

1 Minutes of the
2 BOUNTIFUL CITY COUNCIL RETREAT
3 Thursday, January 9, 2025 – 8:00 a.m.
4

5 Official notice of the City Council Meeting was given by posting an Agenda at City Hall and on
6 the Bountiful City Website and the Utah Public Notice Website and by providing copies to the
7 following newspapers of general circulation: Davis County Journal and Standard Examiner.
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9 **Bountiful City Council Retreat – 8:00 a.m.**
10 **The Ramble Gallery, 375 North Main Street, Bountiful, Utah**
11

12 Present: Mayor Kendalyn Harris
13 Councilmembers Kate Bradshaw, Beth Child, Richard Higginson, Matt
14 Murri, Cecilee Price-Huish
15 City Manager Gary Hill
16 Asst. City Manager Galen Rasmussen
17 City Attorney Brad Jeppsen
18 Public Works Director Lloyd Cheney
19 Planning Director Francisco Astorga
20 Finance Director Tyson Beck
21 Power Director Allen Johnson
22 Parks Director Brock Hill
23 HR Director Jessica Sims
24 IT Director Greg Martin
25 Water Director Kraig Christensen
26 Streets Director Charles Benson
27 Police Chief Ed Biehler
28 Fire Chief Greg Stewart
29 Senior Planner Amber Corbridge
30 Recording Secretary Maranda Hilton
31

32 **WELCOME, PLEDGE OF ALLEGIANCE, AND PRAYER/THOUGHT**

33 Mayor Harris opened the meeting at 8:20 am. Mr. Charles Benson led the Pledge of
34 Allegiance and Councilmember Bradshaw offered a thought about public service.
35

36 **MAYOR’S WELCOME**

37 Mayor Harris led a get-to-know-you activity.
38

39 **2024 ACCOMPLISHMENTS AND SUCCESSES**

40 Mr. Gary Hill invited the Council and Mayor to talk about some of the accomplishments of
41 the City during 2024.

42 They brought up the progress that was made on the General Plan, the ongoing efforts to plan
43 for and secure future power and water resources, the financial planning and budgeting that keeps the
44 City running, the building of new trails, the reauthorization of the RAP Tax, the installation of fiber,
45 the work being done on the service committee and at the History Museum, the seamless process of
46 welcoming Beth Child to the Council after the passing of Councilmember Jesse Bell, and the naming
47 of a trail in Jesse’s honor.

1 Mr. Hill invited department heads to share the successes and accomplishments they witnessed
2 in 2024.

3 They department heads, including Fire Chief Greg Stewart, talked about overcoming staffing
4 challenges, becoming more efficient, making upgrades to the road system, completing big road, water
5 and storm drain projects, the daily commitment of their staff, implementation of new technology at
6 the landfill, the installation of miles of fiber conduit, the creation of miles of trails, managing grants,
7 winning awards for the budget, upgrading server networks and phone systems, mitigating legal
8 liabilities, educating employees, water conservation updates at the parks, consolidating the police
9 dispatch center, the managing of the daily revenues and expenses of the City, and celebrating 7 years
10 of no loss time accidents at the Power department.

11
12 **BREAK**

13 The meeting took a break from 9:58 am until 10:11 am.

14
15 **CURRENT PROJECTS**

16 Mr. Hill asked each Department head to talk about one or two projects they are currently
17 spending time on. He invited the Council and Mayor to ask any questions they might have about
18 current projects as well.

19 The Engineering Department is currently working on the Mill Creek Reservoir replacement
20 and the renovation of 135 South Main Street, turning it into a restaurant.

21 The Planning Department is currently working on how they will begin implementing code
22 changes following the completion of the General Plan update.

23 The Police Department is currently working on the dispatch center audit and its impacts.

24 City Administration is currently working on a possible partnership with Viewmont High
25 School to have art students create a mural at Washington Park.

26 The IT Department is currently working with UTOPIA Fiber to bring more City sites online,
27 and is making changes to network security to help prevent viruses.

28 The Human Resources Department is currently working on implementing a new applicant
29 tracking system.

30 The Streets Department is currently working on getting the brine plant installed, and on the
31 San Simeon storm drain project.

32 The Parks Department is currently working on automating the parks irrigation system and
33 how to extend the life of the cemetery with some land reclamation strategies.

34 The Water Department is currently working on both the Shop and Viewmont Well
35 rehabilitations, and the cross connections program.

36 The Power Department is currently working on the complete renovation of the Northwest
37 Substation, and their continued maintenance of power lines and feeders.

38 Mr. Hill asked Mr. Johnson if he would give the Council an update on the natural gas
39 baseload project in Millard County and Power County, Idaho. Mr. Johnson said that the Logan City
40 Council did not approve becoming a subscriber of the baseload project, which means the plant does
41 not have enough subscribers to meet the minimum requirements for it to become a project. So, either
42 the rest of the subscribers, Bountiful included, would need to accept more of the subscription, a
43 replacement subscriber would need to be found, or they will have to make the project smaller for it to
44 continue forward.

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2 **COUNCIL POLICY PRIORITIES**

3 Mayor Harris led a discussion about the Council Policy Priorities document, first asking the
4 Councilmembers to take a moment to review the current structure of the priorities and make notes if
5 they would like to see any changes. They then discussed proposed changes to the document.

6 The Council decided to change “Active Transportation” to “Active Transportation
7 *Implementation*” under the “Sustainable Future Bountiful” section in Tier 1.

8 Mayor Harris proposed “Quality and Varied Recreational Opportunities” be moved from Tier
9 1 to Tier 2, and Councilmember Murri proposed “Proactive Economic Development” be moved from
10 Tier 2 to Tier 1. Councilmembers Price-Huish, Murri and Child supported both changes, so it was
11 done. Councilmember Bradshaw felt that “Quality and Varied Recreational Opportunities” should
12 stay in Tier 1.

13 There was discussion about the “Target opportunity areas” point in the “Proactive,
14 Compatible Economic Development” section in Tier 2, and how to add focus on growing the City’s
15 tax base. Finally, it was decided that it would change to “Target *sales tax* opportunity areas”.

16 Under the “Preserve Community Identity & Vitality” section in Tier 2, the Council discussed
17 their desire to see more collaboration between Bountiful’s many service organizations and how to
18 grow its base of volunteers.

19
20 **LUNCH**

21 The meeting took a lunch break from 12:59 pm until 1:31 pm.

22
23 **PROPERTY TAX**

24 Mr. Hill gave a short presentation on how property taxes are calculated in Utah. He explained
25 that Bountiful’s tax rate has trended down since 1999, which has four major impacts; taxes do not
26 keep up with inflation, the City receives less revenue from motor vehicle sales, less revenue accrues
27 in the redevelopment agency fund, and progressively less revenue is collected from each new home
28 that is built. He said that, for those reasons, the Council may want to consider adjusting the tax rate
29 more frequently.

30 Mr. Tyson Beck went over the current balances and projections for the Capital Projects Fund
31 and the General Fund. He explained that Bountiful is in a good position financially, however, each
32 year the buffer between the fund balances and the minimum reserves has been decreasing, so
33 although we do not need to increase property taxes yet, it should be considered in the next few years.

34 The Council discussed the pros and cons of holding a truth in taxation to incrementally
35 increase property taxes more often, rather than waiting as long as possible before making a larger
36 increase. After some discussion, the entire Council agreed that they would support looking at
37 property taxes and considering incremental increases more often than Bountiful has historically done.

38
39 **EMPLOYEE RECRUITMENT AND RETENTION**

40 Mr. Hill asked each department head to give a brief report on the status of their staffing and
41 how much turnover they experienced the past year. The reports highlighted that turnover has been
42 high and that hiring has been a challenge, especially for positions that require the employee to live
43 within a certain response time. Mr. Hill explained that HR is conducting a market study for both
44 Police and Power wages and preliminary data shows the City will need to bring up the wages in those
45 departments to stay competitive. The Council was supportive of those efforts.

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EMPLOYEE APPEARANCE POLICY

Mr. Brad Jeppsen presented proposed changes to the employee appearance policy which were created by a committee consisting of Mr. Brock Hill, Ms. Jessica Sims, Mr. Tyson Beck, Chief Ed Biehler and himself. The proposed changes would allow men to wear earrings, allow for visible tattoos on the arms and legs, allow for a ring tattoo on a finger, and allow for permanent cosmetic tattoos. It would still prohibit visible tattoos and piercings above the shoulders, on the chest, on the back, on the hands and on the fingers while at work. Ordinary earrings (not gauges) are permitted. It will also prohibit any visible tattoos that can reasonably be deemed offensive. The changes also indicate that department heads, with the approval of the City Manager, have the right to create a department dress and appearance policy that is more restrictive. The hope is that these changes will help the departments have an easier time hiring qualified employees.

The Council supported the changes and said they would consider an even more relaxed policy for tattoos and piercings. Staff recommended approving these changes as an incremental step for now. The Council agreed and advised putting the changes into effect as soon as possible.

URBAN TREE POLICY

Councilmember Higginson explained that after contacting several non-profits and national organizations purportedly interested in planting trees, he was disappointed in their ability to help Bountiful replenish its urban tree canopy. He suggested that Bountiful look into spending the money necessary to replace 10-30 trees each year, and that the City offer trees to residents at wholesale prices, in the hope it will incentivize residents to plant more in their own yards. He suggested they begin by planting trees on 100 West, 100 East and on Main Street where the large sycamores have been dying out.

Mr. Gary Hill said they will look into the cost for adding this item into the budget and they are working on a policy to establish how residents can purchase trees from the City. He added that the City will have to ask residents' permission to plant trees in park strips, because the residents will be responsible for maintaining the trees afterward.

Mr. Brock Hill explained that the Parks Department already plants about 15-20 trees each year, just to replace ones that are lost in parks. This will add to their workload, but they can do it.

The Council all agreed that they wanted to pursue this new program and Mayor Harris suggested they find a place to plant a tree in honor of Jesse Bell. Councilmember Bradshaw suggested the collection be named "The Jesse Bell Memorial Tree Fund."

BREAK

The meeting took a break from 3:07 pm until 3:17 pm.

Ms. Amber Corbridge joined the meeting at 3:07 pm.

GENERAL PLAN WORKSHOP

Mr. Francisco Astorga explained that the Future Land Use map in the current General Plan does not address residential zones, and that will be something they address in the General Plan update.

Ms. Amber Corbridge gave a quick review of each place type, explaining what type of uses each will contain and their purposes within the city. The place types are:

1 Mr. Astorga showed maps with the boundaries drawn for each place type and asked the
2 Council to vote whether each map was ready to hand over to the Planning Commission for review, or
3 if they wanted to make changes.

4 The “Parks and Open Space” map looked good, and the Council approved the boundaries as
5 drawn.

6 The “Foothills” map was also approved as drawn.

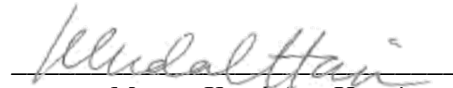
7 There was a lengthy debate about where the boundaries for the “Single Family Residential”
8 place type should be. No consensus was reached and the Council moved on to a different place type.

9 The “Mixed Use Residential” and “Transit Ready Development” maps were also discussed at
10 length, which resulted in changes being suggested for their boundaries as well.

11 Mr. Gary Hill asked if the Council would like staff to redraw the lines according to their
12 suggestions and bring this item back for a future work session. The Council said yes, please.

13
14 **ADJOURN**

15 The meeting ended at 4:59 pm.



Mayor Kendalyn Harris



City Recorder

