

**MINUTES**  
**EAGLE MOUNTAIN CITY COUNCIL SPECIAL MEETING**

September 30, 2006

Eagle Mountain City Council Chambers, 1650 East Stagecoach Run, Eagle Mountain, Utah 84005

**12:30 P.M. SPECIAL SESSION – CITY COUNCIL CHAMBERS**

Mayor Brian B. Olsen called the special meeting to order at 12:30 p.m. Councilmember David Lifferth led the Pledge of Allegiance.

CONDUCTING: Mayor Brian B. Olsen

ELECTED OFFICIALS PRESENT: Councilmembers David Blackburn (arrived at 12:43 p.m.), David Lifferth, Vincent Liddiard, and Linn Strouse. Councilmember Heather Jackson was not present.

CITY STAFF PRESENT: Gerald Kinghorn, City Attorney; Gina Peterson, City Recorder; and Peter Quittner, Deputy.

Mayor Olsen: Ladies and gentlemen, we'll officially call this emergency special meeting for September 30<sup>th</sup> at 12:30 p.m. to order. Present we have a quorum. We have Councilman Liddiard, Councilman Lifferth, Councilwoman Strouse and myself, the Mayor, Mayor Olsen, for the purpose, we're here under Utah Code 10-3-502, a meeting that was called by Councilman Blackburn and Councilman Liddiard. Let's see, Councilman Liddiard, do you want to do a presentation to the council prior to opening the public hearing?

Councilmember Liddiard: I'm told Mr. Blackburn is on his way, so I'll wait just a few moments for him to arrive.

Mayor Olsen: OK. Well, we need to get going because it's past 12:30. Do you want to do a presentation or not, or we'll open the public hearing.

Councilmember Liddiard: I'll do a presentation, but I move that we make a brief adjournment just for a, not adjournment, but a brief recess so Mr. Blackburn can participate. I talked to him just a few minutes ago. He was just a few minutes away. He had to participate in a funeral this morning, so I'm going to wait for a moment as part of my comments just to allow him to get here.

Councilmember Strouse: Are we going to say the Pledge of Allegiance?

Mayor Olsen: Absolutely. We could do that and then, why don't we all stand together and say the Pledge of Allegiance together?

Pledge of Allegiance was led by Mayor Olsen.

Mayor Olsen: Thank you. Did he say to you, he hasn't talked to me. Did he say when he was going to be here?

Councilmember Liddiard: About ten minutes ago he said he was on his way and was in traffic. He was just outside of Eagle Mountain at the time, headed in this direction.

Mayor Olsen: [inaudible]

Councilmember Liddiard: Well, I move that we take a brief recess for about ten minutes.

Councilmember Lifferth: Second.

Mayor: All those in favor to take a recess for ten minutes?

Council members voting yes: Vincent Liddiard, David Lifferth and Linn Strouse. The motion **passed** unanimously.

Mayor Olsen: All right. The motion passes. We'll recess for ten minutes while we wait for the other member to come.

**The Council meeting recessed for ten minutes.**

Mayor Olsen: Well, ladies and gentlemen, we're about ready to readjourn together as a quorum, as a Council. If I can have your attention. We adjourned, for those of you that came in a little bit late, we adjourned for a moment to give some time for Councilman Blackburn to arrive, and there was a motion out there and we went for ten minutes, so I'm just waiting for the ten minutes to end up, so just we stay by our procedure. But we'll get started here really quickly. [Short pause.] Now you're all quiet.

OK, where did Councilman Blackburn go? Oh, there he is. OK. Welcome back. All right, ladies and gentlemen, let's bring our meeting back together. Council, there is a letter I received last night from Councilwoman Jackson, and she's asked that I read this before we begin.

PUBLIC HEARING – Elected Officials' Compensation

ORDINANCE – Consideration and adoption of an ordinance enacting a new compensation plan for elected officials in Eagle Mountain City.

“Mayor Olsen:

The City Council is scheduled to meet in another emergency meeting tomorrow, and I want to explain to you, my colleagues on the Council and the residents of Eagle Mountain, why I won't be attending.

I was quite dismayed that Councilmen Liddiard and Blackburn chose to schedule this meeting on the same weekend as the LDS General Conference. Like many city residents, I will spend most of the weekend listening, watching and attending General Conference. While I have sworn to fulfill my duties as a member of the City Council, those duties cannot supplant my family obligations. As with many city residents, I have family traveling to visit this weekend; however, my family is traveling not just from out of state, but from out of country. These plans have been in place for many weeks, and I cannot in good conscience leave them to their own devices just because two Council members want to score political points.”

(I'm just reading a letter, OK?)

“As I and Councilman Lifferth noted in a letter to residents this week, several of tomorrow's agenda items amount to little more than an attempt to reverse the results of last fall's mayoral election. While I, too, have been concerned with a number of Mayor Olsen's actions in office, I believe in a full-time Mayor.

Reducing the Mayor's salary by \$20,000 is not only mean-spirited, but also anti-democratic. In electing Mayor Olsen, Eagle Mountain voted for a full-time Mayor. However, it is entirely unrealistic to assert that Mayor Olsen or another resident will work full time at this job to take home just \$30,000. Their real agenda must be to reverse the people's will, and force a part-time Mayor.

As a means of preserving a full-time Mayor for our City, I am exercising my legal rights under Title 10, Chapter 3, Section 508 of the Utah State Municipal Code. This section allows even one Council member to prevent the Council from reconsidering, in a special meeting, a previous action taken by the Council, in this case the adoption of the city's budget. My absence at tomorrow's “special” meeting means the Council will not have five members in attendance, and thus will not be able to reconsider any budget items, including the Mayor's salary.

Some of my opponents will probably assert that I am preventing the Fire Department from obtaining the equipment described in one of tomorrow's budget items. Nothing could be further from the truth. While I voted for that budget item when it was first presented on September 5, Councilman Liddiard voted against it, and Councilmembers Blackburn and Strouse abstained from the vote. I am a fervent supporter of our first responders. I cannot, however, support political ploys designed to pit our city's emergency services against our city's need for a full-time Mayor. These sleazy tactics are inappropriate, and I will not tolerate them.

Finally, I expect more than a couple of residents will offer their comments during the public comment portion of tomorrow's meeting. While I regret that I won't be able to hear those comments first-hand, I will be listening to them on the official tape of the meeting our City Recorder will make. In fact, let me make this letter my official request to the City Recorder for a copy of the tape(s). I greatly appreciate the time and effort so many of our residents put into participating in governing our city. My views are always informed by the insightful and passionate opinions I hear from residents throughout the City.

May we all enjoy a beautiful weekend, and put an end to the bitter disagreements that too often divide us.

Sincerely,  
Heather Jackson  
City Council”

Mayor Olsen: I'll submit this, Jerry and Gina, for the record. She's exercising Utah Code 10-3-508, which I think we need to identify at this time, and then ask the Council how they would like to proceed.

Councilmember Liddiard: Anything you want to say?

Mr. Kinghorn: Do you want me to read the statute to you so you know what it says, or does everybody know what it says?

Mayor Olsen: I think so. I think that, where she's referred to it, I'd like to hear it. I think we'd all like to hear it.

Mr. Kinghorn: The statute, the statute says, "Any action taken by the governing body shall not be reconsidered or rescinded at any special meeting unless the number of members of the governing body present at the special meeting is equal to or greater than the number of members present at the meeting where the action was approved." So what I'm talking about here is an action taken by the Council. You have two things on the schedule. One of them is a public hearing and then the other one is the adoption of the ordinance. Certainly the adoption of the ordinance would be an action that would be barred by this statute. The public hearing, in and of itself, would not be an action that was barred.

Mayor Olsen: So we can go ahead and proceed with the public hearing on the action for this meeting, and what would be your advice to the Council:

Mr. Kinghorn: Well, I think under the statute, any action would be barred, because all the members, there are not the same number present as there were when the original ordinance was adopted.

Mayor Olsen: Council members, do you want to open the public hearing? How do you want to proceed?

Councilmember Liddiard: I'll begin. I would like to say a couple things in regards to Ms. Jackson's letter. If she truly wants to represent or have comments made, she should show up. The rest of us have made an effort to be here, and to have her be able to represent her comments to say we should get along and call us sleazy I think is rather in poor taste. I think that, you know, the muckrake can go both ways. We've chosen, in our behalf, to try and be a little more professional and courteous than her comments have tended to be, so I will take an exception to the half-truths and some of the comments that she made, believing them that they were made out of spite and direct to try and manipulate us, and I will counter that the very accusations that she makes is similar to the pot calling the kettle black.

The following items, in August, were placed on the agenda for, or asked to be placed on the agenda for consideration and were never placed on the agenda. They included

- any and all fund transfers between departments from January to the end of the fiscal year 05-06 and any changes in the current fiscal year 06-07, with the reason and purpose of those transfers.
- Second, to present to the Council a bond repayment schedule for the South Area service area,
- and advance notice of the proposed changes to the employee manual, policies and procedures manual, to occur as a formal information item.
- And fourth, that the budget be open to review and amendment. Specific areas for action, or at least for discussion, would be under the legislative and administrative sections,
- and five, the acceptance of email as an official request for City Council actions.

Recently, the Mayor acted to send letters to the press indicating that two members of the Council did not turn in their laptops for content scans. This is not the kind of press we want to invite. The Council acted to restore our meetings as Council meetings, and instead of the Mayor's meeting, even though the format of the meetings was passed into law by the Council, the Mayor has chosen to ignore this and wait as long as possible, in this case a thirty-day legal technicality, before following the newly-enacted agenda. Authority does not equate with leadership. The Mayor has failed to provide an example of

integrity and has worked, in fact, to divide the Council and to divide the staff against the Council by holding meetings with staff blaming the Council for not passing budget items, when we feel we have not been given adequate and trustworthy information with regards to the budget or it's implementation. The Mayor has not gained our trust, has failed to provide proper communication, has failed to allow true and open discussion in meetings, and the Mayor's presence at the City offices has been demonstrably lacking, according to members of this community who have made comment here. He has erected barriers between himself and our citizens and desires to fill the administrative role, but has not been doing so. As a Council, we advise the Mayor to change his ways. The salary for the Mayor was argued for by Mr. Olsen as a Council member, and that the salary was a good and changeable thing, in order to be responsive to the citizens, and that this was more appropriate than having someone else, who would be put into that position as a appointed person rather than elected. Numerous, phone calls, conversations and the recent special session underscore the public outcry for change. The Mayor currently receives a total compensation of \$70,000 per year and an additional \$8,000 in mileage reimbursement. It is proposed that an ordinance setting the elected officials' total compensation, modified as follows: that Council members' not change (it's currently at \$325 per month) and that the total Mayor compensation be reduced to \$50,000. This would take place in this meeting as a change to an ordinance, which we have been told is not possible, due to the failure of all Council members to participate in this as a special session. Due to that, I would like that we have an opportunity for the public to make public comment in a public hearing role, and then to adjourn that agenda item and then begin our next meeting that was to follow right after this as a contiguous meeting.

Mayor Olsen: Based on those comments, I would like to state publicly that I disagree with everything he just said and on October the third, I will provide evidence to support what he said is false. Are we ready? I'll have a motion to open the public hearing, would the public, Council like to make a motion to open the public hearing?

Councilmember Strouse: I wanted to make one more comment, if you wouldn't mind, Mayor.

Mayor Olsen: Well, you haven't made one yet, but go ahead.

Councilmember Strouse: That's what I'm asking. OK, just for clarification, one of those items that Councilman Liddiard mentioned was the South Service sewer bond repayment, so that's one of those little word riddles, almost, with too many 's'es, so I want to make sure you guys understood that. It's the City Center South Sewer District repayment bond schedule, which is a very critical issue for this area, and I just wanted to make sure you guys understood that was on the next agenda, at the meeting following this one. And I also had some responses to the letter by Councilwoman Jackson, but since it's regarding one of the issues in the meeting following this, I will address it at that point. Thank you all for coming. It, again, saddens me that we have to have meetings on Monday nights and on this particular day. If we'd get, gotten the proper information, again, if we'd gotten the proper information, we could have had all this taken care of at the emergency meeting that we scheduled on a Friday night, so here we are again, trying to get the business of the citizens done as expeditiously as possible, but dealing with the road blocks, here we are today. Thank you.

Mayor Olsen: Is there a motion to open the public hearing, according to the agenda?

Councilmember Lifferth: So moved.

Mayor Olsen: Thank you. Is there a second?

Councilmember Liddiard: Second.

Mayor Olsen: All those in favor of opening the public hearing, please say yes.

Councilmembers voting yes: Vincent Liddiard, David Lifferth and Linn Strouse. The motion **passed** unanimously.

Mayor Olsen: Any opposed? Well, I didn't hear anybody oppose, so the motion passes. We'll officially open the public hearing on the items, let me see, this item. Ladies and gentlemen, the item for the public hearing is in regards to consideration of an ordinance enacting a new compensation plan for elected officials of Eagle Mountain. I'll ask you to please keep your comments in regards to the topic. Anything else is unacceptable. So . . .

Councilmember Liddiard: Is there anything you wanted to respond to as far as my comments right now. You told me just a moment ago that everything I said was wrong, so I'm curious if you would tell me what those things were.

Mayor Olsen: Well, I told the public on Friday that I would respond on October the third, and there were statements, I'd love to jump into it, and I can right now if you want to take that time, except the agenda doesn't call for that.

Councilmember Liddiard: Yeah, we'll wait for Tuesday.

Mayor Olsen: Look forward to it. Who would like to go first? Mr. Stan Lyman. Come on up and state your address and name.

Mr. Lyman: At last Saturday's special Council meeting, [inaudible] it was said by some in attendance that conflict is great for government. I agree that conflict is good for government if there are ideas offered for improvement and resolution. During the debate of our nation's Constitution, there were many heated and conflicting arguments that were debated. The difference between the debates of the Constitutional Convention and some of the debates that occur in our City Council meetings, is that arguments that were presented at the Constitutional Convention were centered on issues, such as states' rights, slavery and federal jurisdiction. You'd be hard pressed to find in the annals of history an account of a state delegate approaching chairman George Washington, vehemently thrashing him, saying, "You are the worst general in the history of the world. You ran away from almost every fight." Arguments such as these divert attention from the real issues that need to be discussed. The state delegates debated their issues using tools of logic and reason, not rumor and wrath. I would certainly encourage citizens and government representatives to focus on the issues of the community. I believe that we can healthily debate issues with logic and reason, without tearing each other down. Let us discuss item number four proposed on the budget amendment, concerning changing compensation of elected officials. I am requesting that this item be removed from the proposed amendment. This is my reason and logic: If the Council passes this item, then it would set a terrible precedent. It would be a violation of the checks and balances put into place because it would allow the Council to dangle the sword of Damocles over the head of the Mayor. It would imply that a Mayor must agree with the Council, because if he or she does not, then the Council has the power to revoke their salary. This would open a Pandora's box, giving opportunity for mischief. Any time the Council is angry at the Mayor, they could call a special session

to further reduce the Mayor's salary. This would not be a good way to mend and establish open lines of communication between the Mayor and the Council. Better communication between the Council and the Mayor is something that all Eagle Mountain residents are hoping and praying for. Therefore, I am requesting that this item be removed from the amendment before it is voted into law. I would also like to ask that, when possible, that citizens be given the Council meeting agenda a week before Council meeting. This would allow citizens time to ponder and reflect. I definitely would benefit from this, because arguments could then be focused on essentials and stripped away from any inflammatory or derogatory tacks of any one individual. I appreciate your service. Thank you.

Mayor Olsen: Just so the audience knows, there's a three-minute time limit on comments, and you were just under the three minutes. I was timing it. We do have a little light here meter for those of you that would like to speak. I didn't start it on time for you, Mr. Lyman. I apologize, but I was watching, so, who would like to go next?

Leonard Whitney: My name is Leonard R. Whitney, Jr. I live at 2139 East Weeping Willow Way here in Eagle Mountain. Been here going on seven years. What I want to discuss with the Council I can't because it's on the October 3<sup>rd</sup> agenda, so I'll stay with what was asked to stay with. But you know, ladies and gentlemen, I worked for the DuPont Company for 30 years and when I was hired from DuPont, with DuPont, back in the '60s, early '60s, there was a set salary for that particular position as a pharmaceutical representative. Before I left DuPont and retired in January 1994, I was then making upwards of \$80,000, with bonuses \$100,000 a year, but never at any time in my career with DuPont did they come to me, my superiors, and say, "Lenny, we're grateful for what you're doing, but we're cutting your salary. We're going to take half of what you, we promised we'd give you, away, because we don't like the way you part your hair or we don't like the way you do this or you do that. At never any time did they do that. I gave it my utmost for the whole time I was there at DuPont and I retired with honor. And I think all of you, in fact I receive a retirement monthly from the DuPont Company, one of the lucky people that's still on a program where you get money instead of being taken away from you like Delta has done to its employees. But what I say here to the Council and all of you, I don't know any of you that personally, but what I'm asking all of you is to let reason prevail, put yourself in each other's shoes, and treat each other like you would like to be treated and put your personal vendettas and whatever your reasons are aside and we the citizens of this country, of this Eagle Mountain City and the 48 square miles that I cover as Code Enforcement Officer. We deserve to have cohesiveness within this Council. We deserve this because it's only through cohesiveness can you give us, each and every one of you, give us what we deserve in leadership and I feel with all my heart that it's time to put all these differences aside, stick with what you previously said, and at the end of the four-year term, that it's time to elect a new Mayor, then you can do all that you can do to try to change the particular, the person we have as Mayor today. But in the midstream, to take away his salary you have given him in the beginning and to hurt his family and not having cohesiveness as a group, it's hurting this city. Please get together as adults and act like adults and think like adults and the city will be much better off. I appreciate your time and your effort. I know a lot's going into this, every, you're not getting much, you Council people, for what you do, I realize that. But you've chosen to do it, you campaigned to do it, and now you can do it. And for the good of all of us, please do it. May God bless this community. May God bless this community. Thank you for your time.

Mayor Olsen: Twenty seconds, Mr. Whitney, and, let me see if I can get it on there. OK, who would like to go next? Come on up and state your name and address for us.

Tiffany Ulmer: Tiffany Ulmer, 1320 Harrier Street. I'd like to address the Council about a few issues that are also related to this, then I'll get into the main thing. The special sessions have caused an extreme workload on the Recorder's Office and I hope when you're looking at these adjustments to the budget, you remember that they have to listen to all these minutes and they were already behind before. How much more behind are they going to be, to address that and give them maybe some temporary assistance. I also was curious about the cost it's going to cost us. I understand that the Recorder's Office is on salary, but what about our lawyer, who is paid by the hour? How much more is that going to cost our city by having him show up to many more special sessions? Another thing I've seen that's been a huge problem with, even today, Heather Jackson said, "I hope this letter is a official request to get  $x$  items done." I find that's where our confusion is coming. Maybe you guys need to find a form that you, each City Council person filled out and that's your official agenda request item to put things on the agenda. I have heard at least three of you ask for items to be put on the agenda during Council meetings, but without an official form all it is is just words, in my opinion, because sometimes it's real requests, sometimes it's just a, "Oh, I'd like to talk about it some time." All right, now to the actual item about the Mayor and Mayor's pay schedule. One problem I have with this is, I see it as a way of the Council to decide if they don't like him, they can yank the salary. If you like him, you can increase the salary. And I've been thinking about that, because I myself have been upset with the Mayor and he's received emails informing him of that, occasionally and I just wish there was a way that you guys can sit there and talk about it. I was thinking, in the business world, a five percent increase is normal for giving a Mayor if they're doing great. Well, what if they're not doing great? Maybe a five percent decrease. Let's try to get reasonable numbers versus all of a sudden a huge chop in the budget. Understanding that benefits, those aren't really percentage-based, and so let's go on base salary, because no matter if someone's working only \$10,000 a year and you give him full benefits, it's still going to be, I don't know how to describe that. Benefits always cost about the same amount. You can decrease them a little, but not by percentages, because you have to have health insurance. It's  $x$  amount of dollars, usually. So I start sitting back there thinking and I was wondering, can we then make a budget amendment where you guys make a salary range for the Mayor and any elected, future Mayors they start in the middle and depending how Council feels they are doing, they can increase it up to five percent or decrease it up to five percent. That way, you can show your dislike and dismay with the Mayor or your approval of the Mayor, how they're doing things. But remember, these guys were elected and that, by just yanking large chunks of salary, that's not a way to represent the people, even though we're angry at him. I'll quit now and email you the rest.

Mayor Olsen: OK, there we go. State your name and address.

Angela Cox: Angela Cox, 1438 Hawk Way. Mayor Brian B. Olsen and members of the City Council, I have been an employee for Eagle Mountain City for over four years and have lived in the City for two years. I have never seen employee morale lower than it is now. The City Council's feuds are wearing on the employees and could potentially have an impact on employee performance. We have lost more employees in the past six months than in the previous three and a half years I have been with the City. Many more are looking for other employment, knowing there is higher paying, less stressful jobs out there. Losing employees is not good for the city, not only because of the costs to hire and train new employees but because of the effects it has on the bond rating. Reducing the Mayor's salary to \$50,000 (approximately \$30,000 with full benefits) will not help the city grow and achieve the goals it has set forth to accomplish. This is a beautiful valley and with proper management will continue to grow and thrive. I do not know Mayor Olsen's plans if this amendment were to pass; however, many, including myself, fear this will mean the premature loss of yet another Mayor and once again staff will have to endure having the chair jerked out from under them while another person comes in to "clean house" and



change policies and procedures. In four years I have worked for four different mayors and each one changed the way things were going. Right now more than ever our city needs stability. The City Council may not agree with some of the actions of the Mayor, but their vote on important topics such as these should be for what is in the best interest of the city. I ask that all the City Council persons to carefully consider the effects of their actions at this time and the effects each vote has on the city. Every communication, verbal or written, the City Council has affects the citizens' impression of our city and the employee morale. When citizens receive contradicting information from the City Council, they lose confidence in the government in power. As this charade continues, I become more concerned for the current state and future of our city. At this time I request all of the elected officials to carefully consider their actions and votes and serve for the highest good of the city and leave all their other emotions and feelings out of politics. Thank you for your willingness to serve and to donate your time and I know that this is an emotional topic for each of you and I appreciate that you are so invested. Every one of you, I feel, is and is trying to achieve the best for the city and I appreciate that. Thank you.

Mayor Olsen: Thank you. OK, sir, come on up. State your name and address for us.

Darren Jones: I'm Darren Jones, 4538 Heritage Drive here in the City Center. I want to take exception to Councilwoman Jackson's letter. To consider or reconsider any type of actions done by an elected body is the epitome of democracy. To be able to do that is something we need to be doing, and always be having those checks and balances. Unfortunately, it is the actions of an oligarchal official, who doesn't have public trust and has become adversarial to any other view but his, has brought us here today. Now, I feel that the decrease of the Mayoral pay will bring us bank in line with the other communities of Utah that of our size and of our magnitude. Now, we have had likening to be able to take this out because of the, the Council can't do that to a Mayor. It's the epitome of checks and balances to be able to have the Council people be able to put in check the Mayoral duties. That is what they're called to do, and to be able to take that checks and balances out of that, whether it be pay, duties or responsibilities, would be circumventing the democracy process. Lastly, we have been seeing and hearing about business and about someone decreasing pay. In a situation where there is a Board of Directors and a Chairman of the Board, the Board of Directors, when they are unsatisfied or not happy with the Chairman of the Board, they fire him. We don't have that option in this current form of government. Therefore, the only way we can put the checks and balances in is to be able to affect the pay, be able to affect the duties or the responsibilities that are undertaken by the Mayor. I full and wholeheartedly agree and support the decrease of pay of the Mayor to the \$30,000 or effectively the \$20,000 less than was previously done by previous Council and Council bodies. Thank you very much.

Mayor Olsen: Thank you. OK, I've got two of you. Your hand came up at the same time as Mr. Jones', so why don't you come up and I'll let you go and then, ma'am, you can come on up. Let me reset this for you. Just state your name and address.

Kevin Hyatt: My name is Kevin Hyatt, 1844 East Hidden Hills Road in the North Ranch. I just want to address the councilors here and the citizens a little bit, the people who came up. First of all, thanks for all the work and effort you do. I know it's a hotbed political area here. Other thing, I think the worst thing that any one of you could do is to cast bad publicity on this city. The worst thing probably that could be done is to give the Daily Herald more fodder for their articles. We don't need that. They're probably here right now, recording this. We do not need any more of that. That hurts the city probably worse than anything else. I don't know who decided the Mayor should be paid a salary, but I think the

voters voted that he was supposed to get that. And I don't know who brought that up, but until next election I think that's the way it should be. As far as accusations, if you don't have any proof, don't shoot your mouth off. If you have evidence, by all means, bring it forward and do it in a dignified manner, but don't shoot your mouth off with something that you have nothing, no evidence to prove. You only cast a bad light on the city. Mr. Mayor, I hope that you are being cooperative with the people and striving to make sure that no contention and that a good environment is provided here. That is your leadership responsibility. That you're opening your accounts to them, according to the will of the people. You work for the people. You work for these councilors. Be cooperative to them. Same with you councilors. Do not cast bad publicity on the city. We do not need any more of that. We'll wait for the election for that. The people decide what we want and the mayor has been elected, so let it stand. Let him do his job and you do your job. If you've got something to say to him, if you've got evidence to prove against him, bring it forward, but don't sit and point your finger when you don't have anything to prove. Thank you.

Mayor Olsen: Thank you. Ma'am. I'll just have you repeat what everybody else has: your name and address, and I'll just start it when you start talking.

Janelle Fuhman: My name is Janelle Fuhman and I live at 4094 East Clark Street over in Freemont Springs. And first I would like (I'm very nervous) I would like to thank Mr. Lifferth for emailing me back yesterday and giving me the courage to come and voice my frustrations and letting me know how to do that. Mayor Olsen, when everything came out about your decisions and your choices I wasn't happy, but I trusted the people that you worked with and they decided they could work with you, therefore, nothing else should be said. At the time that everything came out, nothing was done. The citizens voted for a \$70,000 employment package for our Mayor. Nothing to my knowledge, and I've been known to be wrong many times, but to my knowledge nothing was said about any kind of a scale, any kind of options to reduce, so in my opinion reducing his pay, reducing his family's means of support, right now is wrong. That is not what the citizens voted on. That is not the outcome. Things can be changed when the Mayor's term is up. Things can be changed at that time, when the citizens have the opportunity to vote and to decide. We also voted each one of you, maybe not personally, but somehow the city decided that the five Council members should sit here today. I understand that with six people nothing is going to be ever even, nothing is ever going to be completely unanimous. But you're here, and you are here because we wanted you to be here. And you need to keep in mind that you represent the citizens and it's not a personal thing that you're sitting up there today. It is a very broad, maybe that's not the right word, but you represent all of us, and you need to take into account that most of Eagle Mountain is sick and tired. Thank you.

Mayor Olsen: Thank you. All right. Just state your name and address.

Chris Strouse: Hi, my name is Chris Strouse. My address is 1855 East Boulder Street. I'd just like to comment and enlighten the previous speaker. As far as the Mayor's compensation, this was not something that was ever put on a referendum before the voters, so the Eagle Mountain residents did not vote on this particular subject. This was something that was brought to, you know, fruition by the City Council. It's my understanding that when the Mayor was a City Councilman, he also participated in creating this legislation, as well as voting for it. Thank you.

Mayor Olsen: Thank you. OK, please come on up. Same thing: name, address.

Wendi Baggaley: My name is Wendi Baggaley. I live at 1467 Hawk Way in Eagle Park. Very first of all, City Council members and Mayor, thank you for your time and your service to this city and your passion, because I can definitely sense that in each one of you. I wish to express concern over the proposal to lower the Mayor's salary. I find this proposal to be punitive at the moment and completely opposite of the principle embraced by multiple cultures around the world, of "do unto others as you would have others do unto you." My thought is, are you planning on reducing your salaries by the same percentage? If you feel strongly about this policy change, thought, I suggest that you make this part of your regular budget discussions in the spring, not now when the effect on our Mayor's family would be the most severe and uncompassionate.

To change to a little bit of a different topic, a friend once advised me, "Never get too involved in the details of city politics that you lose the big picture." And I want to address just briefly what I feel that "big picture" is. Of course we all want a productive, safe, and happy, happy city and peaceful city in which to live and to raise our families and we have differences in how we feel this should happen and how it can be achieved. May I suggest, though, what are we teaching, particularly these last couple of months, the examples we are teaching our children and our youth in these neighborhoods of our beautiful city. Benjamin Franklin, upon inquiry at the end of the Constitutional Convention, replied, "You have a republic, if you can keep it." I know all of you are very familiar with that phrase. The founders of our country were not too optimistic concerning the nature of man. They had the recent bloodbath of the French Revolution and the rebellions in our own country to give evidence of man's tendencies to hatred and bitterness. But they did believe that, with the proper checks and balances of government, a structure of government, but an equally strong reliance in civic virtue of the American people, we would be able to govern ourselves in peace and prosperity despite our many differences. That phrase, "to govern ourselves," has haunted me and come back to me and prompted me to make these comments now. I'd like to ask, can we truly govern ourselves? Are we equal to this hope of our founders? Or do we have to rely on lawyers to protect our backsides or relegate our powers of self-government to unelected city administrators? Are we teaching by our examples that we can get along with each other and progress and go forward, despite, actually with, our differences and make that actually make our positions and our city stronger?

It's often been said, "You can't legislate morality." Our civil laws are full of "thou shalt nots" but I don't think I have ever seen a city code that says you have to be nice to each other. I'm humbled to know that, really, it is, "But for the grace of God, go I." I don't know if I would do differently in your position. I would hope so, but I believe there's a reason why our national motto is "In God we trust." And I hope and pray that each of you look inside to your moral compass and look to that, that civic virtue inside, to be able to govern yourselves and govern, help govern our city, both internally and socially. Thank you for your efforts. Please continue to work. Thank you.

Mayor Olsen: Thanks. OK, there is still time available for those that have not had an opportunity. There's somebody jumping up, oh yes, OK. Please state your name and address.

Loreen Cole: Loreen Cole, 3451 Peregrine Road. I, too, kind of have to lean toward Heather Jackson. I was very offended that this meeting was called on Conference weekend and make note to supposed good church members, but, Mayor and City Council members, I was not going to speak today, but I've changed my mind because of the flagrant stupidity and selfishness of certain Council members. In the beginning I, too, questioned the dollar amount that the Mayor was going to be paid. I, too, made comments on the amount of items in the package, but the amount was agreed upon almost a year ago.

Members of this Council have been attacking the Mayor with vicious innuendo and have tried and tried again to find dirt to throw at him without always succeeding. The citizens of this city voted him in and there he should remain until his complete term is over without this constant harassment. Let me ask each and every one of you, if you were to walk into work on Monday and find that the company you work for had just changed their policy so that you now had to pay 50% of your health insurance, place 29% of your pay into your 401k and take a 20% pay hike, or pay cut, on top of that, how would you feel? These numbers may be extreme, but in essence that's what you are trying to do to the Mayor.

Mr. Liddiard, I lost respect for you a long time ago because of your selfishness and, Mr. Blackburn, you are following very close behind with these attacks on the Mayor and the other Council members. For the second time I ask you to grow up. You both talk about the image of this city but you yourselves are perfect examples of the bad behavior tarnishing Eagle Mountain. You can't seem to get your way so you decide to attack the wallet. How extremely childish. You need to start worrying about the business of running the city, not this "get even mud slinging." By the way, the firing of Mr. Hillman was probably the best thing to have happened to this city because he's arrogant, insulting and has left this city in debt, with his back room, hand-shaking dealings. I myself come from a small town very much like Eagle Mountain and over the thirty-odd years I lived there I watched it grow and go through all of the growing pains. One thing they did different, though, was they didn't "cut off their limb" because it hurt a little. I served on a commission for that city for over eight years and never, in my life, have seen such immature, egotistical and sanctimonious behaviors amongst the people who are supposed to be the adults on this Council.

This city needs unity, not division. We are a young city on the verge of setting examples to other new cities. Your work not only affects those now but many generations to come and it is time to put the personal issues aside. Since Mayor Olsen has taken office I have seen great accomplishment for this city. Where are your accomplishments? You need to begin working with the Mayor or you yourself need to step down.

Mayor Olsen: Thank you. Anyone who has not had an opportunity? Please, come on up. Just have you state your name and address for us.

Michele LeBaron: My name is Michele LeBaron and I live at 1062 Waddell Street in Overland Trails. I thank you for the opportunity for all of us to be able to voice our opinions and share with you the things that are on our minds. I think that the bottom line that keeps coming back for me is the way that the Mayor earned the mayor position. I believe it was through lying and deceiving and I think that's a big part of the issue here today, is that we want to be able to somehow have a way to hold the city officials accountable for their actions or for their lack of actions or for their lying. There's a big lack of trust, a big lack of working together, but in the end I think we just want to have a way, as citizens, to hold you all accountable for the choices you make and I think that's a frustrating thing. We feel our hands are tied. We're given three minutes to talk and hope that you kind of do what we suggest that you do. I, again, I just wanted to state that I think the honorable thing to do for the Mayor is step down because I think a precedent needs to be set in our city that lying and deceiving is not the way we're going to earn an elected position and that it's not going to be tolerated and accepted here in Eagle Mountain City government. Having said that, I also do not agree that cutting the Mayor's salary is the right thing to do, either. I don't believe in that principle at all, but I would encourage each of you to look within yourselves and start rehearsing, you know, integrity, virtue, responsibility to the citizens. We basically hired you to act in our behalf and I would hope that you would do that in an unselfish way and truly not for your own, personal political gain and power, but really, truly to act as our representatives and to hear

us, because in the end, and I've said this before, I truly believe that citizens of the city are our greatest resources and if you, as officials, would please turn to the citizens and hear what they have to say and use them in solving problems then, you know, we can't go wrong. There's nothing our city can't do if you will turn to you resource, which is the citizens. Thank you.

Mayor Olsen: Thank you. Come on up. We'll just have you state your name and address when you begin.

Michelle DeKorver: Michelle DeKorver, 3660 North Canary Way. First of all, I also agree that, as the Mayor refuses to step down and as the Council members have no option or ability to remove him from his place, I am not against reducing his salary. However, I would like to present another option. The Mayor was hired. We believed that he would be acting as City Administrator, that we would be saving money by getting rid of several positions, and from what I understand, he has more help than any prior Mayor has ever had, so my advice would be to leave him at his salary now, but force him to his own job by removing those people he has hired to help him do his job for him. Thank you.

Mayor Olsen: Thank you. Anyone else? All right, Council, it looks like everyone's had an opportunity for public hearing. I do have one . . . OK, come on up. So we're not going to not let you have an opportunity. Go ahead.

Kristine Hull: Thank you. My name is Kristine Hull and I live on Sunrise Drive in Eagle Point subdivision. I would like to second and third the two Michelles' comments. I absolutely agree that if the Mayor has chosen not to step down that we need to look at alternate means of showing our disapproval and ensuring that he is accountable to the citizens, perhaps looking at legislation statewide. I realize that this is a state issue, not just here in Eagle Mountain, but perhaps you can look at alternate means for holding him accountable for that. I also do not condone reduction of his salary, because I think there are alternate means of doing that. I do think that it's not a good precedent to set and I do have personal experience with this for a company that I worked for. A coworker also didn't meet the initial expectations of the people in charge, and they did reduce her salary, and it was an extremely painful circumstance not only for her but for the other coworkers. We were also concerned that, "What if our jobs are going to be at stake now? What if our salaries are going to be at stake?" And what it did was cause a ripple effect of trustworthiness within the company. So please keep that in mind. Thank you for your time.

Mayor Olsen: Thank you. Anybody else? I do have one public comment that was emailed to myself and the entire Council and to the City Recorder and so I'll just go ahead and read the comments into the record. This is from Charlotte Ducos and Charlotte has spoken here many times and I don't know her address. Meadow Ranch? OK. If the Council's OK with that, I'll go ahead and just read it.

Councilmember Lifferth: Mr. Mayor, can I just ask when that was emailed?

Mayor Olsen: The date on it is September 29, 2006, 9:15 p.m. It has my address and everybody else's on here, Council and Gina Peterson.

Councilmember Liddiard: I didn't get a copy, but I don't have a problem with you reading it.

Mayor Olsen: OK. It says:

Mayor and City Council,

*I appreciate the opportunity to have my comments read and entered into the public record in my absence. I did not in any way want my absence to signal the lack of opinion regarding the issues at hand.*

*I wanted to make clear my opinion that no action should be taken to reduce the Mayor's salary. The citizens of Eagle Mountain voted less than a year ago to have a full time Mayor and compensation was set for that position. This was a well-thought-out and well-debated issue and the decision by voters was made deliberately. While there are many who are frustrated with this Mayor, we need to keep perspective that changes made to mayoral salary and powers are long term changes that will affect not just this Mayor, but Mayors to come as well. We need to act with prudence to be sure we are not undermining the office of Mayor both now and in the future as a knee-jerk reaction towards one man. The decrease in salary that has been proposed will make it virtually impossible and unthinkable that qualified candidates for Mayor would leave their full-time jobs to run for office. In effect, lowering the salary to the degree that has been suggested is only the first step back towards a part-time Mayor—a direct contradiction to the wishes of the majority in the last election. I urge the Council to set aside their differences with the current Mayor and to take action that is calculated for the best good of the City and its residents both now and in the future. In the context of this meeting, the most prudent action would be to leave the Mayor's salary intact.*

*Because I could not attend I want to keep my comments brief, but I do want to take the time to voice my concern on one more issue. I have put in many hours of my own in preparation for these and other meetings held by this Council in recent days. My whole aim has been to work towards solutions that get beyond the current conflicts and attempt to influence policy that, in my opinion, is for the best good of the City and its residents rather than policy that is reactionary to current frustrations and conflicts between the Council and the Mayor. There is important business to be done in our City. The fighting and offense taking that dominate our current politics—and unfortunately I feel, some of the proposed policy as well—are hurtful to City staff and residents and need to be stopped. I am aware, in detail of many of the frustrations and have spoken with most of the members of the Council directly. Each of you has very valid concerns and complaints. The truth of the matter is, that based on my research and my best analysis, every single one of you are right, and every single one of you are wrong. I plead with you as my elected representatives to get beyond the blame and the frustration and get back to the work of the people. I ask the Mayor to be more forthcoming with essential information on a daily basis. This information should include proper documentation and explanation of all pertinent issues. Please respond to Council requests for answers, even if you know they will not agree with your position. I urge the Council to set aside past differences with the Mayor and seek instead to move forward on current issues. I would ask that respectful dialogue return to these chambers. There are admittedly many ways to do the business of the people—as long as it is done with respect for all. It is possible to disagree without being disagreeable. I believe that all involved have some work to do in this area—Mayor, Council, and residents.*

OK, we'll, Gina do you have a copy of this? Anyone else? OK, Council . . .

Councilmember Strouse: I actually have a comment regarding people that have called and stated they could not be here today. And so, just to let you know . . .

Mayor Olsen: Hold on, order, order, order. This is a public hearing and I need to make sure that, what's that?

[inaudible]

Councilmember Liddiard: Can I ask a question then? This public hearing covers both the 12:30 and the 1:00 meetings or is this one public hearing only to talk about compensation?

Mr. Kinghorn: As far as I know, we're just on the 12:30 meeting notice.

Councilmember Liddiard: I just wanted to make sure.

Councilmember Strouse: So when 1:00 comes, there'll be time for people to speak again? OK, thank you.

Mayor Olsen: So, I'll entertain a motion to close the public hearing.

Councilmember Liddiard **moved** to close the public hearing at 1:34 p.m. Councilmember Blackburn **seconded** the motion. Council members voting yes: David Blackburn, Vincent Liddiard, David Lifferth and Linn Strouse. The motion **passed** unanimously.

Mayor Olsen: Now Council, in light of the attention that I was given from Councilman Jackson on Utah Code 10-3-508, how would you like to proceed?

Councilmember Liddiard: At this point, I would just like to have an opportunity to talk about what's taken place, so without having a formal motion, I simply will move that the Council have an opportunity to discuss this as it's been presented, and then, and then I guess I would move, as part of being able to allow the discussion to take place, a move to table the ordinance as it was presented.

Mayor Olsen: OK, we have a motion to table the ordinance. Do we have a second?

Councilmember Blackburn: I'll second that.

Mayor Olsen: OK. Councilman Liddiard, go ahead.

Councilmember Liddiard: I'm glad that we had people that showed up today. It's nice to have some comments and I think there were some important comments made here. In particular, I think, there were a lot of things that were said in regards to unity and I agree with that. I think it's interesting that sometimes the cries for unity are made in very divisive comments, so people are saying, "We should have unity and I'm really mad at you and you stink and I hate you, but we should have unity." So I'm a little, trying to grapple with that one, but clearly we are here out of the frustration that each of us bear in having difficulties to cooperate. How to fix that? I think some important comments were made as to how do we do that? How do we go about that process of gaining trust, of being workable? Having professional comments. There were comments made that, you know, as far as we are to be here, we should do things that will enact a better appearance of our city, not a worse appearance of our city and I agree with that. I'm a little bit curious about topics that have been talked about in regards to this about doing things to gain political power. I'm not sure exactly how to go about gaining political power, other than the fact that I'm supposed to vote yes and no on ordinances and consider things and act as appropriate and as citizens ask. There is not an opportunity there to gain more power or do those things. I don't have a desire to gain more power. I'm not sure how you do that unless more people move in and then you have more citizens or something, so I find that somewhat perplexing. There has been some

comments made in regards to accountability, to trust, Golden Rule. Clarifications have already been made that voters didn't vote on the salary. It was a Council action that took place. Voters did, however, vote for our current Mayor. And many of these comments seem to be directed towards a Council position or a mayoral position and there were some things that were said in regards to precedents and precedent setting, which I believe is wise advice and I think shows a certain knowledge and an understanding of government. We have more citizens here than we have at some of our regular general session meetings, so I'm impressed at that and I appreciate the comments that have been made in regards to setting the compensation for elected officials. About two or so years ago, Council members were making less as a stipend than they are now and our Mayor at that time was making \$400 a month. Council members were making \$200 a month. The agenda under Mayor Bailey was to have Council members' salaries raised to \$400 a month and the Mayor's salary raised to \$800 a month. I made the motion that Council members' salaries be at \$300 and that the Mayor's salary would be raised to \$1000. That was modified to \$325 for City Council members and \$1000 for the Mayor because of his activities and his actions and he was very engaged in what took place in the city. Because of Mayor Bailey's great contributions and his involvement, it was desired that we allow someone to participate more fully without the same economic hardships that he faced because of his participation and that is where the \$70,000 discussion took place. It was born out of a desire to allow a Mayor to act and not have some of the same challenges. And in the same conversation that took place among the Council was, "And yet how do we not create a tyrant? How do we not create a position or a potential where that would be then abused by someone who would then be having so much abilities freed up to be able to take involvement and so that conversation also turned to the salary being a changeable thing. I'm not sure that everybody understood, me included, how that would play out in future days, but it was, as the Constitution was, an experiment at the time. Some comments were made here about precedents. Well, what precedent do we send then, what precedents will we be setting now, and how does that take place? An annual budget was proffered up at that discussion, as well and that this would be a way for that position to be responsive to the desires of the, of the citizenry. Anyway, that seems possibly like rambling but hopefully it demonstrates at least that I've been listening to your comments being made and, and a concern out of being able to do things that would be right, things that aren't going to upset the apple cart and allow the government to be able to move forward in a good, professional manner. I think I'll restrain some of my comments the close of the next public hearing that takes place and some of these spill over into that. But actually, I would interested, there are some comments that were made about, "Let's seek an alternate method." I would be interested in seeing what you have in mind. What would you propose? I would be very interested. Mr. Lyman has come here several times and has made comments that I have always appreciated. He's made comments that I thought were well thought out. They were not fraught with emotion. They were rather fraught with, in his case, detailed study. He gave good, he gave it very clearly and I appreciated those people who come prepared with comments like that.

Mayor Olsen: Other discussion? Councilwoman Strouse.

Councilmember Strouse: OK. One of the most interesting emails I've gotten recently is from a resident who said I would much rather live in a city who faced its problems open and honestly and worked to fix them than like most cities where they make great efforts to cover things up and sweep them under the rug. Quite often we talk about promoting our city's image and I always cringe when I hear that word, because it should be about who we are about and what we want and where we're going and how we're trying to achieve that. It shouldn't be about the slick, fast sales pitch, you know, to get the big bucks in here. I mean, we truly are a wonderful community and, and I think it's a great thing that we have opportunities to put those things out to the public that are great accomplishments and reflect the wisdom and goodness of our citizens, but on the other hand, as that citizen wrote to me in an email, I think that



was great wisdom. We have to be honest and open and fix those problems and that's all for now. I'll save the rest of my comments for the next meeting.

Mayor Olsen: Anyone else?

Councilmember Blackburn: Yes, Mr. Mayor.

Mayor Olsen: Councilman Blackburn.

Councilmember Blackburn: It sounds like we need to turn off the mikes. Thank you. OK. In the process of considering presenting this proposal before the Council and before the city, it was designed to ask for some action, to get some action. The way things have been proceeding are not what any of us desire. Not of us, I mean, we all know that when a salary is changed for anybody it doesn't just impact that one person. It impacts the whole family. We know that previous Mayors have done a very full-time role with a lot less. It's likely that Mayor in the future will do a similar role with a lot more or less or at the same. The citizens did not vote for the pay package. They voted for the person, the way the person represented themselves at that point in time. I think if we all look at our own employment situation, if certain actions, maybe similar to what we've experienced here in Eagle Mountain, occurred in the, in the professional world, you would feel some impact. Your pay, your bonuses might be docked. You might be put on probation. There would be some censorship of sorts. This is one way where we, as the Council, in our previous discussions, mentioned that we had the ability to censor the Mayor. The Mayor was involved with those discussions. In the process of discussing a full-time Mayor, we even discussed the roles of the Mayor and those conversations, as to defining the position, defining the role, defining the duties, were all kindly deferred until Mayor Olsen was elected so he could be participating in those types of conversations. You might recall Councilmember Janiece Sloan has come to the table and said, "Where are those discussions?" Because they didn't occur when she was a Council member. They haven't occurred since Mayor Olsen has been there. So we're looking at things as a process. Now, ideally, there would be no change. Ideally, there would be no cause for change. We are an elected body to represent you and as things have not occurred in the smoothest of manners and methods, we are acting in a way that hopefully would get some change. Everything that's been said by all the residents and by all the Council is being heard on a regular basis. None of us like the press that's, the bad stories. We all want it to be happy stories because that's the ideal situation. That's where, that's our ideal, our goal and our situation. Regrettably, bad press sells. We can look at the news and we can see the bad press and we go, "What about the good stuff that happened?" because there's definitely a lot more good that's being reported. So I apologize, but the message, the comments that are made the by residents, both at this mike and in person are being heard and we know, collectively, whether here or not, we've got to get our act together. Call it straighten up and fly right, call it crack your heads together, you know, kiss and make up, but we've got to be working the right way. That's all for now.

Councilmember Lifferth: Mayor Olsen, I have a few comments I'd like, just like to throw into the discussion.

Mayor Olsen: Councilman Lifferth, go ahead.

Councilmember Lifferth: I don't know how many people are aware of this, but Mayor Olsen's wife is in the final month of her pregnancy and she is under bed rest for the duration of the pregnancy and, you know I, my wife has had difficult pregnancies before and it was an extremely difficult thing and I can only say that reducing the Mayor's salary and reducing the ability to provide for his family right now

would be very detrimental to his family. I know when I was Mayor, I took a pay cut to come in and work for the \$70,000 that was specified. My wife would only let me do that for a brief amount of time. That's why I was able to do it for a mere five months and I could not have done it for much longer without impacting my financial situation and I think that we need, if we're going to have issues with, with the Mayor, which everyone has, has concerns. I've had my concerns, I've had my discussions with Mayor Olsen, I think we hold out some kind of a carrot and say, you know, "Mayor Olsen, if you will do x, y and z, we'll bump that up from seventy to seventy five. We'll give him some incentive instead of only using a stick. Provide a carrot to provide an alternative. You know, as I think about my own financial situation and the people of Eagle Mountain, I've heard it often said that the people of Eagle Mountain live very close to the poverty level. How many of us could withstand a \$20,000 pay cut and not have to make serious changes, possibly even leaving the city and going and finding someplace where, I don't live in a trailer park. I don't know. It would just be such a huge challenge. I think, we look around the room and compare Jerry's pay rate here with the rest of us. We have normal salaries. Sorry for bringing that up, Jerry. It's kind of humor, a bit of humor there. But everyone else here, I know it would be tough for me to withstand a \$20,000 pay cut, and I'm doing pretty well, but that would be tough and we'd have to make some changes in our lives. It would be hard for me to go home to my wife and tell her why, you know, I can't, I'm not bringing home what I used to make. Another concern I have is if we do reduce the Mayor's salary roughly to a take-home of \$30,000 a year, what sort of caliber of person would ever want to do this job in the future? How many people would want to leave another career and to do that? We need professional, educated and experienced people to manage a city as complicated as Eagle Mountain and telling someone, "Drop what you're doing now and we'll give you a \$30,000 take-home, you know, I've seen Mayor Bailey do it and previous mayors did that, but you know, we look at the financial hardship that was to endure. It is true the Mayor's salary is the only control the Council has over his behavior and I think that we should use that with the utmost caution and sincere desire for what is best for the city. If we do feel the need to censure the mayor, let's do that in a reasonable manner and say, "OK, at this time we're not happy with you. We'll dock you \$1,000 or we'll withhold your Christmas bonus or your Christmas turkey or whatever. There are ways that we can start with this instead of such a drastic measure which is, you know, over 25% of someone's pay you're about to remove from them. The mayor is accountable to the voters and not statutorily accountable to the Council, even though we're the ones who control his pay by statute and we can, if three members here vote to do this, we can do this and put Mayor Olsen in that financial situation. It's a very difficult situation we're trying to work through on the Council. I, I'm listening. I get a lot of emails. I was not at the Friday night session. I've got a digital recording of that. I listened to that. I understand there's a lot of frustration out there. Just to let you know, I work with the Mayor. He's not a perfect man. He's a good man and I appreciate what he's done for the city. A lot of good things are happening in the city and, like someone else said, if we're going to change things drastically at this point, you know, it's going to be hard to predict what will happen in the future, so when we do make major changes like this, we need to do so very cautiously and understand the long-term ramifications. If we desire to punish one man, you know, sometimes if we, we've been accused of "cutting off our nose to spite our face," so let's just be very cautious, let's do what's best for the city and I'll conclude my remarks with that. Thank you.

Mayor Olsen: Well, Council, I, as a member of the governing body, and although I have no vote, I would like to make some comments, since this is a motion to table. I think that if elected, I personally am looking at this as a Mayor and Council for future government entities and I think that if the Council took someone and removed their salary during office, then who really does have control? Are we now using the Mayor, you know, "Mayor, if you don't do what I say, if you don't terminate someone or if you don't do this, I'm going to yank your pay. That's what I'm hearing. I think that's a dangerous

power to hold by the legislative body. I also understand the frustration of folks that, what occurred in February with my comparing a CPM to a Master's. I've done everything that I can think of to amend that situation and I've worked hard. I'm continuing to work hard. My greatest success probably, and I've shared this as of late, will probably be the pushing of politics and I don't take all the credit for it because our City Attorney and our staff you as residents gave me the power to help convince and push the politics with the Central Utah Water Board. We just secured the next 25, 30 years of our water supply. That was voted by resolution by the Central Utah Water Board the other day. Two of the members were absent and I traveled to Sanpete County to talk to them and they were saying, "Well, why should we help your city?" You know, "Why should we do this?" and of course, you have to talk about the benefits of the city using water and how we we'll help pay back their bonds through our use of water, but I think, you know, our number one issue, and it wasn't brought up in the campaign but it certainly was the number one issue, and that's water for this dry valley. The 10,000 acre feet will supply anywhere from 14,000 to 15,000 homes. I think that's a huge success, not just on my part, but the city's, you as residents. They came out here. They did a tour. Jerry has been working with them through all the legal issues. This has been a work in progress since I came in office. And then to have this happen, wow, thanks for the carrot. I want to remind everyone, including this Council body, that Councilmen Liddiard and Blackburn voted no for the Mayor compensation a year ago and have voted no on every budget item we've ever presented. I want to also correct, you know, the Kelvin Bailey salary was \$1000 a month and that was over two years ago, if I'm not mistaken. It was two years ago when that was changed. The balance of power between the Council and Mayor has never changed until now. Monday night they took away the Mayor's authority to control the agenda. That's the only vote I get and now I don't even have that. If a Mayor, you know, the other thing that the misinformation is yes, the half-truth is on the \$70,000 pay, that was decided before I was even running for office. We didn't know if a high school graduate or somebody who didn't even have a high school degree would be offered that. But now we're all saying, "Oh, well we're going to base this salary on education. I don't remember that being the total issue of the day. Currently, the salary is \$49,000, just a little above that if we round it, we'll just say \$50,000 for the Mayor. Right now, on a \$70,000 budget line item, the next \$20,000 is for insurance. If the Mayor wants to take that, the Mayor has to pay for it or it comes out of that \$70,000. Currently all city employees receive 100% medical coverage. They don't have to pay for that. That doesn't come out of their budget line item. We also have a part-time employee that receives 100% medical benefits that was approved by this Council. Yet the Mayor does not receive that. If this were to pass, a \$20,000 decrease in salary and compensation, or however that is figured, and to me it's still unclear, but it would totally affect the salary from \$49,000 to \$29,000 and we're hearing the rounding-up figure of \$30,000. That would place a Mayor on, if this were my choice, because I campaigned to work on this hands-on, full-time. I wasn't going anywhere. I wanted to do this. That would put me on food stamps, that would put me on welfare assistance. There was a reference to an email that a resident says, correct me if I'm wrong, is that we're sweeping things away. You know, when things like that are brought up, I would like to see the email. I would like to know who the resident is. I would like to see what information or fact they have before we throw it out there as fact. To me it's hearsay. Again, my comments from last Friday's emergency meeting, you know, there were a lot of things said by the public. There has been many things. I've sat back for a long time and I've held my tongue, because as a chair I believe I need to be a strong chair, a chair that doesn't allow us to fight, you know. The audience comes up, you know, and they, I've seen it. I've sat in that audience and seen what's happened with previous Councils. Audience member stands up there and they just start yelling and then what happens is the Council or the Mayor themselves start arguing back. That was one major thing I was going to change when I came into office. We're going to dress it up, we're going to be professional and we're going to follow procedures. This Council has never set up procedures, so this Council has no right to complain until they set those procedures up. That is the chair's responsibility and we have followed

that. People get up, they make comments, and I have tried to stay out of the conflict by being a referee. I have been called upon, I know Councilman Liddiard likes it when the Mayor talks about issues like this. He's done that in the past and I appreciate that. I like to be involved, even though I don't have a vote up here and I think the more I've gone through all the different things that I've heard over time, you know, I've sat back and every little thing it, to me personally it appears petty. All the little issues, the desk, the \$8,000 travel reimbursement, all these things. To this day I'll never even use that much money and I can prove that on Tuesday night, how much I've used and how much, if we keep going by the end of the year, where we'll be and where I've been with that money and what we've done with the travel reimbursements. The rumors about a desk and all this but, like I said, I think, as I've gone through each issue and seen what's happened, I can see where the miscommunication has happened. It saddens me greatly that I didn't see it before, but I've been in office what, nine or ten months, and we've seen great successes in this city from having a Mayor that's elected by the people. Let me tell you, the people have been heard over the course of these last several months. This Council has been hearing it and I do believe we're all doing what we believe to be the best and once the facts are out there, one of the things that I've learned for myself is that when I hear something I should verify it. Instead of me hearing it from somebody and then I hear the half-truth like, say, on the desk. It's true. The Mayor did buy a desk, but the Mayor didn't spend \$7000 or \$6000 or \$5000, depending on who you talk to. It was a lot less than that and the Mayor never had a desk. He had a table that was open, so if we have a future female Mayor, if she were to sit at that desk in a dress, she wouldn't be able to. There was nothing for the mayor to lock his stuff in to clean off the desk. There was nowhere, really, for the Mayor to have, you know, a moment to sit down with public officials. We've had, we've had senators come out here and state senators and other mayors come and visit our town, business people, developers. They have, you know, when we talk about development, there is so much development. These men and women have invested millions of dollars into this community and, yes, I'm sure they're going to make their money back, but we all make this balance and I apologize, I'm starting to just talk, talk, talk. But I do want to, to stress to you that I'm going to try harder to communicate with the Council. I realize that there's frustrations that when you call me, I don't answer the phone. Well, I'm not like the former Mayor that would just pick up the phone and [aside] no offense. When I'm in a meeting with someone, unless it's the Sheriff's Department or the Fire Chief or my wife, I will not answer the phone until I'm done with the meeting, because those people have made that time with me. But to expect me to pick up the phone whenever a person rings is ridiculous and it's offensive and I do try to call back. You know, the funny thing is, I'll be on the phone and I'll get five phone calls when I'm on the phone, so then when I hang up I've got five messages, so then I dial and deh, deh deh and you go through all that and then you hear the messages and then I start going back and calling people back, but by the time I get back, I've offended somebody. "Well, when I called, you were supposed to call me right back." Well, I was in a meeting. Anyway, I do plan on providing, as one resident suggested, evidence on Tuesday night of all these different things that have come up. I will try my very best, Council, not to take the time that night, but the residents came in Friday and they were demanding answers. They said, "Lay it out to us, Mayor. Tell us what is going on. We're hearing this. What is the truth about GRAMA requests and all this stuff?" I'm going to show you. I'll show you the correspondence. I'll show you the evidence and I will proffer to you as evidence that this Mayor has sat back to avoid the spirit of contention, when I've sat back and thought, "This is the most pettiest thing I've ever heard." But this Mayor also accepts responsibility for not communicating enough, but I think that can be spread around, as well. This city is a wonderful city and when Jerry and I met with Central Utah Water Board the other day, that's what we told them. Mothers were out walking their babies. Construction equipment was building and it gave him an eye, this picturesque opportunity to share with people what was going on and, lo and behold, it's you residents that were able to give us the empowerment to convince that Board that we needed water for the next twenty, thirty years. Anyway, I apologize if I went on too long, but I do look forward to

Tuesday night. I do look forward to addressing these concerns and miscommunications and if that's all they are, good. But if they are lies, the I do think we should hold people accountable.

Councilmember Strouse: Mayor, I have a comment, if you wouldn't mind.

Mayor Olsen: Councilwoman Strouse.

Councilmember Strouse: First of all, you know, [electronic feedback] somebody needs to turn their mike on. First of all, we all feel very, very sad that Brian's wife is again going through difficult pregnancies. [Feedback] Somebody needs to turn their mike on. She's a wonderful lady and I have a lot of respect for her, but one of the things I want to point out is, we all, when we serve in public office [feedback]. Throughout history when people have served in public office, it most often entails sacrifice, from the early forefathers to people like, well just about anyone who served in public office here in Eagle Mountain. It was hard for everybody right from the beginning. Everybody that's served this city deserves pats on the back and appreciation, because it's astounding to think we started with 250, about 250 people to around 15,000 today and there's been tremendous accomplishments. It's taken each person building on the successes and the wisdom of the past, and sometimes the wisdom of the past is born and comes out from making mistakes, but there is wisdom and everybody deserves credit with where we're at today. This is not something that happened just in the last nine months. I'm sorry. It's just not right for it to be presented that way. I wanted to give you an example of Mayor Bailey and all the hard work that was done with the CUP. We're talking about the water. "I have been involved with various developers" this is Kelvin Bailey speaking "in an attempt to purchase the water from the old Geneva Steel plant and bring it to Eagle Mountain, but at the end of the day the CUP purchased the water rights. At that point, as Mayor, I suggested we approach the Board to find out what their intentions were for the water." This was within the last year and a half. "To find out what their intentions were and if it be possible to have water brought out or transferred to the Eagle Mountain area. I knew from our early conversations with developers and that state that there would be some major hurdles to overcome: physically pumping the needed water, not only to our area, but to Saratoga Springs, West Lehi, transferring water rights to our area based on the moratorium placed by the State on all water transfers. How to pay for the costs and what those actual associated costs would be and if it would be economically feasible at the end of the day. I asked Mark Sovine to set up a meeting with a few of the CUP board members to discuss some possible solutions to these major hurdles, knowing that there was a lot more that would have to be dealt with in the future and to avoid a moratorium on the growth in Eagle Mountain. We met May 2005 at Thanksgiving Point to discuss these concerns, at which time I proposed a daring and bold plan to transfer some of the initial water rights to the city wells as an interim solution until the actual, physical lines could be built to physically bring the water. We knew this would be a major problem, since the State had a moratorium on the transfer of water, but we knew that if any organization could persuade the State to make an exception, it would be the CUP, based on their credibility to follow through with their plans and their past relationships with the State. I also explained the basis of how to justify it with the State. The State is concerned with there being sufficient water to provide for the amount of water rights that are already in our valley. Hence the reason for the moratorium. My thought to justify this transfer of water was to say to the State that if they allowed the CUP to transfer the water rights on a temporary basis and until the physical water could be transferred through a pipeline, that it would not endanger anyone currently with water rights or using rights in the valley at this time. The temporary impact would be nominal and for a short time only. It was a known fact that little of the overall water in the valley was being used on a regular basis and so, in a sense, this temporary transfer and use of new water rights would not have a negative impact on any other users. By the time growth could pose a potential problem, the physical transfer of water would be in place. Also

during my administration, we began participation in a study with the State on the water resources and aquifers in the valley since 2003. Assuming the new administration is still participating in this study,” and that is another question. I’d like to know if we are. Are we, Jerry?

Mr. Kinghorn: [inaudible]

Councilmember Strouse: OK, excellent. “The findings may provide sufficient information in the future to allow for the permanent transfer of water rights again. The Board members liked the idea of a short-term suggestion and felt it was a very good chance that they could get the State to see the reasoning behind the solution, so I met with Jerry Kinghorn, Chris Hillman and Mark Sovine and met with the Board members over the next few months to discuss this proposal.” Now, there’s a lot more to this letter, but my whole point is, a lot of people have done a lot of work for a long time and many, many people deserve credit for this. Thank you.

Councilmember Liddiard: I think it’s interesting, some of the comments that have been made on some of the Council things. Part of it has to do, I think, with some of the comments and some of the perception and the perception being reality. Even among the community, when people come to talk, they sometimes come to address something they perceive is an issue, whether or not it is and that perception then becomes reality. It becomes reality for us because we need to go with it and even the perception, or even the absence of further information, has become somewhat of an issue even among Council members, where perception seems to bear a lot of sway, when more information or other information isn’t available or simply not at hand. But I think it’s something that has created a lot of opportunities for thought and speculation. Let’s call the question.

Mayor Olsen: All those in favor of the motion to table, please say yes.

Council members voting yes: David Blackburn, Vincent Liddiard, David Lifferth and Linn Strouse. The motion **passed** unanimously.

### ADJOURNMENT

Councilmember Liddiard **moved** to adjourn the meeting at 2:10 pm.