/2017 Firefighter/EMT	Part-Time Part-Time		Derek Tolman \$ Derek Tolman \$		300 \$ 4,341.00 300 \$ 4,581.00		14% 25%			03 \$ 609.00 23 \$ 369.00					-14% -4%	-27% S	\$ 1.74 \$ \$ 1.83 \$		-4%	-15% -2%		609.00 549.72	0%	-10% -2%		1,104.00	20%	13% \$ 13% \$	3.68 \$ 1,104.00 2.88 \$ 864.00		13% \$ 18.15 13% \$ 18.15
	Perkins Perkins	3/24/2017 Firefighter/EMT 1/1/2013 Firefighter/EMT					300 \$ 4,581.00 300 \$ 4,728.00		32%			25 \$ 969.00 74 \$ 222.00					-4% 2%	-15% 5 -8% 5	\$ 1.83 \$ \$ 1.89 \$		14%	696		567.36	14%	-2%		717.00	20%	13% \$			
eith	Christensen	10/4/2021 Firefighter/EMT	Part-Time Part-Time	Fire	Derek Tolman \$		520 \$ 8,361.60		37%			42 \$ 218.40 50 \$ 150.00					6% 5%	-3% 5	\$ 1.93 \$		18%	11%		1,003.39	18%	11%	\$ 0.42 \$		096	-10% \$	1.93 \$ 1,003.39		11% \$ 18.01
arah	Crandell	4/27/2018 Firefighter/EMT 7/16/2018 Firefighter/EMT	Part-Time	Fire	Derek Tolman \$	16.00	300 \$ 4,800.00 300 \$ 4,800.00	3.96	36% 36%	-6%	-17% \$ 0	50 \$ 150.00	\$ 1.24	373.21 \$	0.94 \$	283.20	5%	-4% 5 -4% 5	\$ 1.92 \$ \$ 1.92 \$	576.00	17%	9%	\$ 1.92 5		17% 17%	9% 9%	\$ 1.33 \$		10%	1% \$	1.92 \$ 576.00 1.92 \$ 576.00	17%	9% \$ 17.92
cott			Part-Time Part-Time		Derek Tolman \$		300 \$ 4,791.00 300 \$ 4,380.00		35% 10%			53 \$ 159.00 90 \$ 570.00					5% -13%	-5% 5 -25% 5	\$ 1.92 \$ \$ 1.75 \$	574.92 525.60	17%	9% -13%	\$ 1.92 5	574.92	17%	9%	\$ 0.53 \$	159.00 817.50	0%	-10% S	1.92 \$ 574.92 2.73 \$ 817.50		9% \$ 17.89 1% \$ 17.33
olly	Bassett	5/23/2019 Firefighter/EMT	Part-Time	Fire	Derek Tolman \$	15.42	300 \$ 4,626.00	3.11	27%	-13%	-26% \$ 1	08 \$ 324.00	\$ 1.82 5	547.21 \$	0.91 \$	272.93	-13% -2%	-13% 5	\$ 1.85 \$	555.12	-2% 9%	0%	\$ 1.85 5	555.12	9%	-10%	\$ 1.91 \$	571.50	10%	1% \$	1.91 \$ 571.50	10%	1% \$ 17.33 1% \$ 17.33
hristopher		8/24/2020 Firefighter/EMT	Part-Time Part-Time		Derek Tolman \$		300 \$ 4,557.00 300 \$ 4,557.00		24%			31 \$ 393.00					-5%	-16% S	\$ 1.82 \$ \$ 1.82 \$		6%	-3% -3%		546.84 546.84	6%	-3% -3%		393.00	0%	-10% \$	1.82 \$ 546.84 1.82 \$ 546.84		-3% \$ 17.01 -3% \$ 17.01
eff	Peters	10/6/2021 Firefighter/EMT 8/9/2021 Firefighter/EMT	Part-Time		Derek Tolman \$ Derek Tolman \$		300 \$ 4,446.00	0.89	24% 19%	-20%	-34% \$ 📜 1	31 \$ 393.00 68 \$ 504.00	\$ 2.42	727.21 \$	0.87 \$		-10%	-16% S	\$ 1.82 \$ \$ 1.78 \$		1%	-3% -9%		546.84	1%	-3% -9%		393.00 504.00	0%	-10% \$	1.82 \$ 546.84 1.78 \$ 533.52		-3% \$ 17.01 -9% \$ 16.60
	Barnum Nicholson	7/31/2019 Firefighter/Paramedic 11/1/2021 Firefighter/Paramedic	Part-Time Part-Time		Derek Tolman \$		800 \$ 16,072.00 520 \$ 9,984.00		94% 81%			59) \$ (1,272.00 70) \$ (364.00					30%	37% \$	\$ 1.81 \$	1,445.48		44% 39%		1,445.48	37% 32%	44%	\$ (0.66) \$	(532.00)	10%	15% \$	1.81 \$ 1,446.48		44% \$ 21.90
	Nicholson McCloy	11/1/2021 Firefighter/Paramedic 6/18/2018 Firefighter/Paramedic	Part-Time Part-Time		Derek Tolman \$ Derek Tolman \$				81% 71%	0%		70) \$ (364.00 \$		(556.57) \$			12%	26% S		1,198.08		39%		1,198.08	24%	30%		(364.00) 481.00	10%	4% \$	2.30 \$ 1,198.08 2.22 \$ 1,154.40		
ecfrey	O'Rourke	4/10/2003 Firefighter/Paramedic	Part-Time		Derek Tolman \$		300 \$ 4,725.00		32%			75 \$ 825.00					-20%	-17% 5	\$ 1.89 \$		-9%	-6%		825.00	0%	4%		2,212.50	50%	58% \$	7.38 \$ 2,212.50		
	McKinney Jamleson	7/11/2002 Firefighter/Paramedic 5/20/2019 Firefighter/Paramedic	Part-Time Part-Time		Derek Tolman \$ Derek Tolman \$		520 \$ 8,569.60 520 \$ 9,360.00		43% 64%	-22% -5%	-2% \$ 0	02 \$ 1,050.40 50 \$ 260.00	\$ 0.13				-11% 0%	-8% §	\$ 1.98 \$ \$ 2.16 \$	1,028.35	18%	4% 24%		1,050.40	18%	4% 24%		3,455.40 741.00	50% 10%	58% \$ 15% \$	6.65 \$ 3,455.40 2.16 \$ 1,123.20		
	Phillips	12/19/2019 Firefighter/Paramedic	Part-Time		Derek Tolman \$		520 \$ 9,105.20		57%	-11%	-7% \$ 0	99 \$ 514.80	\$ 0.62				0%	5% 5	\$ 2.10 \$			17%		1,092.62	12%	17%		995.80	10%	15% \$	2.10 \$ 1,092.62		
	Pincombe Graser	1/21/2020 Firefighter/Paramedic 1/6/2021 Firefighter/Paramedic	Part-Time Part-Time		Derek Tolman \$ Derek Tolman \$		520 \$ 9,105.20 520 \$ 9,105.20		57% 57%	-11% -11%		99 \$ 514.80 99 \$ 514.80					0%	5% 5		1,092.62		17% 17%		1,092.62	12% 12%	17% 17%		995.80 514.80	10%	15% \$ 4% \$	2.10 \$ 1,092.62 2.10 \$ 1,092.62		17% \$ 19.61 17% \$ 19.61
revor	Nuttall	8/6/2021 Firefighter/Paramedic	Part-Time	Fire	Derek Tolman \$	17.51	520 \$ 9,105.20	0.90	57%	-11%	-7% \$ 0	99 \$ 514.80	\$ 0.62	322.23 \$			0%	5% \$	\$ 2.10 \$	1,092.62	12%	17%	\$ 2.10 5	1,092.62	12%	17%	\$ 0.99 \$	514.80	0%	4% \$	2.10 \$ 1,092.62		17% \$ 19.61
	Romney Gall	1/16/2017 Firefighter/Paramedic 8/7/2019 Firefighter/Paramedic	Part-Time Part-Time		Derek Tolman \$ Derek Tolman \$		520 \$ 9,100.00 520 \$ 9,100.00		57% 57%	-11% -11%		00 \$ 520.00 00 \$ 520.00				536.90 536.90	0%	5% S	\$ 2.10 \$ \$ 2.10 \$	1,092.00		17% 17%		1,092.00	12% 12%	17% 17%		1,482.00	20% 10%	26% \$ 15% \$	2.85 \$ 1,482.00 2.10 \$ 1.092.00		26% \$ 20.35 17% \$ 19.60
merson		12/29/2016 Firefighter/Paramedic	Part-Time	Fire	Derek Tolman \$	17.33	520 \$ 9,011.60	5.51	55%	-13%	-9% \$ 1	17 \$ 608.40	\$ 0.80	415.83 \$	1.02 \$	531.68	-2%	3% 5	\$ 2.08 \$	1,081.39	10%	15%	\$ 2.08 \$	1,081.39	10%	15%	\$ 3.02 \$	1,570.40	20%	26% \$	3.02 \$ 1,570.40	20%	26% \$ 20.35
	Larsen Young	2/23/2021 Firefighter/Paramedic 2/9/2021 Firefighter/Paramedic	Part-Time Part-Time		Derek Tolman \$ Derek Tolman \$		520 \$ 9,011.60 520 \$ 8,918.00		55% 52%	-13% -15%	-9% \$ 1	17 \$ 608.40 35 \$ 702.00					-2% -4%	3% S	\$ 2.08 \$ \$ 2.06 \$	1,081.39	10%	15%		1,081.39	10%	15%		608.40 702.00	0%	4% \$	2.08 \$ 1,081.39 2.06 \$ 1.070.16		15% \$ 19.41 13% \$ 19.21
		11/6/2014 Firefighter/Paramedic	Part-Time		Derek Tolman \$		520 \$ 8,876.40		51%			43 \$ 743.60		551.03 \$		523.71	-5%	-1% \$		1,065.17			\$ 2.05 \$		7%		\$ 3.28 \$		20%		3.28 \$ 1,705.60		



Three Proposed Options for Compensation

Market

Total Potential Fiscal Impact from FY23 \$130,000

 On the Hybrid Model with Time we will compare the impact to salary and in most cases grant whichever is higher.

COLA

Total Potential Fiscal Impact from FY23 \$195,000

 Staff would recommend the Hybrid Model with Time in order to do the most course correction.

Time/ Hybrid Total Potential Fiscal Impact from FY23 \$275,000

 These numbers are approximate and may change through the budget process.

Compensation System: Long Term

- This fix will get almost every employee fairly compensated for Time, Range, and Job Duties.
- The next step will be establishing a long-term solution with a set compensation structure and Market Evaluations.
- Current is every other year Market Review, but the organization only practices a merit-based increase up to 3%.
- Suggested option would to be adopt a COLA with a merit bump. COLA to adjust ranges and merit to compensate an employee's performance.



Discussions?





Staffing Needs

Department	Current Total	FT/PT	Future Needs
Executive	1	1/0	-
Admin/Finance	5	3/2	6 to 7
Community Services	12	2/10	13 to 14
Public Works	7	7/0	12 to 14
Fire	41	0/41	2 to FT
Recreation	10	1/9	11 to 12



Law Enforcement Contract

Law Enforcement Contract: Current with DCSO

- July 1, 2019 June 30, 2022
- \$221,880 annually
- Specifically calls out 10 hours/day of active patrol along with all other law enforcement services
- Staff has researched multiple law enforcement options other agencies, start our own, etc
- Public Safety Committee has been working with DCSO
- Latest suggestion: extend 1 year to give time to evaluate the long-term solution





What is a Wildland Program?

Proven program in other Cities

A crew and equipment separate from our ongoing station crew that deploys throughout the Country to fight wildfires

- Engine Boss
- Seasonal wildland firefighters
- May 1 to September 30

City pays up front and receives reimbursement from the State (e.g. Uintah, Knolls, East Canyon, Art Nord)

66% vs 100% rates (East Canyon - \$136 vs \$206)





Wildland Program: Neighbor's Example

Syracuse City Finances

Year	Costs (payroll and supplies)	plies) Revenue (after costs)	
FY19	\$101,304.74	\$201,674.45	
FY20	\$19,689.21	\$61,629.10	
FY21	\$53,667.85	\$150,403.27	
FY22 (so far)	\$60,570.74	\$143,704.08	

What is Needed to Make a Successful Program for SWC?



2 FT Employees (Chief, Engine Boss)

2

2 Seasonal PT Employees

3

Type 6 vehicle (pickup with water tank/pump = \$172/hour)

Considerations:

- Budget crystal ball
- Scalability





Self-Contained Breathing Apparatus (SCBA)



SCBA

- 10 Packs 2 currently need repair
- Model is discontinued
- Must be interchangable between units
- Replacement Cost \$107,075.51 (before April 15)
- Options
 - •Wait and plan for future purchase
 - •1 time purchase now (budget amendment Fund Balance/ARPA)
 - •1 time purchase next fiscal year
 - •Operating expense through lease program (\$20,618.38/year)
 - •Upon replacement, sell our old packs to a City that can't replace immediately





Public Works Facility

Public Works Facility





Finance



Construct



Bond Types

Type of Bond	Security	Repayment Source	Authority
General Obligation	Property Tax & Taxing Power	Any Legal Source	Election
Utility Revenue	Utility Revenues	Utility Revenues	Resolution
Excise Tax Revenue	Excise Tax	Any Legal Source	Resolution
Lease Revenue/Capital Lease	Annual Appropriations & Improvements	Any Legal Source	Resolution
Special Assessment	Special Assessment/ Property	Special Assessment	Resolution/ Negative Protests
Tax Increment	Tax Increment	Increment/OtherTaxes	Resolution
Tax Anticipation	Future Property Tax & Taxing Power	Future Taxes	Resolution



Capital Improvement Plan (CIP)

CIP Overview

Capital Facilities Plans

Facility Maintenance Plans

Equipment Replacement Plans





Communications

- Goals:
 - Love Letter to the City
 - Connect Individuals to the City
 - Increase Credibility



Communications Items

- Community Building Events/Activities
 - Promotional Items
- Social Media Boosts
- Text Service
- Equipment
- All City Mailers x2
- Utility Bill Inserts
- Professional Conferences

Dust Monitoring





Dust Monitoring

- We received a quote for dust monitoring with a high-class system.
 - The quote was nearly \$90,000 for 5 monitoring stations and the software involved.
- There are less expensive solutions
 - Monitors that are around \$300. Maintenance and staff time would need to be considered with this item.
- The questions that maybe don't want to be asked:
 - With what we know now, what are we hoping to achieve by monitoring, and will it be a tool that will be utilized to the fullest?