



MEETING NOTICE AND AGENDA

Notice is hereby given that the Kaysville City Council will hold a regular council meeting on Thursday, May 5, 2022, starting at 6:00 P.M. in the **Council Chambers in Kaysville City Hall at 23 East Center Street, Kaysville, UT.**

The meeting will be streamed on YouTube, and the link to the meeting will be posted on www.KaysvilleLive.com. For those wishing to direct comments to the City Council can do so in-person, or email comments to publiccomment@kaysvillecity.com. Emailed comments will NOT be read out-loud at the meeting. Members wishing to speak during an Action Items or during Call to the Public must sign-up in person before the meeting to speak.

POWER DEPARTMENT PRESENTATION – 6:00 P.M.

The Power Department, UAMPS, and other City Staff will present details to the City Council about Power, Resources, and others.

CITY COUNCIL MEETING – 7:00 P.M.

The agenda shall be as follows:

1. OPENING
 - a. Provided by Council Member Nate Jackson.
2. CALL TO THE PUBLIC (3 MINUTE LIMIT, MUST SIGN UP IN PERSON)
3. PRESENTATIONS AND AWARDS
 - a. Badge Pinning Ceremony for new employees – Fire Chief Paul Erickson.
 - b. Presentation to graduating Youth City Council.
 - c. UAMPS Presentation – Jackie Coombs.
4. DECLARATION OF ANY CONFLICTS OF INTEREST
5. WORK ITEMS
 - a. Budget Discussion.
 - b. Human Resource Manual Amendment Discussion.
6. COUNCIL MEMBER REPORTS
7. CITY MANAGER REPORT
8. ADJOURNMENT

Kaysville City is dedicated to a policy of non-discrimination in admission to, access to, or operations of its programs, services, or activities. If you need special assistance due to a disability, please contact the Kaysville City Offices at (801) 546-1235 at least 24 hours in advance of the meeting to be held.

I hereby certify that I posted a copy of the foregoing Notice and Agenda and emailed copies to media representatives on April 29, 2022.

Annemarie Plaizier
City Recorder

COLA & Merit Increase Scenarios

4.75% COLA	Tiered COLA	Merit Included	Police Included	Increase from Prior Year	Difference
X		X	X	2,153,475	-
X		X		1,792,811	(360,664)
X			X	1,718,494	(434,981)
X				1,521,494	(631,981)
	X	X	X	2,281,167	127,692
	X	X		1,897,270	(256,205)
	X		X	1,846,192	(307,283)
	X			1,625,958	(527,517)

The tiered COLA is using the following thresholds and percentages which can be adjusted

COLA	Annual Income Threshold
3.50%	\$83,200+
7.00%	\$41,600 - \$83,200
15.00%	\$0 - \$41,600

3.21 Incentives

Kaysville City understands the value of recognizing exceptional effort made by City employees and desires to reward employees for their effort. Kaysville City offers an incentive program as included herein.

Department Discretion Incentives

Department Heads may grant cash incentive awards to an employee or group of employees that demonstrate exceptional effort or accomplishment beyond what is normally expected on the job for a unique event or over a sustained period of time.

Incentive awards are discretionary, not an entitlement, and are subject to the availability of funds and upon approval of the City Manager. Each Department Head shall prepare a written request submitted to the City Manager. Incentives awarded according to the approved compensation plan.

City Manager Discretion Incentives

The City Manager at his/her discretion may grant a cash incentive award to Department Heads and other employees or group of employees based on his or her observation of exceptional effort or accomplishment for a unique event or valuable contributions over a sustained period of time. Incentive awards are discretionary, not an entitlement, and are subject to the availability of funds. Incentives awarded according to the approved compensation plan.

Christmas Bonus Incentives

Kaysville City Employees may participate in a Christmas Bonus Match Program. An employee may have up to \$1000 withheld from their check over a one year period each pay period starting on the first pay period in October. Kaysville City will match the amount contributed by the employee over 26 pay periods and will present the check with the total amount contributed by both the employee and the City to the employee each year in November.