

MINUTES OF THE WORK/STUDY MEETING OF THE SPRINGVILLE CITY COUNCIL HELD ON TUESDAY, OCTOBER 08, 2024, AT 5:30 P.M. AT THE CIVIC CENTER, 110 SOUTH MAIN STREET, SPRINGVILLE, UTAH.

Presiding and Conducting: Mayor Matt Packard

Elected Officials in Attendance: Craig Jensen
Logan Millsap
Jake Smith
Mike Snelson

Excused: Mindi Wright

City Staff in Attendance: City Administrator Troy Fitzgerald, Assistant City Administrator/City Attorney John Penrod, Assistant City Administrator/Finance Director Bruce Riddle, City Recorder Kim Crane, Deputy Recorder Jennifer Grigg, Administration Director Patrick Monney, Community Development Director Josh Yost, Engineering & Internal Services Director Scott Sensanbaugher, Library Director Dan Mickelson, Museum of Art Director Emily Larsen, Parks & Recreation Director Stacey Child, Power Director Jason Miller, Public Safety Director Lance Haight, City Engineer Chris Wilson, Streets Superintendent Jason Riding and Public Works Director Brad Stapley.

CALL TO ORDER

Mayor Packard welcomed everyone and called the meeting to order at 5:32 p.m. He excused Councilmember Wright.

COUNCIL BUSINESS

1. Calendar

- Oct 15 - Work Study Meeting 5:30 p.m., Regular Meeting 7:00 p.m.
- Oct 31 - Downtown Safe Halloween 3:00 - 5:00 p.m. (Thursday)
- Nov 03 - Daylight Savings Ends (fall back one hour)
- Nov 05 - Work Study Meeting 5:30 p.m., Regular Meeting 7:00 p.m.

Mayor Packard said he will not attend the October 15, 2024 work session and reminded the Council to choose a Mayor Pro Tem. Director Monney asked the Council who would attend the Downtown Safe Halloween.

2. DISCUSSIONS/PRESENTATIONS

a) Utility Board Update - Cl. Jensen/Cl. Millsap

Councilmember Millsap said the Utility Board is an amalgamation of the power, water, and other public works boards. Directors are helping the board be more effective and members have a chance to dig deep on impact fees and assessments. They have also discussed the many master plans, the \$50 million bond for SUVPS along with other cities in Utah County, the relocation of the utilities along the 1600 South improvements, and the new transfer station which is up and running. Councilmember Jensen

agreed stating the new transfer station is amazing and cost \$55 million. Director Stapley said the next meeting is tomorrow morning. Mayor Packard asked about the members. Councilmember Millsap said they are hitting their stride and discussions are good with different viewpoints hashed out. Mayor Packard complimented the board for taking three meetings to vet the master plans.

b) Public Works

Director Stapley introduced Chris Wilson, City Engineer, who explained that Springville has approximately 150 miles of roadway that utilize 80% of road capacity at a D level of service (LOS) which is an acceptable level of service. Mayor Packard asked why maintain a D LOS which seems like one step away from failure. Director Stapley said that is the national standard and only applies to the movement of traffic at peak hours when drivers will experience some delay.

Engineer Wilson moved on to explain that intersection level of service is measured as how many seconds it takes a vehicle to get through the intersection. Director Stapley pointed out that the Main Street at 400 South traffic intersection is failing. Councilmember Jensen said the intersection at 1600 South and Spanish Fork Parkway is worse. Engineer Wilson said most of that road is the responsibility of Spanish Fork. Councilmember Snelson commented on the failed intersection at 400 South and Main Street. Engineer Wilson said UDOT controls the cycles of the traffic lights. Engineer Wilson said UDOT can make on-the-fly changes to the timing of the cycles. Director Stapley said it is a fine art balancing both streets at any intersection.

Engineer Wilson explained that future road capacity is predicted using existing conditions, current zoning, land use, densities, and estimated population growth. He continued to describe traffic models, Traffic Analysis Zones (TAZ), and functional classifications—showing the different street cross-section diagrams for each classification. A traffic model shows that as movement increases, access decreases. Access is measured by how many intersections and driveways access a road, for example, a freeway has very limited access while a cul-de-sac has multiple driveways and limited movement.

Councilmember Millsap asked about build-out and how facilitating pedestrian and bicycle movement decreases car traffic movement. He has received complaints about some of our super wide intersections like 200 East and Center. Engineer Wilson said planners need to address wider streets moving forward. Director Stapley said the Transportation Master Plan will mesh with the Active Transportation Plan. Councilmember Millsap lamented that past transportation plans focused on vehicular movement and relegated pedestrian and bicycle transportation to a few paragraphs. He said that shifting our modal percentages from vehicular to pedestrian and bicycle transportation would improve LOS for future capital improvement projects (CIP). Mayor Packard said staff is charged with meshing the Active Transportation Plan and the new Transportation Master Plan. Councilmember Millsap said he will take every opportunity to remind the City Council that these two plans are solutions for each other, not competing against each other. Director Stapley said there are new bike lanes painted in recent resurfacing projects and 1600 South will have a trail.

Engineer Wilson moved on to compare the 2040 build and no-build levels of service. Councilmember Snelson asked why the projection shows North Main Street failing by 2040. Director Stapley answered that by then there will be increased traffic from SR 75. Engineer Wilson showed possible future roads. Administrator Fitzgerald said these capital improvement projects (CIP) are currently just recommendations. Councilmember Smith asked about 950 W Center. Director Stapley answered when 1200 West is done, it will lower the traffic on 950 West. Administrator Fitzgerald said 1200 West is intended to be the main road when it is completed. Director Stapley said staff is working through property issues, especially at the 1200 West at 400 South intersection. Engineer Wilson explained that 1200 West would be a pioneered road initially. Councilmember Snelson asked about Canyon Road at the intersection of 1750 East which shows a future intersection improvement. Director Stapley said there will be a traffic study. Engineer Wilson said this is a budgetary list ranking projects for the next 10 years.



Mayor Packard asked where the funding comes from. Director Stapley explained the consultant gave us this list of projects and ways to fund each project. Some are MAG projects and some are UDOT projects.

Councilmember Jensen asked about the traffic light at 600 South on Main Street. Director Stapley said it will be installed next summer. Administrator Fitzgerald said UDOT contradicts this proposed transportation master plan proposing a light at 750 West at 400 South. Councilmember Smith asked about the schedule for these projects. Director Stapley said there is no schedule for these projects and it all depends on when and where development occurs. Councilmember Millsap clarified the traffic projection in a no-build scenario means no improvements even with tons of growth. He asked if it is assumed that vehicular miles traveled per capita is an ever-increasing thing and if Springville has a goal to bring vehicular traffic down or if it is assumed that vehicular miles traveled will forever increase in the future necessitating expensive capital improvements accommodating those vehicles. Administrator Fitzgerald said that is an insightful question. The model and the plan are built upon consistent vehicle trips in Springville today. The City Council could propose a 10% reduction in traffic trips that would change the traffic model, level of service, and future capital improvement projects. It is possible that \$1 million in active transportation projects could save \$4 million in vehicular projects. Councilmember Millsap said it would behoove us to aim for a lower VMT (Vehicle Miles Traveled) because adding lane miles and traffic signals is expensive and he worries about the long-term fiscal sustainability of building the city this way.

Mayor Packard said we can't change society but we can encourage them with better walking and biking which could lead to less vehicle use and incentivize change to improve the quality of life in Springville. Councilmember Millsap suggested quantifying that encouragement with investment to track progress toward that goal. Mayor Packard said the challenge is the return on investment is too low when adding a bike lane for only 40 bikes. Councilmember Millsap said he beats this drum because ROI drove other cities to adopt VMT per capita reductions. He continued by stating the maintenance cost of roadways is not keeping up and the state and cities are forced into facing reality because of increasing transportation costs and most trips in Springville could shift to a different mode of transportation. Engineer Wilson added that shifting transportation modes would lose revenue. Councilmember Millsap agreed and said the current system is set up so that C and D road funds come from the gas tax. Engineer Wilson liked the idea of reducing vehicle miles traveled and asked to see examples from other cities.

Director Yost said part of the scope of the general plan process is to evaluate our methodology and policy surrounding transportation planning. The current general plan is a supply-side plan and assumes an ever-increasing and unassailable amount of vehicle trips generated in and through Springville with no mechanisms to address that problem. In the new general plan, we are looking to adopt a transportation efficacy demand management program or planning viewpoint to manage the demand on infrastructure that is so expensive to build and maintain. If we do not deal with demand by taking a little bit of the curve out of growth in vehicle miles traveled, our quality of life will be negatively affected. He shared the example of Park City limiting road improvements to allow increased traffic to be self-limiting. Mayor Packard said much of peak traffic is through traffic to Mapleton. Director Yost agreed and asked if we want to invest for the traffic that just crosses through to Mapleton. Director Stapley said there will be research on a traffic utility fee (TUF) and a plan to get cars off Main Street. 1200 West and 400 East would be alternates to Main Street.

~~e) Power~~

d) Administration

Director Monney explained the Annual Pay Grade Study is finished and shows that most pay grades are within the target margin set by Mayor Packard and this City Council which is 2% above the Utah County market average. He explained that this research was conducted by Heidi Call, HR Analyst, and he sang her praises. He said that this is an administrative process governed by established city policy



and ordinance. He said staff has increased the depth of the grades to keep the integrity of our job grading system and accommodate for market adjustments. He added that due to the increasingly competitive nature of the Utah County municipality job market, what was once an annual review, now requires a constant monitoring of grades by HR, directors, and employees. It is challenging to stay within an acceptable tolerance of market grading.

He continued by reiterating that the focus of the annual grade study is to make sure Springville's pay grades are within an acceptable tolerance of other municipalities in the Utah County market. Today's study concluded that 30 positions have fallen out of tolerance. Councilmember Smith asked and Director Monney answered that most of those 30 positions out of tolerance were lower-level positions. He said by policy, for each grade increase approved, the employee will receive a 5% increase in pay to keep with market pay, within the grade. This year's increases will cost the city approximately \$159,077.75 for the remainder of FY25. Councilmember Smith clarified that the amount is in addition to the already approved budget.

As an example, Director Monney showed that the position fire firefighter/paramedic (grade 17) is within the target margin of 2% above the market average of the comparable municipalities in Utah County. The position of fire captain (grade 20) needs a 5% increase. Councilmember Smith asked if this is total compensation and Director Monney answered the example is about just the wage. Administrator Fitzgerald added that benefits are also part of the analysis and seem comparable. Councilmember Smith clarified that the increase was already in process.

Director Monney said that in Utah, unemployment continues to be low which places a demand on wages. Tides are turning slowly, however, supply and demand are playing a large part in finding the right employees who meet the needs of the city. Fewer people are pursuing trade jobs which is causing a shortage of qualified workers across the state, especially in fast-growing areas. He showed that most of the positions that needed adjustment were within one grade adjustment. To keep up with the Utah County market, occasional wage adjustments might be necessary. He asked if the direction from the Council continues to be targeting payroll at 2% above market average.

He concluded by stating our highest priority is to attract and maintain the right people in the right positions to preserve the levels of service required to uphold Springville's culture as a wonderful place to live and keep our city fiscally sound by operating within a balanced budget. Councilmember Smith asked if there is a plan for the \$159,077.75 increased cost for this fiscal year. Director Monney said each department will need to address the increase with their budget. Administrator Fitzgerald added there are unfilled positions in each department that could accommodate the increase. Councilmember Millsap said he is glad the incremental property tax increase was implemented—for so long the City did not increase property tax and could not keep up with increased personnel costs. Director Monney said personnel is the highest expense for the City. Councilmember Smith suggested selling water to Eagle Mountain. Mayor Packard said employees must know the City is doing its job to make sure their wages are fair. Director Monney said he appreciates the directive from the mayor to analyze pay grades annually. Mayor Packard said culture is a huge part of working for Springville City—wage is just one part. Superintendent Riding added that this information would be a revelation to his employees and thanked staff for conducting this analysis.

~~e) Internal Services~~

MAYOR, COUNCIL, AND ADMINISTRATIVE REPORTS

Mayor Packard admonished the council members to be careful with giving the perception of the council's blessing when meeting with developers.



ADJOURNMENT

Motion: Councilmember Snelson moved to adjourn the meeting at 6:49 p.m. **Councilmember Smith seconded** the motion. **Voting Yes:** Councilmember Jensen, Councilmember Millsap, Councilmember Smith, and Councilmember Snelson. The motion **Passed Unanimously; 4-0.**

CLOSED SESSION, IF NEEDED - TO BE ANNOUNCED IN MOTION

The Springville City Council may temporarily recess the work/study meeting and convene in a closed session to discuss the character, professional competence, or physical or mental health of an individual, pending or reasonably imminent litigation, and the purchase, exchange, or lease of real property, as provided by UCA 52-4-205.

There was none.

This document constitutes the official minutes for the Springville City Council Work/Study Meeting held on Tuesday, October 08, 2024.

I, Jennifer Grigg, do hereby certify that I am the duly appointed, qualified, and acting Deputy Recorder for Springville City, of Utah County, State of Utah. I do hereby certify that the foregoing minutes represent a true and accurate, and complete record of this meeting held on Tuesday, October 08, 2024.

DATE APPROVED: November 05, 2024

Jennifer Grigg
Deputy Recorder