

KAYSVILLE CITY COUNCIL
July 7, 2022

Minutes of a regular Kaysville City Council meeting held on July 7, 2022 at 7:00 p.m. in the Council Chambers in Kaysville City Hall at 23 East Center Street, Kaysville, UT.

Council Members present: Mayor Tamara Tran, Council Member John Swan Adams, Council Member Mike Blackham, Council Member Nate Jackson and Council Member Perry Oaks

Excused: Council Member Abbigayle Hunt

Others Present: City Manager Shayne Scott, City Attorney Nic Mills, City Recorder Annemarie Plaizier, Community Development Director Melinda Greenwood, Police Chief Sol Oberg, Information Technology Assistant Jordan Hansen, Lieutenant Paul Thompson, Officer Peydun VanHoff, Officer Kalawai Delos Santos, Officer Jared Jensen, Matthew Clifton, Kristyn Clifton, Paul Clifton, Melissa Garl(illegible), David VanHoff, Nolan North, Kimberly North, Katrena Faddis, James Henderson, Austin VanHoff, Emmett VanHoff-Davis, Hannah Smith(illegible), Tyler Lewis, Elizabeth Marsh

OPENING

Council Member Adams opened the meeting with a thought and prayer, and led the audience in the pledge of allegiance.

CALL TO THE PUBLIC

Nothing was brought under this item.

PRESENTATIONS AND AWARDS

SWEARING-IN OF NEW POLICE OFFICER PEYDUN VANHOFF

Police Chief Sol Oberg introduced Peydun VanHoff as their new police officer who just recently graduated from the academy.

City Recorder Annemarie Plaizier administered the Oath of Office to Officer VanHoff.

PRESENTATION TO CHRIS MONTGOMERY FOR RECEIVING HIS FIRE OFFICER I CERTIFICATION

This item was postponed.

DAVIS REMEMBERS 9/11 MEMORIAL EVENT PRESENTATION – MAJOR BRENT TAYLOR FOUNDATION

The presenters for this item were not in attendance.

DECLARATION OF ANY CONFLICTS OF INTEREST

No conflicts were disclosed.

CONSENT ITEMS

Council Member Adams made a motion to approve the following consent items:

- a. Approval of Minutes of June 2, 2022.

The motion was seconded by Council Member Oaks.

The vote on the motion was as follows:

Council Member Oaks, yea
Council Member Blackham, yea
Council Member Adams, yea
Council Member Jackson, yea

The motion passed unanimously.

ACTION ITEMS

REZONE OF 42 NORTH ANGEL STREET FROM R-A (AGRICULTURAL RESIDENTIAL) TO THE R-1-14 (SINGLE FAMILY RESIDENTIAL) ZONE DISTRICT – CODY CLIFTON

Community Development Director Melinda Greenwood explained that Cody Clifton submitted a rezone application to change the zone of his property at 42 North Angel Street from R-A (Agricultural Residential) district to the R-1-14 (Single Family Residential District). The property is 0.554 acres and the rezone would allow for the Clifton’s to do a lot-line adjustment to reduce the size of the lot to 0.39 acres, creating a smaller and more affordable lot. There are two flag-lots which sit behind this property, and the intent is to build a home on the vacant middle lot. At the June 9, 2022 Planning Commission meeting, the Planning Commission held a Public Hearing and voted unanimously to recommend approval of the rezone request. No public comments were received on this item.

Paul Clifton commented that his son plans to build a home on the vacant lot.

Mayor Tran opened the public comment period for this item.

There were no comments or questions from the public. Mayor Tran closed the public comment period for this item.

Council Member Adams made a motion to approve a request to rezone property located at 42 North Angel Street from R-A (Agricultural Residential) to the R-1-14 (Single Family Residential) zone district for Cody Clifton, seconded by Council Member Jackson.

The vote on the motion was as follows:

Council Member Blackham, yea
Council Member Adams, yea
Council Member Jackson, yea
Council Member Oaks, yea

The motion passed unanimously.

Paul Clifton thanked city Staff for their help through this process, especially the Community Development Department who have been patient and good to work with.

A RESOLUTION AMENDING FY 2023 COMPENSATION SCHEDULE FOR CITY OFFICIALS AND EMPLOYEES

City Manager Shayne Scott said that there are a few city positions that need to have their compensation schedule updated for Fiscal Year 2023. The first one is for the mental health therapist. When the mental health therapist position was originally approved, a pay range was not established due to the unique nature of this position. The city started employment for this employee at the same range as the only other comparable municipal therapist in the Wasatch Front. The City would like to establish an appropriate and comparable pay range for this position now that we have had more time to research comparable positions. The suggested range is that of West Valley City, adjusted for the 4.75% cost of living increase, which is the best comparable at this time. The next position for consideration is for a substation technician supervisor. The city recently hired an employee to manage the power substation. In the hiring process, it was apparent that the current pay scale for the Journeyman Substation Technician was not high enough to attract the required skillset. In order to hire someone, Staff agreed that they would be compensated equivalent to a Senior Line Supervisor. This proposal establishes the new position called “Substation Technician Supervisor” so that this employee fits within our approved compensation plan. The last positions to be considered are for Journeyman and Apprentice Lineman. Because of the previous change to the compensation plan for the Substation Technician Supervisor, Staff felt it best to adjust the Journeyman and Apprentice Lineman positions as well. These changes do not increase the pay scales for these positions, but it is simply breaking them out and establishing a range rather than a fixed set amount. This gives the power director the ability to adjust pay within that range if he feels an employee is not performing at the level expected. The maximum salary range has not changed.

Mayor Tran opened the public comment period for this item.

There were no comments or questions from the public.

Council Member Blackham said that he feels that the city needs to collect more data in regards to the mental health therapist position before a decision is made. The council has only been presented with one comparable and it is for a city that is much larger than ours. Council Member Blackham said that he would like to see data regarding the mental health officers from Davis County.

Shayne Scott said that getting comparable data is a challenge because not many cities have created

this position yet. Until more cities do hire mental health professionals, we will not be able to get comparable data. Our current mental health therapist is a LCSW and so city Staff tried to compare this position with other LCSWs, whether they worked for the government or within the private sector. Mental health professionals are in desperate need right now. Although West Valley is a larger city, the job position is the same in both cities.

Chief Sol Oberg added that the city's Finance Department also looked at different statewide networks regarding this type of job position and felt that West Valley was the best comparable. Typically, private sector positions have a higher range than what is being proposed tonight. There are more cities looking to hire mental health positions, and we will likely have more comparable data next year. Our mental health therapist has already had three job offers, which all have offered a higher salary range, but he is committed to his job here. Staff is proposing the approval of the proposed salary range because it would allow him to be eligible for a salary increase at some point in time, because as it is now he would not be.

Council Member Blackham said that this position was given four years of grant money and if we decide to keep this position after that period of time, the city will have to figure out where to get the funds for the position.

Council Member Jackson said that there has been a dramatic increase in mental health issues and this job is important. Council Member Jackson asked about what the job position entails.

Chief Oberg responded that our mental health therapist meets with officers frequently and discusses PTSD and other mental health treatments as needed. He puts together trainings for city employees. He works with the fire department personnel. We call him to speak with some of our public safety personnel who might be struggling with a tragic incident they have had to go on. He is currently putting together a debrief of the parade incident that occurred on July 4 to present with both public safety personnel and all other city employees. He also reviews police cases, specifically involving mental health, to see how our officers responded and if he feel there are areas that we could improve. He looks to gauge threat levels and offers referrals to whomever needs it so they can get some help. He also tries to establish a relationship with their family, through either him, another therapist, or a family member, so that the next time the individual is in crisis, we have someone else who has established a relationship with them and can get in there to help. He collaborates with Davis Behavioral Health to get help for some of our population that is in need of their services.

Council Member Jackson said that the training that he's providing is very important. Incidents can escalate quickly due to mental health issues.

Council Member Oaks said that he would like to see a report of caseload numbers next year that our mental health therapist has been involved with. Council Member Oaks suggested that the city consider sharing mental health services with another city to help cover the cost.

Chief Oberg said that there might be some potential to collaborate with another city.

Council Member Adams said that every employee wants to be given opportunities to get a salary increase. The grant money that we are receiving is probably covering the majority of the cost for his salary. Council Member Adams asked how much more of an increase would this mental health

position be eligible for if this proposed amendment to the compensation schedule is approved.

Chief Oberg responded that he would be eligible for a 3% increase.

Council Member Adams said 3% is a very small amount. It is important that our employees have the mental health support they need, when they need it. When the four years is up we can decide if this position is worth keeping, but in the meantime we don't want to see a lot of turnover with our employees because we aren't willing to increase the salary range this small amount. We need to give all of our employees a chance to progress.

Council Member Jackson said that this mental health position is important and we should do what is needed in order to make these four years the best possible for this position.

Council Member Oaks made a motion to approve a Resolution amending Fiscal Year 2023 Compensation Schedule for City Officials and Employees, seconded by Council Member Adams.

The vote on the motion was as follows:

Council Member Adams, yea
Council Member Jackson, yea
Council Member Oaks, yea
Council Member Blackham, nay

The motion passed with a vote of three to one.

WORK ITEMS

MAIN STREET REVITALIZATION PLAN DISCUSSION

Shayne Scott explained that the Kaysville Main Street Revitalization Plan has been discussed for over two years now. UDOT has been involved in those discussions, as they own this portion of Main Street. Members of the community, including businesses and stakeholders have also been involved in these discussions. A draft of the Kaysville Main Street alternative was prepared and presented at a Main Street stakeholder meeting on June 23, 2022, where approximately thirty businesses and property owners attended. Much of the feedback received was in regards to parking problems in this area, and city staff has already engaged our engineering team to look for ways that we can address parking today and possibly in the future. The city incorporated feedback from the stakeholder meeting and is now presenting a draft to the City Council for discussion. While Staff feels that there will likely need to be further small amendments made to the plan, we feel that it is ready for approval so that Staff can begin to look for ways to fund this project. A cost estimate for the preferred option is \$2,363,000 in 2025 dollars. We are going to continue to engage with the community about this plan, and Staff would like to see this proposed plan adopted at the next city council meeting so that we can continue forward with this project.

Mayor Tran added that they have held open houses and discussions prior to tonight and have appreciated all the feedback received.

Council Member Oaks said that he feels that a decision needs to be made about the old library

before we move forward with approving a plan.

Shayne Scott said that we are reaching the point where something needs to be decided. The consulting firm that was hired to evaluate the old library will be coming to the next council meeting to make a report on their findings. No decision will be made at the meeting, but it will give us the information needed to make a decision. We will need to make a decision regarding the library before we move ahead much further.

Mayor Tran added that this Main Street plan will take many years to implement and it is likely that nothing will happen with the old library for at least a couple of years.

Council Member Jackson asked if diagonal parking could be installed along 100 East, and if people would be likely to park there to access Main Street.

Melinda Greenwood responded that it depends on what type of businesses are on Main Street. Some businesses bring more vitality and activity than others would.

Council Member Jackson suggested putting up direction signs indicating parking located off Main Street.

Council Member Blackham said that a plan must be adopted before we can receive any funding. Our Main Street businesses have said that they would like more parking closer to their businesses. It is possible to do so, but we need to look into getting funding for it.

Council Member Oaks said that approving this plan does not commit the city to anything.

Council Member Adams made a motion to move the Main Street Revitalization Plan to an action item, seconded by Council Member Oaks.

The vote on the motion was as follows:

Council Member Jackson, yea
Council Member Oaks, yea
Council Member Blackham, yea
Council Member Adams, yea

The motion passed unanimously

GENERAL PLAN UPDATE DISCUSSION

Melinda Greenwood explained that in February of this year, the Planning Commission and City Council met together and directed Staff to do more edits to the General Plan to condense and reorder items to provide better flow and comprehension. The Parks Masterplan was removed and made into its own separate document. In the end, the document was condensed from 168 pages to 90 pages. There is still work that needs to be done to the Appendix. On June 23, 2022, the City Council and Planning Commission held a joint work session to discuss the May 2022 draft of the General Plan. At the conclusion of the meeting, it was determined that all comments would be compiled so that the Council could discuss them individually. Staff is seeking direction on any

final edits to the Plan so that it can be presented for adoption soon. Staff has had a couple of property owners approach the city with requesting changes to their designation as outlined on the Future Land Use map within the General Plan. The first property is located just north of Smith's Marketplace on Flint Street and the owners would like their designation to be changed from single family residential to mixed use, similar to the properties across the street on the east side of Flint Street. The second property requesting a designation change is located southeast of Mare Circle where Symphony Homes has just recently acquired property. They are looking to have more flexibility on what is built on that property and are requesting that the property be designated as multi-family residential from single-family residential. The West Davis Corridor will be coming through that area, which may influence the decision for the land use change.

Council Member Adams commented that he would not be in favor of changing the designations on the Land Use Map for these two properties. The owners could come to the city requesting rezones of their properties should they wish to change the use of their property. The Land Use Map is the city's document and it does not seem appropriate to change it at the request of someone else as land use recommendations should be coming from the city.

Melinda Greenwood commented that in the past the city has not had a Future Land Use Map, such as this. A future land use map designates the type of uses you would have on the land with broad categories. It does not set a zone for any property; the zoning map does. It is more of a vision of what the city sees for properties over the next five or ten years. If the General Plan is adopted with this Future Land Use Map, when a developer wishes to rezone a property that does not match the designated use on the Land Use Map, the General Plan would have to go through an amendment process to reflect the use designation that a developer is seeking. If the General Plan amendment were approved, the developer would also have to receive approval for a rezone. Most communities will do both the General Plan amendment and the rezone processes concurrently. Having a future land use map adds an additional layer of protection for the community. The General Plan is a living document and can be changed as community circumstances, such as the pandemic, occur.

Council Member Jackson suggested showing on the map where the West Davis Corridor will be located, because it will continue to become relevant in future land use discussions.

The Council agreed not to allow the two requested land use designations on the Future Land Use Map, and to leave it as presented.

Council Member Jackson commented that is concerned that there are not more diverse future land use designations along 200 North where the West Davis Corridor on and off ramps will be located.

Melinda Greenwood said that Davis County has been working on a corridor study addressing what type of uses would be best supported near interchanges, and they will be presenting their findings to the council in the near future. Because this is a living document, city Staff and council can continue to consider and add other designated uses to areas within the city where we would like to see them long-term.

Council Member Blackham commented that he would like the drawings on pages 22 and 23 removed from the plan because they depict restricting vehicle traffic to one lane on north Main Street. The city hopes that eventually we will be able to acquire the property needed to expand this area of Main Street to two-lanes. Council Member Blackham said that he would also like to

see a statement put at the front of the plan stating that the General Plan is used as a guideline and not implementing mandatory regulations. He suggested that on page 7, changing the word “blueprint” to “guide” in the first paragraph. On page 16, under the Commercial heading, in the eighth sentence, change the word “will” to “could”. Council Member Blackham said that he would also like to see pages 46 through 53 be removed because these statistics will become outdated after the first year.

Melinda Greenwood suggested that that information on the referenced pages at least be included in the Appendix. It is common to have this type of statistical data within General Plans, and it is something that will continue being updated. Because the state has been so focused on cities creating attainable and affordable housing, keeping this section helps us in trying to meet some of the state’s expectations in regards to addressing moderate-income housing within our General Plan.

Three of the five council members agreed to keep pages 46 to 53 in the General Plan.

Melinda Greenwood said that Planning Commissioner Cody Branch felt that the term “city center” should be defined better and felt that it was more limiting than the previous General Plan.

The council discussed Planning Commissioner Branch’s comment and felt it best to leave the language as is.

Melinda Greenwood said that Planning Commissioner Doxey had expressed that the Planning Commission and Staff have put a lot of work into the General Plan, and there is statistically relevant feedback from Kaysville residents that should not be minimized.

Mayor Tran said that Council Member Hunt expressed concerns on page 52 with the terminology of “west side”, and that it could come across as dividing the city. We could change this to say “west of I-15” or “east of I-15”.

Melinda Greenwood said that it could be restated to make it more apparent in this section that we are referring that open or developable acreage is located west of I-15 or between the West Davis Corridor and I-15.

Council Member Oaks said that on the page 15 the term “conservation subdivision” is used and asked if there needs to be a definition of what it means.

Melinda Greenwood explained what a conservation subdivision is. The council agreed to leave the language as presented.

Council Member Oaks said that on page 21, the map in Figure 2.2 references “multimodal node improvements” and asked what those would be.

Melinda Greenwood responded that multimodal node improvements refers to the city considering all transportation methods to see how they might be incorporated.

Council Member Oaks asked about Goal 3 on page 28, Goal 3.

Melinda Greenwood said that Goal 3 is essentially saying that we will look to our neighbors to have an open dialogue.

Council Member Jackson said that we still want to focus on strategic planning of our city and think long-term of what is best for our community as a whole.

The council decided to leave the language on page 28 as is.

Council Member Oaks said that he would like to see Goal 8 on page 29 be removed because he is not sure how this can be accomplished without having subsidized housing in the city

Melinda Greenwood recommending leaving Goal 8 in the Plan because it helps to respond to the state's requirements on cities in addressing affordable and moderate-income housing.

Council Member Oaks said he does not feel that it is practical.

Council Member Jackson said that he feels that Goal 8 should be left in the General Plan because the state is putting more pressure on cities in regards to affordable and moderate-income housing, and it is likely that the state would require us to have this Goal within our General Plan at some point in the near future.

Council Member Adams said that while he understands both sides, he feels that Goal 8 is something that we would like for the city. We would like to see a development come in with 1,200 square foot single-level homes.

Council Member Blackham commented that he is concerned that someone would try to use Goal 8 against the city.

Council Member Jackson said that the state legislature is getting a lot of pressure from the federal government because of federal monies that the state receives with specific conditions. This is pressuring the state to force more communities, such as ours, to develop in the way they would like to see. The state wants to continue to receive that federal money, which is concerning for the future of many communities.

The council took a vote on keeping Goal 8 in the General Plan as is. The vote was three to two, with the Mayor being the tie-breaking vote.

Council Member Oaks asked why on page 60, Map 4.2, it shows the Wilderness Park as "open space" rather than a public park.

Melinda Greenwood said that she was unsure and would need to speak with the Parks Director to see if there is a reason for the differentiation.

Council Member Jackson said that Staff should ensure that changing the term does not disqualify the Wilderness Park from qualifying for potential funding.

Melinda Greenwood suggested changing the designation on the map for the Wilderness Park from "open space" to "Wilderness Park".

Council Member Adams suggested also changing the color of the Wilderness Park on the map.

The council agreed with the suggested changes to Map 4.2 on page 60, with the stipulation that Staff ensures that the changes suggested would not create potential problems for funding for the Wilderness Park.

Council Member Blackham made a motion to move this item to an action item, with the recommended changes to the plan as discussed. The motion was seconded by Council Member Jackson.

The vote on the motion was as follows:

Council Member Oaks, yea
Council Member Blackham, yea
Council Member Adams, yea
Council Member Jackson, yea

The motion passed unanimously.

JUNETEENTH DISCUSSION

Shayne Scott explained that earlier this year the Utah Legislature passed a bill recognizing Juneteenth as a state holiday. Now that the holiday has passed, Staff has received more feedback and data from other cities throughout the state. The data showed that, at the time of the survey, seventy-five cities had approved Juneteenth as a paid holiday, less than ten cities had not, and seven cities said that they were going to reassess next year. Of the seventy-five cities, sixty-six were adding it as a new paid holiday and nine cities gave up one of the other holidays for Juneteenth. Many of the other cities indicated that because their HR manuals stated that their cities recognized all state holidays, they did not have to consider making any changes.

Council Member Blackham suggested that the city recognize Juneteenth without it being a paid holiday for our employees. Council Member Blackham said that he is not interested in adding another paid holiday for employees because he feels it would cost the city more money, work is not getting done as is, and employees already get enough personal time off. It seems that some of the workload is not being kept up on during the summer months, and adding another paid holiday during this time will just add to the problem.

Shayne Scott said that North Salt Lake held a celebration honoring Juneteenth and remained open for the holiday. A couple cities decided to remove eight hours of personal time off from each employee in exchange of the city offices closing for Juneteenth. Mr. Scott suggested that the council allow city Staff to respond with their preference of what they would prefer to do.

Council Member Jackson commented that taking eight hours of personal time from an employee would be detrimental to some employees, especially if they are new and have not accrued any time off. Council Member Jackson said that he would support the city recognizing Juneteenth as a paid holiday. When the Department of Defense considers bringing more work to Hill Air Force Base or the surrounding area, they look at issues involving race and community acceptance. They could

easily factor in which cities are recognizing Juneteenth, which could have a negative impact on our region.

Mayor Tran said that the city could have employees choose if they would rather have Juneteenth or another holiday off. Juneteenth is important to members in our community and the city needs to recognize it.

Council Member Oaks said that he does not have a problem recognizing the holiday, but agrees with the concerns expressed by Council Member Blackham in that the city does not need to fund another day off for employees. The idea of taking eight hours of personal time off from employees would a viable option; however, some employees do not want to be told when they will be using some of their personal time. When the council discussed this earlier this year, we were told that employees preferred not to trade Columbus Day for Juneteenth. Council Member Oaks said that he is concerned that the city is being pressured by public perception to create another paid holiday. Recently a newspaper published about some groups keeping an eye on cities who do not acknowledge Juneteenth. The council needs to run our city how we feel is best.

Council Member Jackson said that we could run into a problem of not having enough staff to have city offices open if we allow employees to choose which holiday they want off.

Shayne Scott said that our department heads would need to work with their employees, evaluate workloads, and then ensure that they have enough staff on the holidays some employees wish to have off.

Council Member Oaks suggested having a rotation of holiday office closures.

Council Member Jackson said he felt that rotating office closures for holidays would be too confusing for residents and it likely create a disruption in the workload.

Shayne Scott said that most city buildings could likely be closed on holidays with little impact. The key building that would need to be open would be the administrative building. We would need to work together as Staff to ensure that we would have enough employees working.

Council Member Adams said that he was against the idea of forcing our employees to choose which holiday to take off just so the city can stay open. It gives the idea that an employee would be showing their support for the holiday by choosing to take it off or not. Some could also perceive that by keeping the office open, we are not showing respect for the holiday, especially if the city does not do anything to recognize the holiday. Council Member Adams said that he would like the city do some kind of celebration for Juneteenth. Council Member Adams said that he would also be in favor of having employees use personal time off for Juneteenth.

Council Member Blackham said that he agrees that something needs to be sent to employees asking about what they would like to see, because they will be the ones effected by these suggestions.

Shayne Scott suggested that the HR manual is updated to reflect the decision made.

Mayor Tran added that she had spoken with many city employees who have expressed that how important this holiday is to them and it is important that the city recognize it.

CITY MANAGER REPORT

Shayne Scott said that next Monday the city would be holding a voluntary debriefing meeting of the parade incident for city employees, and invited City Council members to attend.

ADJOURNMENT

Council Member Blackham made a motion to adjourn the City Council meeting at 9:23 p.m., seconded by Council Member Adams and passed unanimously.