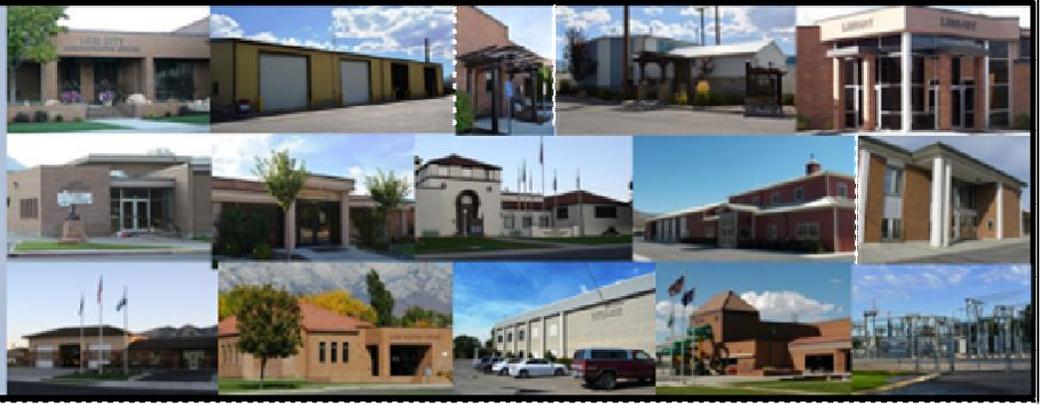


Behind the Scenes

Lehi City
Employee Newsletter



Message from Administration – July 2016

After months of research and analysis, the City Council approved the new approach to full-time position pay ranges. In short, Lehi City is replacing the current pay plan consisting of 25 pay grades with a system that has a **unique pay range for each position**. These new pay ranges were based on information you shared in the meetings last fall, your new job descriptions, meetings with each Department Director, and information available from other cities. They will be retroactive to July 3.

Each Department Head has had direct involvement on who should receive a market increase. To qualify for a market increase, your position pay minimum had to increase AND your pay had to be less than 50th percentile in that new range. Your Department Head also has the specific amounts of market increases. *Market increases will be in addition to merit increases and both will show up on your July 21 paycheck.*

If you have questions, please first work directly with your Department Head. They are the best starting point and if they have questions, please contact HR. Thank you for your patience with this important and time consuming project. Lehi City is committed to providing competitive wages and benefits to retain and attract high quality employees-that means you. Thank you for all you do. We wouldn't have such a great city without you.

David Kitchen, Human Resources Manager

Upcoming Events

Employee Appreciation BBQ
Aug 4, 2016 12:00pm to 1:30pm

The Mayors Employee Appreciation BBQ will be on August 4 at Wines Park. There will be great food and even better company, as we celebrate our relationships and how amazing it is working for Lehi City. More details will be coming soon. See you there!!!



Our wellness program is underway and we are so excited to implement a program that will benefit our full-time, eligible employees. A big thanks to those who participated in our survey to structure our program to meet the needs of Lehi City.



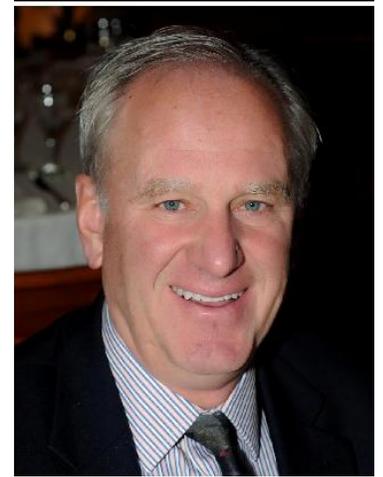
Your first step is to complete the initial health assessment and blood draw, which is scheduled for August 23, 24, and 25. Watch for information from Marquee Health, our wellness program provider, for you to log in and create an appointment time that will work for you.

In addition, thank you to those who expressed interest in serving on the wellness committee. For those that stated they would be interested but didn't include their name, please contact Pam Stagg, x2263, as soon as possible. This committee will be formed and start meeting in August/September.

Meet the New Guy /Gal

Duane Butler was born in Gunnison, Utah and moved to Orem when he was 9. He graduated from Orem High School and after spending 2 years in New York City, he returned to school and met Cyndy Taylor, a beautiful young lady who became his wife. Duane and Cyndy have three sons, one daughter and five grandchildren.

When they have time, they enjoy camping and getting in a few rounds of golf each year. For the past 30 years Duane has worked for a civil engineering firm. He is very excited for a new adventure and to be joining our Engineering Department at Lehi City as an Engineering Technician.



Ryan Hammer was born and raised in Kearns and South Jordan. After graduating from Kearns High, Ryan attended Salt Lake Community College with a focus on criminal justice. He then attended the Law Enforcement Academy at Utah Valley University in May, receiving the high academic award for his class.

Ryan has been married to his beautiful wife, Noelle, for 7 years and they have two little boys: Matix, who is 2 and Nixon, who is 1.

Ryan loves sports, both playing and watching. He is a Pittsburgh Steelers fan and a Utah Jazz fan. Ryan loves the outdoors, and enjoys doing some camping, shooting and four wheeling when he is in the mountains.

Ryan is excited to begin his career with the Lehi Police Department and to have the opportunity to serve the people of Lehi. The officers he has met so far are some of the best people you'll ever meet and he is honored to have the privilege of working alongside them.

Gavin Johnson was born and raised in Mesa, Arizona. Throughout high school he excelled in music and sports. He brings a variety of work experience to the field from customer service and welding, to pest control and technical support.

He and his wife, Ralynne, moved to Utah County one year ago, and are nearing their second anniversary. If Gavin is not brushing up his shooting skills or having a great movie night with his wife, you'll find him working out at the gym.

Gavin was accepted last fall into the Police Academy Program at Salt Lake Community College. Upon graduation, Gavin was awarded both the 95th Percentile Club for Fitness Achievement Award, and the Highest Shooter of his class. Gavin brings a lot of passion to the Police Department. He has wanted to be an officer since he was a young boy and

after experiencing a ride along, it became his calling. He is honored to help protect and serve the community and people of Lehi, and to be the kind of person and officer who never chooses to just give some, but to give his all.



Kurt Nielson was born and raised in the Delta area. He spent 2 years in Houston, Texas and currently lives in Orem with his wife, Camri. They are anxiously anticipating the arrival of their first baby in October.

Kurt comes to the city with 10 years of construction experience and will be working in the Water Department as our newest Secondary Water Operator.

He enjoys the outdoors and spends his spare time four wheeling, camping, hunting, and fishing. In addition, he loves all kinds of sports and is a huge Real Salt Lake fan!

Department Spotlight - Power

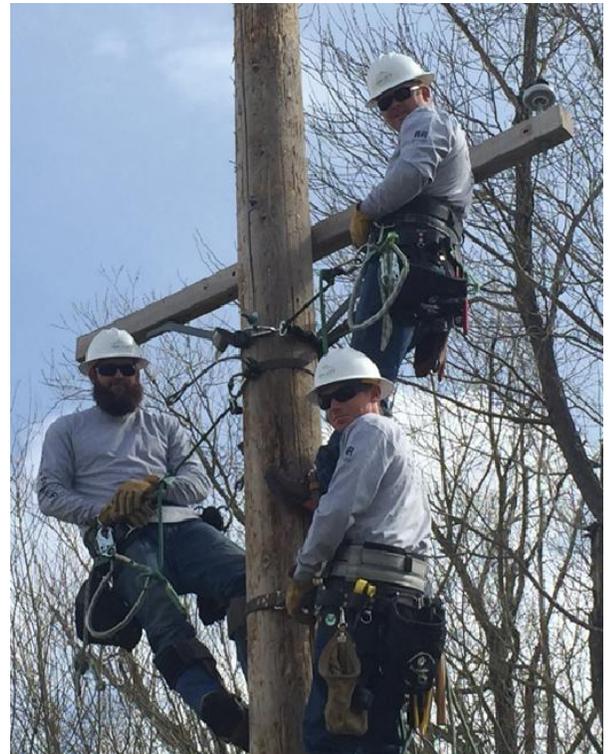
The Lehi Power Department is made up of 25 very dependable and loyal employees that are always willing to come out and get the job done. This last year has brought a lot of changes in the Power Department with Rod Olsen, Woody Berry and Gary Maurin retiring after many years of service. We have welcomed the following employees this year: Bryce Ball, Aaron Binks, Rorry Hiskey, Austin Lewis, Trev Smith, Taran Taylor, Channing Walker and Melanie Hansen. We now have six employees in the apprentice program and are focusing this year on training. Three of our apprentices went to compete at the national level in the APPA Lineman's Rodeo in Minnesota last spring.

This year the city has experienced a 10% growth, which resulted in hitting a new all-time peak of 96 megawatts. With the amount of new development we have seen, challenges include providing the resources needed to meet the demands of so many new customers. As a result, we are always researching new power resources as they become available. We are excited to be part of the new Veyo Clean Energy project. This is considered a 'green project' that converts wasted heat from the Gas Company into energy.

We recently completed two new feeders in the 2100 North area to accommodate increased development. We are also building two new substations simultaneously, Spring Creek and West Side. This will greatly increase our capacity and we anticipate starting construction on the first one at the end of the summer, with a completion date of May 1, 2017. We are also currently in the design process of having our own internal generation. This will allow us to be more self-sufficient in dealing with the increasing growth and demand of our customers.

One amazing aspect of our department is how we continue to keep up with all of the growth with a limited amount of employees. This is an indicator of the dedication and hard work of our employees to keep the power on for all the customers in Lehi City. It continues to be our priority to meet customers satisfaction and fulfill their requests while providing safe reliable power.

Pictured above: Dustin Migliaccio, Rorry Hiskey and Aaron Binks.



Big News

Bronson Smith, from our Fire Department, and his wife, Chelsea, welcomed Roxy Ann Smith into their family on June 20, 2016.

Congratulations to **Caleb Lee**, lifeguard at the outdoor pool, who recently competed on a national level and earned third place for first aid and CRP.

Independence Day

Freedom has its life in the hearts,
the actions, the spirit of men and so
it must be daily earned and refreshed -
else like a flower cut from its life-giving
roots, it will wither and die.

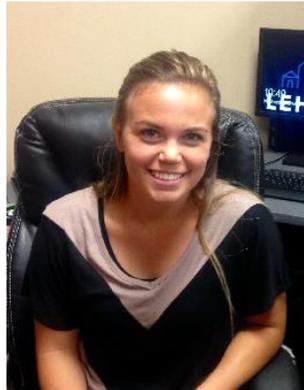
~Dwight D. Eisenhower

Getting to Know You

Suzanne Mcbee is the Assistant Aquatics Supervisor at the Legacy Center and has been working for the City for 11 years. She is married and has three girls and one boy. She is from Oklahoma City and currently lives in Eagle Mountain. Suzanne's hobbies are playing board games and enjoying family time. In the summer, her stepson Jackson, comes to visit all summer so they try to do some fun activities with the family including swimming, hiking, board games and having a fun time with him.



Jessie Jones is our new Senior Center Program Coordinator. She is from Omaha, Nebraska and graduated from BYU in Recreation Management. A few of her hobbies are rock climbing, hiking and mountain biking. She loves to play music; guitar, ukulele and piano. Her favorite summer vacation tradition is going to Newport Beach in California and spending time with her family. She has four siblings and one beautiful dog named Buddy.



Wellness Corner

The arrival of spring and summer means days at the pool, family picnics, baseball and other outdoor activities. Here are some tips to keep your family physically active in the warmer months:

Hydrate: drink plenty of water before, during and after physical activity to avoid dehydration. For low-calorie flavor, add slices of your favorite fruits such as melon, oranges, berries or even cucumber or mint to a pitcher of water and refrigerate for two hours.

Protect your family from the sun: wear wide-brimmed hats, always apply water-resistant sunscreen with at least SPF 15 and reapply sunscreen every two hours.

Heat safety: avoid intense activities between noon and 3 p.m. when the sun is at its strongest.

Dress for the heat: wear lightweight, light colored clothing, choose light, breathable fabrics such as cotton, and wear sunglasses to protect your eyes.

Head indoors: when the heat gets unbearable, try indoor activities at your local rec center like basketball, swimming, yoga, or racquetball.

Source: heart.org



Community Events

A **BIG THANK YOU** to all of the departments and individuals who helped out so much with Round-Up Week. A special thanks to Administration, the Fire Department, the Parks Division, the Police Department, the Recreation Division and Mel Hansen, our Special Events Coordinator. This year was exceptional.



FOAM DAYS Mark your calendars for Saturday, July 23 at Lehi Sports Park (2100 West 700 South). Make sure to bring a towel and goggles so the foam doesn't get in your eyes. Activities include boutiques, food, music and shopping from 11:00 am to 4:00pm. Foam will spray from 1:00pm to 3:00pm followed immediately by free watermelon!



Open Positions

Current FT and PT Available Positions

(all positions are open until filled unless a closing date is listed)

- FT - Economic Development Director - Closes August 4
- Building and Custodial Specialist
- Crossing Guard
- Firefighter/Paramedic - Closes July 26
- Fleet Mechanic Apprentice
- Gymnastic Instructor
- Legacy Center Building Manager
- Preschool Assistant
- Recreation Site Supervisor
- USA Swim Coach
- Water Fitness Instructor



If you would like to learn more about any of the positions listed above, please visit our website at <https://www.lehi-ut.gov/departments/hr/employment>

Finding the misspelled word is an easy way to earn a \$10 gift card. Email pstagg@lehi-ut.gov with your guess and you will be entered in for the drawing. This month our winner will receive a \$10 gift card to Lehi Bakery on Main Street.



Brett Fraser	Fire	July 01
Shaylee Gray	Parks & Buildings	July 01
Jenny Beck	Library	July 02
Harvey Bond	Fire	July 02
JoDe Neer	Justice Court	July 02
Coleton Peterson	Parks & Buildings	July 02

Years of Service

Congratulations and thank you to these employees for all their years of dedication and service.

5 Years

Brenda Keil, Recreation
Chris Brems, Police
Tara Olsen, Recreation

10 Years

Sharon Awtrey, Library
Layne Larsen, Police

15 Years

Necia Russon, Recreation

20 Years

Harley Downs, Power
Brian Larsen, Police
Jeff Magnusson, Police
Kim Struthers, Community Development

25 Years

Ricky Evans, Fire

Payroll Calendar

- July 02 - Pay Period End Date
- July 03 - Pay Period Start Date
- July 04 - HOLIDAY
- July 05 - Time Sheets Due
- July 07 - Pay Day
- July 16 - Pay Period End Date
- July 17 - Pay Period Start Date
- July 18 - Time Sheets Due
- July 21 - Pay Day
- July 24 - HOLIDAY

Happy Birthday!!!

Traci Gregory	Recreation	July 03	Toby Peterson	Police	July 19
Brayden Christensen	Recreation	July 03	Rebecca Bennion	Recreation	July 19
Rockwell Cooper	Recreation	July 03	Britnee Hansen	Library	July 19
Rebecca Warner	Recreation	July 05	Derrek Wilson	Recreation	July 19
Evan Strong	Parks & Buildings	July 05	Morgan Cummings	Legal Services	July 19
Robert Ranc	Administration	July 05	James Phillips	Power	July 20
Adam Robertson	Recreation	July 06	Zachary Burdette	Recreation	July 20
Nick Barkdull	Recreation	July 06	Shad Hatfield	Fire	July 21
Rachel Mendenhall	Recreation	July 07	Jeremy Estes	Fleet	July 21
Angelee Draper	Library	July 07	Amanda Hunsaker	Literacy Center	July 21
Aubrey Hanks	Recreation	July 07	Scott Christensen	Fire	July 21
Jolene Greene	Legal Services	July 08	Russ Clark	Parks & Buildings	July 21
Rosalyn Cox	Recreation	July 08	Kylan Clayton	Outdoor Pool	July 21
Ryan Orr	Fire	July 09	Kim Beck	Fire	July 22
Annadelle Woodhouse	Recreation	July 09	James Szoke	Recreation	July 22
Cortney Nelson	Parks & Buildings	July 09	Tim Novinger	Community Dev	July 22
Julie Stewart	Recreation	July 09	Tyler Robbins	Recreation	July 23
Blake Sweeten	Police	July 10	Jessica Buxton	Recreation	July 23
Caleb Walker	Library	July 10	Kaitlyn Hoggan	Recreation	July 23
Julia Whitehead	Recreation	July 11	Natalie Thomas	Recreation	July 23
Chris Trevino	Fire	July 11	Tyler Prawitt	Police	July 24
Janys Hutchings	Planning	July 11	Lane Broadhead	Water	July 24
Austin Lee	Recreation	July 11	Ann Rose	Library	July 25
Joshua Norwood	Recreation	July 11	April Todd	Outdoor Pool	July 25
Halle Houghton	Recreation	July 11	Abigail Rasmussen	Police	July 26
Taylor Bassett	Recreation	July 11	Emily Galvan	Recreation	July 26
Elizabeth Daw	Recreation	July 12	Cade Walker	Recreation	July 26
Scott Dean	Planning	July 12	Mike West	Planning	July 26
Carter Smith	Recreation	July 12	Marjorie Delpivo	Police	July 27
Courtney Sorenson	Parks & Buildings	July 12	Kristi Ewell	Recreation	July 28
Jeremy Albrecht	Recreation	July 12	Penney Jensen	Finance	July 28
Jared Martinsen	Police	July 13	Shyloh Muhlestein	Water	July 28
McCandiss Jones	Literacy Center	July 13	Matthew Linton	Recreation	July 28
Ryker Lee	Recreation	July 13	Charles Shelton	Recreation	July 28
Robyn Wilson	Finance	July 14	Tyler Kelsey	IT	July 28
Olivia Wallgren	Recreation	July 14	Cory Taylor	Fire	July 29
Robert Stanley	Fire	July 15	Sharon Awtrey	Library	July 29
Alec Huff	Recreation	July 15	Tina Strong	Recreation	July 30
Caleb Willis	Parks & Buildings	July 16	Jedediah Malufau	Parks & Buildings	July 30
Billy Bishop	Parks & Buildings	July 17	Kali Moon	Recreation	July 30
Brody Hansen	Recreation	July 17	Hollie Carlton	Police	July 31
Rachel Stewart	Library	July 18	Chris Whatcott	Outdoor Pool	July 31