

**EPHRAIM CITY COUNCIL MEETING
EPHRAIM CITY BUILDING
5 S. MAIN
WEDNESDAY, MAY 26, 2004
3:30 PM**

MEMBERS PRESENT

Morris Casperson, Mayor
Janine Anderson
Garth Sorenson
Kim Cragun

OTHERS PRESENT

Richard Anderson
Mechel Christensen

Mayor Casperson called the meeting to order at 3:42 PM.

PUBLIC SESSION

Mr. Sorenson moved to move into Executive Session. Seconded by Mrs. Anderson. The vote was unanimous. The motion passed.

EXECUTIVE SESSION

The purpose of the Executive Session was to discuss personnel issues. Present in the meeting were Mayor Casperson, Mr. Sorenson, Mrs. Anderson, Mr. Cragun, and Richard Anderson.

PUBLIC SESSION

Mrs. Anderson moved to move into Public Session. Seconded by Mr. Cragun. The vote was unanimous. The motion passed.

Mr. Cragun left the meeting.

WORK SESSION

DISCUSSION OF THE 2005 BUDGET

There was discussion on the Ephraim City Library. The Council reviewed the suggested budget for 2005.

The City has been working on a Pay for Performance Program. Richard Anderson presented an outline to the Council detailing this program. He explained that based on job descriptions a grade level was assigned which designates salary. The grade level was prepared using salaries from cities of similar sizes. Based on the grade, Richard discovered that Ephraim City was not paying a competitive wage. Richard proposed providing competitive wages by utilizing a four year plan. This plan increased the

budget by \$45,211.11, but the budget was still able to be balanced by diminishing other line items.

There was discussion and explanation on depreciation and how the budget balances.

The Council needs to look water and sewer rates to make sure that expenditures are covered. The Council would like to have past and current year information to study.

ADJOURN

MINUTES APPROVED:

Mayor

Date

ATTEST:

City Recorder

Date