

The Meeting of the Nibley City Council held at Nibley City Hall, 455 W. 3200 S. Nibley, Utah, on Thursday, February 28, 2012.

The following actions were made during the meeting:

**Councilman Jacobsen motioned to approve the amendment to the contract as read by City Manager, Larry Anhder: The City Manager shall receive 8 days of vacation from starting date until December 31, 2012. Beginning January 1, 2013 he will receive 120 hours vacation per year. Councilwoman Cook seconded the motion. The motion passed unanimously 5-0; with Councilman Jacobsen, Councilwoman Cook, Councilman Mickelson, Councilman Platt, and Councilman Hansen all in favor.**

**Councilman Hansen motioned to approve the compensation contract for the new City Manager. Councilman Mickelson seconded the motion. The motion passed unanimously 5-0; with Councilman Hansen, Councilman Mickelson, Councilman Platt, Councilwoman Cook, and Councilman Jacobsen all in favor.**

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#### OFFICIAL MINUTES OF THE MEETING

Minutes were taken by Assistant City Recorder Cheryl Bodily

Mayor Gerald Knight called the Thursday, February 28, 2012 Nibley City Council meeting to order at 6:30 p.m. Those in attendance included Mayor Gerald Knight, Councilman Larry Jacobsen, Councilman Thayne Mickelson, Councilwoman Carrie Cook, Councilman Shawn Platt, and Councilman Bryan Hansen. Larry Anhder, the City Manager, was also in attendance.

#### **Finalize and approve contract details for the new city manager**

Mayor Knight said his recommendation was to make the following changes to section 5 A of the contract:

It is agreed that the starting salary shall be \$70,000 per year. The mayor and Council will review the performance of the manager after 6 months of employment and, if the performance is satisfactory, the manager will receive a 5% increase in salary. Twelve (12) months from the date of employment, the performance of the manager will be reviewed and, if approved as satisfactory, he will receive an additional 5% increase in salary until the maximum of \$79,000 is achieved.

Councilman Hansen arrived at 6:32.

And, immediately upon employment, the Manager shall accrue two (2) weeks of paid vacation hours per year. After one year of employment, the Manager shall accrue one-hundred and twenty (120) hours of vacation per year.

The Council discussed how the manager would accrue vacation and the wording in the contract regarding vacation.

Councilman Jacobsen said he would be comfortable with giving the new manager two (2) weeks of vacation from the day he started his employment and that would be his total vacation for the first year. Councilwoman Cook agreed with this. Mr. Anhder suggested they align the City Manager's vacation accrual with the entire staff which was on the calendar year and suggested wording: Shall receive 8 days of vacation from starting date until December 31, 2012. Beginning January 1, 2013 he will receive 120 hours vacation per year.

Councilman Jacobsen made a motion to approve the amendment to the contract as read by City Manager, Larry Anhder: The City Manager shall receive 8 days of vacation from starting date until December 31, 2012. Beginning January 1, 2013 he will receive 120 hours vacation per year. Councilwoman Cook seconded the motion.

Councilman Mickelson said he was against the motion and gave his reasons. The Council discussed the accrual of vacation time and how and when it is accrued.

The motion passed unanimously 5-0; with Councilman Jacobsen, Councilwoman Cook, Councilman Mickelson, Councilman Platt, and Councilman Hansen all in favor.

Councilman Hansen made a motion to approve the compensation contract for the new City Manager. Councilman Mickelson seconded the motion.

The Council discussed the compensation included in the contract with the new City Manager.

The motion passed unanimously 5-0; with Councilman Hansen, Councilman Mickelson, Councilman Platt, Councilwoman Cook, and Councilman Jacobsen all in favor.

Mr. Anhder noted a change on the agenda for the Thursday City Council regarding water shares.

Mayor Knight discussed that there had been discussion and resolution between himself and the candidate for City Manager on cell phone use and compensation and compensation for mileage reimbursement.

The meeting was adjourned at 7:11.