

## CACHE COUNTY COUNCIL

November 27 at 5:00 p.m. - Cache County Chamber at 199 North Main, Logan, Utah.

*In accordance with the requirements of Utah Code Annotated Section 52-4-203, the County Clerk records in the minutes the names of all persons who appear and speak at a County Council meeting and the substance "in brief" of their comments. Such statements may include opinions or purported facts. The County does not verify the accuracy or truth of any statement but includes it as part of the record pursuant to State law.*

**MEMBERS PRESENT:** Chair David Erickson, Vice-Chair Barbara Tidwell, Councilmember Karl Ward, Councilmember Sandi Goodlander, Councilmember Nolan Gunnell, Councilmember Mark Hurd, Councilmember Kathryn Beus.

**MEMBERS EXCUSED:**

**STAFF PRESENT:** Wes Bingham, Bryson Behm, Sheriff Jensen, Chief Rod Hammer

**OTHER ATTENDANCE:** Mayor Craig Hidalgo

### Council Meeting

1. **Call to Order 5:00p.m.** – [1:00:00](#) Chair Erickson opened the meeting.
2. **Opening Remarks and Pledge of Allegiance** – [1:14](#) Councilmember Sandi Goodlander gave opening remarks and prayer.
3. **Review and Approval of amended Agenda** [2:57](#) Chair Erickson opened and said a change was made to the agenda. [3:08](#) Vice Chair Barbara Tidwell said to amend item 7C **An Ordinance Making Adjustments to The Salaries of Certain Cache County Elected Officers** to be discussed at the next meeting due to recent legislature.  
**Action:** Motion made by Councilmember Vice Chair Barbara Tidwell to approve the amended agenda; seconded by Councilmember Karl Ward.  
**Motion passes.**  
**Aye:** 7 David Erickson, Barbara Tidwell, Kathryn Beus, Nolan Gunnell, Sandi Goodlander, Karl Ward, Mark Hurd  
**Nay:** 0
4. Review and Approval of Minutes October 12, 2024 and November 12, 2024 [3:58](#)  
**Action:** Motion made by Councilmember Karl Ward to approve the minutes; seconded by Councilmember Kathryn Beus  
**Motion passes.**  
**Aye:** 7 David Erickson, Barbara Tidwell, Kathryn Beus, Nolan Gunnell, Sandi Goodlander, Karl Ward, Mark Hurd  
**Nay:** 0
5. **Report of the County Executive** [4:20](#) Executive Zook wished everyone a Happy Thanksgiving
6. **Items of Special Interest**
  - A. Resolution 2024-24 - Approving the 2024 Cache County Council of Governments Funding Recommendations – [4:46](#)  
Mayor Craig Hidalgo presented his request for COG funding. [10:00](#) Councilmember Kathryn Beus clarified the contingency fund amount. [10:22](#) Craig answered 3 million would be taken out for contingency from the 12 million. Kathryn asked for the contingency to be explained more and what it would be used for. Craig answered it is to handle shortfalls from increased costs and market factors. Kathryn asked how it is awarded. Craig said there is a threshold set before it is presented to COG or Council. [11:26](#) Councilmember Sandi Goodlander asked if the fund carried over year after year and what the total is set aside now. Craig said nothing will be carried over and that 3 million would be it. [11:50](#) Councilmember Karl Ward said it is always a challenge to find funds to take care of all the needs. Craig said everyone works together. [12:47](#) Chair Erickson asked Council if they would like to approve.  
**Action:** Motion made by Councilmember Nolan Gunnell to suspend rules and approve resolution 2024-24; seconded by Councilmember Mark Hurd.  
**Motion passes.**

**Aye: 7** David Erickson, Barbara Tidwell, Kathryn Beus, Nolan Gunnell, Sandi Goodlander, Karl Ward, Mark Hurd  
**Nay: 0**

- B. Personal Property Delinquent Accounts – [13:34](#)** Brett Robinson asked Council to excuse the accounts that are still outstanding. He explained all efforts have been made to contact them. [14:50](#) Chair Erickson asked if a lot quit their business and left the valley. Brett answered a couple large businesses folded and the County was unable to collect on them. [15:37](#) Councilmember Nolan Gunnell asked about Burger King. [15:49](#) Joseph answered the owner filed bankruptcy and the county has filed a claim but most likely won't see anything for years to come. [16:25](#) Chair Erickson thanked them for their work.

**Action:** Motion made by Vice Chair Barbara Tidwell to accept delinquent accounts; seconded by Councilmember Sandi Goodlander.

**Motion passes.**

**Aye: 7** David Erickson, Barbara Tidwell, Kathryn Beus, Nolan Gunnell, Sandi Goodlander, Karl Ward, Mark Hurd  
**Nay: 0**

## 7. Public Hearings

[17:44](#) Chair Erickson opened for motion.

- A. Set Public hearing for December 1-, 2024 – Ordinance 2024 -23 – CVB Rezone** Amending the Cache County Zoning Map by rezoning 1.4 acres from the Agricultural (A10) Zone to the Industrial (I) Zone located at approximately 208 W 3700 N Near Hyde Park. (Voted with 7B)

- B. Public hearing for December 10, 2024 – Ordinance 2024-24 – Marshall Maughan Trust A10 to RU5 Rezone** Amending the Cache County Zoning Map by rezoning 14.0 acres from the Agricultural (A10) Zone to the Rural 5 (RU%) Zone located at approximately 3201 S. Highway 23, between Mendon and Wellsville.

**Action:** Motion made by Councilmember Karl Ward to approve public hearing; seconded by Councilmember Vice Chair Barbara Tidwell.

**Motion passes.**

**Aye: 7** David Erickson, Barbara Tidwell, Kathryn Beus, Nolan Gunnell, Sandi Goodlander, Karl Ward, Mark Hurd  
**Nay: 0**

- C. Public hearing – Ordinance 2024-22 – An Ordinance Making Adjustments to The Salaries of Certain Cache County Elected Officers.**

**Discussion:** [18:33](#) Chair Erickson repeated because of a change in procedure this item had been removed from the agenda. [18:54](#) Attorney Taylor Sorenson said additional notice is required. Chair Erickson clarified when this was passed. Taylor answered during the last legislation. Chair Erickson said it will probably be set for December 10, 2024.

## 8. Pending Action

### **A. Resolution 2024-23 Adopting the 2025 Annual Budget**

**Discussion:** [19:36](#) Chair Erickson welcomed Wes Bingham from Finance to speak on Capital Improvements. [20:26](#) Wes said there are Capital, Operating Changes, and Amendments he wanted to get through. [21:07](#) Chair Erickson asked for Capital to be discussed first. [21:42](#) Wes explained what is in the Capital requests and where funds would come from. [25:04](#) Executive Zook asked if one of the projects listed as \$700,000 to be used with COG funds was reflected in the 2.95 million. Wes answered he believed the intent is it would be funded by COG. [25:47](#) Councilmember Sandi Goodlander said it was taken off their list. Wes asked where Council was looking. [26:06](#) Executive Zook said the figure is missing from a column. Wes answered yes that will be funded by COG and added nothing on capital had changed. [26:51](#) Councilmember Sandi Goodlander asked if a motion could be made. [26:58](#) Wes said they are listed as individual amendments on the document. [27:13](#) Councilmember Sandi Goodlander asked if it was listed on the old or new document. Wes answered the first one they were given. [27:45](#) Councilmember Mark Hurd asked if the listed numbers are consistent with the conversations about needs for the airport. Wes answered yes that is his understanding. [28:27](#) Councilmember Kathryn Beus clarified fire amount and asked if that is still general fund. She confirmed the two amounts needed to be totaled. Wes confirmed. [29:12](#) Discussion among Council and Wes about figures. [29:38](#) Executive Zook said fire is listed separately because the fire district was set up to be separated. Wes said at this point it had been moved

and that detail hadn't been passed to Executive Zook. [30:49](#) Executive Zook commented when the budget was built last year the most legal way was to pay for those expenses with funds other than general funds. He added the cleanest way now would be to use interpreted general fund dollars and get a loan with the fire district to repay the County in the future. [31:38](#) Wes answered if an interfund loan is done it is typically off a PTIFF rate. [31:59](#) Councilmember Sandi Goodlander asked if it still came from the general fund this year. Wes said it had to be funded from the general fund regardless. Councilmember Sandi Goodlander said that was the first she had heard of a loan. [32:23](#) Chair Erickson said there is still a lot to develop with the Fire District and it would work out. [32:39](#) Councilmember Sandi Goodlander thanked everyone for narrowing down the list of needs. [32:53](#) Chair Erickson opened for questions or motion with amendment. [33:07](#) Councilmember Sandi Goodlander said all the amounts are part of this document and asked if it could be approved in parts. Wes replied yes. Chair Erickson asked if Council wanted to wait until next week and approve as a whole. [33:37](#) Councilmember Sandi Goodlander said that would be easier and added these figures are not going to change. [34:03](#) Wes explained the Manpower changes. He said the document given to council included all the amendments and added fire and ambulance would be funded from general funds. [34:44](#) Councilmember Sandi Goodlander asked if the seasonal employees for the recorder were funded through ARPA. Wes said yes and added money will be set aside for two years. [35:19](#) Chair Erickson moved to eliminate the surveyor position this year. Wes answered it was listed on the budget amendments. [35:46](#) Councilmember Kathryn Beus asked what date the budget amendment was for. Councilmember Sandi Goodlander said Council would like the final document to reflect that position removed. [36:27](#) Wes said it was not included on the manpower document as funded positions. Chair Erickson and Councilmember Kathryn Beus responded it was. [37:45](#) Wes said there was discussion of professional fees. Chair Erickson said \$30,000 for those fees was looked at. Wes answered at Matt Philips and Tenille would have access to those funds for their departments. [38:19](#) Councilmember Kathryn Beus asked if that is an additional amendment. Chair Erickson said yes and asked Wes to point it out in the next meeting as changed. [38:41](#) Chair Erickson welcomed Amy Adams to speak. [38:52](#) Wes added operating accounts are not finalized yet but would get those updated figures to Council. [39:56](#) Chair Erickson said he had went over the costs and had his own cuts that he would send to Council and Wes. Wes asked him to provide feedback on what changes to include in the budget document. Chair Erickson said his cuts were at \$479,000. [40:39](#) Councilmember Nolan Gunnell asked if there was a ballpark on overtime costs for the Sheriff. Wes said he would get that to Council in email. [40:56](#) Amy started and said when she has watched the Council meetings online it is difficult to hear and asked Council to please pull their microphones closer when they speak. She began her presentation for market/merit pay increases for employees. [56:38](#) Councilmember Nolan Gunnell asked to see the midpoint, high point graph for employee wages and asked what the duration of longevity of the 25 job titles below the minimum. Amy answered she did not know off the top of her head at the moment. Councilmember Nolan Gunnell asked what the average full time employee pay of \$66,915 is with the health insurance benefits added. [57:25](#) Amy answered public safety is different than public employee and said 30-35%. Councilmember Nolan Gunnell said Council is trying to help retirement and matches. He asked if other counties are doing a match similar. Amy answered yes that was presented in August and would send it to him via email. Councilmember Nolan Gunnell asked if any other Councilmembers remembered that and said that is a rich benefit. Amy said if she remembered right it was over half the county. [58:21](#) Councilmember Sandi Goodlander asked what percentage the recommendations from the appropriations (compensation) committee were. Amy answered what is reflected in the budget amendment reflects the appropriations committee. [58:43](#) Chair Erickson this seemed like a hopeful endless pit of money. Amy answered she didn't understand the comment. [59:03](#) Vice Chair Barbara Tidwell said she is on the committee Chair Erickson is referring to. Chair Erickson commented what is shown is being presented like there is money to cover the increase. Amy answered she showed the facts of what the adjustment would need to be for the County to be in a competitive market. Chair Erickson argued matching will raise taxes and the citizens have spoken they don't have the compensation to afford to pay more. Amy responded the County is in the service industry that requires human operation to provide the services. She added employees are taxpayers themselves. Chair Ericsson answered a balance needs to be found. Amy agreed and said she presented her facts and it would now be his decision. [1:01:15](#) Councilmember Sandi Goodlander said the appropriations committee had discussed a market increase for public safety and a merit increase of 2% for everyone else. [1:01:42](#) Vice Chair Barbara Tidwell asked why the public safety employees were being treated differently than other employees. Sandi answered the Sheriff had told them he is losing employees. Vice Chair Barbara Tidwell commented that could happen with the other employees too. [1:02:10](#) Chair Erickson said it would happen anywhere and added that finding people trained for public safety is a challenge. [1:02:32](#) Councilmember Nolan Gunnell said every field is looking for employees and asked Amy for comparisons of other Counties with open positions. Amy said the Count lost the Director of Development Services and an engineer recently due to wage competitiveness already. [1:03:36](#) Executive Zook asked

where the policy for market adjustments came from. Amy answered the Policy and Procedures Manual. Executive Zook asked why the policy was not automatic. [1:04:34](#) Council responded there is no money and the budget was given to them without it included. Councilmember Sandi Goodlander suggested scaling back this year. [1:05:34](#) Vice Chair Barbara Tidwell asked Amy to explain what a 2% increase would look like on her chart. Amy answered the matrix is structured for a 3% increase and expanded how those increases would reflect. Chair Erickson opened for comments. [1:08:39](#) Sheriff Jensen said other counties and cities have packages they offer other than wages. He stressed the importance of the public safety employees being local to respond to their community and compensation should offer that. He agreed with Chair Barbara Tidwell that all county employees deserve the recognition. [1:12:59](#) Chief Rod Hammer spoke to the Fire Department and said one of his part time employees has been offered a job for a significant amount higher than what the county pays. He added that finding people to fill shifts is more difficult. [1:14:48](#) Councilmember Kathryn Beus said this feedback is important and from her meetings with the appropriations and compensations committee the money is in a pinch. She said the budget did not have an increase included so it was added in for what they felt was appropriate. [1:16:56](#) Councilmember Sandi Goodlander echoed the valuable information received. [1:17:06](#) Councilmember Karl Ward said employees need to be taken care of but the problem lies in how to pay for it. [1:18:15](#) Audience asked if public comments were allowed. [1:18:19](#) Chair Erickson answered no. He continued with what cuts he was able to find in some departments to shift over to the employees. [1:19:46](#) Attorney Taylor Sorenson said he has tried to identify what to cut from his department. Chair Erickson thanked him and said it still had to be scaled back. [1:22:35](#) Councilmember Mark Hurd clarified what Wes will put together will reflect the changes from what Chair Erickson cut. [1:23:21](#) Wes Bingham said he sent a tentative list just before the meeting. [1:24:32](#) Councilmember Mark Hurd commented it does add up to move the needle a little for the tax increase. Chair Erickson responded that was his goal. [1:25:32](#) Councilmember Kathryn Beus asked if Wes had worked with all department heads from the email he sent. Wes answered it is about 90% completed. Both discussed. Wes said the most significant cuts were from the Sheriff's office. [1:28:02](#) Chair Erickson agreed. Wes added they were mostly from overtime and benefits. [1:29:05](#) Chair Erickson said some that he dug into was responsibilities that shifted from departments. [1:30:19](#) Vice Chair Barbara Tidwell thanked everyone for their work on the budget. She said if cuts are made to the services the County provides then the constituents will have to understand that changes the service they receive. [1:31:32](#) Councilmember Kathryn Beus asked Chair Erickson if he had spoken with all department heads. [1:31:56](#) Chair Erickson answered no. He explained his cuts were from a history of data jumps and his notes from workshops. He said he wished the tentative budget would have included everything in order for Council to make good decisions, but thanked the effort put in. [1:33:28](#) Councilmember Kathryn Beus said more work would still be needed to speak with department heads. Chair Erickson agreed. [1:33:50](#) Councilmember Nolan Gunnell thanked the Attorney and Sheriff's Offices for their cuts. He reiterated Vice Chair Barbara Tidwell's comment that services will need to be cut. [1:34:35](#) Chair Erickson said by December 3<sup>rd</sup> a budget needed to be put together for Council to review. [1:34:57](#) Councilmember Sandi Goodlander asked if item 9A had been removed from the agenda. Chair Erickson said it can be left as a proposal but not discussed. [1:35:18](#) Wes asked if there could be a special meeting arranged due to his staff being sick. [1:35:32](#) Chair Erickson responded he hoped to have something pretty solid December 3<sup>rd</sup> and maybe a few tweaks on the 10<sup>th</sup> to get it completed.

**Action:** [37:15](#) Motion made by Councilmember to strike 119 from budget amendments for surveyor position; seconded by Councilmember Kathryn Beus.

**Motion passes.**

**Aye:** 7 David Erickson, Barbara Tidwell, Kathryn Beus, Nolan Gunnell, Sandi Goodlander, Karl Ward, Mark Hurd

**Nay:** 0

## 9. Initial Proposals for Consideration of Action

### A. *Public Hearing – Ordinance 2024-22- An Ordinance Making Adjustments to The Salaries of Certain Cache County Elected Officers*

**Discussion:**

**Action:** Motion made by Councilmember \* to approve Ordinance/Resolution; seconded by Councilmember \*.

**Motion passes.**

**Aye:** 7 David Erickson, Barbara Tidwell, Kathryn Beus, Nolan Gunnell, Sandi Goodlander, Karl Ward, Mark Hurd

**Nay:** 0

**c. Other Business**

- A. County Employee Christmas Party December 11 @ 6 pm  
B. UAC Day On The Hill February 5

**d. Councilmember Reports**

**David Erickson** – [1:37:45](#) The budget is being taken seriously. Mandates that are unfunded by the State have hit the County pretty hard. He empathized with those it effects.

**Karl Ward**- [1:37:28](#) Worked on the budget. [1:37:32](#) Councilmember Nolan Gunnell thanked Chair and Vice Chair for their time and work.

**Sandi Goodlander** – [1:37:22](#) Thanked Amy and Wes for budget meetings and time spent.

**Barbara Tidwell** – [1:37:09](#) Zoom call with USACC and the year ahead looked great.

**Kathryn Beus** –

**Nolan Gunnell** – [1:36:49](#) Echoed Mark Hurds comments and thanked Bryson.

**Mark Hurd** – [1:36:20](#) Board of Canvassers met. He thanked Bryson Behm and staff for the amazing job in the election process.

**Action:** [1:39:02](#) Motion made by Councilmember Karl Ward to move into Executive Session; seconded by Councilmember Vice Chair Barbara Tidwell.

**Motion passes.**

**Aye:** 7 David Erickson, Barbara Tidwell, Kathryn Beus, Nolan Gunnell, Sandi Goodlander, Karl Ward, Mark Hurd

**Nay:** 0

**e. Executive Session**

**Utah Code 52-4-205(1)9a) – Discussion of the character, professional competence, or physical or mental health of an individual**

**Utah Code 52-4-205 (1)(c) - Discussion of pending or reasonably imminent litigation;**

**Utah Code 52-4-205-(1)(d)- Discussion of the purchase, exchange, or lease of real property, including any form of a water right or water shares, or to discuss a proposed development agreement, project proposal, or financing proposal related to the development of land owned by the state.**

**Adjourn:** 6:40 PM [1:40:10](#)



**APPROVAL:** David Erickson, Chair  
Cache County Council



**ATTEST:** Bryson Behm, Clerk  
Cache County Council

