



CITY COUNCIL REGULAR MEETING MINUTES

City Hall - 10769 W State Street, Star, Idaho

Tuesday, August 5, 2025 at 7:00 PM

PUBLIC NOTICE: THIS MEETING IS BEING RECORDED AND PLACED IN AN ONLINE FORMAT, PERSONS MAY EITHER VIEW OR LISTEN TO VIDEO/AUDIO OF THIS MEETING UNTIL SUCH TIME THE RECORDING IS DESTROYED UNDER THE CITY'S RETENTION POLICY.

1. CALL TO ORDER – Welcome/Pledge of Allegiance

Mayor Chadwick called the meeting to order at 7:00 p.m. and led the Pledge of Allegiance.

2. INVOCATION – Jeff Wood, Ada County Sheriff Chaplin

Chaplin Wood offered the invocation.

3. ROLL CALL

ELECTED OFFICIALS: Mayor Trevor Chadwick, Council Members Kevan Wheelock, Jennifer Salmonsens and Kevin Nielsen. Council President David Hershey was absent from the meeting.

STAFF: City Attorney Chris Yorgason; City Clerk Shelly Tilton; City Planning Administrator Shawn Nickel; Assistant City Planner and Sports & Recreation Director Ryan Field; City Engineer Ryan Morgan; Public Information Officer Dana Partridge, Treasurer Michelle Meyer, Star Police Chief Zach Hessing and Barbara Norgrove Assistant Planner.

4. INFORMATION

Mayor Chadwick provided information regarding road projects.

5. CONSENT AGENDA (ACTION ITEM) **All matters listed within the Consent Agenda have been distributed to each member of the Star City Council for reading and study, they are considered to be routine and will be enacted by one motion of the Consent Agenda or placed on the Regular Agenda by request.*

A. Approval of Claims

B. Approval of Minutes: July 17, 2025

C. Inspirado #4 Subdivision Final Plat

D. Joplin Rim Subdivision Final Plat

- Council Member Salmonsens made a motion to approve the Consent Agenda consisting of 5A Approval of Claims, 5B Approval of Minutes for July 17, 2025, 5C Inspirado Subdivision #4 Final Plat and 5D Joplin Rim Subdivision Final Plat. Council Member Nielsen seconded the motion. ROLL CALL VOTE: Wheelock – aye; Salmonsens – aye; Nielsen - aye. The motion carried.

6. PUBLIC HEARING

A. COMPENSATION FOR THE MAYOR

Mayor Chadwick clarified that the proposed compensation change is only for the Mayor, the Council compensation isn't changing. There was information posted on social media that the Council Members would be receiving an additional \$30,000, this is inaccurate.

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Council Member Nielsen said that Mayor Chadwick and he were elected to the council in 2016. Since then, there has been a lot that has occurred at the city, and he has seen Mayor Chadwick go from council to part time mayor and then become a full-time mayor. He feels the salary was too low at the time it was set at \$85,000. He said full time doesn't describe what Mayor Chadwick does for the City of Star; he is always willing to help not just in word but in action. He has worked with few people in his life who put more into what they do than the mayor does; he does more than people know and does it better than most. Describing roles Mayor Chadwick fills, Council Member Neilsen mentioned him being the Chief Executive for the city as well as construction manager, highway expert, water expert, etc. Looking at what he does and comparable cities that have full-time mayors, few if any take on as many duties as Mayor Chadwick does. He feels the current proposed salary and retirement benefit is low with what he could make in the private sector. He looks at it as what Star is getting based on value, he has no hesitation in standing behind this proposal. He feels it is in the city's best interest to reward the job being done by the person who is doing it, depending upon the next mayor the salary may change. Council Member Salmonsén completely agrees; Mayor Chadwick has proven that this salary increase is well justified. She said since the position became full-time at \$85,000 there have been no cost-of-living increases. Adding 3% increases each year since 2022, this year he would be making over 92,000. Based on that, applying a one-time increase based upon performance of 25% comes to \$116,000, which is very close to the amount being proposed so she is supportive of the increase. Council Member Wheelock said as a citizen he felt that the previous increase was below what it should have been. He would be grateful to have the mayor at \$120,000, recognizing that if a future mayor isn't performing at that rate it should be adjusted. He considered a bonus rather than a compensation increase; however, that isn't allowed in law. He finds value in incentivizing the mayor to remain. Council Member Wheelock mentioned some of the roles the mayor has served which included Chairman of the Treasure Valley Partnership, Legislative Committee for the Association of Idaho Cities, Past Chairman of COMPAS, Past Chairman for the Western Alliance for Economic Development; he has served on various boards including the Board of Directors for the Association of Idaho Cities, National Association of Regional Councils, West Ada Schol District Education Foundation and Boise Metro Chamber of Commerce. He said there are few people who are giving at his level. He described the Mayor's Youth Council in which the mayor educates and mentors youth in the city. He feels that \$120,000 might still be shorting the salary while being fiscally responsible for the citizens.

Ryan Field, Assistant Planner and Park and Recreation Director for the city, discussed things the mayor does that he feels people should know which included relationships that the mayor has built with transportation agencies; these relationships have benefited the city in infrastructure projects including the widening of State Street, the widening of Star Road being moved up several years on the priority list and a new elementary school. Ryan discussed the extensive time and effort the mayor puts in; things are being done in the city that other cities aren't doing. He feels that \$120,000 isn't enough.

Shawn Nickel, Planning Director for the city, agrees with comments that have been made. He has worked with the mayor for the past 6 years. He reminded the community how lucky they are; stating that Mayor Chadwick works more than full time. He mentioned some of the mayor's accomplishments including that he got the community through covid with the city remaining open, has built relationships with transportation agencies, developed proportionate shares to mitigate impacts of growth and

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development, properties weren't being used and now the Riverhouse and parks have been developed. Shawn said that anyone who spends time with him understands his value to the city as a mayor, manager and an administrator. The community should be proud to have the mayor they have.

Dan Piciuto moved to Star about 4 years ago, he had some concerns that he talked with the mayor about, Mayor Chadwick did exactly what he said he was going to do and earned his respect. One of the biggest things he saw him do was attend a candlelight vigil for a Sheriff's deputy that had passed, he showed up even though his own father had just passed. He wouldn't work for what the mayor is getting paid. He is proud to call him his mayor.

Cathy Freeman said the mayor has always been available for her as well. She doesn't have a problem with the proposed salary. As an educator she wonders about future mayors stepping into a salary they haven't yet earned, she suggested a salary schedule.

Council Member Nielsen doesn't believe a schedule can be created by the way the law reads, the compensation has to be declared. He explained that the salary set tonight would be the salary for a new mayor for the first two years during which time it would be determined if it is appropriate for their experience and performance. He hopes the community wouldn't elect a mayor without experience in administration, project management and leadership. It was discussed that Mayor Chadwick has three degrees, one in human resources, which have been incredibly valuable. He would like to see a high expectation set for electing a future mayor. It is his firm belief that a livable wage should be provided to the city's executive.

The public hearing was closed at 7:28 p.m.

- Council Member Salmonsens made a motion to approve the mayor's compensation of \$120,000 effective January 1, 2027. Council Member Nielsen seconded the motion. The motion was amended to reflect 2026 rather than 2027 for the effective date. Council Member Nielsen seconded the amended motion. ROLL CALL VOTE: Wheelock – yes; Salmonsens – aye; Nielsen - aye. The motion carried.

B. PROPOSED BUDGET FOR FISCAL YEAR 2025-2026

Mayor Chadwick reviewed his 2025-26 budget presentation explaining reliable income which includes property taxes, sales tax/revenue sharing, liquor funds and franchise fees as well as mandatory expenses that include police, animal control, legal, city staff and liability insurance. Pass through income and pass through expenses include impact fees, proportionate share and mitigation fees. The city's savings balance and property tax amount were reviewed. The city has a foregone property tax balance due to leaders being fiscally responsible and saving it for future use. Tax levy rates for the city from 2015 to current were provided. With the increase in property values the tax levy rate has dropped from .002192 in 2015 to .000526 in 2025. County tax rates between Ada and Canyon Counties with the districts included in each county were reviewed. Revenue sharing (sales tax funding), liquor revenue, franchise fees, impact fees for ACHD, Parks, Fire and Highway District 4 were further discussed as well as what impact fees can be used for. ITD proportionate shares, road projects, building and land use fees and grants were discussed. The mayor won't apply for grants with strings attached but looks for those that will benefit the city. The Sports and Recreation program was discussed. Mayor Chadwick said that high school kids are hired for

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the Freedom Park rentals. Police and Fire Mitigation fees are collected to help offset public safety costs; this isn't a permanent fix for funding, the mayor is working with the legislature on public safety funding. Expenses for law enforcement, code enforcement and animal control were reviewed. Sports and recreation will add a staff member and additional seasonal staffing will be added for Parks and Grounds for park maintenance. Park development and a 10,000 square foot event center facility at the Riverhouse complex were discussed. Mayor Chadwick discussed property that was purchased near freedom park that will add parking and city offices. He also discussed an upcoming open house for downtown revitalization /parking planning. He mentioned that Star has zero debt, no bonds, healthy savings in case of recession and fees in place with a goal to have growth to pay for itself.

Denise VanDoren asked about properties at 960 S Main and 894 S. Main; the mayor explained that those are the property that was just purchased to add parking and city offices and the other is the Riverhouse. The downtown parking plan was discussed; a consultant is being paid to help with the plan. Deputy Clerks issuing passports and where the council member's honorarium pay is located in the budget were discussed.

Theresa Tensley noticed there are several new employees and an increase in health care with family premiums being covered in addition to the employees. Mayor Chadwick explained that started during the current fiscal year and this is a way to retain employees. Theresa said that she has noticed that employees have received 5% salary increases each year, stating that in the last 10 years the COLAs for the government have been below 3% each year; Mayor Chadwick explained that 5% is 3% COLA and 2% performance. Council Member Nielsen said when he looks at the pay staff receives, some were paying more than 50% of their paychecks to cover healthcare; looking at public versus private pay scales he wonders why people think public employees should be paid less, he looks at what the city can do to be people oriented and the value of the services the employees provide. He mentioned passport services, parks and the city's policing model stating it is a city of goodness; what can be done to keep employees and draw good, experienced staff is considered in the wages and benefits provided. Mayor Chadwick discussed Star's staffing as related to other cities, Star is able to operate efficiently with less staff than some other cities. Theresa doesn't begrudge anyone getting a fair wage but pointed out that businesses don't give 5% increases every year. Mayor Chadwick said with other entities paying similarly it helps to keep staff, there will be times when it can't be done, sometimes it will be less and there could be times that staffing and salaries are reduced. Council Member Wheelock said the city has given the raises that are necessary while the economy is good with good planning, they are open to the option of reduction when needed. Council Member Nielsen said 5% is average if looking at inflation. Theresa asked about the city council's honorarium and asked each of them how many meetings or events they go to in a month. Council Member Nielsen said he attends all that are required, some months that might be 1 or 2 and some may be 8. Some council members represent at fire district and landfill meetings as well as workshops that fall in between meetings that allow for preparation of upcoming topics. Council Member Salmonsens discussed committees she serves on, mentioning the Ada County Landfill Committee, Architectural Review Committee that meets twice a month to review commercial development applications, Transportation Committee and she was on the Parks, Art and Beautification Committee. Mayor said that it varies for each council member. Jennifer explained that some council meetings are short and some last several hours; there are a lot of complex topics and it takes a lot of time to prepare and educate themselves. Council Member Nielsen said there



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are meetings and there is also time spent in service to the community, he has walked property with a citizen, taken phone calls; they are available to be active for the community. Council Member Wheelock further described the preparation time for meetings that provides value for the city.

Denise VanDoren used the new system for building permits and inspections, she said it worked well she was pleased with how it functioned.

Steve Murten asked about ICRMP insurance, which is the cities liability insurance; Mayor Chadwick explained it went up 110% last year but not much of an increase this year. He wondered if the budget adjustment would affect the savings; savings will be impacted, but generally additional revenue comes in to cover many of the changes.

Laurie Billaud wanted to thank the council and mayor for listening and being responsive. She doesn't think it is too much to ask to have health insurance for families, she would be surprised if they didn't get that.

The public hearing closed at 8:38 p.m.

Council Member Nielsen mentioned that many departments have revenues that cover or nearly cover the expenses. He discussed efficiencies that are in place to minimize the impact on the citizens.

Council Member Wheelock thanked everyone who had written in and attended the hearing tonight regarding the budget and mayor's salary to help the council understand thoughts of the citizens.

Council Member Salmonsens thanked everyone for coming to the hearing. She discussed the increase in property value and stated that she feels it is a good budget being presented that includes some non-property tax sources of revenue to help cover the growth and expenses.

There were 16 members of the public attending the hearing.

- Council Member Nielsen made a motion to approve the proposed budget for fiscal year 2025-2026 including Resolution 2025-05 declaring intention to recover a portion of available of forgone property tax and compensation for the mayor having recognized that the budget has been prepared in accordance with Idaho law and all of the regulations thereto. Council Member Wheelock seconded the motion. ROLL CALL VOTE: Wheelock – aye; Salmonsens – aye; Nielsen - aye. The motion carried.

Mayor Chadwick thanked everyone for coming to the hearing. He discussed how stressful it is to receive so much negativity and criticism. He understands that people have moved from places where they may have had bad experiences and encourages people to come in and talk with him and staff.

7. ACTION ITEMS

A. Ordinance 422-2025 Jeremy & Sabrina Newberry Annexation

- Council Member Nielsen made a motion pursuant to Idaho Code, Section 50-902 the rule requiring an ordinance to be read on three different days, with one reading to be in full, be dispensed with and that the following three ordinances be introduced and be considered after reading once by title only, Ordinance 422-2025 Jeremy & Sabrina Newberry Annexation, Ordinance 420-2025 2025-2026 Budget Appropriation and Ordinance 421-2025 Compensation for the Mayor. Council Member Wheelock



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seconded the motion. ROLL CALL VOTE: Wheelock – aye; Salmonsens – aye; Nielsen – aye. The motion carried.

- Council Member Salmonsens made a motion to approve Ordinance 422-2025 Jeremy and Sabrina Newberry Annexation an ordinance annexing to the City of Star certain real property located in the unincorporated area of Ada County, Idaho; more specifically located on the corner of N. Echo Summit Way and N. Summit Place in Star, Idaho (Ada County Parcel R3626150220) and contiguous to the City of Star; the property is owned by Jeremy & Sabrina Newberry; establishing the zoning classification of the annexed property as residential district with a development agreement (R-1-DA) of approximately 10.96 acres; directing that certified copies of this ordinance be filed as provided by law; providing for related matters; and providing for an effective date. Council Member Wheelock seconded the motion. ROLL CALL VOTE: Wheelock – aye; Salmonsens – aye; Nielsen - aye. The motion carried.

B. Ordinance 423-2025 River Crossing Rezone

This ordinance was removed from the agenda and will be brought back at a later date.

C. Hacienda De Estrella Subdivision Development Agreement

Shawn Nickel presented the amended and restated development agreement for Hacienda De Estrella Subdivision stating it was formerly Grace Assisted Living Facility.

- Council Member Salmonsens made a motion to approve the Hacienda De Estrella Subdivision Development Agreement. Council Member Nielsen seconded the motion. ROLL CALL VOTE: Wheelock – aye; Salmonsens – aye; Nielsen - aye. The motion carried.

D. Legado Subdivision Development Agreement

Shawn Nickel presented the amended and restated development agreement for Legado stating it was formerly Star River Ranch. This was originally from 2007.

- Council Member Salmonsens made a motion to approve the amended and restated development agreement for the Legado Subdivision. Council Member Nielsen seconded the motion. ROLL CALL VOTE: Wheelock – aye; Salmonsens – aye; Nielsen - aye. The motion carried.

E. Reconsideration Request for Milestone Ranch South Subdivision

Shawn Nickel discussed the request by Council Member Nielsen for reconsideration of condition #3. If the request is approved it will be placed on a future agenda for reconsideration.

Council Member Nielsen said he introduced a condition after the hearing was closed so the applicant didn't have a chance to comment on it. In considering how to manage the condition he feels like this is something that could be reconsidered and the condition be removed.



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Council Member Wheelock supports removing this condition.

- Council Member Salmonsens made a motion to approve the reconsideration request for Milestone Ranch South Subdivision as presented for this one item. Council Member Nielsen seconded the motion. ROLL CALL VOTE: Wheelock – aye; Salmonsens – aye; Nielsen - aye. The motion carried.

F. Ordinance 420-2025 2025-2026 Budget Appropriation

- Council Member Wheelock made a motion to approve Ordinance 420-2025 2025-2026 Appropriations, an ordinance, to be termed the annual appropriation ordinance of the City of Star, Idaho, for the fiscal year commencing October 1st, 2025 and ending on September 30, 2026, appropriating sums of money in the aggregate amount of \$26,559,539.00 to defray all necessary expenses and liabilities of the City of Star for said fiscal year; specifying the object and purposes for which such appropriations are made and the amount appropriated for each object and purpose; authorizing the certification to the county commissioners of Ada & Canyon counties, Idaho, the amount of \$2,202,714.00 property taxes to be levied and assessed upon the taxable property in the city; providing for the filing of a copy of this ordinance with the office of the Secretary of State of Idaho as provided by law; providing for publication; and providing an effective date. Council Member Salmonsens seconded the motion. ROLL CALL VOTE: Wheelock – aye; Salmonsens – aye; Nielsen - aye. The motion carried.

G. Ordinance 421-2025 Setting Compensation for the Mayor

- Council Member Nielsen made a motion to approve Ordinance 421-2025 Mayor Compensation An ordinance of the City of Star, Ada and Canyon Counties, Idaho, amending Title 1-5-5 of the Star City Code regarding Mayor's Compensation; providing a savings clause; and providing an effective date. Council Member Wheelock seconded the motion. ROLL CALL VOTE: Wheelock – aye; Salmonsens – aye; Nielsen - aye. The motion carried.

H. Resolution 2025-05 Declaring Intent to Recover Foregone Property Tax

This was included in the motion for approval of the budget.

8. ADJOURNMENT

Mayor Chadwick adjourned the meeting at 8:57 p.m.