



**DELTA CITY COUNCIL  
REGULAR CITY COUNCIL MEETING**

Thursday, February 06, 2014  
Delta City Building Council Chambers  
76 North 200 West  
Delta, Utah

**PRESENT**

Mayor Gayle Bunker  
Council Member Kiley Chase  
Council Member Steven Pratt  
Council Member John Niles

Council Member Robert Banks  
Council Member Betty Jo Western

**ABSENT**

Public Works Director Alan K. Riding

**ALSO PRESENT**

City Recorder Greg Schafer  
City Employee Justin Ashby  
City Employee Randy Morris  
City Employee Scott Ross  
City Attorney Todd Anderson  
Chronicle-Progress Reporter Hannah Jones  
MCSO Lt. Morris Burton  
Fire Chief Lynn Ashby

City Employee Travis Stanworth  
Ass. Public Works Director Dent Kirkland  
Personnel Systems Mike Swallow  
Utah DNR Danon Hulet

Mayor Bunker called the meeting to order at 7:00 p.m. He stated that notice of the time, place and the agenda of the meeting had been posted at the City Building, on the Utah Public Notice website, the Delta City website, and had been provided to the Millard County Chronicle-Progress and to each member of the City Council at least two days prior to the meeting.

Opening remarks were provided by Council Member John Niles, following which Mayor Bunker led those in attendance in the Pledge of Allegiance.

**MINUTES**

The proposed minutes of the Regular City Council Meeting held January 16, 2014 were presented for approval. Following a discussion Council Member Robert Banks MOTIONED to adopt the minutes as presented of the Regular City Council Meeting held January 16, 2014. The motion was SECONDED by Council Member Steven Pratt. The motion passed with Council

Member Robert Banks, Council Member Steven Pratt, Council Member Betty Jo Western, Council John Niles voting in favor and Member Kiley Chase being absent.

#### **ACCOUNTS PAYABLE**

The Council reviewed the accounts payables of February 06, 2014 in the amount of \$305,646.61; copies of which had been provided to them at least two days prior to the meeting. Following a discussion Council Member John Niles MOVED to approve the accounts payables for February 06, 2014 in the amount of \$305,646.61. The motion was SECONDED by Council Member Robert Banks. Mayor Bunker asked if there were any questions or comments regarding the motion. There being none, he called for a vote. The motion passed with Council Member Robert Banks, Council Member Steven Pratt, Council Member Betty Jo Western, and John Niles voting in favor and Member Kiley Chase being absent.

#### **PUBLIC COMMENT PERIOD**

There were no comments from the public.

#### **Business**

##### Millard County Sheriff's Office Update

MCSO Lieutenant Morris Burton passed out reports to the Council Members reflecting both quarterly and the annual Accident Reports, Citation Reports and Incident Reports. Lieutenant Burton also reported on a recent incident of car burglaries that had been solved with the juveniles sent to Slate Canyon Detention Center. Mayor Gayle Bunker stated that he had observed deputies patrolling Main Street more often and that he appreciated the work that they did.

##### New Officers and 2013 Activity Report for Fire Department

Fire Chief Lynn Ashby reported on the fire activity for 2013. Fire Chief Ashby stated that he has 27 members with over 80 certifications. Mr. Ashby also informed the Council that beginning in March they were starting a Fire Fighter I and Fire Fighter II class at approximately 125 hours of instruction time that is open to the community with a maximum of 20 people. Mr. Ashby also updated the Council on the reconstruction with 125 man hours of the "Tender" truck, in which grant funds costs covered. Currently, the Fire Department is trying to build an eight wheel drive two man, 2,000 gallon truck as funds provide with grants, etc. Chief Ashby reported. Mr. Ashby also conveyed the newly elected officers being Lynn Ashby as chief with Travis Stanworth as his assistant Chief, Bryan Christensen as Captain used mainly for training, Jake Johnson as Lieutenant responsible for maintenance, and Rick Bublitz for Secretary responsible for records and paperwork. Mayor Bunker thanked Chief Ashby for the hard work of the Fire Department. Council Member John Niles MOVED to approve the new Fire Department officers. Council

Member Betty Jo Western SECONDED the motion. Mayor Bunker asked if there were any questions or comments regarding the motion. There being none, he called for a vote. The motion passed with Council Member Robert Banks, Council Member Steven Pratt, Council Member Betty Jo Western, John Niles and Kiley Chase, now present, voting in favor.

#### Job Descriptions and Compensation

Personnel Systems Mike Swallow presented his proposal to the Council regarding a work study, job description and compensation. Mr. Swallow stated that he had been doing business since the '80's, consulting for several states including Utah with over 100 cities, assisting in developing human resource tools. The process, Mr. Swallow apprised, includes determining job descriptions or the worth of the job, job turn over and market average in the public and private sectors. Personnel Systems & Services, Inc. also uses a highly developed data system to evaluate compensation. It was determined that there would be a three to four month time line. Mayor Bunker indicated that he would like this study completed prior to the end of the fiscal year. Council Member Steven Pratt encouraged the employees present to express their concerns regarding the job study. Dent Kirkland clarified that he didn't feel like they were disgruntled employees, but just wanting to be treated fairly. Travis Stanworth agreed with Mr. Kirkland and added that they do many, many things that are not included in a job description. Scott Ross stated that he loved his job, enjoyed the men that he worked with and hoped that they wouldn't have to lose other employees. Mr. Ross also felt that Mr. Swallow's study would be a positive factor. Justin Ashby explained that Delta City Public Works had already lost two valuable employees. Mr. Ashby determined that he also loved and took pride in his job and reckoned that Mr. Swallow would be a good asset to get their salary adjusted to where it needed to be. There was a discussion regarding different aspects of the study. Council Member Banks verbalized that he appreciated the hard work of the Delta City Employees and felt it was well worth while to have a third party determination. Council Member Kiley Chase expressed his concern that if the money was spent on this endeavor, all parties involved would agree on the study results. Council Member Steven Pratt stated that he appreciated the comments made by the employees and Council Members and added that he felt more comfortable contracting this job study in order to acquire a baseline for all city employees. Council Member Betty Jo Western assured that she appreciated all that the Delta City employees do, and if this study would bring fair pay, etc. it was a good investment. It was Council Member Betty Jo Western's recommendation to accept the project proposal of \$9,790.00 with a subscription to TechNet taking advantage of the discounted project price. City Attorney Todd Anderson asked if the city might take it a step further and add the personnel policy to the proposal, being that the current policy was antiquated. Council Member Betty Jo Western MOVED to accept the proposal from Personnel Systems & Services, Inc. for the discounted cost of \$9,790.00, and subscribe to the

added feature of TechNet at the annual rate of \$250.00, and accept the added proposal of \$2,000.00 to develop a Personnel Policy Manual. Council Member John Niles SECONDED the motion. Mayor Bunker asked if there were any questions or comments regarding the motion. There being none, he called for a vote. The motion passed with Council Member Robert Banks, Council Member Steven Pratt, Council Member Betty Jo Western, John Niles and Kiley Chase voting in favor.

Public Works Update

Assistant Public Works Director Dent Kirkland first thanked the Mayor and Council for their confidence in him. Mr. Kirkland then reported on current projects. Future Airport projects and the Sherwood water project was touched upon by Mr. Kirkland, reminding the council that they were operating shorthanded. Council Member Betty Jo Western asked Mr. Kirkland if the Street Sweeper repair was done. Mr. Kirkland stated that it was still being repaired.

Tree City USA Certification

Utah DNR Officer Danon Hulet described to the Council the "Tree City USA" program. Mr. Hulet explained some of the benefits of "Tree City USA" to the community and the environment, as well as being financially beneficial. Mr. Hulet left the Council an informational packet and application, after explaining the process at the conclusion of his presentation.

Mayor Bunker asked if there were any comment, questions, or other items to be discussed. There being none, Council Member Robert Banks MOVED to adjourn the meeting. The motion was SECONDED by Council Member Betty Jo Western. Mayor Bunker asked if there were any comments or questions regarding the motion. There being none, he called for a vote. The motion passes with Council Member Robert Banks, Council Member Steven Pratt, Council Member Betty Jo Western, Council Member John Niles and Council Member Kiley Chase voting in favor. Mayor Bunker declared the meeting adjourned at 8:50 p.m.

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GAYLE K. BUNKER, Mayor

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GREGORY JAY SCHAFER, MMC City Recorder

Minutes Approved: 02-20-2014