

Received by Marilyn Bonasty
12-28-2010 MB

To : Lehi City Recorder

From: Clint Carter

Re: Citizen Initiative Application No. 1

We the undersigned, having met the requirements of Utah Code Title 20A Chapter 7 Section 502 submit this application for review. We are registered voters who have all voted in a municipal election in Utah within the past three years. Our signatures below are notarized as required and the proposed law, written to substantially conform to Lehi City's codes, is attached.

We will solicit and obtain a sufficient number of signatures to place this proposal before the voters at the next general municipal election to be held in November of 2011.

Within three days you must submit a copy of this application to the City's budget officer. The budget officer must prepare an unbiased, good faith estimate of the fiscal impact of the proposed law within 25 days. We believe that it is your responsibility to provide one copy of the petition and one signature sheet that you have prepared/approved. We will create packets for the purpose of gathering signatures from those documents and resubmit them to you to be numbered as required.

Respectfully Submitted,

Clint Carter

1. 

Address: 2062 N 300 E Lehi, Utah 84043

State of Utah

County of Utah

On this day of 17th Dec, in the year 2010, before me, DWIGHT GIBB

a notary public, personally appeared, Clint Carter who

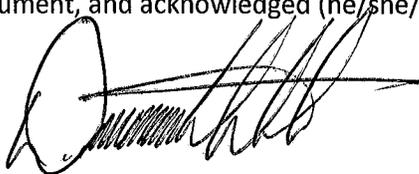
proved on the basis of satisfactory evidence to be the person(s) whose name(s) (is/are)

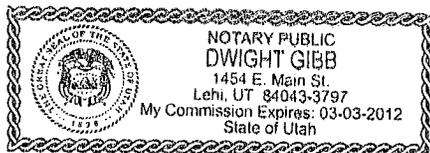
subscribed to this instrument, and acknowledged (he/she/they) executed the same. Witness my

hand and official seal.

NOTARY PUBLIC

SEAL





2. Melvin P Anderson

Address: 369 So. 200 West

State of Utah Lehi, Ut. 84043

County of Utah

On this day of 14th of December, in the year 2010, before me, Douglas Blanchard

a notary public, personally appeared, Melvin P Anderson who

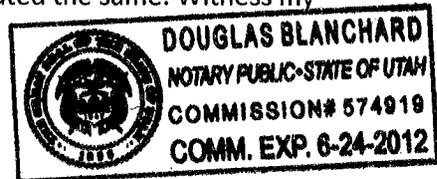
proved on the basis of satisfactory evidence to be the person(s) whose name(s) (is/are)

subscribed to this instrument, and acknowledged (he/she/they) executed the same. Witness my

hand and official seal.

NOTARY PUBLIC

Doug Blanchard



3. Dona H. Anderson

Address: 369 So 200 West

State of Utah Lehi, Utah 84043

County of Utah

On this day of 14th of December, in the year 2010, before me, Douglas Blanchard

a notary public, personally appeared, Dona H. Anderson who

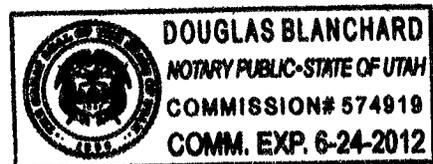
proved on the basis of satisfactory evidence to be the person(s) whose name(s) (is/are)

subscribed to this instrument, and acknowledged (he/she/they) executed the same. Witness my

hand and official seal.

NOTARY PUBLIC

Doug Blanchard



4. Stephen R Adams Stephen Robert Adams

Address: 710 East 200 So Lehi

State of Utah Lehi, 84043

County of Utah

On this day of 17 Dec, in the year 2010, before me, Cooper Thomas

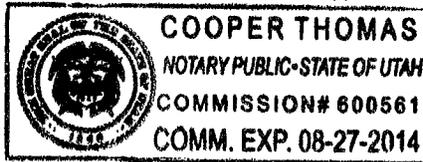
a notary public, personally appeared, Stephen R. Adams who

proved on the basis of satisfactory evidence to be the person(s) whose name(s) (is/are)

subscribed to this instrument, and acknowledged (he/she/they) executed the same. Witness my

hand and official seal.

NOTARY PUBLIC [Signature]



5. Marian Carter

Address: 2062 No 300 E. Lehi, ut. 84043

State of Utah

County of Utah

On this day of 17th Dec, in the year 2010, before me, Dwight Gibb

a notary public, personally appeared, Marian Carter who

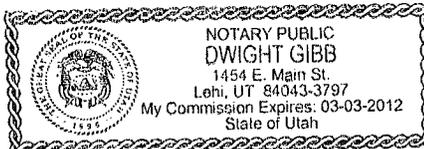
proved on the basis of satisfactory evidence to be the person(s) whose name(s) (is/are)

subscribed to this instrument, and acknowledged (he/she/they) executed the same. Witness my

hand and official seal.

NOTARY PUBLIC

[Signature]



Chapter 2.02

Personnel Provisions related to Exempt Employees

2.02.010 Maximum Salary and Total Compensation Limits

The elective and appointive officers of the City shall not adopt compensation schedules or plans in excess of the limits contained herein.

2.02.020: Exempt Employees (Employees not eligible for overtime compensation):

No exempt employee, as determined by the City's Human Resource office in consultation with Fair Labor Standards rules, shall receive a salary greater than \$95,000 per year including any bonus.

2.02.021: Total Compensation Limits:

No exempt employee, as determined by the City's Human Resource office in consultation with Fair Labor Standards rules may receive total compensation of greater than \$120,000 per year. Total Compensation is defined for the purposes of this section as follows: Wages + Employer Paid Health Insurance + Employer Paid Retirement benefits (not including the required employer match for Social Security) + Car Allowances if Paid + Phone Allowances if Paid.

2.02.022: Conflict with Existing Agreements and Phasing

Employee Compensation in excess of these limits will be corrected as of the effective date of this Ordinance except that employees under written contract with the City as of November 30, 2010, will have a grace period of 60 days prior to the adjustment being made to either terminate their contractual relationship with the City according to the provisions of their contract, or negotiate a new agreement with the City that is in compliance with the provisions of this section.

2.02.023: Multiple Position Exclusion:

Employees holding two or more job titles with the City will be subject to the limitations as set forth above as follows: All the wages and benefits paid will be combined and the total will be subject to the limitations outlined above. For example, wages paid to the Finance Director of Lehi City will be combined with wages paid to the same individual by any other entity controlled by Lehi City for the purposes of establishing total compensation.

2.02.024: Limitations on Consultant Services:

The City may not avoid the provisions of this section by converting positions normally and customarily held by full time employees to contract employee type arrangements. All exempt

positions staffed with a full time employee as of December 1, 2010 will be considered to be normally and customarily occupied by a full time employee for the purposes of interpretation.

2.02.025: Annual Adjustment:

The City Council, acting on a recommendation from the Mayor, may adjust the maximum compensation amounts established herein once each year by the amount of inflation in the State of Utah for the prior calendar year as published by the Governor's Office of Planning and Budget.

2.02.026: Automatic Repeal:

Sections (2.02.010 through 2.02.026), in its entirety, may be repealed by the City Council upon a recommendation from the Mayor provided that the unemployment rate in the State of Utah, as published by the Governor's Office of Planning and Budget, has remained below 5.25% for three consecutive quarters or 9 consecutive monthly periods.

2.02.027 Penalty for Official Neglect

The Mayor, upon notice from any Lehi resident that the provisions of this section are being violated, will take action to enforce this section. If the Mayor fails to enforce the provisions of this section, he shall be charged with neglect of duty and prosecuted pursuant to Utah Code Title 10 Chapter 3 Section 826.

Effective Date: Upon passage by the voters, this section will become effective beginning Monday, December 5, 2011