The Smithfield City Council met in a regularly scheduled meeting at 96 South Main Street, Smithfield, Utah on Wednesday, January 22, 2020. The meeting began at 6:30 P.M. and Mayor Jeffrey H. Barnes was in the chair. The opening remarks were made by Curtis Wall.

The following council members were in attendance: Curtis Wall, Jamie Anderson, Deon Hunsaker, Jon Wells and Wade Campbell

City Manager Craig Giles, Police Chief Travis Allen, Fire Chief Jay Downs and City Recorder Justin Lewis were also in attendance.

VISITORS: Michelle Anderson, LJ Western, Patricia Andreasen, Betty Dance, Kevin Read, Emily Coombs, Michelle Downs, Donya Harvey, Brian Potts, Jeremy Hunt, David Tolman, Emily Nielson, Sarah Young


***A motion to approve the January 8, 2020 city council meeting minutes was made by Jamie, seconded by Jon and the vote was unanimous.***

Yes Vote: Wall, Anderson, Hunsaker, Wells, Campbell
No Vote: None

RESIDENT INPUT

There were not any comments or questions.

YOUTH COUNCIL UPDATE WITH YOUTH COUNCIL MAYOR EMILY COOMBS.

Emily Coombs informed the council she is the Youth Council Mayor for the school year.

Several successful events were recently held.

The Senior Ball was held a couple of months ago. This is a yearly event. The theme was Western. A live band performed during the event.

Food drives were done to help the city as well as members of the valley.

Activities were done with The Family Place.

The rec center utilized youth council members on some races and other events. The Turkey Trot was the most recent event.
The youth council is preparing to have a retreat where all other youth councils from Cache Valley are invited to attend.

The youth council also helped with a new event at the rec center; an indoor triathlon. Thirty-eight youth council members participated in that event. It was an early start as the youth had to arrive at 6:30 A.M. This year was a trial run of the event. It was so successful it will continue to be done yearly.

**DISCUSSION AND POSSIBLE VOTE ON RECEIVING THE CERTIFICATION OF ANNEXATION PETITION FROM THE CITY RECORDER FOR THE ANNEXATION REQUEST BY VHD, LLC FOR PARCEL NUMBER 08-119-0020 AND DIRECT THE PUBLICATION OF SUCH PETITION IN THE HERALD JOURNAL ON JANUARY 25TH, FEBRUARY 1ST AND FEBRUARY 8TH. THE PARCEL IS LOCATED AT APPROXIMATELY 350 EAST 600 SOUTH. THE PARCEL IS APPROXIMATELY 8.96 ACRES.**

Justin informed the council this is the second step in the annexation process. The county responded with a couple of clerical changes to the survey which have been completed. The next step is to start the advertising process for the public hearing and vote of the city council at the regular city council meeting on Wednesday, February 26th.

Jamie asked when the time is restrictions can be put on the request? Justin replied during the discussion and vote of the city council.

Jamie won’t be able to attend the February 26th council meeting due to a conflict. Jamie asked the council to consider adding a requirement in some way for a trail to be included in the project.

Mayor Barnes mentioned the parcel in question is directly south of Sky View High School on 600 South.

***A motion to receive the Certification of Annexation Petition for Parcel Number 08-119-0020, 8.96 acres, located at approximately 350 East 600 South was made by Jamie, seconded by Wade and the vote was unanimous.***

Yes Vote: Wall, Anderson, Hunsaker, Wells, Campbell
No Vote: None

Mayor Barnes mentioned the council has been reviewing the proposed Ordinance for the last two weeks.

The council has many questions and concerns about the proposed Ordinance which must be answered.

The council is going to send the Ordinance back to the Planning Commission to review and rework.

Comments and concerns of the council will be forwarded to the planning commissioners for review.

The planning commission will be asked to review the Ordinance page by page, with Jon’s assistance, to address the issues of the council.

The next meeting on the proposed Ordinance will be at the Planning Commission meeting on Wednesday, February 19th. The commissioners will review the Ordinance at that time. Public comment will not be taken on the Ordinance that evening.

Once the planning commission reviews and makes changes to the proposed Ordinance, which may take one or more meetings, a public hearing will be scheduled. Residents will be able to voice their concerns at that time.

The soonest the public hearing will be held is Wednesday, March 18th. If the planning commission needs more than one meeting to review the proposed Ordinance the public hearing will be delayed until that time.

Curtis asked if the comments from the council have been incorporated into the proposed Ordinance? Craig replied they have.

Curtis mentioned all of the comments and concerns of the council need to be sent to the planning commission for review. The city council does not want to start over again when it comes back before the council for consideration.
Mayor Barnes mentioned there needs to be serious review of the proposed point system. Lot sizes of 1/3, 1/4 and 1/2 acre need to be carefully reviewed.

The intent is go to a point system for what is allowed versus the current AUE (Animal Unit Equivalent) system which residents don’t understand typically.

Mayor Barnes felt roosters should not be allowed in residential zones in the city.

At this point, the planning commission will start over with the Ordinance.

**DISCUSSION AND POSSIBLE VOTE ON CHANGES TO THE PERSONNEL MANUAL OF THE CITY.**

Craig mentioned a human resources company audited the personnel manual of the city for compliance. There are many words and phrases which need to be added or deleted.

Examples were given such as adding sexual orientation, veteran status and gender identity to the “Section I – Introduction” in the manual.

Information regarding employee transfers was added to “Section II, Article I – Recruitment”.

In “Section II, Article II – Hiring” changes were recommended to “Interviews and References” and “Recommendation and Hiring”.

In “Section II, Article IV – Introductory Period” the word “probationary” was replaced with “evaluation”.

In “Section II, Article VI – Separations” wording is added giving the city the option to payout an employee who gives two weeks’ notice and the city does not want to retain the employee for that two-week period.

In “Section III, Article I – Cause for Disciplinary Action” wording was added regarding being under the influence of alcohol and illegal drugs.

In “Section III, Article II – Warning” wording was added stating Department Head’s must put in writing the summary of a verbal warning.

In “Section III, Article III – Reprimand” verbiage was added requiring reprimands to be documented.

In “Section IV, Article I – Definitions” the definitions for exempt and non-exempt employees would be updated.

The biggest proposed change affecting the employees would be the accrual rate of “Section IV, Article II – Personal Time Off (PTO).
PTO consists of vacation time and sick leave for city employees.

New employees are accruing PTO hours at a substantially lesser rate than other cities in the valley offer.

Craig provided documentation showing how other cities and the county account for PTO.

The department heads have reviewed and support the new proposed three-tier system.

The current system is a four-tier system.

As proposed PTO would accrue at the following rates:

- 0 Years to 4 Years: 144 hours / 18 Days per year
- 5 Years to 15 Years: 176 hours / 22 Days per year
- 16 Years Plus: 216 Hours / 27 Days per year

Also, right now the maximum amount of PTO which can be carried forward after June 30th of each year is 120 hours for non-department heads and 200 hours for department heads.

The new proposal would be to allow all employees to accrue up to 240 hours on June 30th.

Any hours above 240 on June 30th of each year would be forfeited and no compensation paid.

Any accrued hours an employee has at retirement will be paid out in-full.

Jamie stated at his work they are allowed to carryover zero hours.

Curtis stated he is allowed to carryover one week.

Mayor Barnes mentioned it will take many years for employees to accumulate 240 hours as they will be using some overtime not simply just letting them build.

Mayor Barnes supported amending that all employees could carryover up to 240 hours at the end of the fiscal year.

Curtis asked how many employees would have around 240 hours of PTO at this time? Craig replied very few as the current cap is 120 hours so most would be around that number.

Jaime asked if the city offers short term and long term liability? Craig replied the city does.

Jaime asked when short term disability is available? Craig replied after two weeks.

Jaime asked how long employees can be on short term disability? Craig replied six weeks and then long term disability would kick in.
In “Section IV, Article IV – Holidays” wording was changed regarding how holiday pay counts towards regular hours worked.

In “Section IV, Article V, Service Member Family Leave” and “Definitions” wording was added regarding military leave.

Wording was changed in “Section IV, Article VI – Military Leave” regarding compensation.

In “Section VI, Article II – Hours of Work” the current public works schedule was listed.

In “Section XI, Article I – General” wording has been amended regarding accidents while at work and what is required of the employee if they are in an accident.

Jon asked on holidays how they are accounted for where the public works department and city office are working four ten-hour shifts? Craig replied employees receive eight hours of time for a holiday and if they work a ten-hour work day they are required to use two hours of PTO to offset the difference.

Mayor Barnes mentioned the manual also includes an employee would not have to use PTO if they are called to active duty for two-weeks in the summer for training purposes.

Curtis asked what happens with employees working a four-day work week where the day after Thanksgiving is always a Friday and is considered a city holiday? Craig replied eight hours of PTO is added to an employee’s accrual schedule.

Mayor Barnes asked if employees can donate PTO hours to other employees in the case of an emergency? Craig replied that is correct and already part of the current policy.

***A motion to approve changes to the Personnel Manual of the City was made by Curtis, seconded by Wade and the vote was unanimous.***

Yes Vote: Wall, Anderson, Hunsaker, Wells, Campbell
No Vote: None

Mayor Barnes mentioned the new changes will help to keep existing employees from working elsewhere. Jon concurred.

Craig mentioned the intent was to offer more than what is currently being offered to be closer to what other cities are offering but not the highest. Several other cities offer quite a bit more time off over many years.

**CITY MANAGER REPORT**

Craig did not have any additional items to report.
COUNCIL MEMBER REPORTS

Deon is working with Cathy Brooksby on the Ambassador Program. There are no longer any committee members as they have all retired.

Mary Kay, Deon’s wife, is going to help Cathy with the program.

Mary Kay has been a judge for competitions from Cache Valley to Utah County.

The Lion’s Club will be hosting a Chinese New Year meal.

Deon encouraged each member of the council to become a Lion’s Club member.

All of the council members agreed to help with the Ambassador Program on Saturday, April 11th.

The annual Easter egg hunt, hosted by the Smithfield Chamber of Commerce, will be held on Saturday, April 11th.

Jamie mentioned the youth council is going to help the chamber fill the eggs for the Easter egg hunt.

The youth council is working with The Family Place on doing a princess party.

On March 19th, there will be a youth council retreat for the youth council of the city as well as all other local youth councils.

The trails committee is getting ready to apply for some grant funding.

The golf course is closed for the winter months.

Curtis mentioned parks and rec is still very busy.

Pickle ball is still the most requested new item.

All rec leagues are currently full.

The rec center is starting to work on Health Days and the parade.

The Roolee Boutique building is being built slowly. The flat work was just finished. The walls will be stood up when the weather breaks. The walls are pre-built.

Mayor Barnes asked Curtis if he had final numbers from the Night of Giving? Curtis replied about $35,000 was generated. The total was $400 more than last year. There were 295 families sponsored this year.
Deon mentioned a state group, which does horse shows, talked to the rec center about the possibility of renting the Forrester Acres equestrian area for an event. The rates charged by the city are higher than most other cities in the state. Indoors arenas were found to be cheaper to rent. Groups of people would have come to the city and supported local businesses if the event could have been held here.

Deon expressed concern the arena is most likely not rented often because of the high fee.

Deon felt lowering the rate to bring groups in to use the facility would be appropriate.

Curtis replied he would be happy to call the group and find out the information which was gathered.

Deon mentioned a couple of board members are from Cache Valley and they found it cheaper to go to Spanish Fork and utilize their arena because of the lower cost. Curtis replied he had a hard time believing it is cheaper to truck the horses several hours to Spanish Fork as well as the time commitment being much larger to go down there.

Craig reminded the council they as a body can adjust the fees for the city but one council member cannot go out and negotiate the rate for an event.

Mayor Barnes mentioned Chad Downs mom just turned 100 years old. An open house was held at the Lion’s Lodge in her behalf.

Curtis mentioned there are a couple of residents in town who are 100 years or older.

Mayor Barnes asked the council to notify the Lion’s Club of any potential residents who would qualify as Citizen of the Year.

Deon mentioned Billie Buttars is the president of the Lion’s Club.

Wade mentioned he met with Chief Downs and Assistant Chief Jeremy Hunt about issues and concerns at the fire department.

Volunteers are now going to focus on things which take a lower level of skill. They will be overseen by full-time staff members.

Last year 15 volunteers were hired and only five remain.

Full-time employees will focus on things which take a higher skill level.

Cache Valley Bank donated $10,000 to the library.

Darrell Simmons and Lorie Emmett from Cache Valley Bank presented Librarian Marilyn Benavides with the donation.
The donation will be used to secure new blinds for the library building as well as some other furnishings.

Right now a program called blind date with a book is happening. The book cover is covered and the library patron checks out the book and reads it without knowing what it is about.

An inventory is currently being done on the books in the children’s library.

At the next library board meeting, a discussion on non-resident fees will take place. Currently the fees are $5.00 for an individual and $10.00 for a family. The library board wants to consider doubling the fee.

Currently, Logan City charges a non-resident library fee of $125.00.

The library would like to include a write-up in a future newsletter about what types of donations they accept. The library does not want magazines or books which they already have copies of.

The library puts out a newsletter each month and anyone can sign up to receive it.

There are conflicting traffic signs at Summit Elementary. One sign says left turns allowed and another does not. Craig mentioned the one area needs to be painted over again.

Mayor Barnes mentioned he hoped books are not being thrown away when the library receives a donation and already has a copy of the book on the shelf.

**MAYOR'S REPORT**

Mayor Barnes mentioned newsletter assignments have been made for each council member for the rest of the year.

Mayor Barnes is responsible for the next submittal by the city council and mayor next month.

Mayor Barnes, Craig, Justin and Doug Petersen met with Steve Liechty of Rocky Mountain Power. Steve Oversees the local operation.

The city will be applying for a small grant, through Rocky Mountain Power, for the Ambassador program.

Mayor Barnes asked if the utility shutoff notice had been recently updated as it had some verbiage regarding the city council and mayor. Justin replied the form had been updated and wording regarding the council and mayor removed.

Curtis asked how delinquent a utility account must be before water service is discontinued? Justin replied the first warnings are sent at two months.
Justin mentioned the city will work with residents on past due utility account balances if the people stop at the city office or call to make payment arrangements. If an account holder does not contact the city or pay their bill service at the location is terminated.

**COUNCIL MEMBER REPORTS**

Jon mentioned Jackie Hancock was recognized earlier this month by the city council for her years of service on the planning commission.

Jackie is no longer a member of the planning commission.

The terms for Casey McCammon and Kelly Luthi have come to an end. They will be recognized by the city council at a future council meeting.

Currently, there are seven members on the planning commission but only six who are attending. Two new alternates are needed.

Three residents are willing to serve on the planning commission. Names will be presented to the city council at the February 12\textsuperscript{th} council meeting for formal approval.

If the commissioner who is not attending meetings cannot start attending he will be replaced with someone new.

The intent is to have the planning commission fully staffed by February 12\textsuperscript{th}.

Jon reviewed the proposed Master Planned Community (MPC) Ordinance with the planning commission page by page. It was not quite completed at the last planning commission meeting so it will be completed in February.

The proposed animal Ordinance will start to be reviewed by the planning commission in February as well.

The Historical Society has received a matching grant. Jon will work with Craig to get the information submitted. The grant will be used for projects at the Youth Center and the Douglass Mercantile Building. The total amount of funding is $10,000.

The Youth Center will be reviewed to see if it can hold a steeple on it.

Repairs will be done the Douglass Mercantile Building roof and other areas.

After the repairs are completed a professional cleaner will be hired to clean the Douglass Mercantile Building.

There have not been any recent meetings of the local irrigation companies due to a lack of business.
PRESENTATION AND DISCUSSION ON AMBULANCE SERVICE FOR THE CITY.

Mayor Barnes mentioned himself, Craig and Chief Downs met with representatives of the state about licensing. Representatives of Logan City were also in attendance. Representatives of Cache County were invited but did not attend.

The licensing process for ambulance service was discussed.

The ambulance license in Cache Valley is null and void on January 1, 2021.

Chief Downs mentioned the RFP (Request for Proposal) for the study closes on January 31st. The county is hoping the report is completed and ready to review by the end of June.

Jamie asked what the study is for? Chief Downs replied the county wants a study done on fire and EMS service for the valley. They want the study to tell them the best process for these services.

The contract for the study will be awarded after February 1st.

The document must be submitted to the county for review by the end of May.

Chief Downs explained to receive an ambulance license will take 60 to 90 days. Thirty days of that is public noticing. If there are any protests on the license request then an additional 120 days will be added to the request.

If a protest is filed the state makes sure it is legit and not just a beef someone has.

The state is in charge of the license. The license is not city or county owned.

The state has the responsibility to provide ambulance coverage to the entire State of Utah. This is accomplished by issuing licenses for certain areas. An area cannot be orphaned. Most likely someone applying for an ambulance license will get a bigger coverage area than they asked for.

Once an ambulance license is obtained then other licenses such as Medicare and Medicaid are applied for.

Brian Potts does the invoicing for CCEMS (Cache County Emergency Medical Services).

Brian informed the council about 45% of the billings have to do with Medicare.

Chief Downs mentioned it will take about 60 days to gather the information needed to apply for the ambulance license.

Jon asked if licenses can be applied for simultaneously? Chief Downs stated they cannot because until you have one license you cannot apply for another.
Wade mentioned the application can be amended if something changes between the county and the city during the application process. Chief Downs concurred.

Jon asked if the state can force the city to take areas the city does not want where no area can be orphaned from coverage. Chief Downs stated the state can designate extra areas of coverage.

Chief Downs mentioned the application submitted by the city will include Smithfield, Hyde Park, Amalga and Richmond. Most likely the state will require the city to take Lewiston, Cornish, Newton and Clarkston as well. Those areas are about 15% of the calls in the north end of the valley.

Logan City Fire Chief Brad Hannig is working on some legislation where cities can charge other cities a readiness fee for coverage. The bill goes before the legislature during the upcoming legislative session.

Jamie asked who is paying for the study? Chief Downs replied CCEMS.

Jamie asked what information the study will provide? Chief Downs replied it is very broad but will define fire and EMS service for the valley.

Jamie stated his concern is the study will only tell the county what they want to hear. Craig concurred. Chief Downs stated he thinks the county wants to hear the valley needs to keep CCEMS together. Logan City is done with CCEMS and has already started the licensing process.

Jon stated his concern is if the city waits until the study is completed in May there is not any time for the city to get approved licensing if that is the direction the city needs to go.

Jamie asked if the city could start the licensing process now? Chief Downs replied that is correct.

Jamie mentioned the cost is quite minimal to start the licensing process.

Chief Downs mentioned if the city starts the licensing process now it can be done at the same time Logan is applying.

Jamie asked if the current license holder is CCEMS? Chief Downs replied that is correct. The license goes away when CCEMS closes on December 31st.

The state is responsible to make sure there is ambulance coverage all over the state. When an ambulance company closed in Saint George the state had to step in and provide coverage until the issue was resolved locally.

Smithfield will need to work with the county regarding coverage in the unincorporated areas of the county as part of the licensing process.

Mayor Barnes mentioned the county executive and other county council members feel the city is wrong in going on its own. The county feels the only reason Smithfield is applying for a license
is because Logan is as well. This is not the case. The city cannot wait for the study to be completed to start the application process.

Wade stated there is no reason not to start the licensing process now. The residents need service.

Chief Downs mentioned 85% of the calls are in the current area the local department serves.

Depending on how things work out the department might have to be scaled back as part of this change.

Jamie asked if the city would continue to do transfers if the new license is received? Chief Downs replied when he spoke with Logan in August they wanted 30% of the transfers completed by our department. Without transfers there will be a reduction of approximately $300,000 in revenue which in turn will require three or four full-time employees to be laid off. Right now the department is doing about 40% of the transfers. The idea was 20% of the transfers would be done by a south department, 20% by a north department and Logan City would do the rest. Right now it is an unknown in the south end of the valley what is going to happen with ambulance service.

Craig mentioned Logan City is applying for a license to cover the south end of the valley as well. The license they are applying for to cover the south end is different than the license they would have for Logan City. There are different levels of licenses. State code does not require what the response time has to be for calls so this could be detrimental to residents residing in the south end of the valley. Chief Downs replied the license being applied for in the south end is a step below a paramedic license.

Jamie asked if an EMS fund is created for accounting purposes must it be an enterprise fund? Brian Potts replied no it does not have to be an enterprise fund.

Jamie mentioned in reviewing the financials the deficit right now is about $350,000 to $400,000 per year. Chief Downs replied after applying the revenue from CCEMS, Richmond, Hyde Park and Amalga that amount is the amount the city is currently paying for coverage.

Jamie asked if three ambulances are needed for the program? Brian replied that is correct.

Chief Downs mentioned the ambulances used by the department are owned by CCEMS.

Brian mentioned about 50% of what is billed is actually collected. Bad debt totals about 10% of what is billed. Insurance write-offs total about 5% of what is billed. Medicare and Medicaid don’t pay much.

Chief Downs mentioned Brian does all of the billing for CCEMS.

Chief Downs stated he did not think the results of the study would be settled before July and that is his biggest concern. After the study is done then the cities and county must decide what is best for each of them and that will take time. The south end will be starting from scratch as there is
only one ambulance in the Hyrum station. Logan City has to respond if a second ambulance is needed. The Hyrum station has one full-time employee at this time.

Jamie mentioned the population of Smithfield and Hyde Park is growing fast. Jon replied cities in the south end are growing fast as well.

Curtis felt for a minimal investment of $1,400 the city should apply now.

Mayor Barnes mentioned the county will be convinced the city is going on its own if it applies for the license now. Jamie replied the council must protect the residents of the city. Wade concurred.

Chief Downs mentioned even if the licensing process is started something could still be worked out with the county.

Jon asked what happens if the council agrees to start the licensing process now. Chief Downs replied it will take about two months to gather all of the information needed for the application. If the license is approved it is good for four years.

The consensus of the city council was to start the ambulance licensing process now.

Jamie asked what happens if the licensing process starts and then everyone agrees to keep doing what they are currently doing? Chief Downs replied the licensing process would stop and everyone would proceed as they currently are. The only way that can happen is if Logan agrees not to leave CCEMS.

Craig mentioned the city could also hold a license and contract with them as well. Chief Downs concurred.

Chief Downs mentioned if the city has a license it could then be a partner and not a subcontractor.

Jamie stated if the city is required to go on its own he did not want to have to subsidize the fund yearly to keep it afloat. Chief Downs agreed and stated if the department does not stay involved in transfers then some employees will be laid off.

Jamie mentioned he hoped the council would be able to hold the property tax rate the same this year and not have to increase it to cover EMS operations.

Jon asked if the fund balance CCEMS has on hand is what is paying for the survey? Chief Downs replied that is correct.

Deon asked what areas the city would cover if changes are made? Chief Downs replied from Hyde Park going north.
Deon asked who would cover Petersboro? Chief Downs replied Logan City. Logan City would most likely cover North Logan, Mendon, River Heights and Providence. Nibley going south would be covered by a new south end ambulance group.

Chief Downs stated the goal of the city is to work with the county but the city cannot wait to apply for licensing for several more months.

David Tolman asked why Logan City wants out of CCEMS? Chief Downs replied Logan feels they are paying for coverage outside of the city. Logan is paying about $80 per capita and other local cities are paying much less.

Mayor Barnes mentioned right now Logan is sending ambulances as far south as Paradise and Avon. When that happens it leaves Logan vulnerable if another call comes in.

David stated he did not think Logan City is paying their fair share especially when it comes to the amount paid to the school districts.

Curtis mentioned Logan has a mayor who is not going to allow outside cities to get a free ride off of services offered by Logan.

Jon stated it is the responsibility of the city to be ready to offer service if CCEMS is officially closed on December 31st.

Chief Downs mentioned by applying now the application would be done in conjunction with the Logan application which could make for an easier application process.

Deon asked what happens to the current license? Chief Downs replied it dissolves on January 1, 2021 when CCEMS is no longer in existence.

***Wade made a motion to adjourn at 8:18 P.M.***

**SMITHFIELD CITY CORPORATION**

________________________
Jeffrey H. Barnes, Mayor

**ATTEST:**

________________________
Justin B. Lewis, City Recorder
AGENDA

Public Notice is given that the Smithfield City Council will meet in a regularly scheduled meeting at 96 South Main, Smithfield, Utah, on Wednesday, January 22, 2020. The meeting will begin at 6:30 P.M.

Welcome and Opening Ceremonies by Curtis Wall

1. Approval of the city council meeting minutes from January 8, 2020.

2. Resident Input

3. Youth Council Update with Youth Council Mayor Emily Coombs.

4. Discussion and possible vote on receiving the Certification of Annexation Petition from the City Recorder for the Annexation request by VHD, LLC for Parcel Number 08-119-0020 and direct the publication of such petition in The Herald Journal on January 25th, February 1st and February 8th. The parcel is located at approximately 350 East 600 South. The parcel is approximately 8.96 Acres.


6. Discussion and possible vote on changes to the Personnel Manual of the city.

7. City Manager Report

8. Council Member Reports

9. Mayor’s Report

10. Presentation and discussion on ambulance service for the city.

Adjournment
***Items on the agenda may be considered earlier than shown on the agenda.***

In accordance with the Americans with Disabilities Act, individuals needing special accommodation for this meeting should contact the City Recorder at (435) 792-7990, at least three (3) days before the date of the meeting.