

**KANAB CITY COUNCIL MEETING
SPECIAL MEETING
SEPT. 16, 2008
KANAB CITY LIBRARY MULTI-PURPOSE ROOM**

PRESENT: Mayor Kim T. Lawson, Council Members Jim Sorenson, Terril Honey, Nina Laycook, City Manager Keith McAllister. Council Members Steve Mower and Tony Chatterley absent. City Attorney Van Mackelprang City Treasurer Raelene Johnson excused.

Meeting opened at 4:00 P.M.

DAVID MCGUIRE - PRESENTATION OF MAN POWER STUDY: Mayor Lawson introduced David McGuire, Human Resources Director of Southern Utah University. Mr. McGuire presented copies of report to the Council Members present. He explained the report covered six areas. 1 City Staffing. 2. Compensation analysis.3. Performance Evaluations. 4. Incentives. 5. Job Descriptions. 6. Location of City Offices. He reviewed each are with the Council. He said Kanab City was compared to other cities in Utah of comparable size. He said the city is about in the middle of the group when considering staffing and benefits. He reviewed spreadsheets listing all city employees and how their salaries compared with the other cities in the study. He said he found most Kanab City employees are paid on a comparable basis with the other cities. He reviewed some new samples of evaluation forms and said some of the employees he interviewed stated they would like to see some incentives figured in the evaluation process. He said most employees felt there would be some economy of effort in having all the city offices in one location. Mayor Lawson said he felt there was work to do on developing a new merit evaluation system. He said he would meet with the City Manager and Department Heads to begin work on this process.

A motion to adjourn was made by Council Member Honey and 2nd by Council Laycock. Motion passed unanimously. Council Member Mower and Chatterley. absent.

MAYOR KIM T. LAWSON

RECORDER KEITH MCALLISTER