

ENOCH CITY COUNCIL NOTICE AND AGENDA

July 16, 2025 at 6:00pm

City Council Chambers

City Offices, 900 E. Midvalley Road

Join Zoom Meeting

<https://us02web.zoom.us/j/83918335825>

Meeting ID: 839 1833 5825

1. CALL TO ORDER OF REGULAR COUNCIL MEETING

- a. Pledge of Allegiance-
- b. Invocation (2 min.)-Audience invited to participate-
- c. Inspirational thought-
- d. Approval of Agenda for July 16, 2025
- e. Approval of Minutes for July 2, 2025-
- f. Ratification of Expenditures-
- g. Conflict of Interest Declaration for this agenda-

2. PUBLIC COMMENTS

3. CONSIDER RESOLUTION NO. 2025-07-16-A, A RESOLUTION TO APPROVE A JOINT LETTER OF SUPPORT FOR CYBERSECURITY FUNDING IN UTAH

4. CONSIDER RESOLUTION NO. 2025-07-16-B, A RESOLUTION ADOPTING A PRIVACY POLICY FOR ENOCH CITY TO GOVERN THE COLLECTION, USE, AND MANAGEMENT OF PERSONAL DATA

5. CONSIDER RESOLUTION NO. 2025-07-16-C, A RESOLUTION APPROVING AMENDMENTS TO THE ENOCH CITY PERSONNEL POLICIES AND PROCEDURES MANUAL

6. COUNCIL/STAFF REPORT

7. CLOSED SESSION TO DISCUSS ONE OR MORE OF THE FOLLOWING: THE CHARACTER, PROFESSIONAL COMPETENCE OR PHYSICAL OR MENTAL HEALTH OF AN INDIVIDUAL COLLECTIVE BARGAINING; PENDING OR REASONABLY IMMINENT LITIGATION, THE PURCHASE, EXCHANGE, OR LEASE OF REAL PROPERTY, INCLUDING ANY FORM OF WATER RIGHTS OR WATER SHARES; DEPLOYMENT OF SECURITY PERSONNEL, DEVICES OR SYSTEMS; INVESTIGATIVE PROCEEDINGS REGARDING ALLEGATIONS OF CRIMINAL MISCONDUCT.

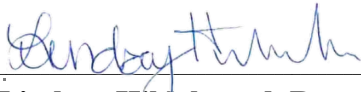
8. ACTION FROM CLOSED MEETING-

9. ADJOURN

In compliance with the Americans with Disabilities Act, persons needing auxiliary communicative aids and services for these meetings should call the City Offices at 435-586-1119, giving at least 24 hours advance notice. Meetings of the Enoch City Council may be conducted by electronic means pursuant to Utah Code Annotated, Section 52-4-207. In such circumstances, contact will be established and maintained by telephone or other electronic means and the meeting will be conducted pursuant to the Enoch City Code of Revised Ordinances, Chapter 3-500, regarding meeting procedures including electronic meetings.

CERTIFICATE OF DELIVERY

I certify that a copy of the forgoing "Notice and Agenda" was delivered to each member of the City Council, posted on the Enoch City website, on the City Office door and published on the Utah Public Meeting Notice website on 07/14/2025.



Lindsay Hildebrand, Recorder

07/14/2025

Date

**MINUTES
ENOCH CITY COUNCIL
July 2, 2025 at 5:30pm
City Council Chambers
City Offices, 900 E. Midvalley Road**

MEMBERS PRESENT:

**Mayor Geoffrey Chesnut
Council Member Katherine Ross
Council Member David Harris
Council Member Shawn Stoor
Council Member Bob Tingey
Council Member Debra Ley**

STAFF PRESENT:

**Robert Dotson, City Manager
Ashley Horton, Treasurer
Justin Wayment, City Attorney
Hayden White, Public Works Dir. - Excused
Lindsay Hildebrand
Jackson Ames, Police Chief- Excused**

Public Present: Darren Bulloch, Richard Dawson, Bryce Poulson, Mark Melheim, Terry Davidson, Alan Caplin, Frank LaHargoue, Byron Black, Jim Rushton, Dezaree Chesnut, Joe & Barb Kotcher, Clark Arnold, McKenzie York, J. Spencer, Doug Grimshaw, Noel & Su Wells, Delaine Finlay, Taiga Roher, Tammy & Kjell Martin, Lacy & Aaron Alton, Patrick Heiner, Scott & Marti Berg, and Debbie Holmes

- 1. CALL TO ORDER OF REGULAR COUNCIL MEETING – Led by Mayor Chesnut**
 - a. Pledge of Allegiance- Led by Council Member Stoor**
 - b. Invocation (2 min.)-Audience invited to participate- Given by Nancy Thatcher**
 - c. Inspirational thought- Given by Council Member Ley**
 - d. Approval of Agenda for July 2, 2025 – Council Member Harris made a motion to approve the agenda. Council Member Ross seconded and all voted in favor.**
 - e. Approval of Minutes for June 18, 2025- Council Member Ley made a motion to approve the min. Council Member Harris seconded and all voted in favor.**
 - f. Ratification of Expenditures- Council Member Harris made a motion to ratify the expenditures. Council Member Tingey seconded and all voted in favor.**
 - g. Conflict of Interest Declaration for this agenda- None stated**
- 2. PUBLIC COMMENTS**

There were no public comments.
Mayor Chesnut suggested organization. We are all neighbors.
- 3. PUBLIC HEARING REGARDING A ZONE CHANGE REQUEST BY MCM ENGINEERING II INC. FOR PARCELS A-0794-0005-0000 AND A-0794-0006-0000 FROM RURAL RESIDENTIAL (R-R-1) TO RESEARCH INDUSTRIAL PARK (R/I-P)**

Council Member Harris made a motion to close the regularly scheduled City Council meeting and open a public hearing for the zone change request by MCM Engineering II Inc. Council Member Tingey seconded and all voted in favor.

Mayor Chesnut read a letter submitted to the city office by Debbie Holmes. In her correspondence, Mrs. Holmes expressed strong opposition to the rezoning of specific parcels identified by their numbers: 0794-0005-000 and 0794-0006-000. She conveyed her dissatisfaction with the proposed changes, emphasizing that she would not have purchased her property at 660 East 5020 North or built her home there if she had known about the potential construction of a large industrial complex behind her residence. She questioned why no one contacted her during the land acquisition or construction phases, suggesting she felt misled by the development plans. A long-time resident of Enoch since 1992, she pointed out that the industrial park has remained unchanged for many years, and she noted that the existing MCM building is set back and lower profile compared to the proposed development. She expressed concern that MCM may have misled the Planning Commission and City Council, implying that the new industrial building is significantly larger and more intrusive than initially anticipated. She also highlighted the dramatic decline in her home's appraised value from 1.4 million dollars before the construction of the current MCM building, and warned of potential similar consequences for her neighbors. She urged the Council to consider the impact on the quality of life for existing and future residents and to refrain from approving the rezoning, advocating for the protection of the neighborhood's character and property values.

Next, Mayor Chesnut read a detailed letter from residents of Valley Gate Estates, who collectively expressed their strong opposition to the proposed zoning change by MCM Engineering LLC for parcels A07940005 and A07940006, currently designated as rural residential (RR1) and single-family residential (R118). The residents, who are homeowners, developers, and contractors within the subdivision, articulated several key concerns. Firstly, they highlighted community character and aesthetic issues, asserting that the change to research industrial park (R/IP) zoning would introduce commercial structures that are inconsistent with the existing neighborhood's look and feel. They voiced particular concern over the height, density, and size of potential commercial buildings, fearing these structures would be overly large and imposing, disrupting the visual harmony of the community. The residents also pointed out that the zoning change would create a literal "island" of R/IP land surrounded entirely by residential zones, as demonstrated by attached photographs illustrating their point.

Secondly, the letter addressed economic and property value concerns. The residents and local builders believed that such a change could lead to a decrease in property values, attributed to the altered aesthetic and the presence of commercial structures. They warned of increased traffic and congestion resulting from new commercial development, particularly the influx of semi-trucks and large vehicles, which would compromise safety and reduce the quality of life for residents. They also expressed apprehensions that other property owners might seek similar zone changes, leading to unintended expansion of commercial activity within the neighborhood, further hindering residential growth, and making future home sales less attractive or profitable.

Thirdly, environmental issues were raised, with concerns about pollution and loss of green spaces. The residents feared that commercial activity—such as cement plants, manufacturing, or diesel machinery—could introduce pollutants and nuisances, affecting air quality and overall health. They also noted that the proposed zoning change would eliminate open spaces, parks, and recreational areas, eroding the neighborhood's residential character.

Finally, the letter conveyed legal and procedural concerns, questioning the transparency and fairness of the process by which the zoning change is being considered. The residents urged that all proceedings be objective, fair, and transparent, providing those affected with adequate opportunity to participate and voice their opinions. They inquired whether any conflicts of interest exist among members of the zoning board or city council, especially regarding undisclosed relationships or financial benefits tied to the zoning change. They made it clear that if the zoning change were approved, they intend to seek legal counsel, file suit, and request reversal or seek financial damages related to the approved change. The letter was respectfully submitted on behalf of multiple residents, some of whom were unable to be named or whose signatures could not be read.

Taiga Roher, a resident of 690 East 58 North, addressed the council with a formal resolution from the Legacy Estates Homeowners Association Board of Directors. He presented a unanimous resolution, approved at their annual meeting on June 30, 2025, with fifty-four property owners in attendance, expressing strong opposition to MCM Engineering's proposed rezoning of specific parcels from Rural Residential (RR1) to Research Industrial Park (R/IP). The letter emphasized that this zoning change conflicts with the city's existing master plan, which was designed to maintain the agricultural and residential character of the area and to ensure property values and quality of life for residents. It was argued that allowing heavy manufacturing or industrial processes within what was promised to be a peaceful residential community would betray those promises and could turn the subdivision into an undesirable industrial zone akin to less desirable areas like Compton.

Roher continued that such a shift would harm property values, destroy scenic views, and impair resident enjoyment by increasing noise, light pollution, and traffic, especially in a tightly congested neighborhood near city offices, the original Enoch church, and parks. Concerns were raised about stormwater runoff and flooding, noting that recent development by MCM Engineering had already exacerbated drainage issues, leading to basement backups during storms. Additionally, they criticized the blatant disregard shown by MCM Engineering in constructing a large, red industrial addition behind existing homes in Legacy Estates, which had already diminished residents' views and peace. They pointed to aerial photos from 2006 and 2009 as evidence that the subdivision predates the current industrial development.

Finally, concern was expressed that approving such zoning would set a dangerous precedent and damage the city's reputation, referencing the city's own branding that emphasizes care and community. He underscored that the city's general plan advocates for land use decisions that preserve community character, promote compatibility with surrounding land uses, and enhance economic development without compromising residential quality of life. The statement concluded with him and the homeowners' firm opposition and a call for the council to respect the existing land use plans and community commitments. Derrick Clark signed the resolution as president of the Legacy Estates Homeowners Association, reaffirming their stance that any new industrial zones adjacent to residential neighborhoods should be rejected to protect property values, community aesthetics, and environmental quality.

Carlynn Barton, a resident of 5020 North, spoke passionately about her long-standing love for the community. She shared that her family has lived in Enoch for 24 years, initially in Legacy Estates, and emphasized the strong community ties and the reason they chose to settle there, praising its safety, beauty, and peaceful atmosphere. Barton is a first-grade teacher at Enoch Elementary and expressed concern about the proposed zoning change to commercial, specifically related to the nearby MCM building. She explained her worries about potential contamination, waste, noise, and the disruption this could bring to the community and her

neighborhood. Barton highlighted that her backyard views are already affected by the nearby red industrial building and voiced fears that increased traffic and industrial activity could threaten the community's safety, especially for children and families who enjoy outdoor activities. She acknowledged that some MCM employees are good community members but urged the council to consider the wider implications, including environmental pollution and property values, emphasizing her desire to protect the neighborhood's character and future. Barton concluded by urging the council to carefully consider the long-term impact of rezoning and to prioritize the well-being and safety of current residents and future generations in Enoch.

Jake Spencer, a resident at 4948 North Enoch Road, spoke passionately in support of MCM Engineering and the proposed rezoning. He shared that he has lived in Enoch for nearly 30 years and works at MCM, emphasizing his familiarity and positive experience with the company. Spencer expressed concern about much of the opposition, noting that he understands the property has already been purchased by MCM and that if they do not develop it, they will sell it for profit, possibly to a developer from out of state or for low-income housing, which could significantly increase local traffic. He reassured that MCM's operations are low-impact, describing the shop as quiet and respectful of the community, with minimal truck traffic—more coming from Amazon than the industrial site itself. Spencer also highlighted the family-oriented management at MCM, which has supported community events, sponsored local sports teams, and cared for employees during difficult times, including paying for funerals and assisting with mortgages. He emphasized his loyalty to the company, noting that despite job offers elsewhere, he remains because of the management and the good environment. Spencer acknowledged past mistakes relating to construction but believed that MCM has plans to improve the site and that their intentions are beneficial for the community. He urged the council to support rezoning and allow MCM to expand, asserting that the company is a good neighbor and that restricting development would be a mistake for the future of Enoch.

Bruce LaHargue, a resident of 857 East Winchester in Valley Gate, addressed the council with a respectful and personal message. He expressed that he recently moved to Enoch, highlighting his background of 30 years in public safety in San Luis Obispo, California, and his decision to relocate after careful consideration. LaHargue shared that he and his wife chose Enoch after extensive research across various states because of the community's welcoming atmosphere and the "right feel" of the area. He acknowledged concerns about property value loss but emphasized his primary worry that disregarding the city's general plan and allowing haphazard rezoning, particularly industrial development close to residential areas, could fundamentally alter the character of Enoch within a decade. LaHargue argued that thoughtful zoning with buffer zones is essential to preserving the town's community spirit and appeal. He urged the council to carefully follow the existing plans and to avoid reckless rezoning that could turn Enoch into a dramatically different place, emphasizing that the community's choice to relocate was rooted in its current peaceful and residential nature.

Byron Black, the manager from MCM, addressed the council regarding their ongoing project and future plans. He shared a brief history of their journey, emphasizing the positive dialogue with neighbors since their initial proposals and their commitment to being good neighbors through low-impact operations that close early, avoid emissions, and prioritize environmental responsibility. Mr. Black presented a revised vision for their expansion, including changes to building design, such as better setbacks, landscaping, pedestrian pathways, and a potential community-use area, that aim to improve community integration and privacy. They

acknowledged the concerns raised by the Planning Commission and indicated plans to negotiate a legally binding community benefit agreement to ensure the project aligns with community priorities, surpassing current standards. The company's vision extends beyond manufacturing, with aspirations for research and development facilities that could include conference rooms and community meeting spaces, benefiting both the company and the city.

Furthermore, Mr. Black highlighted the company's growth, adding 17 to 20 employees annually since merging with LS Electric, with an average payroll in Enoch about 15% higher than the company's overall average, thanks to the skilled workforce attracted by the short commute. The company expressed eagerness to work collaboratively with the city and the community to develop a project that is mutually beneficial. They also invited questions about the community benefit agreement, describing it as a new approach they're learning about, which often involves significant financial incentives from local governments to encourage development. He concluded by emphasizing their commitment to being a positive, integrated part of the community and expressed willingness to discuss further details and questions.

Council Member Ley inquired about the height of the proposed building. Mr. Black responded by explaining that there was a discussion at the previous week's council meeting regarding the impact of building height and proximity to neighboring zones. He clarified that the current code allows for a maximum height of 35 feet when a building is close to a residential zone, which they agreed is suboptimal given the proximity. Mr. Black detailed that their approach would be to vary the building height depending on the distance to impacted zones. He noted that neighboring properties on the west and south sides are primarily commercial, and their property, along with those of Mr. Grimshaw, Mr. Ortega, and Mr. Gleaves, are intended to have buildings higher than 35 feet. Currently, they have no plans for buildings taller than 35 feet, with an approximate 150-foot offset from the northern boundary, zoned residential and not expected to see development soon. Mr. Black emphasized their commitment to preserving scenic views for residents of Legacy Estates, specifically the Bartons, the Altons, and further north, indicating that this setback design is intended to minimize visual impact while maintaining development flexibility.

Council Member Ley inquired about who would be involved in the creation of a community mutual agreement. Mr. Black responded that it would primarily start with MCM, but emphasized that the process would be discretionary and ultimately determined by the mayor and the council. He explained that the council recognizes the issues and concerns and acknowledged that any effective solution would require open discussion and negotiation. Mr. Black stressed that for the process to be successful, it needs to be collaborative, more so than previous efforts.

Mayor Chesnut added that the city is open to proposals and is flexible about who initiates the process. He likened it to a dance, indicating a willingness to let the other party take the lead, but with involvement of legal counsel and community participation. The mayor suggested forming a small ad hoc group, similar to committees the city has previously used, to work specifically on the issue. He clarified that this would not be a decision-making body but a collaborative effort to resolve conflicts by working through concerns in a transparent manner. He reiterated that participation would be open to volunteers and emphasized that this approach has been effective for the city over the past decade.

Regenerate

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Clark Arnold, a resident residing at 5167 North Scenic Avenue within the Velocity Group, addressed the council to share his perspective on MCM's presence and future plans in the community. Arnold explained that he oversees employment for approximately 80 workers at

MCM, emphasizing the company's long-standing commitment to supporting the community since relocating there around 2010 from the Coleman Building, and that it was founded by Lowell, who had a vision of growth and community support. He highlighted that MCM operates as a separate business within the LS Electric Group, maintaining autonomy to make its own decisions, including recently establishing a retirement program and providing medical coverage for employees and their families. Arnold detailed the company's involvement in community events such as sponsoring fireworks shows and sports activities and expressed a strong desire to be an active, contributing part of the community. He shared that personally, the business has impacted him positively, especially in terms of job security and community support, recalling how they weathered struggles during growth periods with help from the community. Arnold emphasized that the company has a collaborative internal culture, helping each other and even assisting during floods. He mentioned living in the neighborhood and reflected on property values, stating that the proposed zoning change presents an opportunity to secure the land's value, assuring that the company would not introduce HUD housing or affect views inappropriately, and advocating for thoughtful consideration of the benefits of continued community participation. Arnold concluded by expressing his belief that the zoning change is not negative and urged the council to support and carefully consider it, reaffirming his commitment to ongoing community involvement.

Su Wells, a resident of 632 East 5140 North, expressed her concerns regarding the proposed rezoning request for two parcels from rural residential to research industries. She clarified that her concern is not a conflict among neighbors but rather the impact of the business, MCM, on the surrounding community. Wells criticized the current MCM site, describing it as unsightly and lacking landscaping that would be considered attractive or desirable, and questioned why there should be any expectation that the newly acquired parcels, if rezoned, would meet different community standards. She emphasized that while MCM might be a good employer, it is ultimately a profit-driven business with no feelings or concern for the residents. Wells argued that MCM's recent outreach to neighbors appears to be an attempt to cover past actions—particularly the construction of what she called a "monstrosity" in 2024—and expressed skepticism about future growth plans, noting they are vague and lack firm commitments. She also voiced concerns about the longevity of MCM's presence, questioning what happens if the company decides to sell the property to new owners who may not be as considerate of community needs. Wells concluded her remarks by stating that rezoning these parcels would be a mistake and suggested that there are other areas in Enoch where MCM can expand without negatively impacting the neighborhood's quality of life.

Alan Caplin introduced himself as a general contractor from St. George, moved to Enoch about a year ago to build homes, and shared his perspective on the community's growth and development. He discussed how the high costs of homebuilding in St. George prompted his move, and he emphasized that Enoch offers affordable opportunities and unique natural beauty. Caplin highlighted the importance of thoughtful growth, noting that he has invested heavily in the Valley Gate subdivision, including buying lots and building his own home nearby. He provided data on the potential economic benefits for the city, such as the permits and property values associated with the planned 225 lots, which could generate over \$3 million in permits and \$112 million in assets within Enoch.

Caplin shared that he has engaged with local businesses like Phaze Concrete and explored property opportunities, including nearby land zoned R1-18, which remains consistent with the master plan. He expressed concern that changing the zoning to accommodate industrial development could undermine the community's character, noting that the current zoning and

land use reflect careful planning and community values. He advised the council to consider alternative locations for industrial parks, such as a property that is much more affordable and farther away from residential areas, which could serve both MCM and the community without adversely affecting property values or aesthetic appeal.

He concluded by advocating for collaborative efforts to develop a high-quality industrial park that would set Enoch apart, emphasizing that buildings can be designed to look attractive without added costs. Caplin expressed his desire to help find amicable solutions and urged the council to consider the findings of the zoning board, which had already voted against the proposed change, and to prioritize community-friendly development that benefits everyone.

Aaron Alton shared his perspective on the zoning and development in the community, emphasizing that he is a resident and builder directly impacted by the ongoing changes. He recounted that he was one of the early developers of the Legacy Estates subdivision, working with family members to create a thoughtful neighborhood with the intention of maintaining property values and community aesthetics. Alton explained the history of land use in the area, highlighting that they initially anticipated a peaceful residential environment, and that the current industrial zone development, particularly the large MCM building, has had a significant negative impact. He expressed concern that if the zoning is changed now, it could set a precedent allowing for more industrial projects that might not align with community interests, especially since the current zone ordinance is flexible once altered.

He described how his own property is directly behind the large building, which he finds imposing despite his personal preference for its color. Arnold also shared that he had attempted to sell his home due to the impact of the industrial building, but has received little interest because of its presence. He clarified that he holds no ill will toward MCM, acknowledging their desire to do good, but emphasized that changing the zoning could lead to undesirable future developments. Arnold urged the council to consider the long-term consequences and the real impact such changes have on homeowners, including the emotional and financial toll. He concluded by asking the council to thoughtfully weigh the implications before proceeding, highlighting that if the situation were reversed, most residents would not want to face similar circumstances in their own backyards.

Nancy Dutcher, a resident on 5020 North, addressed the council with concerns about the proposed zoning change. She expressed her appreciation for how wonderful Enoch is but emphasized that there are limited opportunities to buy homes in the area, particularly in the neighborhood where she and her family live. Dutcher explained that their neighborhood primarily consists of older homes, which residents are buying, renovating, and using as starter homes to build a strong community. She voiced disappointment that the property in question was originally expected to be developed into more residential homes, consistent with the neighborhood's character. She highlighted her and her husband's long history in the community—working for themselves, raising children, and saving diligently—and shared that their home was purchased in trust for their family, symbolizing their investment in the neighborhood's future.

Dutcher described how the large, red industrial building now dominates her view, severely diminishing the aesthetic and livability of her front porch. She expressed concern that if the land is rezoned for commercial use, it would negatively impact the neighborhood's charm and limit the availability of family-friendly housing options. She urged the council to consider preserving the area for residential development, emphasizing that her perspective represents the typical community member's desire for a neighborhood that supports families and

properties that foster a sense of community, stability, and beauty.

Darren Bulloch, an employee at MCM, addressed the council to speak about the company's contributions to the community. He clarified that he is not a resident of Enoch but emphasized his strong family roots in Cedar Valley, dating back to the arrival of the first wagon train. Bulloch acknowledged the frustration expressed by many neighbors regarding past developments and assured the council that he understands their concerns. He took the opportunity to highlight what MCM and LS Electric have done, and continue to do, for the community, emphasizing that the reasons he was able to return to Cedar City were due to employment opportunities provided by companies like MCM. Bulloch shared his personal desire that their community remains a place where future generations can grow up, build homes, and raise families, and credited MCM as a key factor in making that possible for him. He praised the company for its family-oriented culture and integrity, noting that they are committed to acting responsibly environmentally and legally, with honorable intentions toward the community. Bulloch expressed his appreciation for the chance to speak, underscoring his belief that these companies are valuable contributors to the community's future.

Matt Barton, a resident on 5020 North, expressed strong concerns about recent developments and future zoning plans. He criticized what he perceived as a "bait and switch" regarding the expansion of the industrial facility and questioned the honesty of the answers provided by the company representatives, specifically regarding building height and the impact on property values. Barton shared his frustrations over how the current structures and the proposed expansion have significantly diminished his and his neighbors' quality of life, citing noise, visual intrusion, and safety concerns, including issues with flooding and zoning inadequacies. He pointed out that despite technical explanations about building heights and setbacks, the reality on the ground remains bleak, with the large industrial building dominating his view and threatening his neighborhood's character.

He questioned the sincerity of assurances that the situation will improve, emphasizing that the current state has already caused damage, especially to properties like those of Scott and Marty Berg. Barton also raised concerns about the sense of fear among those speaking on behalf of MCM, suggesting that their remarks seem to imply that opposition to the project might threaten jobs, which he finds concerning. He urged the council to consider the real-life impact on residents—what they see and experience when they come home—rather than just conceptual renderings. Barton concluded by requesting the council carefully reflect on whether this industrial expansion aligns with the community's best interests, asserting that the only truly effective way to restore property values and neighborhood harmony would be to remove the current large structures—a move he acknowledged was not being requested. Instead, he argued that expanding the footprint of the existing facility would only worsen the existing problems.

Scott Berg, a resident at 680 East 520 North, shared his concerns regarding the recent industrial development near his property. He provided the council with before-and-after photos to illustrate the change. Berg recounted that in 2020, he and his wife decided to relocate from California after their parents' passing and their children moving away, choosing Enoch partly to be closer to his mother in Salt Lake. They found a home in Cedar that matched their desire for a rural, scenic environment with a view of Cedar Mountain, which was one of the main reasons they purchased that property. However, Berg expressed disappointment that the rural character and scenic views they valued have been compromised by the construction of the large industrial building behind their house.

He explained that the industrial building has severely impacted their quality of life, with 22 windows facing the new structure, and now they see a large red building every morning and evening, replacing the mountain views they originally enjoyed. Berg shared that his seven-year-old granddaughter recently visited and was visibly disturbed, remarking on how she can no longer see the mountains from their home. He expressed concern about the declining property value and noted that they might be forced to stay in a house that no longer reflects what they initially bought and loved. Berg concluded by urging the council to consider the long-term impact and to refrain from approving further industrial expansion that would diminish the community's scenic and residential appeal.

Deborah Holmes addressed the council to share her long-standing love and concern for the community of Enoch. She explained that she and her husband have lived in Enoch for over 34 years, investing in seven homes throughout the community, and have actively contributed to its growth and development. Holmes expressed her deep appreciation for the community's rural character and praised early developments, including the industrial zone built in 2009. She emphasized that she is not against industry or jobs but is worried that the proposed expansion behind her home would devastate the neighborhood's character and the community's growth.

She recounted that she built her current home less than a year ago in Legacy Estates, with aspirations of living there long-term, only to find that a large industrial building was constructed directly behind her property without any prior communication from MCM. She shared that no one from MCM has approached her during her entire time living there, and she feels strongly that more kindness and consideration should be shown to long-term residents who have raised families and invested in the community. Holmes urged the council to select more appropriate locations for expansion that would protect property values, maintain the area's residential nature, and adhere to the original community plan of fostering a safe, family-friendly environment. She concluded by expressing her hope that the council will make a responsible and compassionate decision to preserve the community's rural charm and the safety of its children.

Peggy Stone, an employee of MCM living just outside the city borders, addressed the council to provide her perspective on the company's expansion plans. She clarified that MCM is a business, and like all businesses, its primary goal is to generate profit. Stone emphasized that many residents, including herself, have invested in rental properties as part of their financial planning, and their investments are also aimed at maximizing value. She acknowledged that mistakes have been made, particularly with the construction of the large building behind her property, but she expressed understanding that the company's leadership has recognized the need for change.

Stone shared that she attended the previous week's meeting and empathized with neighbors' frustrations, especially those whose properties and views have been affected. She pointed out that since building or purchasing, a lot could have changed, and concerns about potential future developments should be considered. However, she highlighted that MCM's legal team and leadership have been working toward solutions—such as providing renderings and committing to certain standards—that ensure community concerns are addressed through formal agreements. She noted that current operations involve trucks coming and going, and expanding the business in a different location would likely increase trucking activity, impacting the transportation flow. Stone reiterated her pride in working for MCM, emphasizing that her team and many others value the company's contributions to the community and are not worried about job security. She concluded by affirming her support for the company's growth and expansion efforts, expressing confidence that their intentions are

aligned with community interests and that responsible planning can address everyone's concerns.

Noel Wells, a resident on 5140 North, addressed the council with concerns about the zoning and development process. He questioned the apparent preparation for litigation, noting the attorney's detailed notes. Wells recalled a recent interaction with Mayor Chesnut, where he criticized the Council's normally cautious approach, suggesting instead that the process being followed is driven by representing interests rather than community welfare. He expressed skepticism about the assurances of future improvements from the developers, emphasizing that past behavior and record should be the basis for trust, regardless of the developers' current demeanor.

Wells challenged claims that fears of low-income housing are unfounded, asserting that such development would only occur if zoning permits it, and he doubts the community's support for such changes. He expressed frustration about the last-minute appearance of legal representatives and renderings, and he referenced Debbie Holmes' prior appraisal of her home value at \$1.4 million before construction of the new industrial building. He explained that the true impact on property values can only be determined by comparing baseline values with sale prices.

He suggested that the real concern was for the professionals involved in closing escrow and handling legal contingencies, because due diligence was not properly observed. Additionally, Wells raised concerns about the streets and infrastructure, emphasizing that they were not designed to handle the heavy truck traffic associated with a large industrial facility. He proposed that the company could develop a similar facility two miles out of town and urged the council to consider annexing and zoning that property instead, to protect the neighborhood's residential integrity and community health. Wells concluded by urging the council to think carefully about these issues before proceeding.

Olivia Byrne, representing the law firm of K&L Gates on behalf of MCM, addressed the council regarding the ongoing discussions about industrial development near residential areas. Byrne explained that, although she is based in Washington, D.C., she travels nationwide working with industrial companies to help integrate their facilities into neighborhoods in a manner that minimizes conflict. She clarified that her note-taking during the meeting is not for litigation purposes but to carefully understand residents' concerns. Byrne recounted her previous visit a few weeks ago when her team started engaging with neighbors, emphasizing their goal to listen closely and find mutually beneficial solutions.

She introduced the concept of a community benefit agreement as a key solution, an enforceable, legally binding agreement designed to address concerns and ensure commitments are honored. Byrne highlighted that MCM has already taken steps to address some concerns, referencing a diagram on display. She expressed confidence that through collaboration, the community and the company can develop a plan that satisfies both parties. Byrne concluded by reaffirming her team's willingness to work together and their belief that a constructive solution is achievable.

Mackenzie York, an employee at MCM residing on Abby Way, spoke to the council about her perspective on the zoning situation. She noted that she had not been asked to speak nor were any representatives of the company who were present. York expressed that she feels certain conversations and concerns are not being fully addressed. She explained that in a small town like Enoch, growth often resembles a collage rather than a neat grid, making border and zoning considerations complex and relevant to the discussion.

York pointed out that if the city center is considered the city office, it would be reasonable for industrial development to occur nearby. She emphasized that MCM is not seeking to encroach on residential areas but has residential zones bordering the property in question, along with existing commercial zones. She acknowledged that some level of odor or transition between zones is unavoidable but suggested that close collaboration with neighbors could help address these issues. York proposed the opportunity to create a buffer zone that could improve aesthetic appeal and reduce visual impact, ultimately supporting her position in favor of rezoning the property to benefit the community's growth and appearance.

Kjell Martin, a resident on Winchester Dr., expressed his strong opinion on the zoning proposal, urging the council to revisit and adhere closely to the city's general plan and vision. Martin emphasized that the plan was established to guide community development and to set appropriate zones for business and residential growth. He cautioned against incremental or piecemeal zoning changes that could undermine trust, describing such tactics as "bait and switch", and warned that deviating from the plan could erode the residents' confidence in the city's leadership and planning integrity. Ultimately, Martin urged the council to remain committed to the existing land use framework and expressed his opposition to the proposed zoning change.

Sandy Clark, a resident from the Cedar City area, addressed the council to share her perspective on the community and the support for MCM. She explained that although she does not live directly in Enoch, she has worked at MCM for nearly six years and has been part of the area for 12 years. Clark emphasized that her loyalty to MCM is driven by the positive environment and strong community within the company, describing the staff as a family that spends a significant portion of their lives together, eight to ten hours daily, and sees themselves as both work family and neighbors.

She shared a moment with Charlie at MCM, where he expressed that the company's future is intertwined with Enoch's future, reflecting his optimistic vision for what the business could become for the community. Clark acknowledged that some may disagree with her but reassured that the employees do not fear growth; rather, they believe in the company's vision and are here to support progress. She highlighted that their support is genuine and not driven by expectation but by belief in a shared future that benefits the community.

Clark recounted her involvement in neighborhood outreach with Byron in May, where they engaged with residents and gained valuable input. She admitted that mistakes have been made but emphasized that recent efforts show their commitment to understanding their role within Enoch. She concluded by sharing an impactful personal thought, choosing to forgive rather than fester, urging everyone to be open-minded and consider what MCM has to offer for the future of Enoch and its residents.

Terry Davidson, a resident on Winchester Drive, expressed his opposition to the proposed zoning change. He acknowledged that the company involved appears to be reputable and has positive intentions for its employees and future developments. However, Davidson emphasized that residents did not buy into the community with the expectation of industrial expansion compromising their property values. He urged the council to secure guarantees that home values would remain stable if the change proceeds. Otherwise, he urged the council to heed the advice of the Planning Commission and local residents, implying that their concerns should be prioritized in the decision-making process.

Lacey Alton, a resident on 5020 North, addressed the council regarding her concerns about the impact of industrial expansion in the community. She expressed frustration that many options she previously considered for her property, such as selling at full value, renting via VRBO or Airbnb, are no longer viable due to the recent developments and the proximity of the industrial site. Alton pointed out that while MCM has many potential options, such as relocating their operations or moving their expansion elsewhere, their actions so far have not addressed or mitigated the negative effects already experienced by neighbors. She acknowledged that the company admits to past mistakes, but emphasized that those mistakes have not been rectified and are continuing to negatively impact bordering homes.

Alton questioned where the promised positive changes and compensation are, as residents have only seen adverse effects so far. She expressed appreciation for the company's apparent efforts to do better but noted that the damage done to properties and neighborhoods remains unredeemed. Her focus was on the tangible impact on property values and the lack of meaningful mitigation or support for those already affected. She concluded by reiterating her desire for meaningful change and compensation, emphasizing that so far, the community has only endured negative consequences, and she urged the council to consider the impacts on residents' lives and properties.

Doug Grimshaw, a resident on Midvalley Road, provided some history, noting that he owns the property immediately south of MCM, which now borders the company on the east after they acquired 16 acres of land. Grimshaw highlighted that his family homesteaded the property in 1905, emphasizing the long-standing connection to the land and community. He clarified that there are no connecting roads between Valley Gate Estates and Legacy Estates, except at 5200 North, which he referred to as a master-planned arterial road. Grimshaw also pointed out that there is an additional 20-acre parcel north of the proposed zone change, likely owned by the Pennington family, which is not part of this zone change. He suggested that residents of Valley Gate and Legacy Estates could consider pooling resources to purchase that land to have control over its future use.

Grimshaw raised concerns about the rising groundwater trend in the Enoch fissure, which could threaten the subdivision east of 600 East, and expressed hope that this bubbling issue does not worsen. He also shared his experience as a long-term neighbor of MCM, stating that their operation is generally good, with the main noise being backup alarms on forklifts and trucks during daylight hours. He expressed conditional support for the zone change if a community agreement is established to ensure that MCM is bound by specific commitments, preventing unchecked expansion or problems. Finally, Grimshaw emphasized the importance of establishing a buffer zone between any industrial facilities and existing residential properties to protect the neighborhood's integrity and quality of life.

Carol Roher expressed her concerns and mentioned that the 20-acre parcel owned by the Pennington family, located behind the property in question, is an additional concern if the zoning is approved for industrial use. Roher noted that the same real estate agent representing the Pennington property is involved, and she expressed her view that it is unwise to invest heavily in a property and finalize a purchase with the hope that zoning will change later. She argued that such a process appears misguided and not the proper way to handle land development. Roher explicitly stated her opposition to the zoning change, fearing that if it goes through, the nearby 20-acre parcel could also be rezoned from residential to industrial, which would further impact the community.

Caleb Caplin, a resident on Winchester Dr., urged the council to carefully consider the unfavorable recommendation from the Planning Commission, which had suggested delaying action to allow for ordinance revisions. He emphasized that while ordinances can sometimes be manipulated or loopholes exploited, he trusts in the council's skill to craft effective regulations to ensure proper building and development. Additionally, Caplin expressed his appreciation for Enoch's dark sky ordinance, which he personally values because he grew up in a small town in Florida where stars are clearly visible at night. He shared his nightly routine of stargazing with his young children, conveying how much he enjoys the natural beauty of the night sky. He noted that, from his perspective, large industrial buildings with many windows often have lights on continuously, which can diminish this experience. Caplin expressed a hope that the community and the council remain mindful of maintaining a balance that preserves the beauty and tranquility of the night environment.

Council Member Harris made a motion to close the public hearing and reconvene the regularly scheduled City Council meeting. Council Member Ross seconded and all voted in favor.

Mayor Chesnut implemented a two-minute break.

4. CONSIDER ORDINANCE NO. 2025-07-02-A AN ORDINANCE APPROVING A PLAT AMENDMENT OF VALLEY GATE ESTATES, PHASE 1, LOT 13 – See Planning Commission Rec.

Council Member Ross noted that the proposed project had received a favorable recommendation from the Planning Commission, with three members voting in favor and one against. He asked whether there was already a fence in place at the location. City Manager Dotson responded that there was no existing fence and explained that the driveway was being moved primarily to allow the concrete pourer to keep the current concrete in place without tearing up the driveway. Ross inquired if both neighbors involved had agreed to the move. Mayor Chesnut confirmed that both property owners must sign off on the boundary line adjustment, which he acknowledged. Council Member Harris then asked why Commissioner Finley was opposed to the project. Ross explained that one of the homeowners had previously come to a meeting expressing confusion about the process, which prompted his question. Dotson added that because this involves a plat amendment, the process must include public hearings and signatures from the property owners on the plat. He noted that he had spoken with the next-door owner, who said they had discussed the issue multiple times with the other owner and did not understand why the opposing owner was unaware of the current plans. Dotson clarified that the project could be approved now, but without both owners signing the dedication, the plat amendment would not be finalized. He emphasized that both owners' signatures are necessary for the boundary change to proceed.

Council Member Harris made a motion to approve Ordinance No. 2025-07-02-A an ordinance approving a plat amendment of Valley Gate Estates, Ph. 1, Lot 13. Council Member Ross seconded and a roll call vote was held as follows:

Council Member Ross: Yes

Council Member Stoor: Yes

Council Member Harris: Yes

Council Member Tingey: Yes

Council Member Ley: Yes

5. PUBLIC HEARING FOR A ZONE CHANGE REQUEST FOR PROPERTY OWNED BY SUNVIEW DEVELOPMENT, LLC, PARCEL A-0907-0019-0000 FROM MULTIPLE RESIDENTIAL (M-R-2) TO NEIGHBORHOOD COMMERCIAL (N-C)

Council Member Harris made a motion to close the regularly scheduled City Council meeting and open a public hearing for the zone change request for property owned by Sunview Development, LLC. Council Member Tingey seconded and all voted in favor.

Mayor Chesnut noted the location. Council Member Harris said this is a great location. There were no public comments.

Council Member Ross made a motion to close the public hearing and reconvene the regularly scheduled City Council meeting. Council Member Harris seconded and all voted in favor.

6. CONSIDER ORDINANCE NO. 2025-07-02-B AN ORDINANCE AMENDING THE GENERAL PLAN LAND USE MAP AND THE ENOCH ZONING ORDINANCE MAP BY CHANGING THE ZONING OF PROPERTY, PARCEL A-0907-0019-0000 FROM MULTIPLE RESIDENTIAL (M-R-2) TO NEIGHBORHOOD COMMERCIAL (N-C) - See Planning Commission Rec. Council Member Ross noted that this came forward from Planning Commission with a favorable recommendation.

There was no discussion.

Council Member Harris made a motion to approve Ordinance No. 2025-07-02-B, an ordinance amending the General Plan Land Use Map and the Enoch Zoning Ordinance Map by changing the zoning of property, Parcel A-0907-0019-0000 from Multiple Residential (M-R-2) to Neighborhood Commercial (N-C.) Council Member Stoor seconded and a roll call vote was held as follows:

Council Member Ross: Yes

Council Member Stoor: Yes

Council Member Harris: Yes

Council Member Tingey: Yes

Council Member Ley: Yes

7. CONSIDER ORDINANCE NO. 2025-07-02-C AN ORDINANCE AMENDING THE CODE OF REVISED ORDINANCES OF ENOCH CITY, ORDINANCE NO. 12.2400.2413 WATER RIGHTS - See Planning Commission Rec.

City Manager Dotson said this is the same as what the Council had changed in chapter 14 of the ordinances with water utilities. Nothing has changed since then. This had to go through the process. Council Member Ross noted that this came forward from the Planning Commission with a favorable recommendation.

Council Member Harris made a motion to approve Ordinance No. 2025-07-02-C, an ordinance amending the Code of Revised Ordinances of Enoch City, Ordinance No. 12.2400.2413 Water Rights. Council Member Ross seconded and a roll call vote was held as follows:

Council Member Ross: Yes

Council Member Stoor: Yes

Council Member Harris: Yes

Council Member Tingey: Yes

Council Member Ley: Yes

8. CONSIDER ORDINANCE NO. 2025-07-02-D AN ORDINANCE AMENDING THE CODE OF REVISED ORDINANCES OF ENOCH CITY TO INCORPORATE MANDATES OF HB 368 (2025) REGARDING LAND USE - See Planning Commission Rec.

Council Member Harris noted that they are just getting into compliance with state law. Council Member Ross said this came forward from the Planning Commission with a favorable recommendation.

Council Member Harris made a motion to approve Ordinance No. 2025-0702-D, an ordinance amending the Code of Revised Ordinances of Enoch City to incorporate mandates of HB 368 (2025) regarding land use. Council Member Tingey seconded and a roll call vote was held as follows:

**Council Member Ross: Yes
Council Member Harris: Yes
Council Member Ley: Yes**

**Council Member Stoor: Yes
Council Member Tingey: Yes**

9. CONSIDER ORDINANCE NO. 2025-07-02-E AN ORDINANCE AMENDING THE CODE OF REVISED ORDINANCES OF ENOCH CITY TITLE 12 BY ADDING SECTION 12.300.324 – FOUNDATION ELEVATION REQUIREMENTS - See Planning Commission Rec.

City Manager Dotson explained that the building code has specific elevation requirements, particularly at the top of the foundation or footings, which can vary depending on certain criteria of the home. He emphasized that, by policy, the city has always required structures to be built at least 18 inches above the crown of the road, effectively formalizing this as part of the ordinance to address drainage issues and give the city enforceable standards. Council Member Ross noted that this proposal came with a favorable recommendation from the Planning Commission. Council Member Ley then asked if this also relates to flood insurance requirements. Dotson clarified that the anticipated changes are a result of the city's participation in the National Flood Insurance Program and FEMA, along with the Utah State Division of Emergency Management. He stated that new drainage maps are being developed using advanced GIS or LiDAR technology, which will drastically change the current understanding of flood zones in Enoch. While the existing federal maps show no flood-prone areas, the new maps will reveal significant changes. Dotson further explained that in Parowan, recent FEMA audits of planning and zoning regulations will lead to increased requirements, including higher building elevations. Although the city does not plan to enforce mandatory house raising immediately, FEMA standards indicate that higher elevation requirements will be part of future building codes, and the city will need to implement them over time.

Council member Harris made a motion to approve Ordinance No. 2025-07-02-E. an ordinance amending the Code of Revised Ordinances of Enoch City Title 12 by adding section 12.300.324 – Foundation Elevation Requirements. Council Member Ley seconded and a roll call voted was held as follows:

**Council Member Ross: Yes
Council Member Harris: Yes
Council Member Ley: Yes**

**Council Member Stoor: Yes
Council Member Tingey: Yes**

10. COUNCIL/STAFF REPORT

Ashley Horton

- She reported that the new fiscal year started. She has been filing budgets with the

state, for the new budget.

City Manager Dotson

- We sent out an RFP for impact facilities plan updates for water and sewer. Two firms submitted a response. One gave us the water and one gave us the water and sewer. He requested that a council member or two be at the interview. The Public Works Director and City Engineer will be involved.
- The Enoch City, Cedar City interconnectivity transportation study is in full swing right now between our cities to figure out how to change potential transportation connections instead of just having one access to Cedar City or two with Bulldog. That's in full swing.

Mayor Chesnut

- The Wings of Death are coming. They should have \$1,000 for first place. The hottest sauce is 2.4 million scoville. The average jalapeno is 5,000. It doesn't taste, it's more like a box cutter going down the back of your throat.

Council Member Ross

- The Planning Commission has been doing a great job.
- She mentioned America 250. There is a banner for the entrance into Enoch.

Council Member Harris

- Council Member Harris said he met with the Water Advisory Committee and Mayor Green again that day to continue discussing ways to interlink the major water systems between the District, Cedar City, and Enoch. He mentioned he may need to become more familiar with the actual lines and layout of Enoch's system. The goal is to equalize pressure and interconnect the systems, which he believes will benefit the Hope Valley area over time. He noted that Peter is now on board and that Enoch has always aimed to be cooperative, seeking win-win solutions. Harris said they've had a good relationship with the District and this project is a continuation of that. With Cedar City now involved, progress is being made, especially with planning for the West Desert development and infrastructure like a tank farm. He stated that he's expressed Enoch's willingness to cooperate and feels it will improve water reliability for the valley, including backup options when wells go down. The interlinked systems will allow for wholesale water purchasing between the cities, which he sees as a positive step forward.
- City Manager Dotson explained that the Vision County Land Use Housing Team includes the State Bank President, Trevor Anderson, Spencer Jones from Velocity, the Conservancy District, and the State Division of Water Resources. He serves on the board as well. The team partnered with local real estate professionals and several organizations, including the District, to create five educational videos about water in the valley. Southern Utah University's communications and videography teams are producing the videos. The script has already been written and is currently under review. The project is funded by a grant from the Utah Realtor Association, which was received last week. The videos will be fun and engaging for a wide audience and will cover topics such as current water challenges, ongoing efforts, and the West Desert Project. Dotson noted that this effort will be a great educational tool for the community.

Council Member Tingey

- The MCM zone change requires a lot of information and the Community Benefit Agreement is going to be good. Mayor Chesnut noted that he will reach out to one or two Council Members.

Council Member Ley

- She needs help in different areas for the 4th of July.
- There are two food vendors coming, 10 antique cars and the orchestra. We will see how it comes together. Council Member Ross asked if there was a time and place to meet for those that can help. There will also be hot dogs, a 5K race and a parade.

11. ADJOURN Council Member Harris made a motion to adjourn. Council Member Ross seconded and all voted in favor.

Lindsay Hildebrand, Recorder

Date

Local Government IT Leaders,

I'm pleased to share that our joint letter supporting continued cybersecurity funding in Utah is now complete and ready for signatures.

This letter reflects the collective voice of IT leaders from over 35 local governments across the state and highlights the critical role of the Utah Cyber Center. It underscores the need for sustained investment in cybersecurity tools, response services, and shared infrastructure to help protect the public services our residents rely on.

Instructions:

- Please have your Mayor, City Manager, County Executive, or authorized designee complete the signature section.
- This sheet may be submitted electronically or as a scanned PDF.
- Submit completed forms to: jihrig@provo.gov
- Deadline for inclusion: To ensure your jurisdiction is included in our initial outreach to legislators, please return the signed sheet by May 27. Submissions after that date are still welcome, but early support will help us present a united front during our May meetings.
- Option 2: If your administration prefers, you may submit your own version of a support letter instead of signing the joint letter. Please ensure it aligns with the key message: advocating for continued funding of statewide cybersecurity efforts, including the Utah Cyber Center. We'll include all aligned letters in our packet to legislators.

Thank you for your continued partnership and leadership in strengthening local government cybersecurity. Please let me know if you have any questions.

Have a great day!



Utah Local Government IT Leaders Group

Letter of Support for Cybersecurity Funding

Dear Members of the Utah Legislature,

As representatives of the Utah Local Government IT Leaders group, which includes IT leaders from over 35 municipalities, counties, and local districts across our great state, we respectfully submit this letter in strong support of ongoing state and federal funding for critical cybersecurity efforts in Utah.

Cybersecurity threats continue to grow in both frequency and sophistication. Without sustainable funding for key security software, threat detection tools, and incident response services, many of Utah's local governments would simply be unable to defend against these evolving risks. Thanks to recent investments by the State and the establishment of the Utah Cyber Center, we have already seen measurable success in detecting and mitigating attacks that, without this shared capacity, would have resulted in devastating system outages and long-term service disruptions to the public.

The Utah Cyber Center model is not only working—it is saving taxpayer dollars. By pooling resources and expertise at the state level, and making them available to local governments, we avoid duplicating costly efforts in each jurisdiction while increasing our collective ability to respond quickly and effectively to threats. Done any other way, the financial burden on taxpayers would be significantly higher, and the support we could offer one another in moments of crisis would be drastically diminished.

We are proud of the cooperative, statewide approach Utah has taken to cybersecurity. It reflects the best of public service—working together across jurisdictional lines to protect the services our residents rely on every day. We strongly support the Utah Cyber Center's budget request and urge continued investment in this model. It is a smart, scalable, and a proven path forward.

Thank you for your leadership, vision, and ongoing commitment to keeping Utah safe in the digital age.

With respect and appreciation,

Utah Local Government IT Leaders Group

(Representing over 35 local governments across the State of Utah)

Joint Signature Sheet

Support for Cybersecurity Funding – 2025 Legislative Session

We, the undersigned, hereby express our jurisdiction's official support for the joint letter submitted by the Utah Local Government IT Leaders Group in support of continued state and federal funding for cybersecurity in Utah. We recognize the importance of sustainable investments in tools, training, and threat response infrastructure—including the Utah Cyber Center—as essential for protecting local government services and the residents we serve.

This signatory sheet confirms our alignment with the values, goals, and recommendations outlined in the joint letter submitted to the Utah Legislature titled:

"Letter of Support for Cybersecurity Funding"

Jurisdiction Name: _____

Authorized Executive: _____

Title: _____

Signature: _____

Date: _____

ENOCH CITY CORPORATION
RESOLUTION NO. 2025-07-16-A

**A RESOLUTION TO APPROVE A JOINT LETTER OF SUPPORT FOR CYBERSECURITY
FUNDING IN UTAH**

WHEREAS, Enoch City recognizes that cybersecurity threats to local governments are increasing in frequency, complexity, and impact; and

WHEREAS, many local governments, including Enoch City, rely on shared resources, expertise, and infrastructure to detect, respond to, and prevent cyber attacks; and

WHEREAS, the shared services model employed by the Utah Cyber Center increases efficiency, reduces duplication of effort, and results in substantial cost savings to taxpayers; and

WHEREAS, Enoch City is committed to working collaboratively with other jurisdictions to strengthen cybersecurity and protect the services our residents rely on daily;

NOW, THEREFORE, BE IT RESOLVED, by the Mayor and City Council of Enoch, Utah, that Enoch City formally supports the joint letter submitted by the Utah Local Government IT Leaders Group urging the Utah State Legislature to maintain and increase funding for cybersecurity initiatives, including the Utah Cyber Center. This Resolution was made, voted upon, and passed by the Enoch City Council at a regular City Council meeting held on the 16th day of July 2025.

DATED this 16th day of July 2025

ENOCH CITY CORPORATION

Geoffrey L. Chesnut, Mayor

VOTING:

Katherine Ross	Yea	___	Nay	___
David Harris	Yea	___	Nay	___
Shawn Stoor	Yea	___	Nay	___
Bob Tingey	Yea	___	Nay	___
Debra Ley	Yea	___	Nay	___

ATTEST:

SEAL:

Lindsay Hildebrand, City Recorder

ENOCH CITY COUNCIL MEMORANDUM

TO: CITY COUNCIL
FROM: ADMINISTRATION
DATE: JULY 16, 2025
SUBJECT: ADOPTION OF ENOCH CITY PRIVACY POLICY



Background:

In compliance with Utah Code § 63A-19-401 et seq., Enoch City has developed a comprehensive Privacy Policy to govern the collection, use, retention, and sharing of personal data. This effort is part of the City's commitment to protect resident information and ensure responsible data practices across all municipal departments.

Summary of the Policy:

The Enoch City Privacy Policy establishes standards and procedures, including:

- Privacy Program Implementation: A formal program fully in place to meet state requirements.
- Data Collection and Use: Limits collection to the minimum data necessary and clearly outlines the purpose, notice, and lawful use of personal data.
- Privacy Rights: Residents have the right to request corrections and receive notice regarding how their data is used.
- Security Measures and Breach Protocols: Implements technical and administrative safeguards; outlines notification procedures in the event of a breach.
- Data Retention and Disposal: Retains personal data only as long as necessary and disposes of it according to legal standards.
- No Sale and Limited Sharing of Data: Personal data is never sold and is shared only when legally permitted.
- Employee Training and Compliance Monitoring: Mandatory training for staff and regular privacy assessments.
- Public Contact: Includes procedures for inquiries and exercising rights under the policy.

Recommendation:

Staff recommends formal approval and publication of the Privacy Policy as proposed, with an effective date in July 2025. The policy will be posted publicly and implemented across all City departments.

Enoch City Privacy Policy
Effective Date: July __, 2025

INTRODUCTION

Enoch City is committed to protecting the privacy and security of personal data collected from our residents and others who interact with our municipal services. This Privacy Policy outlines how we collect, use, maintain, protect, and share personal data in compliance with Utah Code Chapter 63A-19 Part 4.

1. PRIVACY PROGRAM

In accordance with Utah Code 63A-19-401(2)(a), Enoch City has implemented a comprehensive privacy program that includes policies, practices, and procedures for the processing of personal data. This program will be fully implemented by July 1, 2025.

2. PERSONAL DATA COLLECTION AND USE

2.1 Purpose of Collection

We collect personal data only for specific, legitimate governmental purposes, including but not limited to:

- Providing municipal services
- Processing payments and applications
- Maintaining public records
- Emergency management and public safety
- Communicating with residents about municipal matters

2.2 Data Minimization

In accordance with Utah Code 63A-19-401(2)(c), we obtain and process only the minimum amount of personal data reasonably necessary to efficiently achieve our specified purposes.

2.3 Notice of Collection

When we collect personal data, we provide a Personal Data Request Notice that includes:

- The reasons we are asking for your personal data
- The intended purposes and uses of your personal data
- Consequences for refusing to provide the requested personal data
- Classes of persons and entities that share the personal data with us or receive the personal data from us
- The record series in which your personal data will be included (if applicable)

2.4 Use Limitation

We will only use your personal data for the purposes identified in the Personal Data Request Notice provided to you at the time of collection.

3. YOUR PRIVACY RIGHTS

3.1 Right to Request Amendment or Correction

You have the right to request amendment or correction of your personal data that we maintain. To exercise this right:

1. Submit a written request to [CONTACT INFORMATION]
2. Clearly identify the information you believe is inaccurate
3. Provide the correct information
4. Include your contact information

While we will review all such requests, we are not obligated to make the requested amendment or correction if we determine it is not appropriate to do so.

3.2 Right to Access Information

Upon request, we will provide you with the Personal Data Request Notice regarding personal data you previously furnished to us.

4. DATA SECURITY AND BREACH NOTIFICATION

4.1 Data Security

We implement reasonable technical, administrative, and physical safeguards to protect your personal data from unauthorized access, use, or disclosure.

4.2 Data Breach Notification

In the event of a data breach affecting your personal data, we will notify you:

- After determining the scope of the breach
- After restoring the integrity of affected systems (if necessary)
- Without unreasonable delay, except when notification might impede a criminal investigation

The notification will include:

- A description of the breach
- The personal data that was accessed or may have been accessed
- Steps we are taking to mitigate the impact of the breach
- Recommendations on how to protect yourself from identity theft and other financial losses

- Any other information required by the Utah Cyber Center

Notification will be provided via email or mail, and when possible, also by text message or telephone. For breaches affecting more than 500 individuals, we may also provide notice through press releases, social media, or newspaper publication.

5. DATA RETENTION AND DISPOSAL

We retain and dispose of personal data in accordance with our documented record retention schedule and applicable laws. Personal data is retained only as long as necessary to fulfill the purposes for which it was collected, unless a longer retention period is required by law.

6. DATA SHARING PRACTICES

6.1 No Sale of Personal Data

We do not sell personal data unless expressly required by law.

6.2 Limited Sharing

We only share personal data when permitted by law and for legitimate governmental purposes.

6.3 Third-Party Contractors

When we engage contractors who process or access personal data, we ensure through contractual provisions that they comply with the same privacy requirements that apply to us.

7. PROHIBITED ACTIVITIES

Enoch City does not establish, maintain, or use undisclosed or covert surveillance of individuals unless permitted by law.

8. TRAINING AND COMPLIANCE

8.1 Employee Training

All municipal employees who have access to personal data complete mandatory data privacy training:

- Within 30 days of beginning employment
- At least once each calendar year

8.2 Compliance Monitoring

Enoch City actively monitors compliance with privacy requirements and conducts regular assessments of our privacy program.

9. CONTACT INFORMATION

For privacy-related inquiries or to exercise your rights under this policy, please contact:

Rob Dotson, City Manager
900 East Midvalley Road
Enoch, Utah 84721
manager@enochcityut.gov
(435) 586-1119

10. POLICY UPDATES

This Privacy Policy may be updated periodically to reflect changes in our practices or applicable laws. The most current version of this policy will be available on our website at www.cityofenoch.org.

Last Updated: [DATE]

ENOCH CITY CORPORATION

RESOLUTION NO. 2025-07-16-B

A RESOLUTION ADOPTING A PRIVACY POLICY FOR ENOCH CITY TO GOVERN THE COLLECTION, USE, AND MANAGEMENT OF PERSONAL DATA

WHEREAS, Enoch City is committed to protecting the personal information of its residents and ensuring that data is collected, used, and stored responsibly; and

WHEREAS, Utah Code § 63A-19-401 requires local governments to implement policies governing personal data privacy and protection; and

WHEREAS, the City has developed a comprehensive Privacy Policy that meets state legal requirements and reflects best practices for responsible data management; and

WHEREAS, the Policy includes robust security measures, breach response protocols, employee training, and ongoing monitoring to support compliance and build public trust; and

WHEREAS, adopting and implementing this Privacy Policy promotes transparency, accountability, and responsible stewardship of information across all Enoch City departments;

NOW, THEREFORE, BE IT RESOLVED, by the Mayor and City Council of Enoch, Utah that the Enoch City Privacy Policy is approved and adopted. This Resolution was made, voted upon and passed by the Enoch City Council at a regular City Council meeting held on the 16th day of July 2025.

DATED this 16th day of July 2025

ENOCH CITY CORPORATION

Geoffrey L. Chesnut, Mayor

VOTING:

Katherine Ross	Yea___	Nay___
David Harris	Yea___	Nay___
Shawn Stoor	Yea___	Nay___
Bob Tingey	Yea___	Nay___
Debra Ley	Yea___	Nay___

ATTEST:

Lindsay Hildebrand, City Recorder

SEAL:

ENOCH CITY COUNCIL MEMORANDUM

TO: CITY COUNCIL
FROM: ADMINISTRATION
DATE: JULY 16, 2025
SUBJECT: UPDATES - ENOCH CITY PERSONNEL POLICIES AND PROCEDURES MANUAL



1. Purpose

This memorandum outlines final updates to the Enoch City Personnel Policies and Procedures Manual following a recent legal and administrative review. The modifications bring the manual into compliance with current federal and state regulations and improve clarity for internal implementation.

Updated articles include:

- Article II: Equal Employment Opportunity Policy
- Article III: Political Prohibitions Policy
- Article IV: Recruitment, Hiring, and Appointment (Anti-Nepotism Provisions)
- Article V: Classification and Compensation
- Article X: Compensation – Overtime
- Article XI: Health and Safety / Emergency Procedures

2. Background

The revisions were prompted by statutory and regulatory updates under:

- Utah Code § 34A-5-102 (Utah Antidiscrimination Act)
- Utah Code § 52-3-1 (Nepotism)
- Utah Code § 20A-11-201 et seq. (State Election Code)
- 5 U.S.C. § 1502 (Hatch Act)
- 29 U.S.C. §§ 207, 213 (FLSA Overtime Regulations)
- OSHA 29 C.F.R. § 1910 (Workplace Safety Standards)

These revisions ensure legal compliance and operational clarity and reinforce protections for employees and the City.

3. Issues & Analysis

Issue	Current Policy	Applicable Law	Proposed Change
EEO Protected Classes & Procedure	Omits pregnancy, genetic information, orientation, identity; complaint path unclear	Utah Code § 34A-5-102; Utah Admin. Code R994-402-2	Expand classes; add UALD/EEOC referral steps
Political Activity	Overbroad restrictions; unclear Hatch Act application	5 U.S.C. § 1502; Utah Code § 20A-11-201 et seq.	Distinguish Hatch-covered vs. local employees; ban use of City resources
Nepotism	Lacks “household member,” 12-week limit, disclosure requirement	Utah Code § 52-3-1	Add definitions, exceptions, and Ethics Commission disclosure
Overtime	Permits comp time for exempt staff; accrual cap misaligned	29 U.S.C. §§ 207, 213	Restrict overtime/comp time to non-exempts; codify salary-basis for exempt staff
Safety Programs	Generic safety language; no reference to written plans	OSHA 29 C.F.R. § 1910	Reference specific written programs; require training and periodic review

3. Summary of Revisions

Article II: Equal Employment Opportunity

- Added protections for pregnancy, sexual orientation, gender identity, genetic info, and veteran status.
- Set clear steps for filing complaints:
 - Submit to HR within 180 days.
 - HR investigates within 30 days.
 - Unresolved cases go to UALD or EEOC.
 - Employees are informed of legal deadlines.

Article III: Political Activity

- Clarified that the Hatch Act only applies to certain federal positions.
- All employees are prohibited from using City time or resources for political campaigns.

Article IV SELECTION (AMENDED TO “RECRUITMENT, HIRING, AND APPOINTMENT

- Updated hours worked for types of employees

Article V: Anti-Nepotism

- Updated definitions to include “household members.”

- Allowed some exceptions (e.g., short-term jobs, volunteers).
- Required written disclosure to the City's Ethics Commission within 5 days if an exception is used; record must be kept for 3 years.

Article VI: Absenteeism and Tardiness

- Supervisors may deny leave if allowing is disruptive to the work.

Article X: Overtime and Comp Time

- Non-exempt employees can choose:
 - Overtime pay at 1.5× their regular rate, or
 - Comp time (up to 120 hours per year).
- Exempt employees are not eligible for overtime or comp time.
- Comp time must be paid out at year-end, upon request, or if the employee leaves.

Article XI: Annual Leave

- Employee must use compensatory time or holiday leave before annual leave

Article XII: Health and Safety

- Adopted written safety plans for hazards, emergencies, and PPE.
- Required yearly training and updates every three years or as needed.
- Employees must report work-related injuries or near-misses within 24 hours.

Here are the acronyms used in the revised sections and memo, along with their full meanings:

- **C.F.R.** – Code of Federal Regulations
- **EEOC** – U.S. Equal Employment Opportunity Commission
- **EEO** – Equal Employment Opportunity
- **FLSA** – Fair Labor Standards Act
- **HR** – Human Resources
- **OSE** – Occupational Safety and Health Administration (*commonly OSHA; see below*)
- **OSHA** – Occupational Safety and Health Administration
- **PPE** – Personal Protective Equipment
- **UALD** – Utah Antidiscrimination and Labor Division
- **U.S.C.** – United States Code

**ENOCH CITY
PERSONNEL POLICIES
AND
PROCEDURES MANUAL**

DRAFT Revised August 2025

ARTICLE I

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of Enoch City to provide Equal Employment Opportunity to all employees and applicants for employment without regard of race, color, religion, sex, or national origin, and to base all employment decisions so as to further this principle of Equal Employment Opportunity. To this end, Enoch City will not discriminate against any employee or applicant for employment because of race, color, religion, sex, national origin, handicap, age, or veteran's status, and will ensure that applicants are employed and employees are treated during employment without regard to these characteristics.

Enoch City is committed to providing equal employment opportunity in all aspects of employment. Discrimination or harassment against any employee or applicant because of race, color, religion, sex (including pregnancy, sexual orientation, and gender identity), national origin, age, disability, genetic information, or veteran's status is prohibited. (See Utah Code § 34A-5-102.)

All employment activities including, but not limited to, hiring, promotion, demotion, transfer, recruitment, advertising, discipline, layoff, termination, compensation, and training, shall be conducted without regard to race, color, religion, sex, or national origin. This institution is an equal opportunity provider and employer.

ARTICLE II
~~EQUAL EMPLOYMENT OPPORTUNITY~~ AFFIRMATIVE ACTION POLICY

ARTICLE III
POLITICAL PROHIBITIONS POLICY

Purpose

To ensure that public resources are not used for political campaigning and that employees' rights to political expression are respected.

Federal and State Authority

1. **Hatch Act.** The federal Hatch Act (5 U.S.C. § 1502 et seq.) applies only to those employees designated by federal law.
2. **State Election Law.** All employees, whether covered by the Hatch Act or not, are prohibited from using municipal time, facilities, equipment, or supplies for any partisan political activity. (Utah Code § 20A-11-201 et seq.)

SECTION I - PROVISIONS

~~It shall be the policy of Enoch City that all officers and employees shall be protected from political exploitation or abuse, while allowing individual officers and employees the broadest amount of personal political participation consistent with service to their agency.~~

~~In addition, †~~The following provisions will be adhered to:

1. No elected official, appointed official, or employee of this organization shall use official authority or influence for the purpose of interfering with an election or affecting the results thereof. ~~[Section I (1) amended 4-21-10]~~
2. No officer or employee covered by the personnel system, while in a pay status, shall be a city officer in any political party organization, or in any citywide political campaign.
3. No employee shall hold a partisan public office or have conflicting employment while in the employ of this organization. Determination of such conflict shall be made by the Mayor and City Council.
4. No officer or employee covered by the personnel system shall be a candidate for any political office, except that upon proper application and approval, an officer or employee may be granted leave of absence, without loss of position, to participate in a political campaign, either as an officer or as a candidate; however, time spent during such political leave shall not be counted for employment purposes as being in service.
5. No officer or employee covered by the personnel system may engage in any political activity during the hours of employment, nor shall any person solicit political contributions from employees during hours of employment, or through organization facilities, nor in any manner impose assessments on employees for political purposes. However, nothing in this section shall preclude voluntary contributions by an employee to the party of the employee's choice.

6. Partisan political activity, to the extent allowed in this section, shall not be a basis for employment, promotion, demotion, or dismissal.
7. No questions in any form or application or in any examination shall be so framed as to elicit information concerning the political or religious opinions or affiliations of any applicant, nor shall any inquiry be made concerning such opinions or affiliations.
8. No discriminations shall be exercised, threatened, or promised by any person against or in favor of any applicant, or employee, because of a political or religious opinion or affiliation, race, color, or national origin, or by reason of a refusal to pay, lend, or contribute any part of such person's salary or compensation or anything else of value to any party, committee, organization, agency, or person for political purposes.
9. No recommendation of any applicant or employee, involving a disclosure of political or religious opinions or affiliations, shall be considered or filed by the departments, or any officer or employee concerned in making appointments or promotions.
10. Any officer or employee who is found by the Mayor and City Council, following consultation with the individual department head and after appropriate hearing, to have violated any part of this section shall be guilty of a violation of these policies and such employee's services may be terminated; and the employee may be prevented from being considered for any service for a period of three years.
11. Nothing contained herein shall be construed to permit partisan political activity by any employee who is prevented or restricted from engaging in such political activity by the provisions of the Federal Hatch Act.

SECTION II - AMENDMENTS

1. Amendments to these regulations shall be promulgated by the Mayor.
2. Sections, subsections, or parts of these regulations found, after appropriate hearing with representatives of the agencies concerned, not to be in conformity with approved federal and state standards and laws, shall not nullify nor effect the application of the remaining sections, subsections, or parts of these regulations.

ARTICLE IV

SELECTION RECRUITMENT, HIRING, AND APPOINTMENT

SECTION III - TYPE OF EMPLOYEES

All employees will be classified in one of the following categories:

1. **Seasonal Employees** engaged in work full-time or part-time with the understanding that their employment will be terminated at the completion of a specific project or at the end of up to 120 days. Such employees do not qualify for employee benefits.
2. **Part-Time Employees**- Employees hired or appointed to work fewer than 25 hours per week on a regular basis. They are required to have set hours. Such employees do not qualify for benefits.
3. **Full time Employees**- Employees hired or appointed to work at least 30 32 hours per week on a regular basis. Such employees qualify for retirement and health insurance benefits starting the first day of actual work.
4. **Full-time Appointed Employees**- Employees hired or appointed to work at least 30 32 hours per week on a regular basis. Such employees qualify for retirement and health insurance benefits starting the first day of actual work. Job titles of full-time appointed employees are:
 - A. City Manager
 - B. City Treasurer
 - C. City Recorder
 - D. Chief of Police

SECTION V - ANTI-NEPOTISM

- A. General Provisions:

Employment and supervision of relatives in public organizations is prohibited. However, a few exceptions to this general rule have been codified.
- B. Definitions:

For purposes of this section:

 1. **"Appointee"** means an employee whose salary, wages, pay, or compensation is paid from public funds.
 2. **"Chief administrative officer"** means the person who has ultimate responsibility for the operation of Enoch City.
 3. **"Household member"** means a person who resides in the same residence as the public officer
 34. **"Public officer"** means all elected or appointed officers of Enoch City who occupy policy-making posts.
 45. **"Public employee"** means a person who is not a public officer who is employed on a full, part-time, or contract basis by Enoch City.
 56. **"Relative"** means a father, mother, husband, wife, son, daughter, sister, brother, grandfather, grandmother, uncle, aunt, nephew, niece, grandson, granddaughter, first cousin, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, or daughter-in-law.
- C. Specific Provisions:
 1. No public officer or public employee may employ, appoint, or vote for or recommend the appointment of a relative in or to any position or employment,

when the salary, wages, pay, or compensation of the appointee will be paid from public funds or the appointee will be directly supervised by a relative, except for the following reasons:

- a. The person is eligible or qualified to be employed by a department of Enoch City as a result of his compliance with civil service laws or regulations, or merit system laws or regulations;
 - b. The individual will be compensated from funds designated for vocational training;
 - c. The individual is a volunteer as defined by the employing organization;
 - d. The individual is the only person available, qualified, or eligible for the position; or
 - e. The chief administrative office determines that the public officer or public employee is the only person available or best qualified to perform supervisory functions for the appointee.
2. No public officer or public employee may directly supervise an appointee who is a relative when the salary, wages, pay, or compensation of the relative will be paid from public funds, except under the following conditions:
- a. The relative was appointed or employed before the public officer assumed his position;
 - b. The individual is eligible or qualified to be employed by a department of Enoch City as a result of his compliance with civil service laws or regulations, or merit system laws or regulations;
 - c. The individual will be compensated from funds designated for vocational rehabilitation or training;
 - d. The appointee is a volunteer as defined by the employing organization;
 - e. The appointee is the only person available, qualified, or eligible for the position; or
 - f. The chief administrative officer determines that the public officer or public employee is the only person available or best qualified to perform supervisory functions for the appointee.
3. When a public officer or public employee supervises a relative under the above circumstances:
- a. The public officer or public employee shall make a complete written disclosure of the relationship to the chief administrative officer; and
 - b. the supervising officer must file a written disclosure within five (5) business days with the Municipal Officers' and Employees' Ethics Commission. The disclosure must include:
 - Names and relationship of the parties
 - Exception invoked and justification
 - Position title and compensation
- ~~b~~c. The public officer or public employee who exercises authority over a relative may not evaluate the relative's job performance or recommend salary increases for the relative.
- d. A copy of each disclosure must be retained in the appointee's personnel file for at least three years.

ARTICLE VI

EMPLOYEE CONDUCT: RULES AND DISCIPLINE

SECTION IV - ABSENTEEISM AND TARDINESS

Enoch City employees are expected to be to work on time and on a regular basis. When employees are unnecessarily absent or late it is expensive, disruptive, and places a burden on fellow employees, supervisors, and Enoch City. If any requests for annual leave are disruptive to the required demands of the workload, supervisors may deny any request for leave. Should you be unable to work because of illness or personal emergency, you must notify your supervisor each day of your absence unless you are granted an authorized leave of absence. Unexcused absence and tardiness will result in disciplinary action, including suspension and discharge.

ARTICLE X

COMPENSATION

SECTION I - EQUAL PAY

Equal wages will be paid for equal work in jobs that require substantially equal skill, effort, and responsibility and are performed under similar working conditions. Substantially equal does not mean identical.

SECTION II- DEFINITIONS

1. **Exempt employee** – An employee meeting the criteria for exemption under the FLSA, 29 U.S.C. § 213(a)(1), including bona fide executive, administrative, professional, or outside sales personnel, and who therefore is not entitled to overtime pay or compensatory time under 29 U.S.C. § 207.
2. **Non-exempt employee** – An employee not meeting a § 213(a)(1) exemption and entitled to overtime pay or compensatory time under 29 U.S.C. § 207.

SECTION III - OVERTIME

1. Overtime represents time actually worked by a non-exempt employee in excess of forty (40) hours during any workweek. The workweek is defined as the period between Saturday morning at 12:01 a.m. and the following Friday evening at midnight. Exception: Sworn law enforcement officer's overtime represents time actually worked in excess of eighty (80) hours during any 14 day work period. [Exception added 10-5-2016]
2. Employees are designated as either exempt or non-exempt from overtime compensation in accordance with the Fair Labor Standards Act. Professional, supervisory, or management employees are designated as exempt and are not eligible for overtime compensation ~~but are eligible for or~~ compensatory time. Compensatory time off is a rate of not less than one and one-half hours for each overtime hour worked, instead of cash overtime pay. Employees designated as non-exempt are eligible for overtime compensation. [Section II (2) amended 4-4-16]

3. Work in excess of eight hours in any workday is not overtime. Only where more than forty (40) hours are actually worked in any one workweek does overtime occur. Exception for sworn law enforcement officers (see 1 above). Time off for vacation, holidays, leave, sickness, etc., are not included as hours actually worked. Daily hours may be varied within a workweek to accomplish necessary workloads and to limit or eliminate the necessity of overtime, but supervisors shall also exercise care that extended work schedules do not result in fatigue-related safety problems.
4. Unapproved overtime will require the employee to take off those hours (times 1.5) on the following week, or as soon as possible ~~[Section II (4) amended 4-21-10]~~
5. Employees and supervisors shall schedule the workloads to preclude the need for overtime whenever possible. Payment for overtime requires the final approval of the City Manager and employees are not authorized to work overtime without the prior approval of the immediate supervisor. The only exception to this is an emergency situation where the immediate supervisor must approve the overtime on an after the fact basis.
6. Supervisors may choose to use paid overtime or, with the consent of the employee, compensatory time to recognize overtime actually worked. Compensatory time cannot be used when the total compensatory time accumulated by an employee reaches a ceiling of 120 hours (80 hours of overtime multiplied by 1.5) or during the last pay periods of June and December. Overtime worked above the ceiling or during the final pay periods of June and December necessitates payment. This provision does not apply to exempt employees. ~~[Section II (6) amended 4-4-16]~~
7. Employees who have earned, and been granted, compensatory time must by the end of the 1st payroll of June and December be provided opportunity for the use of compensatory time. Employees may choose to roll over up to 50 hours of compensatory time into the following calendar year. Any remaining compensatory time will be paid with the final payroll of June and December. ~~This provision does not apply to exempt employees. (Section II (7) amended 11-3-21)~~
8. Compensatory time granted shall be consistent with the effective operations of the department. ~~[Section II (8) amended 4-21-10]~~
9. Leave must be requested, in writing, in advance of dates to be used. ~~[Section II (9) amended 4-21-10]~~
10. It is the responsibility of the employee to keep track of available compensatory time. ~~[Section II (10) amended 4-21-10]~~
11. Compensatory time requests will be granted by the supervisor and city manager taking into account workloads, order of requests made and any other criteria deemed valuable by the grantors. ~~[Section II (11) amended 4-21-10]~~
12. A request for use of compensatory time does not guarantee approval for time off. It is the responsibility of the employee to verify they have received any time-off requested. ~~[Section II (12) amended 4-21-10]~~
13. Compensatory time is non-transferable. ~~[Section II (13) amended 4-21-10]~~

ARTICLE XI

BENEFITS

SECTION I - SOCIAL SECURITY

Employees automatically participate in the federal Social Security plan. Enoch City matches the employee contribution. By calling the Social Security office, information on current policies and benefits can be obtained.

SECTION II - RETIREMENT

Enoch City is covered under the Utah Noncontributory Retirement System. **Employees working 1040 or more hours per year. Only full-time employees** qualify for the plan. Participation in the plan is mandatory for all qualified personnel and will commence on the first day of actual work. The Utah State Retirement Board governs provisions of the plan. Full details of this retirement plan are available by contacting the Utah Retirement Systems office. **(Section II amended 7-6-2005)**

SECTION VI - ANNUAL LEAVE

A. Granting of Annual Leave

1. Annual leave granted shall be consistent with the effective operations of the department.
2. For employees continuing in service on January 1 of each year, any unused, accrued annual leave time in excess of 160 hours after the last pay period of each year will be forfeited. Each employee is urged to utilize, annually, his/her earned annual leave. (Rev. 3-2-11)
3. An employee who is separated from Enoch City service shall be compensated for all annual leave accrued to his credit.
4. **If an employee has earned compensatory time or holiday time, this leave time must be used before taking annual leave.**

ARTICLE XII

HEALTH AND SAFETY

SECTION I - GENERAL SAFETY PURPOSE

Section 35-9-2 of the Utah Code Annotated states that the purpose of safety rules which Enoch City actively follows is, "To preserve human resources by providing for the safety and health of workers..." Enoch City maintains this goal of protecting all employees from the threat of serious injury or death through enacting the following policies and procedures.

SECTION II – SAFETY PROGRAM

Enoch City adopts and implements the following written safety programs, as required by OSHA 29 C.F.R. § 1910:

1. Hazard Communication Program
2. Bloodborne Pathogens Exposure Control Plan
3. Lockout/Tagout (Energy Control) Procedure
4. Fire Prevention and Emergency Evacuation Plan
5. Personal Protective Equipment Policy

A. Training and Review

1. Annual training on each safety program is mandatory for all affected employees.
2. All safety programs shall be reviewed and updated at least every three years or whenever regulations change.

B. Incident Reporting

All work-related injuries, illnesses, or near-misses must be reported within 24 hours to the supervisor and recorded per OSHA recordkeeping procedures.

****Renumber remainder****

ENOCK CITY CORPORATION

RESOLUTION NO. 2025-07-16-C

A RESOLUTION APPROVING AMENDMENTS TO THE ENOCK CITY PERSONNEL POLICIES AND PROCEDURES MANUAL

WHEREAS, Enoch City strives to ensure its personnel policies are up-to-date and reflect the needs of its employees and the organization; and

WHEREAS, a recent legal and administrative review of the Enoch City Personnel Policies and Procedures Manual identified the need for updates to reflect recent statutory changes and regulatory standards; and

WHEREAS, these updates clarify and strengthen policies related to equal employment opportunity, political activity, nepotism, compensation, overtime, and health and safety standards; and

WHEREAS, adopting these amendments supports the City's responsibility to create a lawful and safe working environment while improving internal processes and risk management;

NOW, THEREFORE, BE IT RESOLVED, by the Mayor and City Council of Enoch, Utah that the amendments to the Enoch City Personnel Policies and Procedures Manual be approved and adopted. This Resolution was made, voted upon, and passed by the Enoch City Council at a regular City Council meeting held on the 16th day of July 2025.

DATED this 16th day of July 2025

ENOCK CITY CORPORATION

Geoffrey L. Chesnut, Mayor

ATTEST:

Lindsay Hildebrand, City Recorder

VOTING:

Katherine Ross	Yea	___	Nay	___
David Harris	Yea	___	Nay	___
Shawn Stoor	Yea	___	Nay	___
Bob Tingey	Yea	___	Nay	___
Debra Ley	Yea	___	Nay	___

SEAL: