

APPROVED

**CACHE COUNTY
COUNCIL MINUTES
4 December 2001**

**COUNTY COUNCIL MEETING
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4 December 2001

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CACHE COUNTY COUNCIL MEETING
December 4, 2001

The Cache County Council met in a regular session on 4 December 2001 in the Cache County Council Chamber at 120 North 100 West, Logan, Utah.

ATTENDANCE:

Chairman: Darrel L. Gibbons
Vice Chairman: Layne M. Beck (*Arrived at 5:09 p.m.*)
Council Members: C. Larry Anhder, John Hansen, H. Craig Petersen, Kathy Robison.
Cory Yeates - *excused*
County Executive: M. Lynn Lemon
County Clerk: Jill N. Zollinger

The following individuals were also in attendance: Janet Borg, Richard Cahoon, Sheriff Lynn Nelson, Ty Newberry, Evelyn Palmer, Pat Parker, Jim Smith, Auditor Tamra Stones, Attorney Scott Wyatt and Jennie Christensen (KVNU).

CALL TO ORDER:

Chairman Gibbons called the meeting to order at 5:02 p.m.

INVOCATION:

The invocation was offered by John Hansen.

REVIEW AND APPROVAL OF AGENDA:

Corrections: 1) Under item 9-a, Resolution 2002-39 corrected to read **2001-39**. 2) Under item 10-a, Resolution 2001-40 corrected to read **2001-41**.

REVIEW AND APPROVAL OF MINUTES:

The minutes of the regular Council meeting held on November 27, 2001 were discussed, corrected and approved.

REPORT OF COUNTY EXECUTIVE:

County Executive Lemon reported on the following items:

Appointments: Louise Everton - Board of Health

Council member Anhder moved to accept the appointment of Louise Everton to the Board of Health. Council member Hansen seconded the motion. The vote was unanimous, 5-0. (Beck and Yeates absent)

Warrants: The warrants for the period of November 9 thru 15, November 16 thru 21, November 23 thru 29 and November 30 were presented to the County Clerk for filing.

Other Items:

1. Memo for the RS2477 Roads: A memo for the RS2477 right-of-way issue was given to the Council.
2. Cloud Seeding: Executive Lemon reminded the Council of the cloud seeding that started the First of December which probably enhanced the moisture that we received in a storm on the Third of December.

PENDING ACTION:

RESOLUTION NO. 2001-39: ADOPTION OF 2002 BUDGET

A Resolution Adopting a County Budget for the Fiscal Year 2002.

(See Attachment #1)

Council member Petersen moved to adopt Resolution No. 2001-39. Council member Anhder seconded the motion. The vote was 5-0. (Beck and Yeates absent)

Vice Chairman Beck arrived at 5:09 p.m..

ITEMS OF SPECIAL INTEREST:

INTRODUCTION OF THE NEW EXECUTIVE DIRECTOR OF THE ICE ARENA: JANET BORG

Janet Borg introduced Ty Newberry as the new Executive Director of the Bridgerland Ice Arena. Mr. Newberry comes to Cache Valley from Virginia where he managed a twin ice sheet arena. He also brought with him his current Operations Director from Virginia. Ms. Borg feels that the Ice Arena is very fortunate to have two highly qualified individuals to get this facility up and running.

INITIAL PROPOSAL FOR CONSIDERATION OF ACTION:

ORDINANCE NO. 2001-07 - 2002 SALARIES FOR ELECTED OFFICIALS

An Ordinance Providing for Changes of Salaries for Cache County Officers for 2002 and Superseding Prior Resolutions and Ordinances.

(See Attachment #2)

Council member Anhder moved to waive the rules and approve Ordinance No. 2001-07. It was properly seconded.

Discussion:

Vice Chairman Beck suggested including the 4% adjustment to the Executive's salary. This would change the salary from \$64,653; to \$ 67,886.

Council member Petersen moved to amend the previous motion to adjust the Executive's salary. The motion was seconded by Vice Chairman Beck. The vote was unanimous all members voting in favor. 6-0 (Yeates absent)

Chairman Gibbons called for a vote on Council member Anhder's original motion. All members voted in favor. 6-0 (Yeates absent)

ORDINANCE NO. 2001-07: 2002 SALARIES FOR ELECTED OFFICIALS

	ANHDER	BECK	GIBBONS	HANSEN	PETERSEN	ROBISON	YEATES	VOTES CAST
AYE	X	X	X	X	X	X		6
NAY								0
ABSTAINED								0
ABSENT							X	1

ORDINANCE NO. 2001-08: 2002 SALARIES FOR COUNTY COUNCIL MEMBERS

An Ordinance Providing for Salaries for Members of the Cache County Council for 2002.

(See Attachment #3)

Council member Anhder moved to waive the rules and approve Ordinance No. 2001-08. Council member Hansen seconded the motion. The vote was unanimous all members voting in favor, 6-0. (Yeates absent)

ORDINANCE NO. 2001-08: 2002 SALARIES FOR COUNTY COUNCIL MEMBERS

	ANHDER	BECK	GIBBONS	HANSEN	PETERSEN	ROBISON	YEATES	VOTES CAST
AYE	X	X	X	X	X	X		6
NAY								0
ABSTAINED								0
ABSENT							X	1

ADOPTION OF PROPOSED 2002 CAPITAL IMPROVEMENT PLAN:

Executive Lemon explained to the Council the Capital Improvement Plan for 2002. Projects that are needed over a period of five years had been included in this plan. The 5-phase projects of the County Administration Building and the renovation of the Historic Courthouse were included. The

County Jail information may need to be updated. Each year roads are included as to which ones will be chipped and sealed.

The proposed 2002 Capitol Improvement Plan will be put on the next Agenda for action.

PROPOSED COUNTY EMPLOYEE LEAVE POLICY: JIM SMITH

The Cache County Compensation Committee has been working on a proposed Personal Leave program. This committee included the following: Assessor Kathleen Howell, Darrell Glenn from the Road Department, Von Williamson from the Sheriff's Department, and from the Community: John Booth - business person at-large, Roger Ellis from Campbell Scientific, Ted Nyman from Workforce Services, and Bruce Adams from Logan City's Human Resource Department.

Comments had been received about the leave policy from Department Heads as well as from Employees. The committee reviewed each leave benefit and determined that legal holidays should be left as is and excluded them from further review. The committee focused on the other three leave programs: Vacation leave, Sick leave, and Bereavement leave.

(See Attachment #4)

The major concerns were: 1) policing sick leave benefits both by the Department Head and the Administration of the County and 2) the viewing of sick leave by some as an entitlement and as such, sick leave might be used for purposes not defined as sick leave. As a result the current sick leave is inequitable and 3) the increase of allocation of more time to long-term employees.

Proposal:

- I Legal holidays should be left the same as current leave holiday program.
- II The County combines vacation, sick leave, and bereavement leave into one single pool of personal leave.
- III Accrued personal leave time to draw from upon the onset of a long-term illness or disability. There would be a maximum of 65 days of personal leave allowed to be accrued. One-third of each year's allocation may be carried over to the next year and at least two-thirds must be used during the same year earned.

The committee felt a personal leave program would be beneficial to both the employer and to the employee and it would simplify things as follows:

- 1. No policing would be involved.
- 2. The employee manages his or her leave time: If an employee is sick - take leave; if he wants to go on vacation - take leave; if he needs to go to a funeral - take leave.
- 3. Easier for administration to track time off.
- 4. Productivity will go up as employees become more involved in managing their own time off.

This plan would allow:

1. Employee to "book" personal-leave hours and use that time as the employee sees fit. Over a period of 25 years, an additional day of leave time would be earned each year, the maximum earned would be 30 days thus rewarding the long-term employee.
2. Employee could draw from his "old" sick leave pool (sick leave accrued prior to the new personal leave program) until all of the hours are spent. However it would not be available to donate.

It is important to the employee to take time off and go on vacation. It is beneficial emotionally and mentally to have a break from their routine.

It is also important for the employee to plan for a rainy day for a long-term disability or illness and the 3-month period (520 hrs.) Before the long-term disability benefit kicks in. Also, the current donated-sick-leave benefit would still be in effect through the employee's personal-leave-accrued time.

Consideration for severance pay for Elected Officials and Department Heads was brought up by Council member Anhder. Vice Chairman Beck stated that the County did contribute toward the Elected Official/Department Heads retirement plan.

This item will be placed on the next agenda for consideration.

PUBLIC HEARINGS, APPEALS AND BOARD OF EQUALIZATION MATTERS:

PUBLIC HEARING - OPEN 2001 BUDGET:

Chairman Gibbons opened the public hearing for the 2001 Budget, for comments. There were no public comments made.

Council member Anhder questioned Auditor Stones as to if she anticipated increasing the general fund account balance? Auditor Stones said that she had not anticipated an increase because she was hoping it would break even. Funds of \$462,000.00 have been appropriated to pay off debt service. Executive Lemon confirmed that right now the County had \$2,500,000.00 designated as Capitol projects and \$2,000,000.00 in un designated reserve. The County had \$159,000.00 in this year's budget and the Executive is recommending that another \$462,000.00 be taken to pay off the bonds. Instead of taking that out of \$2,500,000 reserves which are to be used for the new building, it was to be taken out of the General Fund. Vice Chairman Beck noted that the bonds were refunded in 1996 at a lower interest rate.

Vice Chairman Beck moved to close the public hearing. Council member Petersen seconded the motion. The vote was unanimous, 6-0. (Yeates absent)

INITIAL PROPOSAL FOR CONSIDERATION OF ACTION:

RESOLUTION NO. 2001-41: ADJUSTMENTS TO 2001 BUDGET

A Resolution Increasing the Budget Appropriations for Certain County Departments.

(See Attachment #5)

Council member Anhder moved to waive the rules and approve Resolution No. 2001-41, Adjustments to the 2001 Budget. Council member Petersen seconded the motion. The vote was unanimous, all members voting in favor. 6-0 (Yeates absent)

OTHER BUSINESS:

NEXT WEEKS AGENDA: Chairman Gibbons will put the election of the new Council Chairman and Vice Chairman on the agenda for the 11th of December, so that the new Chairman can go ahead and prepare the agenda for the first meeting in January.

EMPLOYEE CHRISTMAS PARTY:

The County Employee Christmas party will be held on Monday, December 17 at the Coppermill Restaurant at 6:30 p.m..

COUNCIL MEMBER REPORTS:

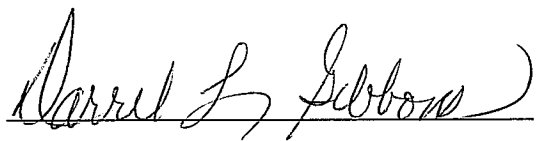
There were no Council member reports.

ADJOURNMENT:

Chairman Gibbons adjourned the Council meeting at 6:10 p.m..



ATTEST: Jill N. Zollinger
Cache County Clerk



APPROVAL: Darrel L. Gibbons
Chairman

CACHE COUNTY

RESOLUTION NO. 2001- 39

A RESOLUTION ADOPTING A COUNTY BUDGET FOR THE FISCAL YEAR 2002.

The County Council of Cache County, Utah, in a regular meeting, lawful notice of which had been given, finds that a public hearing was held on November 27, 2001, upon lawful notice and that it is necessary and statutorily required that a budget be adopted for Cache County for the Fiscal Year 2002.

THEREFORE, the Cache County Council hereby adopts the following resolution:

BE IT RESOLVED that the 2002 Cache County budget in the total amount of Twenty Five Million Eight Hundred Eighty Six Thousand Three Hundred Five Dollars (\$25,886,305.00), the original of which is on file in the Office of Cache County Auditor and a copy of which is attached to this resolution, is hereby adopted as and for the Cache County budget for the Fiscal Year 2002 beginning January 1, 2002 and ending on December 31, 2002.

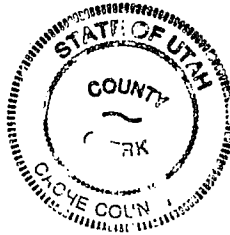
This resolution was adopted by the Cache County Council on the 4th day of December, 2001.

CACHE COUNTY COUNCIL

BY: *Darrel L. Gibbons*
Darrel L. Gibbons
Chairman

ATTESTED BY:

Jill N. Zollinger
Jill N. Zollinger
Cache County Clerk



CACHE COUNTY CORPORATION
YEAR ENDING DECEMBER 31, 2002

Acct No	Account Description	1998	1999	2000	2001	2002	2002	2002	2002	Collecting Memo Budget
		Prior Y2.2 Actual	Prior Year Actual	Cur Year Budget	Cur Year Budget	Requested Budget	Recommend Budget	Council Budget		
--- GENERAL FUND SUMMARY ---										
33003000	REVENUE									
33100000	TAXES	(7,523,635)	(7,820,390)	(7,945,746)	(8,378,222)	(8,743,370)	(8,716,778)	(8,716,778)	(1,313,319)	
33200000	LICENSES & PERMITS	(13,460)	(14,210)	(14,410)	(14,000)	(15,000)	(15,000)	(15,000)	0	
33300000	INTERGOVERNMENTAL	(1,588,611)	(2,052,175)	(994,962)	(722,144)	(707,263)	(742,391)	(742,391)	0	
33400000	CHARGES FOR SERVICES	(1,658,274)	(1,759,877)	(1,827,562)	(2,021,339)	(1,807,022)	(1,810,922)	(1,810,922)	(189,400)	
33500000	FINES & FORFEITURES	(146,859)	(142,130)	(145,658)	(146,600)	(150,000)	(150,000)	(150,000)	0	
33600000	MISCELLANEOUS REVENUE	(1,103,964)	(1,104,747)	(1,085,464)	(1,851,069)	(916,276)	(942,560)	(942,560)	0	
33800000	CONTRIBUTIONS	(89,766)	(465,677)	(220,943)	(295,241)	(99,768)	(169,845)	(169,845)	0	
33999999	TOTAL GENERAL FUND REVENUE	(12,124,569)	(13,359,206)	(12,234,745)	(13,428,615)	(12,438,699)	(12,547,496)	(12,556,496)	(1,502,719)	
EXPENDITURES										
34000000	COUNTY COUNCIL	52,336	75,402	54,746	56,369	56,369	56,369	56,369	56,369	
34113000	MUNICIPAL BLDG AUTHO	275	5	5	450	5	5	5	0	
34115000	WATER POLICY DEPARTMENT	35,054	29,035	44,781	60,000	65,000	60,000	60,000	0	
34125000	SANITY HEARINGS	7,490	9,403	4,141	8,500	7,500	8,500	8,500	0	
34126000	PUBLIC DEFENDER	231,010	239,654	222,130	240,110	220,408	200,000	200,000	0	
34128000	LAW LIBRARY	8,517	8,229	11,840	12,370	12,370	12,000	12,000	0	
34131000	COUNTY EXECUTIVE	112,085	162,219	171,647	179,994	181,288	179,535	179,535	179,535	
34136000	DATA PROCESSING	151,005	198,603	189,004	192,933	191,790	191,190	191,190	191,190	
34141000	AUDITOR	203,266	191,827	215,557	244,028	246,498	243,110	243,110	243,110	
34142000	CLERK	99,975	99,093	92,637	104,739	110,194	109,097	109,097	0	
34143000	TREASURER	145,127	157,144	165,275	179,715	179,704	179,146	179,146	179,146	
34144000	RECORDER	190,795	200,312	187,089	222,084	220,512	218,812	218,812	0	
34145000	ATTORNEY	482,119	551,537	585,818	639,280	636,170	635,651	635,651	635,651	
34146000	ASSESSOR	1,114,012	1,176,800	810,910	1,022,758	1,044,342	1,020,190	1,020,190	1,020,190	
34147000	SURVEYOR	138,175	183,123	148,113	169,270	148,434	148,434	148,434	148,434	
34148000	VICTIM SERVICES	168,476	194,212	199,985	174,597	177,721	177,721	177,721	0	
34150000	NON-DEPARTMENTAL	278,814	359,843	358,831	372,805	261,234	257,734	257,734	222,763	
34151000	CENTRAL MAIL & COPY	12,872	21,924	17,497	10,000	10,000	7,500	7,500	7,500	
34160000	BUILDING AND GROUNDS	146,436	138,857	159,078	183,678	173,194	168,609	168,609	168,609	
34170000	ELECTIONS	79,931	64,342	128,350	61,466	124,094	113,772	113,772	0	
34191000	ADVERT & PROMOTION	11,598	6,781	10,521	9,000	9,000	9,000	9,000	9,000	
34193000	ECONOMIC DEVELOPMENT	35,000	35,000	35,000	35,000	35,000	35,000	35,000	0	
34195000	HISTORICAL PRESERVATION	0	0	0	50	50	50	50	0	
34210000	SHERIFF	1,906,358	1,562,938	1,591,252	1,665,032	1,887,667	1,646,746	1,646,746	0	
34211000	CIVIL DEPT	337,133	912,739	1,076,351	1,141,761	1,266,169	1,176,363	1,176,363	0	
34218000	LIQUOR LAW ENFORCEMENT	148,436	66,116	47,253	55,350	55,417	75,417	75,417	0	

CACHE COUNTY CORPORATION
YEAR ENDING DECEMBER 31, 2002

Acct No	Account Description	1998		1999		2000		2001		2002		2002 Council Budget	Collecting Memo Budget
		Prior Y2.2 Actual	Actual	Prior Year Actual	Cur Year Budget	Cur Year Budget	Requested Budget	2002 Recommend Budget	2002 Council Budget				
34220000	FIRE DEPARTMENT	319,507	335,832	509,516	968,470	345,498	294,008	292,899	0	0	0	0	0
34230000	COUNTY JAIL	1,511,467	1,756,478	2,023,009	2,436,303	2,701,801	2,572,028	2,572,028	0	0	0	0	0
34242000	BEE INSPECTION	0	0	0	0	0	0	0	0	0	0	0	0
34255000	EMERGENCY MANAGEMENT	106,658	142,288	131,220	163,670	138,616	136,944	136,944	0	0	0	0	0
34310000	PUBLIC HEALTH	189,232	200,179	210,917	210,915	220,017	210,915	210,915	0	0	0	0	0
34340000	PUBLIC WELFARE	31,550	33,550	34,719	37,500	44,500	39,500	39,500	0	0	0	0	0
34410000	HIGHWAY	593,260	605,750	656,919	613,138	605,835	585,641	585,641	0	0	0	0	0
34415000	ROADS-CLASS B	672,859	745,959	0	0	0	0	0	0	0	0	0	0
34450000	WEED DEPARTMENT	114,121	137,786	127,686	120,994	116,948	110,770	110,770	0	0	0	0	0
34511000	PARKS & PARK MAINT	191,526	212,232	240,000	258,403	198,517	198,517	198,517	0	0	0	0	0
34560000	RECREATION	18,952	17,604	20,142	45,800	45,800	10,000	10,000	0	0	0	0	0
34580000	LIBRARIES	103,417	118,697	113,271	116,259	118,061	118,061	118,061	0	0	0	0	0
34581000	LIBRARY REFERENCE GRANT	0	0	0	0	0	0	0	0	0	0	0	0
34610000	AG EXTENSION SERVICE	82,898	93,265	90,158	151,988	163,561	167,725	167,725	0	0	0	0	0
34620000	COUNTY FAIR	43,511	39,347	41,184	47,350	48,350	45,600	45,600	0	0	0	0	0
34621000	COUNTY RODEO	65,000	65,000	65,000	65,000	65,000	55,000	55,000	0	0	0	0	0
34625000	STATE FAIR	999	410	355	600	600	500	500	0	0	0	0	0
34630000	AGRICULTURAL PROMOTION	51,750	53,600	49,117	45,400	55,250	52,250	52,250	0	0	0	0	0
34800000	CONTRIBUTIONS	788,437	1,185,876	1,329,909	966,509	1,220,915	939,864	949,973	69,319	0	0	0	0
34810000	TRANSFERS	2,750,000	155,544	0	0	0	0	0	0	0	0	0	0
34960000	MISCELLANEOUS	160,396	42,301	139,606	138,977	138,977	80,222	80,222	0	0	0	0	0
39899999	TOTAL GENERAL FUND EXPENDITURES	13,891,835	12,586,236	12,310,539	13,428,615	13,548,376	12,547,496	12,556,496	1,502,719	0	0	0	0
	NET REVENUES OVER EXPENDITURES	(1,767,266)	(772,970)	75,794	0	1,109,677	0	0	0	0	0	0	0

MUNICIPAL SERVICES FUND

Account Description	20-31-00000	20-32-00000	20-33-00000	20-34-00000	20-36-00000	20-38-00000	TOTAL REVENUES
REVENUES							
TAXES	(451,088)	(476,025)	(452,203)	(491,996)	(495,900)	(495,900)	(495,900)
LICENSES	(309,336)	(311,611)	(257,839)	(223,650)	(218,700)	(218,700)	(218,700)
INTERGOVERNMENTAL	(248,426)	(222,919)	(1,403,994)	(1,330,337)	(1,371,741)	(1,296,335)	(1,296,335)
CHARGES FOR SERVICES	(55,705)	(113,151)	(47,286)	(62,000)	(51,500)	(51,500)	(51,500)
MISCELLANEOUS	(2,720)	(441)	(207,400)	(203,264)	(190,000)	(190,000)	(190,000)
CONTRIB & SURPLUS	0	0	0	0	0	0	0
TOTAL REVENUES	\$ (1,067,275)	\$ (1,124,147)	\$ (2,368,722)	\$ (2,311,247)	\$ (2,327,841)	\$ (2,252,435)	\$ (2,252,435)
EXPENDITURES							
ZONING-MSF	118,365	154,406	134,641	145,603	149,491	143,912	143,912
SHERIFF-MSF	287,896	411,370	419,006	425,505	468,685	419,278	419,278
FIRE DEPT -MSF	108,816	108,816	108,816	108,816	108,503	108,503	108,503
BUILDING INSPECTION-MS	182,901	190,807	209,072	199,271	200,786	199,858	199,858

CACHE COUNTY CORPORATION
YEAR ENDING DECEMBER 31, 2002

Acct No	Account Description	1998	1999	2000	2001	2002	2002	2002	2002	Collecting Memo Budget
		Prior Y2 2 Actual	Prior Year Actual	Cur Year Budget	Cur Year Budget	Requested Budget	Recommend Budget	Council Budget		
20-4253-000	ANIMAL CONTROL-MSF	14,596	9,509	10,500	14,579	14,603	14,503	14,503	14,503	
20-4415-000	ROADS-CLASS B	-	-	784,808	1,304,759	1,277,822	1,202,416	1,202,416	1,202,416	
20-4423-000	WASTE COLLECTION	10,993	24,074	18,840	10,000	10,000	10,000	10,000	10,000	
20-4800-000	CONTRIBUTIONS	83,900	204,719	216,493	95,214	98,768	146,465	146,465	146,465	
20-4960-000	MISCELLANEOUS	5,000	5,000	5,000	7,500	7,500	7,500	7,500	7,500	
	TOTAL FUND EXPENDITUR	812,467	1,108,701	1,907,176	2,311,247	2,336,158	2,252,435	2,252,435	2,252,435	
	NET REVENUES OVER EX	254,808	(15,446)	(461,546)	-	8,317	-	-	-	
HEALTH SPECIAL REVENUE FUND										
REVENUES										
21-31-00000	TAXES	(526,672)	(550,429)	(559,557)	(583,806)	(618,600)	(603,545)	(603,545)	(603,545)	
21-38-00000	CONTRIBUTIONS	-	-	-	-	-	-	-	-	
	TOTAL REVENUES	(526,672)	(550,429)	(559,557)	(583,806)	(618,600)	(603,545)	(603,545)	(603,545)	
EXPENDITURES										
21-4310-480	HEALTH	\$ 472,765	\$ 513,275	\$ 547,733	\$ 560,000	\$ 593,600	\$ 578,545	\$ 578,545	\$ 578,545	
21-4800-996	CONTRIBUTIONS	-	-	-	23,806	25,000	25,000	25,000	25,000	
	TOTAL FUND EXPENDITUR	472,765	513,275	547,733	583,806	618,600	603,545	603,545	603,545	
	NET REVENUES OVER EX	53,907	(37,154)	(11,824)	0	0	0	0	0	
TRAVEL COUNCIL SPECIAL REVENUE FUND										
REVENUES										
23-31-00000	TAXES	(243,125)	(257,731)	(249,299)	(269,500)	(257,500)	(233,249)	(233,249)	(233,249)	
23-33-00000	INTERGOVERNMENTAL	-	-	-	(50,000)	(50,000)	(53,000)	(53,000)	(53,000)	
23-36-00000	MISCELLANEOUS	-	-	-	(200)	(200)	(200)	(200)	(200)	
23-38-00000	CONTRIBUTIONS	-	-	-	(6,290)	(3,345)	(25,845)	(25,845)	(25,845)	
	TOTAL REVENUES	(243,125)	(257,731)	(249,299)	(331,490)	(314,045)	(317,094)	(317,094)	(317,094)	
EXPENDITURES										
23-4780-000	TRAVEL COUNCIL	\$ 191,890	\$ 235,000	\$ 284,000	\$ 331,490	\$ 314,045	\$ 317,094	\$ 317,094	\$ 317,094	
	NET REVENUES OVER EX	\$ 51,235	\$ (22,731)	\$ 14,701	\$ -	\$ -	\$ -	\$ -	\$ -	
COUNCIL ON AGING SPECIAL REVENUE FUND										
REVENUES										
24-33-00000	INTERGOVERNMENTAL	(355,336)	(354,659)	(316,465)	(311,583)	(296,438)	(296,438)	(296,438)	(296,438)	
24-34-00000	CHARGES FOR SERVICE	(17,072)	(16,541)	(16,579)	(19,300)	(14,400)	(14,400)	(14,400)	(14,400)	
24-36-00000	MISCELLANEOUS	(1,574)	(4,047)	(1,167)	(6,045)	(4,000)	(4,000)	(4,000)	(4,000)	
24-38-00000	CONTRIBUTIONS	(152,314)	(168,580)	(178,266)	(182,051)	(176,121)	(176,121)	(176,121)	(176,121)	

CACHE COUNTY CORPORATION
YEAR ENDING DECEMBER 31, 2002

Acct No	Account Description	1998	1999	2000	2001	2002	2002	2002	Collecting Memo Budget
		Prior Y2 2 Actual	Prior Year Actual	Cur Year Budget	Cur Year Budget	Requested Budget	Recommend Budget	Council Budget	
TOTAL REVENUES		(526,296)	(543,827)	(512,477)	(518,979)	(490,959)	(490,959)	(490,959)	
EXPENDITURES									
24-4970-000	NUTRITION - MANDATED	281,258	277,993	283,427	308,484	301,183	300,900	300,900	
24-4971-000	SR CENTER - NON MANDA	56,703	73,875	95,474	106,093	84,156	84,278	84,278	
24-4973-000	RETIRED SERVICE VOLUN	22,752	18,160	29,723	45,337	46,229	46,229	46,229	
24-4974-000	ACCESS-MANDATED	59,400	69,285	53,463	59,065	59,391	59,552	59,552	
24-4975-000	AAA ADMINISTRATION	26,680	28,136	21,922	-	-	-	-	
24-4990-000	LOANS PAYABLE	-	-	-	-	-	-	-	
TOTAL FUND EXPENDITUR		\$ 446,793	\$ 467,449	\$ 484,009	\$ 518,979	\$ 490,959	\$ 490,959	\$ 490,959	
NET REVENUES OVER EX		\$ 79,503	\$ (76,378)	\$ (28,468)	\$ -	\$ -	\$ -	\$ -	
MENTAL HEALTH/DRUG-ALCOHOL FUND (SPECIAL REVENUE FUND)									
REVENUES									
25-33-00000	INTERGOVERNMENTAL	(1,488,890)	(1,557,635)	(1,453,174)	(1,600,000)	(1,600,000)	(1,600,000)	(1,600,000)	
25-38-00000	CONTRIBUTIONS	(37,066)	(38,546)	(40,864)	(50,000)	(50,000)	(50,000)	(50,000)	
TOTAL REVENUES		\$ (1,525,956)	\$ (1,596,181)	\$ (1,494,038)	\$ (1,650,000)	\$ (1,650,000)	\$ (1,650,000)	\$ (1,650,000)	
EXPENDITURES									
25-4310-000	MENTAL HEALTH EXPENDI	\$ 1,525,955	\$ 1,596,181	\$ 1,494,038	\$ 1,650,000	\$ 1,650,000	\$ 1,650,000	\$ 1,650,000	
TOTAL FUND EXPENDITUR		\$ 1,525,955	\$ 1,596,181	\$ 1,494,038	\$ 1,650,000	\$ 1,650,000	\$ 1,650,000	\$ 1,650,000	
NET REVENUES OVER EX		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
RECREATION SPECIAL REVENUE FUND									
REVENUES									
26-31-00000	TAXES	(512,188)	(569,628)	(568,554)	(539,000)	(568,000)	(548,800)	(548,800)	
26-38-00000	MISCELLANEOUS	0	(16,066)	(40,000)	0	0	0	0	
26-38-00000	CONTRIBUTIONS	0	0	0	0	0	0	0	
TOTAL REVENUES		\$ (512,188)	\$ (585,694)	\$ (608,554)	\$ (539,000)	\$ (568,000)	\$ (548,800)	\$ (548,800)	
EXPENDITURES									
26-4780-000	TOTAL EXPENDITURES	\$ 449,168	\$ 448,994	\$ 578,770	\$ 539,000	\$ 568,000	\$ 548,800	\$ 548,800	
NET REVENUES OVER EX		\$ 63,020	\$ (136,700)	\$ (29,784)	\$ -	\$ -	\$ -	\$ -	
COUNTY-WIDE PLANNING & DEVELOPMENT - SPECIAL REVENUE FUND									
REVENUES									
27-33-00000	INTERGOVERNMENTAL	(30,800)	(83,100)	(72,899)	(35,500)	(40,000)	(40,000)	(40,000)	
27-34-00000	CHARGES FOR SERVICES	(53,538)	(22,397)	(41,195)	(69,880)	(69,940)	(69,940)	(69,940)	

CACHE COUNTY CORPORATION
YEAR ENDING DECEMBER 31, 2002

Acct No	Account Description	1998	1999	2000	2001	2002	2002	2002	Collecting Memo Budget
		Prior Y2 2 Actual	Prior Year Actual	Cur Year Budget	Cur Year Budget	Requested Budget	Recommend Budget	Council Budget	
27-36-00000	MISCELLANEOUS	-	(75)	(354)	(500)	-	-	-	
27-38-00000	CONTRIBUTIONS	(55,352)	(74,472)	(67,011)	(75,825)	(63,723)	(63,723)	(63,723)	
	TOTAL REVENUES	\$ (139,690)	\$ (180,044)	\$ (181,459)	\$ (181,705)	\$ (173,663)	\$ (173,663)	\$ (173,663)	
EXPENDITURES									
27-4181-000	CPDO - EXPENDITURES	\$ 144,456	\$ 170,985	\$ 170,695	\$ 181,705	\$ 173,663	\$ 173,663	\$ 173,663	
	NET REVENUES OVER EX	\$ (4,766)	\$ (9,059)	\$ (10,764)	\$ -	\$ -	\$ -	\$ -	
COUNTY WIDE LIBRARY FUND									
REVENUES									
28-33-00000	INTERGOVERNMENTAL	\$ (21,121)	\$ (24,945)	\$ (28,242)	\$ (14,121)	\$ (14,121)	\$ (14,121)	\$ (14,121)	
28-34-00000	CHARGES FOR SERVICES	\$ (191)	\$ (138)	\$ (194)	\$ (200)	\$ (200)	\$ (200)	\$ (200)	
28-36-00000	MISCELLANEOUS	\$ -	\$ -	\$ (3)	\$ -	\$ -	\$ -	\$ -	
28-38-00000	CONTRIBUTIONS	\$ (3,600)	\$ (3,600)	\$ (15,124)	\$ (10,152)	\$ (10,956)	\$ (9,956)	\$ (9,956)	
	TOTAL REVENUES	\$ (24,912)	\$ (28,683)	\$ (43,563)	\$ (24,473)	\$ (25,277)	\$ (24,277)	\$ (24,277)	
EXPENDITURES									
28-4581-000	LIBRARY	\$ 24,288	\$ 52,174	\$ 21,535	\$ 24,473	\$ 25,277	\$ 24,277	\$ 24,277	
	NET REVENUES OVER EX	\$ 624	\$ 23,491	\$ (22,028)	\$ -	\$ -	\$ -	\$ -	
CHILDRENS JUSTICE SPECIAL REVENUE FUND									
REVENUES									
29-33-00000	INTERGOVERNMENTAL	\$ (17,230)	\$ (54,608)	\$ (99,508)	\$ (89,252)	\$ (94,391)	\$ (94,391)	\$ (94,391)	
29-38-00000	APPROPRIATED SURPLUS	\$ -	\$ -	\$ -	\$ (1,501)	\$ -	\$ -	\$ -	
	TOTAL REVENUES	\$ (17,230)	\$ (54,608)	\$ (99,508)	\$ (92,839)	\$ (94,391)	\$ (94,391)	\$ (94,391)	
EXPENDITURES									
29-4149-000	CHILDRENS JUSTICE CEN	\$ 19,739	\$ 55,610	\$ 91,075	\$ 92,839	\$ 94,391	\$ 94,391	\$ 94,391	
	NET REVENUES OVER EX	\$ (2,509)	\$ 1,002	\$ (8,433)	\$ -	\$ -	\$ -	\$ -	
DEBT SERVICE FUND									
REVENUES									
31-36-00000	MISCELLANEOUS	\$ (9,394)	\$ (6,696)	\$ (7,343)	\$ (4,001)	\$ (2,501)	\$ (473)	\$ (473)	
31-38-00000	CONTRIBUTIONS	\$ (520,700)	\$ (560,729)	\$ (563,270)	\$ (559,260)	\$ (468,447)	\$ (364,397)	\$ (374,506)	
	TOTAL REVENUES	\$ (530,094)	\$ (567,425)	\$ (570,613)	\$ (563,261)	\$ (470,948)	\$ (364,870)	\$ (374,979)	

CACHE COUNTY CORPORATION
YEAR ENDING DECEMBER 31, 2002

Acct No	Account Description	1998		1999		2000		2001		2002		Collecting Memo Budget
		Prior Y2 2 Actual		Prior Year Actual		Cur Year Budget		Cur Year Budget	Request Budget	2002 Recommend Budget	2002 Council Budget	
EXPENDITURES												
31-4719-000	DEBT EXPENDITURES	\$ 520,135	\$ 560,247	\$ 562,858	\$ 563,261	\$ 470,948	\$ 364,870	\$ 374,979				
	NET REVENUES OVER EX	\$ 9,959	\$ 7,178	\$ 7,755	\$ -	\$ -	\$ -	\$ -				
CAPITAL PROJECTS FUND												
REVENUES												
40-36-00000	MISCELLANEOUS	\$ (13)	\$ (100)	\$ -	\$ -	\$ -	\$ -	\$ -				
40-38-00000	CONTRIBUTIONS	\$ (2,756,615)	\$ (387,077)	\$ -	\$ (91,665)	\$ -	\$ -	\$ (550,612)				
	TOTAL REVENUES	\$ (2,756,628)	\$ (387,177)	\$ -	\$ (91,665)	\$ -	\$ -	\$ (550,612)				
EXPENDITURES												
40-4800-000	CONTRIBUTIONS	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -				
40-4980-000	TV TRANSLATOR	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -				
40-4981-000	JAIL IMPROVEMENT PROJ	\$ 16,290	\$ 59,968	\$ 9,334	\$ 61,165	\$ -	\$ -	\$ -				
40-4982-000	OTHER CO IMPROVEMENT	\$ 55,781	\$ 245,420	\$ 4,275	\$ 30,500	\$ -	\$ -	\$ -				
40-4983-000	COUNTY OFFICE COMPLETE	\$ -	\$ 250,000	\$ -	\$ -	\$ -	\$ -	\$ 550,612				
	TOTAL FUND EXPENDITUR	\$ 72,071	\$ 555,388	\$ 13,609	\$ 91,665	\$ -	\$ -	\$ 550,612				
	NET REVENUES OVER EX	\$ 2,684,557	\$ 168,211	\$ 13,609	\$ -	\$ -	\$ -	\$ -				
TRUST FUND												
71-30-00000	REVENUES	\$ (85,931)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -				
71-40-00000	EXPENDITURES	\$ 70,433	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -				
	NET REVENUES OVER EX	\$ 15,498	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -				
ROADS SPECIAL SERVICE DISTRICT FUND												
REVENUES												
72-33-00000	INTERGOVERNMENTAL	\$ (20,263)	\$ (12,112)	\$ (12,480)	\$ (12,500)	\$ (12,895)	\$ (12,895)	\$ (12,895)				
72-38-00000	CONTRIBUTIONS	\$ -	\$ -	\$ -	\$ (28,000)	\$ (40,895)	\$ (40,895)	\$ (40,895)				
	TOTAL REVENUES	\$ (20,263)	\$ (12,112)	\$ (12,480)	\$ (40,500)	\$ (53,790)	\$ (53,790)	\$ (53,790)				
EXPENDITURES												
72-4410-000	ROAD SPEC SERVICE	\$ 10,982	\$ 57,057	\$ 3,669	\$ 40,500	\$ 53,790	\$ 53,790	\$ 53,790				
	TOTAL FUND EXPENDITUR	\$ 10,982	\$ 57,057	\$ 3,669	\$ 40,500	\$ 53,790	\$ 53,790	\$ 53,790				
	NET REVENUES OVER EX	\$ 9,281	\$ 44,945	\$ (8,811)	\$ -	\$ -	\$ -	\$ -				

CACHE COUNTY CORPORATION
YEAR ENDING DECEMBER 31, 2002

Acct No	Account Description	1998	1999	2000	2001	2002	2002	2002	Collecting Memo Budget
		Prior Y2 2 Actual	Prior Year Actual	Cur Year Budget	Cur Year Budget	Requested Budget	Recommend Budget	Council Budget	
NORTH PARK INTERLOCAL COOPERATIVE - COMPONENT UNIT FUND									
REVENUES									
76-31-00000	TAXES								
76-33-00000	INTERGOVERNMENTAL								
76-36-00000	MISCELLANEOUS								
76-37-80000	AIRPORT FEES								
76-38-00000	CONTRIBUTIONS								
	TOTAL REVENUES	\$ -	\$ -	\$ -	\$ (5,206,113)	\$ (5,206,113)	\$ (1,568,714)	\$ (1,568,714)	
EXPENDITURES									
76-4780-000	NPIC EXPENDITURES								
	NET REVENUES OVER EX	\$ -	\$ -	\$ -	\$ 5,206,113	\$ 5,206,113	\$ 1,568,714	\$ 1,568,714	
AIRPORT AUTHORITY COMPONENT UNIT FUND									
REVENUES									
77-33-00000	INTERGOVERNMENTAL	\$ (105,405)	\$ (889,390)	\$ (1,620,045)	\$ (3,225,722)	\$ (4,268,505)	\$ (4,268,505)	\$ (4,268,505)	
77-36-00000	MISCELLANEOUS	\$ (24,898)	\$ (23,347)	\$ (35,649)	\$ (28,940)	\$ (30,440)	\$ (30,440)	\$ (30,440)	
77-37-80000	AIRPORT FEES	\$ (23,842)	\$ (22,281)	\$ (24,557)	\$ (22,000)	\$ (22,000)	\$ (22,000)	\$ (22,000)	
77-38-00000	CONTRIBUTIONS	\$ (100,354)	\$ (67,354)	\$ (367,354)	\$ (260,303)	\$ (305,605)	\$ (305,605)	\$ (305,605)	
	TOTAL REVENUES	\$ (254,499)	\$ (1,002,372)	\$ (2,047,605)	\$ (3,536,965)	\$ (4,626,550)	\$ (4,626,550)	\$ (4,626,550)	
EXPENDITURES									
77-4460-000	AIRPORT EXPENDITURES	\$ 238,066	\$ 1,089,389	\$ 1,130,165	\$ 3,536,965	\$ 4,626,550	\$ 4,626,550	\$ 4,626,550	
	NET REVENUES OVER EX	\$ 16,433	\$ 87,017	\$ (917,440)	\$ -	\$ -	\$ -	\$ -	
CACHE COUNTY COMMUNITY FOUNDATION FUND									
REVENUES									
	TOTAL REVENUES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
EXPENDITURES									
79-49999000	NPIC EXPENDITURES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
	NET REVENUES OVER EX	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
GRAND TOTAL ALL FUNDS									
	REVENUES	\$ (20,355,328)	\$ (20,249,636)	\$ (20,982,620)	\$ (29,100,658)	\$ (29,058,876)	\$ (25,316,584)	\$ (25,886,305)	\$ (1,502,719)
	EXPENDITURES	\$ 18,891,043	\$ 19,496,686	\$ 19,579,871	\$ 29,100,658	\$ 30,176,870	\$ 25,316,584	\$ 25,886,305	\$ 1,502,719
	NET REVENUES OVER EX	\$ (1,464,285)	\$ (738,594)	\$ (1,387,239)	\$ -	\$ 1,117,994	\$ -	\$ -	\$ 0

CACHE COUNTY
ORDINANCE NO. 2001-07

AN ORDINANCE PROVIDING FOR CHANGES OF SALARIES FOR CACHE COUNTY OFFICERS FOR 2002 AND SUPERSEDING PRIOR RESOLUTIONS AND ORDINANCES.

The County Council of Cache County, Utah, in a regular meeting, lawful notice of which has been given, finds that a public hearing regarding the proposed county budget for 2002 including the change of salaries for the Cache County Officers for 2002 was conducted on November 27, 2001, in accordance with Section 17-16-14, *Utah Code Annotated*, upon lawful notice; that the *Organic Act for the Government of Cache County, Utah, as approved on November 6, 1984*, authorizes the modification of the salaries for all elected county officers by ordinance; that the budget for Cache County officers has been adopted by the Cache County Council in accordance with the applicable law; and that an ordinance providing for a salary change for the elected county officers is appropriate for carrying into effect the approved salary changes.

Now therefore, the Cache County Council ORDAINS as follows:

SECTION 1: OFFICER'S SALARIES

The salaries for county officers for the period January 1, 2002 through December 31, 2002 shall be as follows:

County Executive/Surveyor	\$ 67,886.28
County Assessor	\$ 51,122.53
County Attorney	\$ 78,479.17
County Auditor	\$ 51,122.53
County Clerk	\$ 51,122.53
County Recorder	\$ 51,122.53
County Sheriff	\$ 60,812.97
County Treasurer	\$ 51,122.53
Insurance Stipend if eligible of	\$ 540.00

SECTION 2: REPEALER

The salary provisions of all prior ordinances or resolutions, or any parts thereof, in conflict with this ordinance, are hereby repealed and superseded by this ordinance to the extent of such conflict. Otherwise such resolutions and ordinances shall remain in full force and effect.

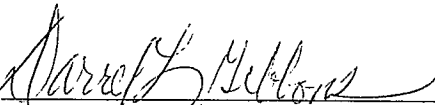
SECTION 3: EFFECTIVE DATE

This ordinance shall take effect immediately upon approval and publication in the manner by law.

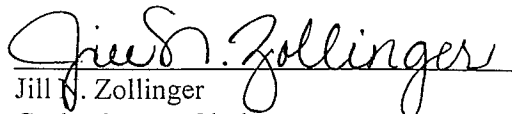
This ordinance was adopted by the Cache County Council on the 4th day of December, 2001 upon the following vote:

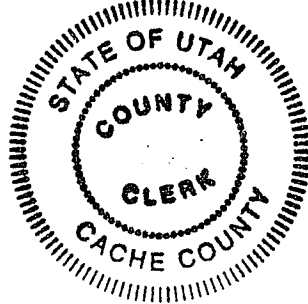
	IN FAVOR	AGAINST	ABSTAINED	ABSENT
ANHDER	X			
BECK	X			
GIBBONS	X			
HANSEN	X			
PETERSEN	X			
ROBISON	X			
YEATES				X
TOTAL	6	0	0	1

CACHE COUNTY COUNCIL

By: 
 Darrel L. Gibbons
 Chairman

ATTESTED BY:


 Jill J. Zollinger
 Cache County Clerk



Publication date: December 20, 2001

CACHE COUNTY
ORDINANCE NO. 2001 - 08

AN ORDINANCE PROVIDING FOR SALARIES FOR MEMBERS OF THE CACHE COUNTY COUNCIL FOR 2002.

The County Council of Cache County, Utah, in a regular meeting, lawful notice of which has been given, finds that a public hearing regarding the establishment and change of salaries for members of the Cache County Council was conducted on November 27, 2001, in accordance with *Section 17-16-14, Utah Code Annotated*, upon lawful notice; that the *Organic Act for the Government of Cache County, Utah, as approved on November 6, 1984*, authorizes the modification of the salaries of the members of the Cache County Council only by ordinance; and that the County Council deems it appropriate and reasonable to establish salaries for members of the Cache County Council for the period commencing January 1, 2002 and ending December 31, 2002.

Now therefore, the Cache County Council ORDAINS as follows:

SECTION 1: COUNTY COUNCIL SALARIES

The salaries earned for members of Cache County Council for the period January 1, 2002 through December 31, 2002 shall be as follows:

COUNCIL MEMBER - Regular salary for each member	\$ 2,846.55
	\$ 2,846.55
	\$ 2,846.55
	\$ 2,846.55
	\$ 2,846.55
	\$ 2,846.55
	\$ 2,846.55
COUNCIL MEMBER - Insurance stipend for each member if eligible of	\$ 540.00
COUNCIL CHAIRMAN (in addition to regular salary)	\$1,136.10

SECTION 2: REPEALER

The salary provisions of all ordinances or resolutions, or any parts thereof, in conflict with this ordinance, are hereby repealed and superseded by this ordinance to the extent of such conflict.

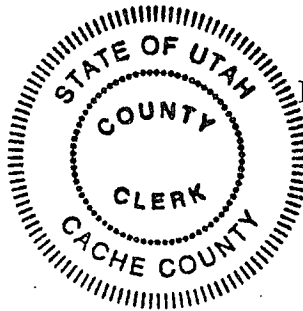
SECTION 3: EFFECTIVE DATE

This ordinance shall take effect immediately upon approval and publication in the manner provided by law.

This ordinance was adopted by the Cache County Council on the 4th day of December, 2001, upon the following vote:

	IN FAVOR	AGAINST	ABSTAINED	ABSENT
ANHDER	X			
BECK	X			
GIBBONS	X			
HANSEN	X			
PETERSEN	X			
ROBISON	X			
YEATES				X
TOTAL	6	0	0	1

CACHE COUNTY COUNCIL



By: *Darrel L. Gibbons*
 Darrel L. Gibbons
 Chairman

ATTESTED BY:

Jill N. Zollinger
 Jill N. Zollinger
 Cache County Clerk

Publication Date: December 20, 2001.

Cache County Compensation Committee

Proposed Personal Leave Program

October 2001



Proposed Personal Leave Program

October 2001

In an effort to assist the County in the management and administration of leave usage, and to empower the employee with the management of their accrued leave benefits, the Compensation Committee has reviewed the County's current leave programs.

The following leave programs were reviewed and discussed by the committee:

- Vacation Leave
- Sick Leave
- Bereavement Leave
- Holiday Leave

The committee reviewed each leave benefit and determined that legal holidays should be left as is and excluded from further review. As such, the committee focused on the other three leave benefit programs.

Upon reviewing the County's current leave programs, the committee identified the following areas of concern:

- Dept. Head must "police" employee use of sick leave to be certain sick leave usage isn't abused.
- Dept. Head must make a judgement as to whether the reason for sick leave is within the allowed criteria.
- Administration of all County leave benefits is more involved: i.e., must separately track vacation leave, sick leave, & bereavement leave.
- Sick leave is viewed by some as an entitlement. As such, they are more likely to use it for purposes not defined as sick leave.

Proposed Personal Leave Program

October 2001

A Look At Our Current County Sick Leave Program

Approximately one out every five employees has less than 40 hours of sick leave accumulated on the "books". One third of all employees have less than two weeks sick leave. The average sick leave days used per year are about eight days. As such, two-thirds of our employees are not expending all of their yearly allocated sick leave, yet the remaining employee population is using most, if not all, of their's each year.

The committee recognizes that there are truly legitimate reasons for employee's to use their sick leave. Yet, there are some who perceive sick leave to be an entitlement rather than the benefit for which it was intended. As such, the committee believes the current county sick leave program is an inequitable benefit.

A Look At Our Current County Vacation Leave Program

Upon analyzing Cache County's vacation benefit, the committee determined that our vacation allocation is competitive with other county's and municipalities throughout the State of Utah for the first five years of employment. Thereafter, it slowly lags behind until by the twentieth year it is the lowest of the group. The difference between our current vacation policy and other government entities varies from two days to as much as eight days per annum.

Current County Bereavement Leave Program

The County currently allows three days for bereavement leave. In some circumstances, it was felt by the committee that three days would be more than adequate, but in other more tragic situations, this may not be enough.

Proposed Personal Leave Program

October 2001

The County does not actually track the number of bereavement days an employee may use, nor has it been recorded as to whose funeral an employee is attending. As such, the potential exists whereby an employee may have attended his grandmother's funeral for the fourth time in as many years.

Proposed County Personal Leave Program

The compensation committee proposes the County combines vacation, sick leave, and bereavement leave into one single pool of personal leave. The committee felt a personal leave program would simplify things as follows:

- ☒ No "policing" involved; department head does not have to pry or investigate into an employee's sick leave time off.
- ☒ If an employee is sick-take leave; if he wants to go on vacation-take leave; if he needs to go to a funeral-take leave; the employee manages his or her leave time.
- ☒ Easier for administration to track time off; simply record time off as leave time-no matter what the reason might be.
- ☒ Productivity will go up as employees become more involved in managing their own time off.

Proposed Personal Leave Program

October 2001

It is proposed that:

- ⊗ A new employee would accrue, through the year, 18 days of personal leave. Personal Leave would accrue bi-weekly, as is the current policy. It is proposed a new employee may use their accrued leave during their probationary period, with the department heads prior approval.
- ⊗ A day of personal leave would be added every other year to a maximum of 30 days per year. For example:

Year	PL Days
1	18
3	19
5	20
7	21
9	22
11	23
13	24
15	25
17	26
19	27
21	28
23	29
25	30

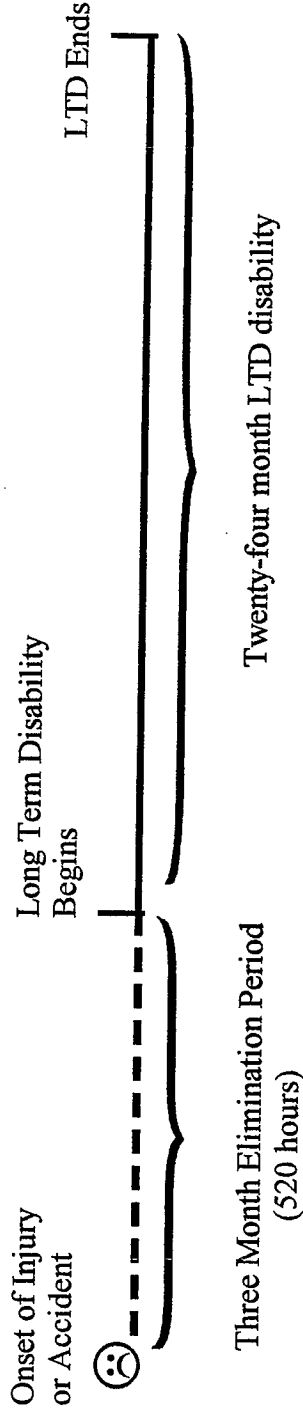
- ⊗ An employee receives positive benefits from being away from the daily routine of the work environment. Leave time is a time to become refreshed and renewed about oneself. The committee feels an employee should enjoy a vacation each year, but if desired, be able to carry-over some of their personal leave time for use at a later date. The committee proposes allowing an employee to carry-over up to one-third of their yearly allotment of personal leave.

This presentation is valid only when accompanied with verbal explanation

Proposed Personal Leave Program

October 2001

- ⊗ The maximum number of days an employee can accrue would be limited to 65 days. This will help ensure an employee has enough time to satisfy the elimination period should he or she need to apply for long term disability coverage. If an employee chooses not to carry-over any days, this also would be allowed.



What About An Employee's Current Pool Of Sick Leave?

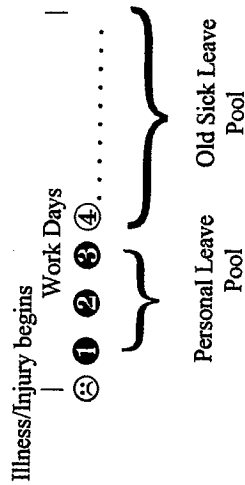
Currently the County sick leave benefit provides for 12 days per year. There are a large number of employees who have accrued sick leave hours through their time with the county. It is proposed by the committee that the current hours of sick leave be maintained in a separate pool until an employee leaves the county's employment. This will allow a provision for two key points:

1. It will give an employee time to "book" hours to protect him or herself during the elimination period, should he or she need it.

Proposed Personal Leave Program

October 2001

2. If an employee were to have an injury or illness that caused them to exceed three straight work days away from work, then he or she could, at the start of the fourth work day, draw from their "old" sick leave pool until all of the hours are spent. The committee feels this is fair and respectful of our current employees who have used the sick leave as it was designed to be used.



When an employee leaves the county's employment, he or she would be compensated for any unused personal leave they may have accrued. However, they would not receive any compensation for the "old" sick leave hours they may have accrued prior to the personal leave program. The previous sick leave hours accrued would simply be taken off of the books.

What About The Current Donated Sick Leave Benefit?

If an employee wishes to donate some of his or her personal leave to another employee, they may do so under the same criteria currently in place for contributing sick leave. An employee will not be allowed to draw from his or her previously accrued sick leave hours to donate to another employee.

Proposed Personal Leave Program

October 2001

A Personal Leave Program Is Right For The County & The Employee

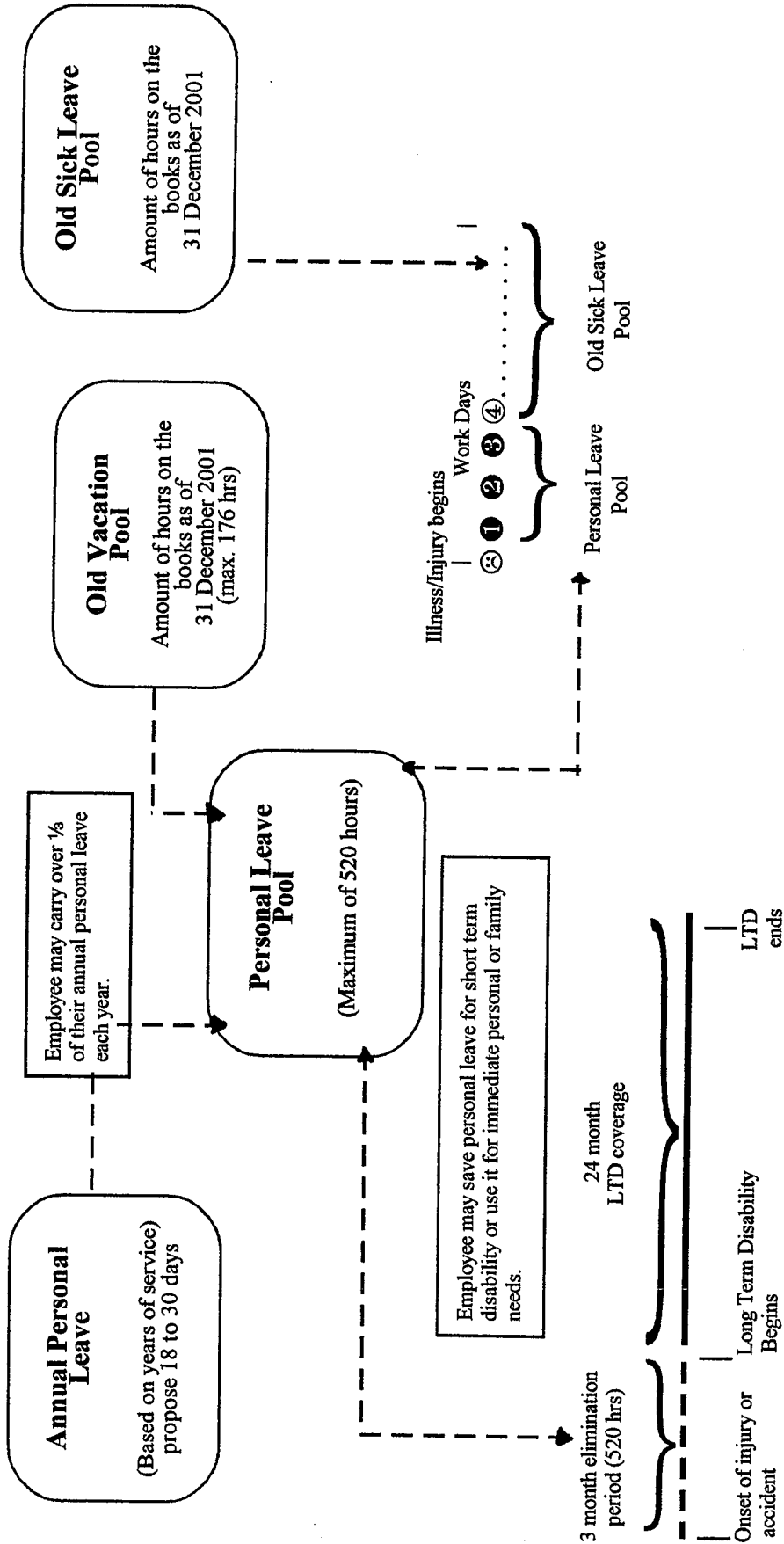
A personal leave program can be a positive benefit for both the employee and the county. The employee can become the manager of his or her personal leave time. They can use it how they would like, for any reason, or no reason at all. Also, it becomes much easier to administer such a program—there is only one leave to track. The additional following pros and cons support adoption of such a program:

Current County Sick Leave Program (Cons)	Proposed County Personal Leave Program (Pros)
<ol style="list-style-type: none"> 1. Dept. Head must “police” employee use of sick leave to be certain sick leave usage isn’t abused. 2. Dept. Head must make a judgement as to whether the reason for sick leave is within the allowed criteria. 3. Administration of all County leave benefits is more involved: i.e., must separately track vacation, sick, & bereavement. 4. Because sick leave is often viewed by the employee as an entitlement, they are more likely to use it. 	<ol style="list-style-type: none"> 1. No “policing” involved; department head does not have to pry or investigate into an employee’s sick leave time off. 2. If an employee is sick–take leave; if he wants to go on vacation–take leave; if he needs to go to a funeral–take leave; the employee manages his or her leave time. 3. Easier for administration to track time off; simply record time off as leave time—no matter what the reason might be. 4. Productivity will go up as employees become more involved in managing their own time off.

The Employee Compensation Committee has spent a considerable amount of time over the past several months analyzing, discussing and creating a personal leave program for the county. We feel this proposed plan is fair and equitable, and a positive benefit for the business, as well as all employees. We encourage the County Executive and the County Council to approve this proposal for the enhancement of Cache County Corporation.

Proposed Personal Leave Program

October 2001



County Long Term Disability Program

This presentation is valid only when accompanied with verbal explanation

RESOLUTION NO. 2001- 41

A RESOLUTION INCREASING THE BUDGET APPROPRIATIONS FOR CERTAIN COUNTY DEPARTMENTS.

The Cache County Council, in a duly convened meeting, pursuant to Sections 17-36-22 through 17-36-26, Utah Code Annotated, 1953 as amended, finds that certain adjustments to the Cache County budget for 2001 are reasonable and necessary; that the said budget has been reviewed by the County Auditor with all affected department heads; that a duly called hearing has been held and all interested parties have been given an opportunity to be heard; that all County Council has given due consideration to matters discussed at the public hearing and to any revised estimates of revenues; and that it is in the best interest of the County that these adjustments be made.

NOW THEREFORE, it is hereby resolved that:

Section 1.

The following adjustments are hereby made to the 2001 budget for Cache County:

see attached

Section 2.

Other than as specifically set forth above, all other matters set forth in the said budget shall remain in full force and effect.

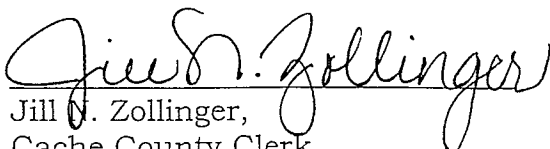
Section 3.

This resolution shall take effect immediately upon adoption and the County Auditor and other county officials are authorized and directed to act accordingly.

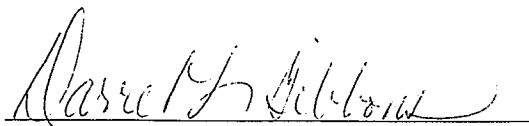
This resolution was duly adopted by the Cache County Council on the 4th day of December, 2001.

ATTESTED TO:

CACHE COUNTY COUNCIL



Jill N. Zollinger,
Cache County Clerk



Darrel L. Gibbons, Chairman

FUND 10 GENERAL FUND REVENUES

ACCOUNT	DESCRIPTION	Current Budget	Decrease DEBIT	Recommended Increase CREDIT	Amended Budget	Reason for Change
10-31-20000	Prior Years Taxes	(101,000)		(35,000)	(136,000)	To meet estimated revenues
10-31-66000	Per Parcel Factor	(139,000)		(3,685)	(142,685)	To meet estimated revenues
10-33-12110	FEMA-LEPC Grant	-		(2,040)	(2,040)	EMC1 LEPC Grant
10-33-12500	Fed Grant - Bullet Proof Vest Program	(11,050)	4,100		(6,950)	To meet estimated revenues
10-33-45000	CDBG Pass Thru Grants	(200,000)		(200,000)	(400,000)	Increase to meet estimated receipts
10-34-11000	Clerk Fees	(15,486)		(900)	(16,386)	Increase to meet estimated receipts
10-34-12000	Recorder Fees	(317,950)		(131,600)	(449,550)	Increase to meet estimated receipts
10-34-19100	Other Revenues - Attorney Fees	(4,155)		(3,214)	(7,369)	Increase to meet estimated receipts
10-34-23000	Jail Fees	(14,450)		(325)	(14,775)	Increase to meet estimated receipts
10-34-23300	Jail-Condition of Probation	(325,100)	100,000		(225,100)	To meet estimated revenues
10-34-23600	Jail-Immigrations Reimb SCAAP	(24,000)		(5,000)	(29,000)	Increase to meet estimated receipts
10-34-26000	Other Public Safety Support	(9,764)		(1,000)	(10,764)	Increase to meet estimated receipts
10-34-27102	State Share of Range Fires	(104,224)		(11,500)	(115,724)	
10-34-35000	Weed Fees	(20,000)	11,000		(9,000)	To meet estimated revenues
10-34-36000	Haz/Mat Cleanup & 100% Reimb Fire Co.	(24,000)		(11,700)	(35,700)	Increase to meet estimated receipts
10-36-10000	Interest	(600,000)	150,000		(450,000)	Increase to meet estimated receipts
10-36-90000	Sundry Revenue	(139,322)		(39,000)	(178,322)	Increase to meet estimated receipts
10-38-40000	Recurring Transfers (from MSF)	(95,214)		(5,739)	(100,953)	Increase to meet estimated receipts
10-38-90000	Appropriated Surplus	(159,283)		(462,025)	(621,308)	Increase to meet estimated receipts
10-38-95000	Lease Proceeds	(672,464)		(45,000)	(717,464)	to pay off Series 96 bond
	TOTAL REVENUES		265,100	(957,728)	(692,628)	to purchase fire truck

FUND 10 GENERAL FUND EXPENDITURES

ACCOUNT	DESCRIPTION	Current Budget	Recommended Increase DEBIT	Recommended Decrease CREDIT	Amended Budget	Reason for Change
10-4112-230	Council - travel	6,000	1,500		7,500	transfer to meet expenses
10-4115-620	Water Policy - Misc Services	40,300	1,600		41,900	Robert Oaks Hyrum Dam Study Nov 2000
10-4128-200	Law Library	12,370		(1,000)	11,370	transfer to meet expenses
10-4136-310	Data Process - Prof & Tech	6,000		(6,000)	-	transfer to meet expenses
10-4136-740	Data Process - Equipment	19,500	3,000		22,500	transfer to meet expenses
10-4141-110	Auditor - Salary	147,903		(5,000)	142,903	transfer to meet budgeted revenue shortfalls
10-4141-130	Auditor - Benefits	54,625		(4,000)	50,625	transfer to meet budgeted revenue shortfalls
10-4141-311	Auditor -Software Packages	-	900		900	transfer to meet expenses
10-4142-115	Clerk - overtime	300		(300)	-	transfer to replace secretary chairs
10-4142-251	Clerk - Equip under \$1000	200	500		700	transfer to replace secretary chairs
10-4142-280	Clerk - telephone	2,400	500		2,900	to meet telephone costs
10-4142-480	Clerk - Spec Dept Supplies	100		(100)	-	transfer to replace secretary chairs
10-4142-610	Clerk - Misc Supplies	100		(100)	-	transfer to replace secretary chairs
10-4143-120	Treasurer- temp employees	2,000	1,000		3,000	transfer to meet expenses
10-4143-310	Treasurer- prof & tech	2,000		(1,000)	1,000	transfer to meet expenses
10-4144-110	Recorder - Salaries	133,889		(16,000)	117,889	transfer to purchase equip not in 2002 budget
10-4144-130	Recorder -benefits	50,545		(5,000)	45,545	transfer to purchase equip not in 2002 budget
10-4144-740	Recorder - Equipment	4,823	21,000		25,823	Camera Scanner Equipment- not in 2002 budget
10-4145-280	Attorney -Telephone	8,000		(1,000)	7,000	transfer to meet expenses

FUND 10 GENERAL FUND EXPENDITURES

ACCOUNT	DESCRIPTION	Current Budget	Increase DEBIT	Record Decrease CREDIT	Amended Budget	Reason for Change
10-4145-310	Attorney -Prof & Tech	7,600	2,000		9,600	transfer to meet expenses
10-4147-120	Surveyor - Temp Salary	4,500		(2,500)	2,000	to meet council travel expenses
10-4147-740	Surveyor - Equipment	13,500		(1,500)	12,000	to meet Water policy Costs
10-4150-552	NACO Memberships	1,297	46		1,343	transfer to meet expenses
10-4150-580	Unemployment Comp	3,000	854		3,854	transfer to meet expenses
10-4160-120	Bid & Grds - Temporary Employees	39,991		(17,000)	22,991	transfer to meet expenses
10-4191-200	Advert & Promotions	9,000	2,500		11,500	transfer to meet expenses
10-4210-110	Sheriff - Salary	896,262	37,600		933,862	To meet costs based on employee assignments
10-4210-130	Sheriff - benefits	406,715		(27,750)	378,965	To meet costs based on employee assignments
10-4210-251	Sheriff - Equipment under \$1000	4,176	2,000		6,176	To purchase long guns not funded in 2002 budget
10-4210-740	Sheriff - Equipment	52,469	15,000		67,469	To purchase vehicle not funded in 2002 budget
10-4211-110	Support Services - Salary	598,980	16,000		614,980	To meet costs based on employee assignments
10-4211-120	Support Services - Temporary Employee	26,118		(10,000)	16,118	transfer to meet expenses
10-4211-130	Support Services - Benefits	266,874		(24,116)	242,758	To meet costs based on employee assignments
10-4211-310	Support Services - prof & tech	2,000	4,000		6,000	To do DNA testing Nielsen/Autry Case
10-4220-630	Fire - Range Fire Suppression	11,200	11,500		22,700	transfer to meet expenses
10-4220-631	Fire - Other Fire 100% Reimbursable	24,000	11,700		35,700	transfer to meet expenses
10-4220-740	Fire- Equipment	690,664	45,000		735,664	to purchase fire truck for Chief
10-4230-110	Jail - Salary	1,106,209		(19,000)	1,087,209	To meet costs based on employee assignments
10-4230-130	Jail - Benefits	463,687		(55,000)	408,687	To meet costs based on employee assignments
10-4230-270	Jail - Utilities	58,000	23,000		81,000	transfer to meet expenses
10-4255-110	Emerg Mgmt - Salary	75,157	6,000		81,157	To meet costs based on employee assignments
10-4255-130	Emerg Mgmt - Benefits	30,004	1,512		31,516	To meet costs based on employee assignments
10-4255-280	Emerg Mgmt - Telephone	2,000	7,200		9,200	To meet expected costs
10-4255-481	Emerg Mgmt - LEPC Grant Spec Dept Supp		2,040		2,040	LEPC Grant expenses
10-4410-250	Road -Equip supply & maint	180,575	3,210		183,785	transfer to meet expenses
10-4580-621	Library/Bookmobile	-	107		107	to meet expenses
10-4610-290	Extension - Rent	16,810		(1,340)	15,470	to meet expenses
10-4610-740	Extension - Equipment	3,050	1,340		4,390	to meet expenses
10-4620-250	County Fair - equip supply & maint	11,175	1,954		13,129	transfer to meet expenses
10-4620-290	County Fair - prize money & trophy	27,000		(1,954)	25,046	transfer to meet expenses
10-4630-586	Weather Modifications	43,150	5,400		48,550	transfer to meet expenses
10-4800-920	Contributions to other units	200,000	200,000		400,000	To meet expected costs
10-4800-922	Contribution to BRAG	24,343	300		24,643	To meet expected costs
10-4800-935	Contribution to Debt Service Series 96	351,700	462,025		813,725	To meet expected costs
10-4800-945	Contribution to Weber Co. -Pwdr Min Ag	-	4,737		4,737	To meet expected costs
10-4960-600	Sundry Expense	53,285		(13,937)	39,348	Transfer for safety rebates to employees & Pdr mtn
10-4960-615	Safety Rebate to employees	-	9,200		9,200	Transfer for safety rebates to employees
Totals			906,225	(213,597)	692,628	
Net adjustment						

FUND 20 MUNICIPAL SERVICES FUND REVENUES

ACCOUNT	DESCRIPTION	Current Budget	Recom. decrease DEBIT	increase CREDIT	Amended Budget	Reason for Change
20-32-21000	Building Permits	(215,000)	20,000		(195,000)	Estimated revenues to year end
20-32-25000	Animal Permits	(150)		(30)	(180)	Estimated revenues to year end
20-33-13500	Fed Grants - cops fast	(28,027)	28,027		-	Estimated revenues to year end
20-33-30000	Payment in Lieu of Taxes	(188,351)		(86,368)	(274,719)	Estimated revenues to year end
20-34-13000	Zoning & Subdivision Fees	(24,000)		(5,000)	(29,000)	Estimated revenues to year end
20-34-14000	Plan Check Fees	(10,000)		(718)	(10,718)	Estimated revenues to year end
20-34-25000	Forest Service Contract	(25,000)		(25,000)	(50,000)	Estimated revenues to year end
	Totals		48,027	(117,116)		Estimated revenues to year end
	Net adjustment				(69,089)	

FUND 20 MUNICIPAL SERVICES FUND EXPENDITURES

ACCOUNT	DESCRIPTION	Current Budget	Recommended Increase DEBIT	Decrease CREDIT	Amended Budget	Reason for Change
20-4210-110	MSF-Sheriff - Salary	225,991	8,600		234,591	Adjust to meet estimated expenses
20-4210-130	MSF-Sheriff - Benefits	99,259	2,700		101,959	Adjust to meet estimated expenses
20-4210-480	MSF-Sheriff - Spec Dept Supplies	1,380	2,850		4,230	To purchase long guns not funded 2002 budget
20-4210-740	MSF-Sheriff - Equipment	43,974	39,200		83,174	To purchase patrol vehicle & f/s truck not funded in 2002 budget
20-4241-240	Bldg Inspect - office expense	2,000	211		2,211	Transfer to meet estimated expenses
20-4241-250	Bldg Inspect - equip supply & maint	2,500	300		2,800	Transfer to meet estimated expenses
20-4241-251	Bldg Inspect - equip under \$1000	400		(136)	264	Transfer to meet estimated expenses
20-4241-510	Bldg Inspect - Insurance	2,440		(75)	2,365	Transfer to meet estimated expenses
20-4241-310	Bldg Inspect - Prof & Tech	300		(300)	-	Transfer to meet estimated expenses
20-4423-200	Waste Collections	10,000	10,000		20,000	Adjust to meet estimated expenses
20-4800-990	Contrib to General Fund	95,214	5,739		100,953	Adjust to meet estimated expenses
	Totals		69,600	(511)		
	Net adjustment				69,089	

FUND 23 TRAVEL COUNCIL FUND REVENUES

ACCOUNT	DESCRIPTION	Current Budget	Recommended Decrease DEBIT	Increase CREDIT	Amended Budget	Reason for Change
23-38-70000	Contrib Private Sources - Ad Partners	(6,290)		(1,000)	(7,290)	Estimated revenues to year end
	Totals			(1,000)		
	Net adjustment				(1,000)	

FUND 23 TRAVEL COUNCIL FUND EXPENDITURES

ACCOUNT	DESCRIPTION	Current Budget	Recom. Increase DEBIT	Decrease CREDIT	Amended Budget	Reason for Change
23-4780-120	Temporary Employees	11,055		(5,500)	5,555	Transfer to meet expected costs
23-4780-310	Prof & Tech	5,000		(400)	4,600	Transfer to meet expected costs
23-4780-330	Education, Training & Workshops	1,000		(500)	500	Transfer to meet expected costs
23-4780-480	Brochures, maps & printing	16,700	7,308		24,008	Transfer to meet expected costs
23-4780-490	Advertising & Promotions	89,205	3,998		93,203	Transfer to meet expected costs
23-4780-610	Misc Supplies -Awards, Recognition	850		(240)	610	Transfer to meet expected costs
23-4780-620	Misc Contract Services	5,450		(1,970)	3,480	Transfer to meet expected costs
23-4780-650	Event Development	3,000		(700)	2,300	Transfer to meet expected costs
23-4780-660	Local Matching funds program	9,000		(862)	8,138	Transfer to meet expected costs
23-4780-680	Olympic Grant	13,072		(800)	12,272	Olympic Banners grant- (community support)
23-4780-740	Equipment	3,900	666		4,566	Transfer to meet expected costs
	Totals		11,972	(10,972)		
	Net adjustment				1,000	

FUND 24 COUNCIL ON AGING FUND EXPENDITURES

ACCOUNT	DESCRIPTION	Current Budget	Recom. Increase DEBIT	Decrease CREDIT	Amended Budget	Reason for Change
24-4970-230	Nutrition - Travel	700		(700)	-	Transfer to meet current costs
24-4970-260	Nutrition - Utilities	7,000	3,700		10,700	Transfer to meet current costs
24-4970-381	Nutrition - Meals	95,164		(3,000)	92,164	Transfer to meet current costs
24-4971-210	Center - Subscriptions	300	124		424	Transfer to meet current costs
24-4971-230	Center - Travel	700		(377)	323	Transfer to meet current costs
24-4971-250	Center - Transportation	1,500	500		2,000	Transfer to meet current costs
24-4971-251	Center - Equip under \$1000	400		(124)	276	Transfer to meet current costs
24-4971-260	Center - Building & Grounds	2,500		(500)	2,000	Transfer to meet current costs
24-4971-280	Center - telephones	1,000	274		1,274	Transfer to meet current costs
24-4971-620	Center - misc Services	-	103		103	Transfer to meet current costs
24-4974-230	Access - travel	300		(180)	120	Transfer to meet current costs
24-4974-251	Access - Equip under \$1000	400		(207)	193	Transfer to meet current costs
24-4974-270	Access - Utilities	4,500	387		4,887	Transfer to meet current costs
	Totals		5,088	(5,088)		
	Net adjustment				-	

FUND 31 DEBT SERVICE FUND REVENUES

ACCOUNT	DESCRIPTION	Current Budget	Recom. Decrease DEBIT	Increase CREDIT	Amended Budget	Reason for Change
31-38-23000	Transfer Series 96	(351,700)		(462,025)	(813,725)	To pay off Series 96 Bonds
	Totals		-	(462,025)		
	Net adjustment				(462,025)	

FUND 31 DEBT SERVICE FUND EXPENDITURES

ACCOUNT	DESCRIPTION	Current Budget	Recommended Increase DEBIT	Recommended Decrease CREDIT	Amended Budget	Reason for Change
31-4719-810	Series 96 Bond - Principal	313,000	461,000	-	774,000	To pay off Series 96 Bonds
31-4719-820	Series 96 Bond - Interest	38,700	1,025	-	39,725	To pay off Series 96 Bonds
	Totals		462,025	-		
	Net adjustment				462,025	

FUND 40 Capital Projects Fund Revenues

ACCOUNT	DESCRIPTION	Current Budget	Recommended Decrease DEBIT	Recommended Increase CREDIT	Amended Budget	Reason for Change
40-38-70000	Appropriated Surplus	(91,665)	-	(570,612)	(662,277)	appropriate funds for architect fees
	Totals			(570,612)		
	Net adjustment				(570,612)	

FUND 40 Capital Projects Fund Expenditures

ACCOUNT	DESCRIPTION	Current Budget	Recommended Increase DEBIT	Recommended Decrease CREDIT	Amended Budget	Reason for Change
40-4981-730	Jail Complex -Study	-	20,000	-	20,000	Per council action 11/27/01
40-4983-310	Prof & Tech -Project Manager	-	60,000	-	60,000	Project manager
40-4983-311	Wilkinson Bldg. Demo Phase I	-	3,000	-	3,000	Architect fees for County Projects
40-4983-312	County Office Building Phase II	-	284,500	-	284,500	Architect fees for County Projects
40-4983-313	Demolition Hall of Justice Phase III	-	3,500	-	3,500	Architect fees for County Projects
40-4983-314	Parking & Landscape Phase IV	-	27,424	-	27,424	Architect fees for County Projects
40-4983-315	County Historic Courthouse-Architect Fee	-	152,188	-	152,188	Architect fees for County Projects
40-4983-316	County Historic Courthouse-Furnishings Phase VI	-	20,000	-	20,000	Architect fees for County Projects
40-4983-990	County Office Building Project	-	-	-	-	
	Totals		570,612		570,612	
	Net adjustment					

FUND 77 Logan-Cache Airport Authority (Component Unit) Fund Expenditures

ACCOUNT	DESCRIPTION	Current Budget	Recommended Increase DEBIT	Recommended Decrease CREDIT	Amended Budget	Reason for Change
77-4460-110	Salary	22,000	-	(8,000)	14,000	Transfer to meet utility costs & sewer repair
77-4460-260	Bldg & Grounds Maint	5,000	4,000	-	9,000	
77-4460-270	Utilities	7,500	4,000	-	11,500	
	Totals		8,000	(8,000)		
	Net adjustment					