

Minutes of the Work Session meeting of the Syracuse City Council held on May 26, 2015, at 6:00 p.m., in the Council Work Session Room, 1979 West 1900 South, Syracuse City, Davis County, Utah.

Present: Councilmembers: Brian Duncan
Mike Gailey
Craig A. Johnson
Karianne Lisonbee
Douglas Peterson

Mayor Terry Palmer
City Manager Brody Bovero (participated via telephone)
City Recorder Cassie Z. Brown

City Employees Present:

City Attorney Clint Drake
Finance Director Steve Marshall
Public Works Director Robert Whiteley
Fire Chief Eric Froerer
Police Chief Garret Atkin
Acting Community and Economic Development Director Noah Steele
Police Lieutenant Lance Call
Police Lieutenant Heath Rogers
Administrative Intern Taylor Greenwell

The purpose of the Work Session was to receive public comments; have continued discussion regarding a proposed parking ordinance; review the concept plan report for Spring Haven, located at approximately 1840 S. 3475 W.; discuss a proposed code amendment in Title Ten of City Code pertaining to accessory structures; discuss water conservation; discuss the Fiscal Year (FY) 2016 to 2020 Employee Compensation Plan; discuss the FY 2015 to 2016 budget in general; and discuss Council business.

Councilmember Gailey offered an invocation.

[6:04:55 PM](#)

Public comments

[6:05:00 PM](#)

Brandon Law stated that he is the President of Layton Canal Irrigation and represents Black Island Farms; he wanted to discuss water conservation in the City and he asked that the City participate in enforcing water restrictions to ensure that residents and businesses are properly conserving water. He stated the area is currently experiencing drought conditions that could have severe impacts on land owners in the future, particularly farmers.

[6:06:06 PM](#)

Continued discussion of proposed parking ordinance.

A staff memo from the Police Chief explained he is requesting the adoption of an additional parking ordinance. According to ordinance 11.05.010, Syracuse City has adopted State laws related to parking violations. These laws can be found primarily in 41-6a-1401 - 41-6a-1404 of the Utah Code. The purpose of this proposed ordinance is to allow the Department to better address parking concerns of residents and to provide increased safety. This ordinance would be added to Chapter 11 Section 20 of the Syracuse City Code.

[6:06:21 PM](#)

Chief Atkin reviewed his staff memo and referred to the proposed ordinance and State Laws pertaining to parking. The Council had a general discussion regarding the proposed ordinance amendments. There was a focus on amendments that the Council felt would impact a resident's right to monitor and maintain their private property in a manner they see fit. They suggested that many parking issues could be addressed by the City's public nuisance ordinance. Councilmembers Duncan and Johnson indicated they are not supportive of an ordinance that would be stricter than sections of State Code that provide

parking restrictions. Chief Atkin indicated he will consider the feedback received tonight in order to proceed with amending his proposal pertaining to a parking ordinance.

[6:38:55 PM](#)

Concept Plan Report, Spring Haven, located at approximately 1840 S. 3475 W.

A staff memo from the Community and Economic Development Department explained Syracuse City staff has conducted a concept review of Spring Haven Subdivision:

Subdivision Name:	Spring Haven
Location:	1840 S 3475 W
Concept Plan Review	May 6, 2014
Current Zoning:	R-1 Residential
Total Area:	3.1 Acres
Net Developable Acres:	2.48 acres
Density Allowed:	7 lots
Density Requested:	7 lots

Staff is providing this report in accordance with Syracuse City Code Section 8.20.030, which reads:

8.20.030 Pre-Application Review.

The developer shall meet with City staff to review the plan of the proposed subdivision. The pre-application meeting shall be attended by staff from applicable city departments, special service districts, county agency and others as deemed necessary by the Community Development Director.

The Community Development Director shall report to the Planning Commission and City Council of pre-application meetings during regular work sessions.

[6:39:08 PM](#)

City Planner Steele reviewed the staff memo.

[6:40:44 PM](#)

The Council engaged in a discussion regarding the development of properties adjacent to the subject property, with a focus on creating adequate access to the subject property. Councilmember Lisonbee asked that every effort be made to consider appropriate access for the subject property and future development of adjacent properties.

[6:53:14 PM](#)

Code amendment, Title Ten, pertaining to accessory structures

A staff memo from the Community and Economic Development Department explained the Planning Commission held discussions regarding accessory structures on February 17, March 17, April 7, and April 21, 2015. The Council had a discussion regarding the topic on May 12 and chose to table and discuss the item further in a work session. The Planning Commission has conducted a review of the accessory structure ordinance in Title X of the City Code. The following is a summary of the changes:

- Clarify confusing language throughout
- Remove the fencing requirement
- Change the setback requirements
- Change the allowed height requirements
- Change the pool/hot tub requirements

[6:53:28 PM](#)

City Planner Steele reviewed the staff memo and he reviewed the changes that have been made to the proposed ordinance since it was last reviewed by the City Council. The Council had a focused discussion regarding the fencing requirements around pools and hot tubs, concluding that the fencing height must be a minimum of four-feet.

[7:07:48 PM](#)

Water conservation discussion

During the May 12, 2015 City Council meeting, Councilmember Lisonbee asked that an item be added to the next work session meeting agenda to discuss water conservation efforts. Her request was seconded by Councilmembers Gailey and Peterson.

[7:07:57 PM](#)

Councilmember Lisonbee noted she has received comments from residents requesting water restrictions be implemented by the City. She stated that in the past she has been against such restrictions, but this is an exceptionally low water year. She proposed a temporary resolution for this season only. She stated that the council has seen in the past that some residents follow the suggested watering schedule but many do not. She stated that there is a possibility that the secondary system would be shut off prior to the end of the season this year due to low water levels and restricted supply from the water company. She noted that residential users have a larger impact than residential users.

[7:11:22 PM](#)

Councilmember Johnson stated he will not support a resolution that allows the City to penalize residents that are not following the suggested watering schedule. Councilmember Lisonbee noted that guidelines were posted last year and though some residents followed them at the beginning of the growing season, there were not many residents following them at the end of the season and this caused the City's secondary water pumps to be overtaxed. She noted that if the Council does not address the issue they are being irresponsible to every citizen in the City. She proposed that the resolution include a trigger point, such as the level of the reservoirs, and if that trigger point is reached water restrictions could be enacted and violations of the restrictions could result in a civil penalty.

[7:13:10 PM](#)

The Council and Mayor engaged in a discussion regarding the availability of water with Public Works Director Whiteley, with Mayor Palmer indicating he is not supportive of mandatory watering restrictions. Mr. Whiteley indicated water levels are at an all-time low since 1981. He noted water demand through the month of May has been low due to the multiple rain storms, but that will not be the case through the duration of the growing season. Discussion and debate regarding Councilmember Lisonbee's proposal ensued, with Councilmember Johnson and Mayor Palmer indicating they would prefer to allow citizens to self-regulate with use of the City's suggested watering schedule. Councilmember Lisonbee noted that some residents have proven they are not willing to self-regulate in the past. Councilmember Duncan stated he would prefer to give the citizenry fair warning of the potential to enact a resolution allowing for enforcement of watering restrictions before actually taking such a drastic measure. Councilmember Lisonbee noted that if the City is placed in a situation where it is necessary to shut down water pumps prior to the conclusion of the growing season, the residents that have actually tried to conserve water will be most impacted though they did not contribute to the problem.

[7:33:34 PM](#)

Mr. Whiteley noted that he and his staff are monitoring reservoir levels multiple times each day and he tracks how each reservoir recharges in a day; if recharge is not occurring at a rate adequate to meet demand, he becomes concerned and it may become necessary to turn off water pumps. When he reaches that point he will approach the Council to suggest firm action. The Council could call a special meeting at that point in time to consider such an action. The risk is that it could be too late to act once such a situation occurs. He recognized that Councilmember Lisonbee is trying to be proactive to address this issue. Council discussion of the issue continued with a focus on steps that can be taken to educate the citizens regarding the dire water situation; they determined to delay taking action on mandatory water restrictions at this point in time. Councilmember Peterson concluded he feels that at some point in time the City will need to implement a secondary water metering system that will better enable them to regulate themselves.

[7:39:54 PM](#)

Councilmember Gailey suggested that the City schedule a town hall meeting to discuss the current water conditions with the citizenry. Mayor Palmer and City Manager Bovero indicated they will work to schedule such a meeting.

[7:41:38 PM](#)

FY2016-2020 Employee Compensation Plan

A staff memo from the City Manager explained in order to attract and retain the best employees possible, the City has adopted The Recruitment and Retention Policy, which outlines responsibilities of leadership, employee compensation, and performance measurement. The policy on employee compensation is to pay employees at the 60th to 70th percentile of the market wage levels. The current compensation plan was successful in determining the proper wage scales for the market, but did not yet address the means by which employees move through their respective wage scales. The proposed compensation

plan outlines a plan meet the City's adopted policy, in order to obtain the best talent for the benefit of the citizens of Syracuse City.

[7:41:58 PM](#)

Mr. Bovero reviewed his staff memo and used the aid of a PowerPoint presentation to provide the Council with information regarding the proposed amendments to the City's Employee Compensation Plan, concluding he is recommending elimination of a merit bonus in favor of only providing merit increases to employees eligible for such an increase in any given year.

The meeting audio failed from 7:55 p.m. to 8:09 p.m.

[8:09:56 PM](#)

Councilmember Peterson inquired as to when the City should receive the results of the efficiency audit; he would like to understand the results of the audit before taking significant action to address wage compression. He noted, however, that he would be willing to support the changes to the Employee Compensation Plan by eliminating the merit bonus included in the Plan.

[8:12:57 PM](#)

Council discussion of Mr. Bovero's proposal continued with a focus on the changes in potential employee compensation costs if the merit bonus were eliminated in favor of only offering merit increases each year, with the entire Council concluding they are supportive of eliminating the merit bonus, but they would prefer to wait to take action on the wage compression issue until the City receives the results of the efficiency audit. Mr. Bovero stated he feels the Council's actions to amend the employee compensation plan will be viewed positively by City employees. Councilmember Lisonbee stated she appreciates that City Administration's proposal relative to amendments to the plan is data driven.

[8:21:50 PM](#)

General Fiscal Year (FY) 2015-2016 Budget discussion

A staff memo from the Finance Director explained this agenda item is set to discuss any budget questions the City Council may have from their review of the proposed budgets provided at the budget retreat.

[8:22:06 PM](#)

Mr. Marshall reviewed his staff memo as well as the schedule for adopting the final FY 2015-2016 budget. He indicated he has made minor amendments to the budget upon receiving feedback from the Council at the budget retreat. He noted he met with Davis County today and they are projecting a five percent increase in home values in the area; they will recommend lowering the property tax rate, which will result in the amount of money the City receives for property tax revenue remaining constant.

[8:24:04 PM](#)

Council business

The Council and Mayor provided brief reports regarding the activities they have participated in since the last City Council meeting.

The meeting adjourned at 8:44 p.m.

Terry Palmer
Mayor

Cassie Z. Brown, CMC
City Recorder

Date approved: July 28, 2015