

City of
NORTH SALT LAKE

CITY COUNCIL
Work Session

December 2, 2025
6:00 p.m.

ANNUAL REPORT
Justice Court

NORTH SALT LAKE JUSTICE COURT

JUDGE DAVID L MILLER

Justice Court Motto – We strive to improve the quality of life in our communities

- All of those that work within the Justice Court system can help accomplish this by providing a neutral place for parties to resolve their case and to process cases efficiently.

Court Staff





KATHY RUGGIERO

Communicates with all the outside agencies/people.

Small Claims

Warrant validation





SUZIE COMBE – VAN KOMEN

Probation

Jails/ Prison

Collections

ALT TAC for BCI

BCI suspense file

Warrants

Calendar prep for pretrials

Protective Orders





JODI ADAMSON

Oversee all operation of the court to make sure both City and Judicial rules are followed

In court Judicial Assistant

Budgeting

Prepare court calendars

Monthly reporting

BCI TAC

Audits

Small Claims Court – with Protem Judge





Judge David L Miller

Juris Doctor, Cum Laude, Brigham Young Univ, Provo, UT 1982
Masters-of-Law (Taxation), Golden Gate Univ, San Fran, CA 1985
Certified Mediation Training in San Diego, CA 1998
Justice Court Judge, Centerville, Utah 1996 - 2025
Justice Court Judge, Fruit Heights, Utah 2000 - 2009
Justice Court Judge, North Salt Lake City, Utah 2008 - 2025
Board Member, Utah Board of Justice Court Judges 2012 & 2024
Utah Justice Court Judge of the Year 2016
State Education Director, Utah Justice Court Judges 2017 – 2019
Utah Judiciary's Quality of Justice Award 2020



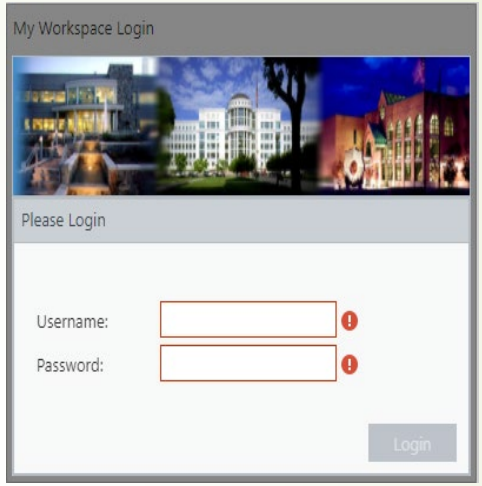
OVERVIEW

- Class II Court - Monthly avg. cases 201-500 (NSL approx. 300)
- The Justice Court has jurisdiction over:
  - Traffic, Criminal, and Small Claims
  - Infractions, Misdemeanor C and B cases as well as West Bountiful City Ordinances
- Handle cases for both North Salt Lake and West Bountiful jurisdictions.
  - West Bountiful covers their own cost for prosecution and public defender
  - NSL and WB split the retained revenue for West Bountiful cases at 50% each

COURT PROGRAMS

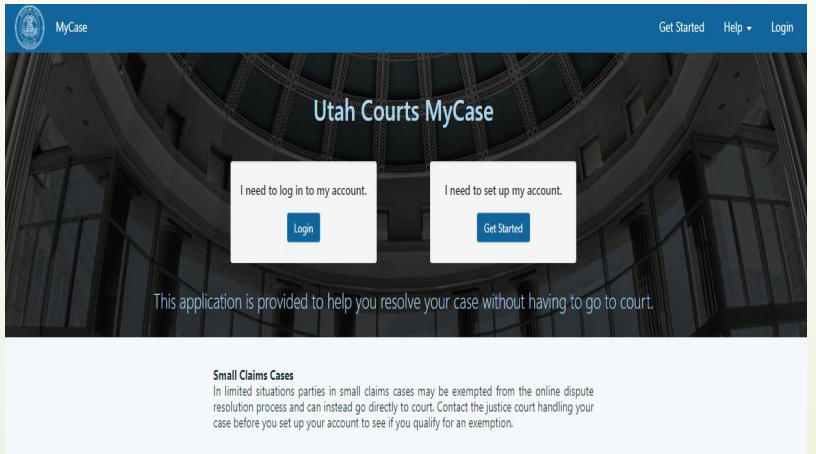


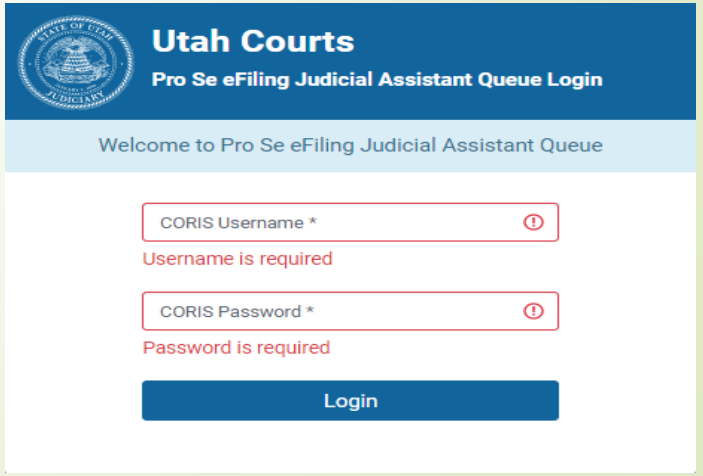












COURT SCHEDULE

Types of hearings

Arraignment

Pre-trials

Orders to Show cause (failing to comply with a Judicial Order)

Sentencing

Review hearings

Warrant hearings

Bench Trials/Jury Trials

Small Claims

Scheduling

Most court is held virtually via WebEx

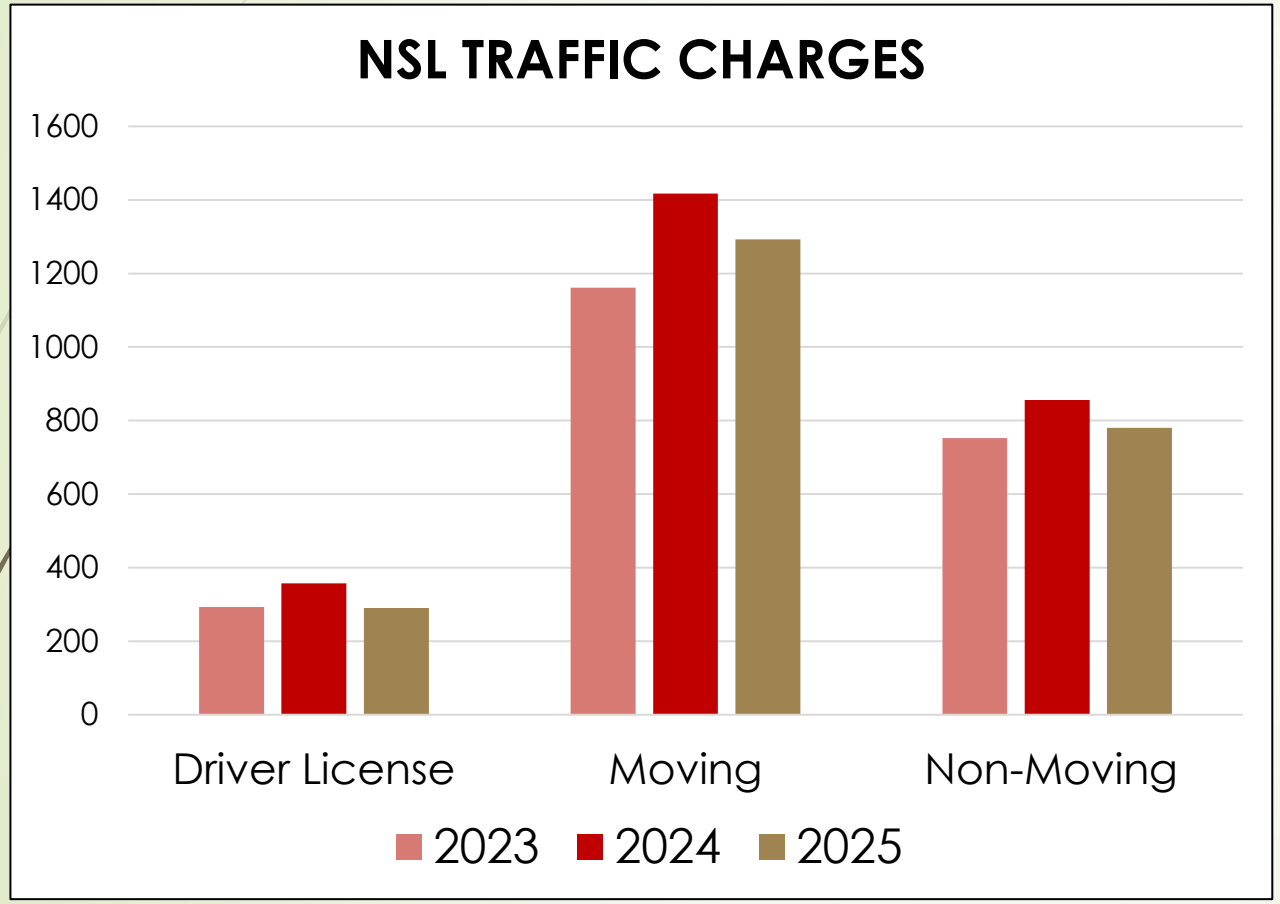
Held 2 to 3 Tuesdays per month 9am-noon and 12-5 pm. All cases are pre-scheduled

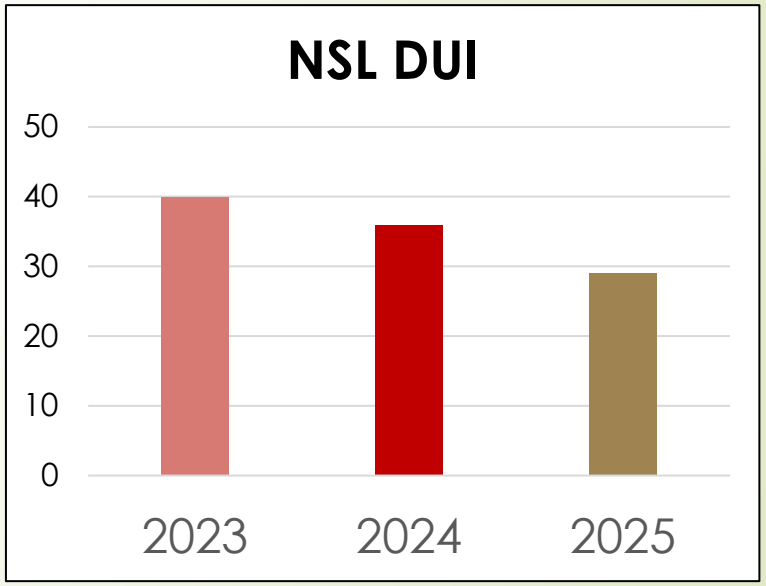
Small Claims are held one Wednesday per month.

Bench trials are set on Fridays

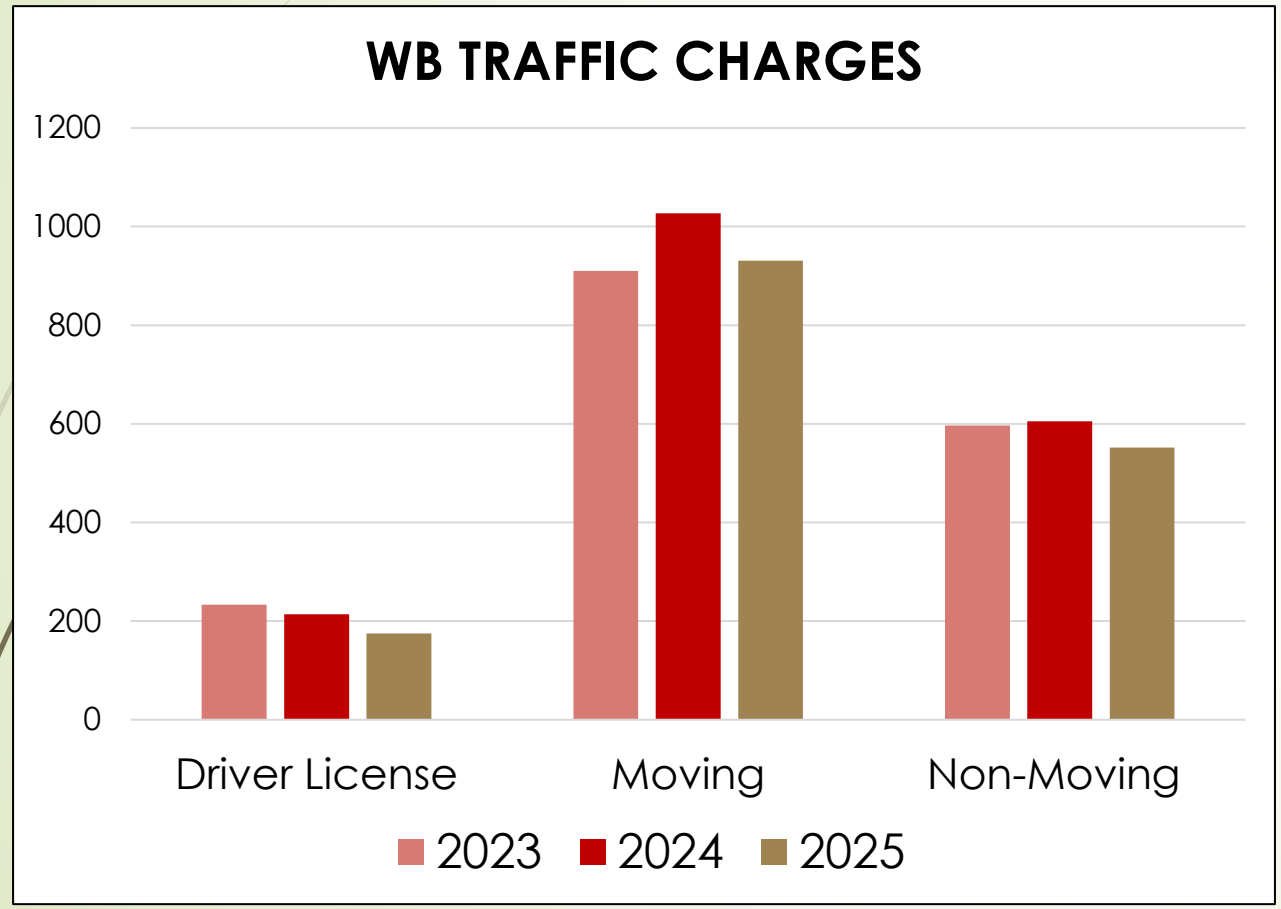
Jury trials scheduled on Fridays (must be held in person)

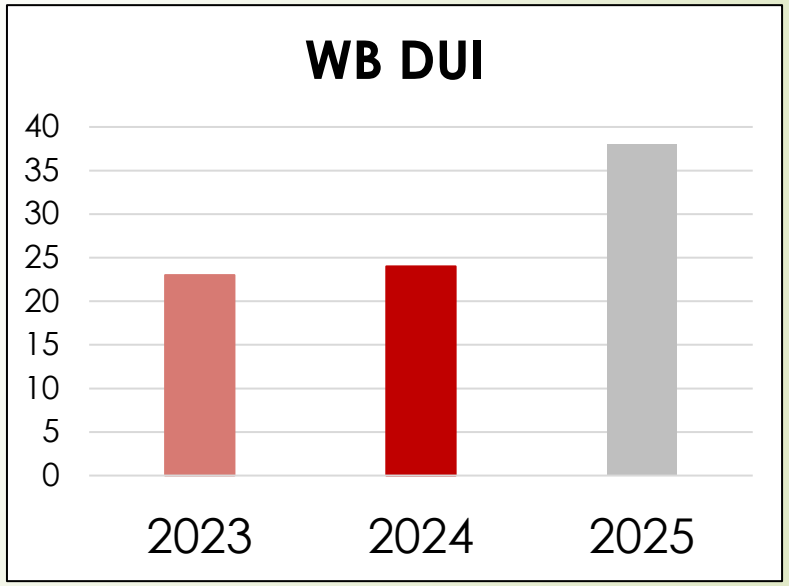
NORTH SALT LAKE TRAFFIC CASES



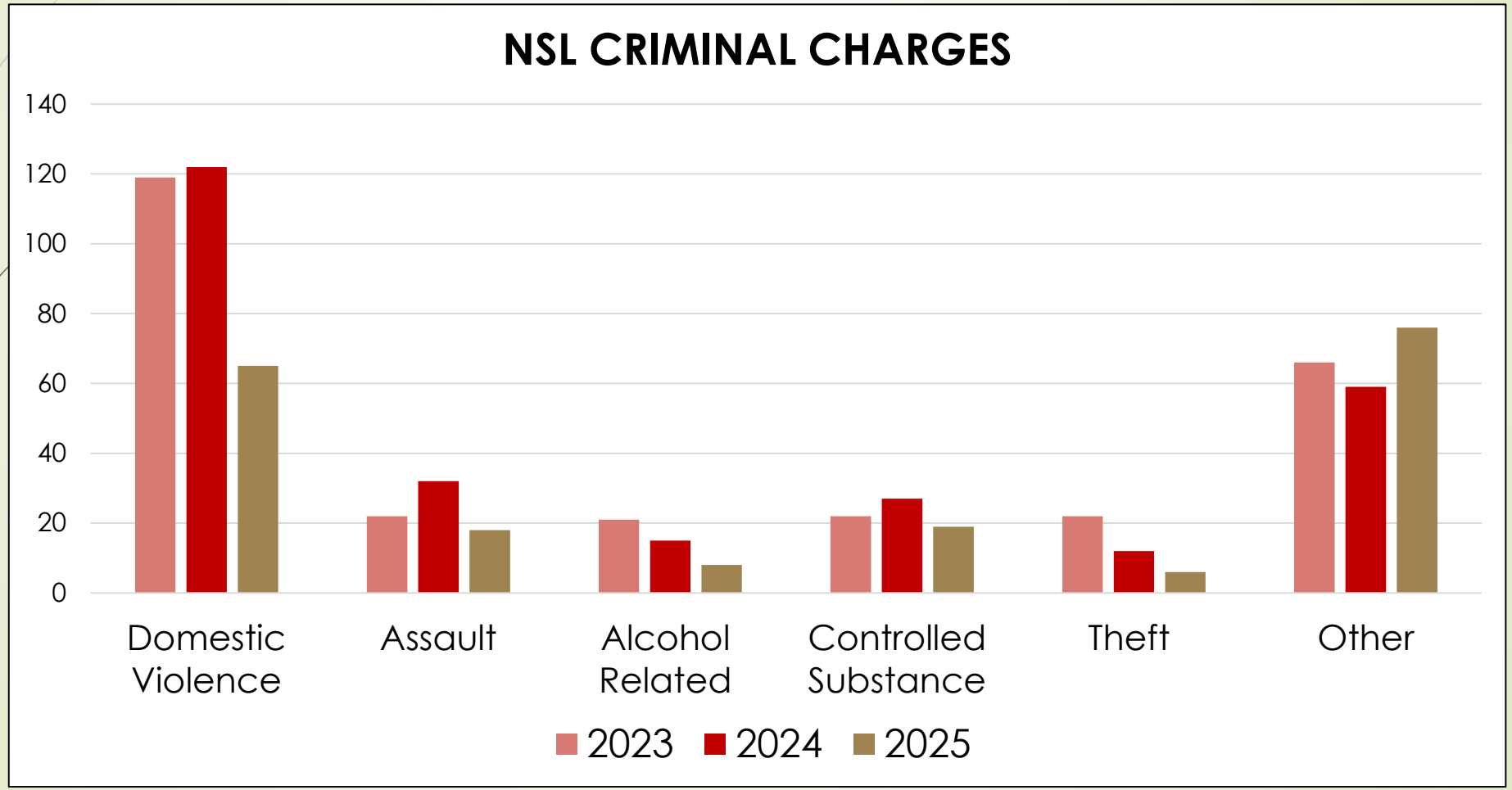


WEST BOUNTIFUL TRAFFIC CASES

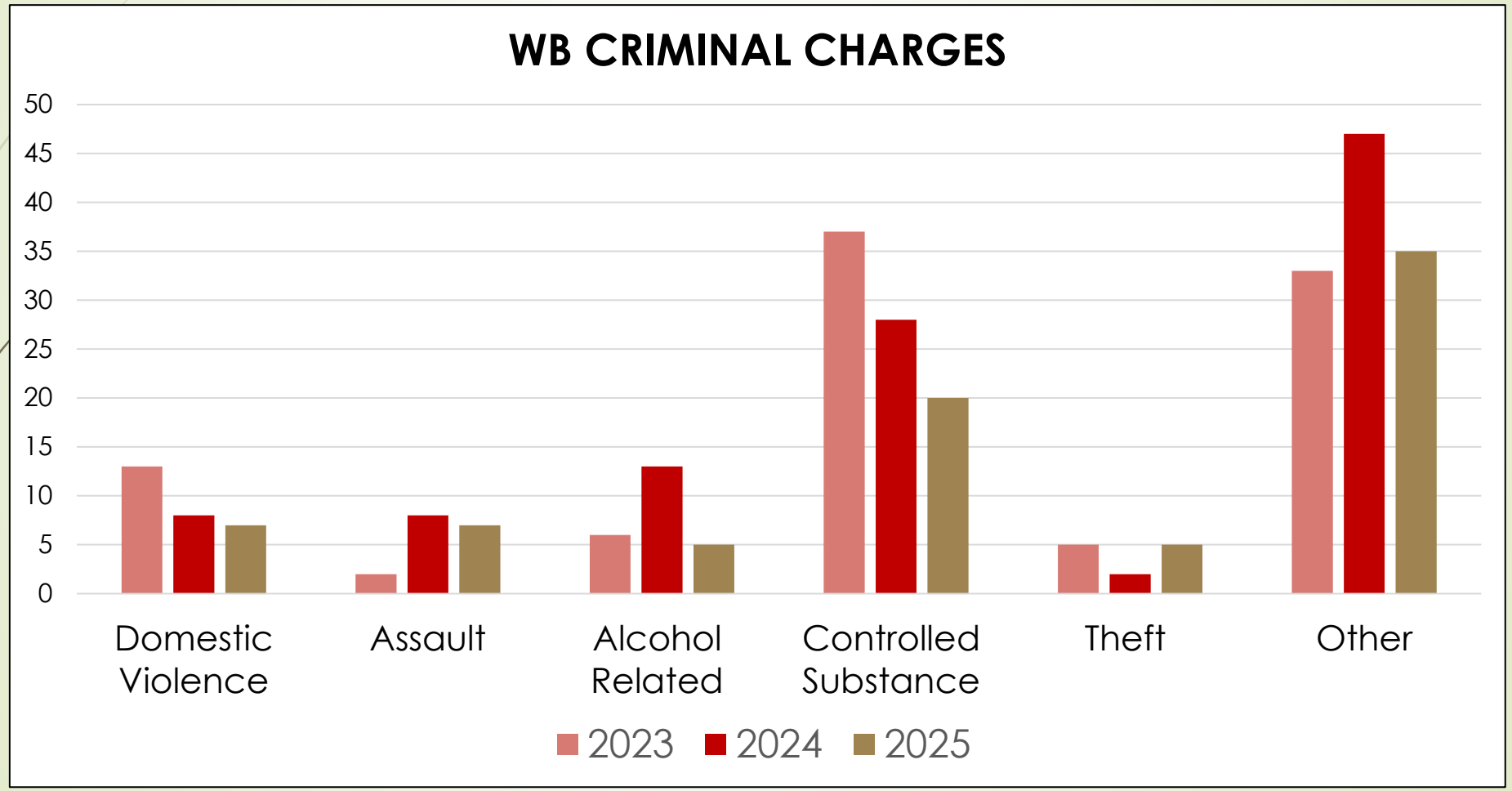




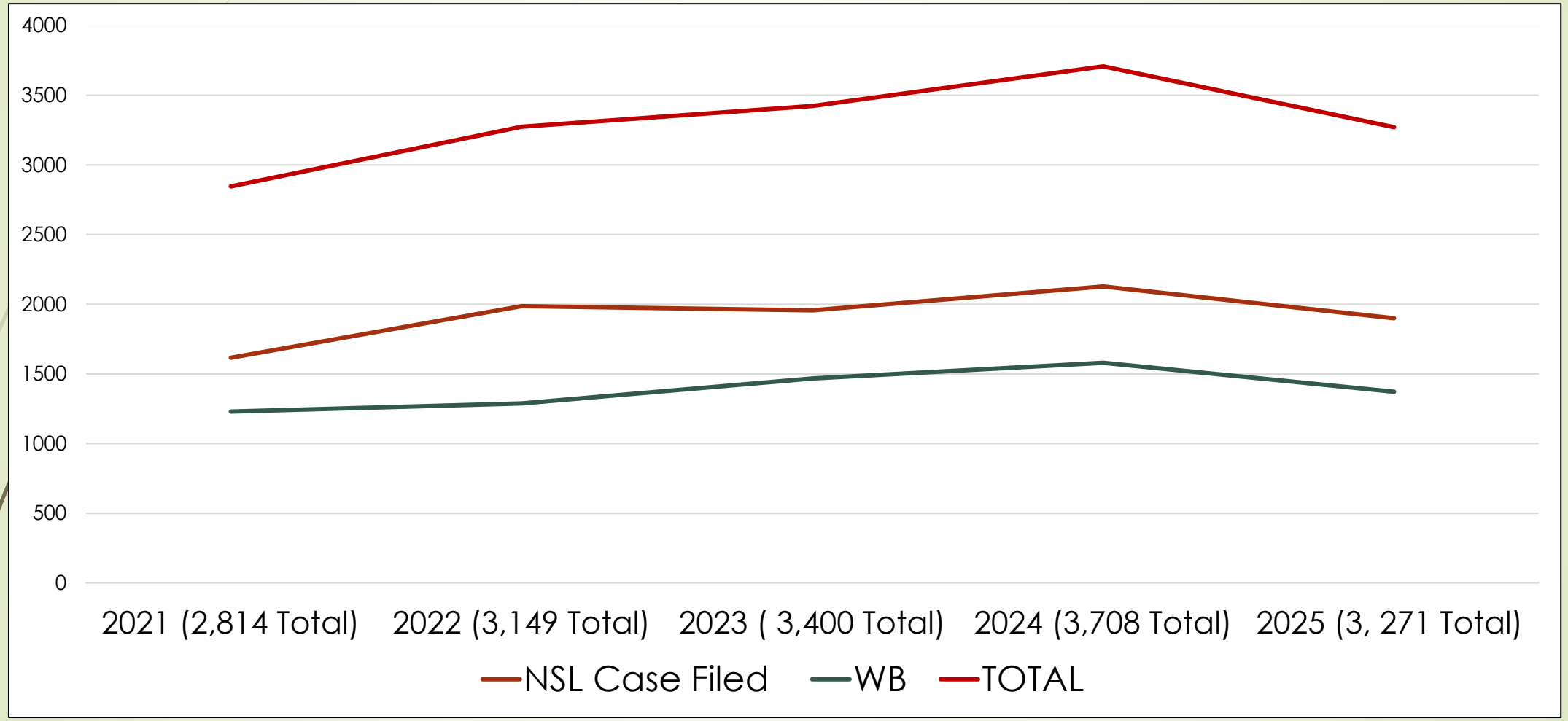
NORTH SALT LAKE CRIMINAL CASES

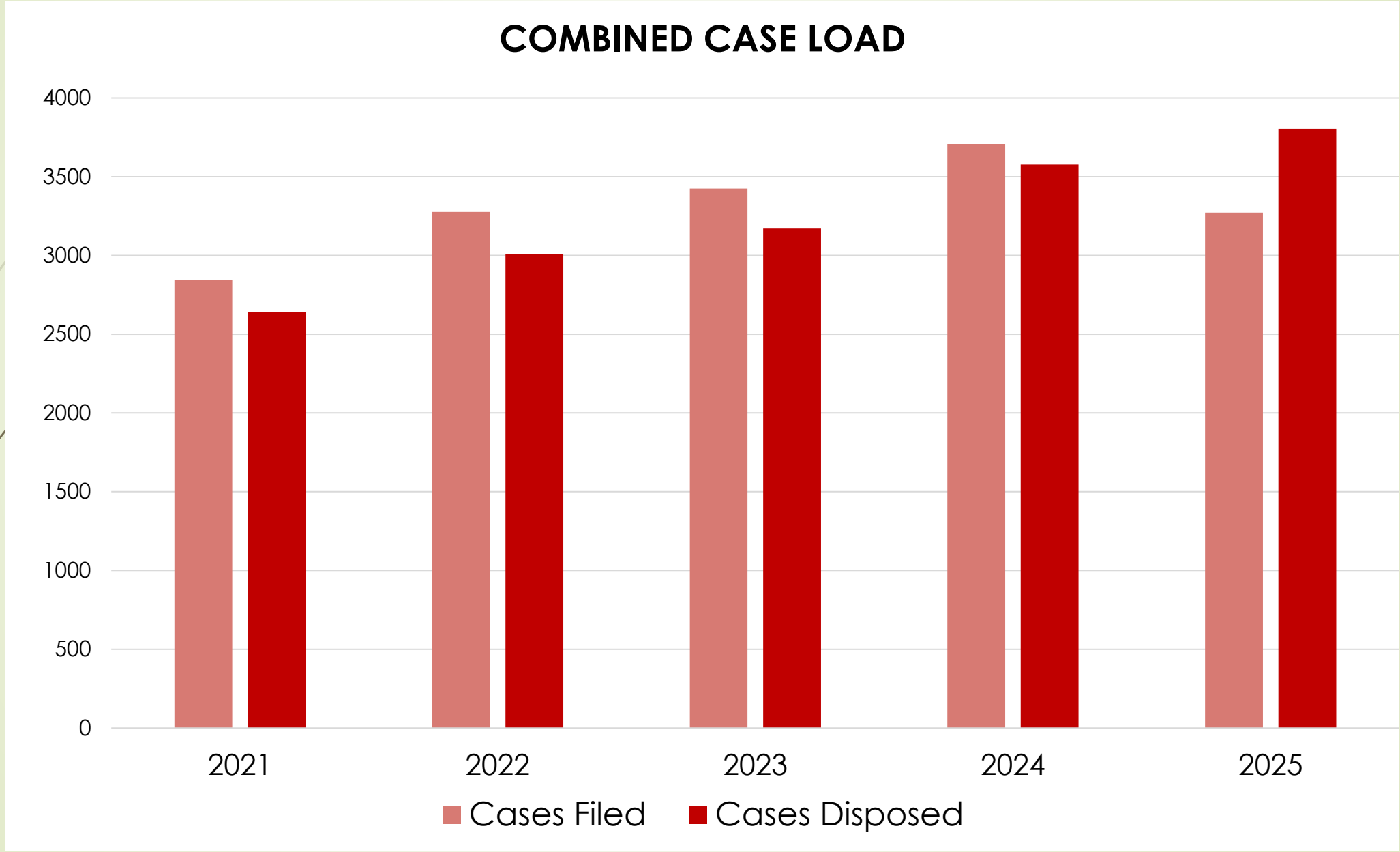


WEST BOUNTIFUL CRIMINAL CASES



TOAL CASES FILED




COMBINED CASE LOAD
4000
3500
3000
2500
2000
1500
1000
500
0
2021
2022
2023
2024
2025
Cases Filed
Cases Disposed

QUESTIONS?

OVERVIEW OF HB48
Wildland Urban Interface Code

What is “the WUI”?



The Wildland Urban Interface (WUI) is the zone where structures and other human development meets, or intermingles with, undeveloped wildland.

2025 HB 48: From Bill to Law

January 31 – Bill introduced in House BLC Committee

February 10 – Bill heard on House floor

February 20 – Bill heard on Senate floor

February 28 – Bill introduced in Senate NRAES Committee

March 5 – Bill passes House and Senate floors

March 19 – Governor Cox signs Bill into Law

Major Elements of HB 48

1. WUI Code adoption
2. High-Risk WUI boundary
3. Structures assessed a fee
4. Lot assessments
5. Insurance requirements

WUI Code Adoption

- Municipalities must adopt and enforce the WUI code.

Counties were required to prior to HB 48.

- Requires the municipality to identify the WUI zone.
- This is the enforcement mechanism for reducing wildfire risk on private land.



WUI Zone VS. High-Risk WUI Boundary

Where the counties & municipalities enforce the WUI code.

- Counties and Municipalities are required to adopt and enforce Utah's WUI code by **January 1, 2026** .
- The local jurisdiction must specify where the WUI code will apply by creating a boundary map.

Where property owners are assessed a fee.

- FFSL is required to create a High-Risk WUI boundary map.
- Structures within this boundary will be assessed a fee
- Property insurance carriers must use this High-Risk WUI Map when evaluating wildfire risk.

Fee Amount

House Bill 48, line 610

"The division shall annually set a fee amount that is based on the square footage of a structure within the high risk wildland urban interface to pay for the costs associated with the implementation of this part to be assessed and collected by a county in accordance with Section 17-16-22."

Fee Amount



- FFSL sets the fee amounts based on the square footage of **taxable structures**
- 2026 & 2027 = flat fee between $20 and $100 per structure
- 2028 onward = fees based on:
    - Annual costs of the program
    - Triage score from the lot assessment
        - A lower triage score = a lower fee

Fee Amount



- The county collects the fees
- Fees deposited into Utah Wildfire Fund
- FFSL may allocate fees to county *based on agreement*
- Fees can only be used to cover implementation costs
    - e.g. lot assessments, fee assessment, High-Risk WUI mapping, database software, etc.

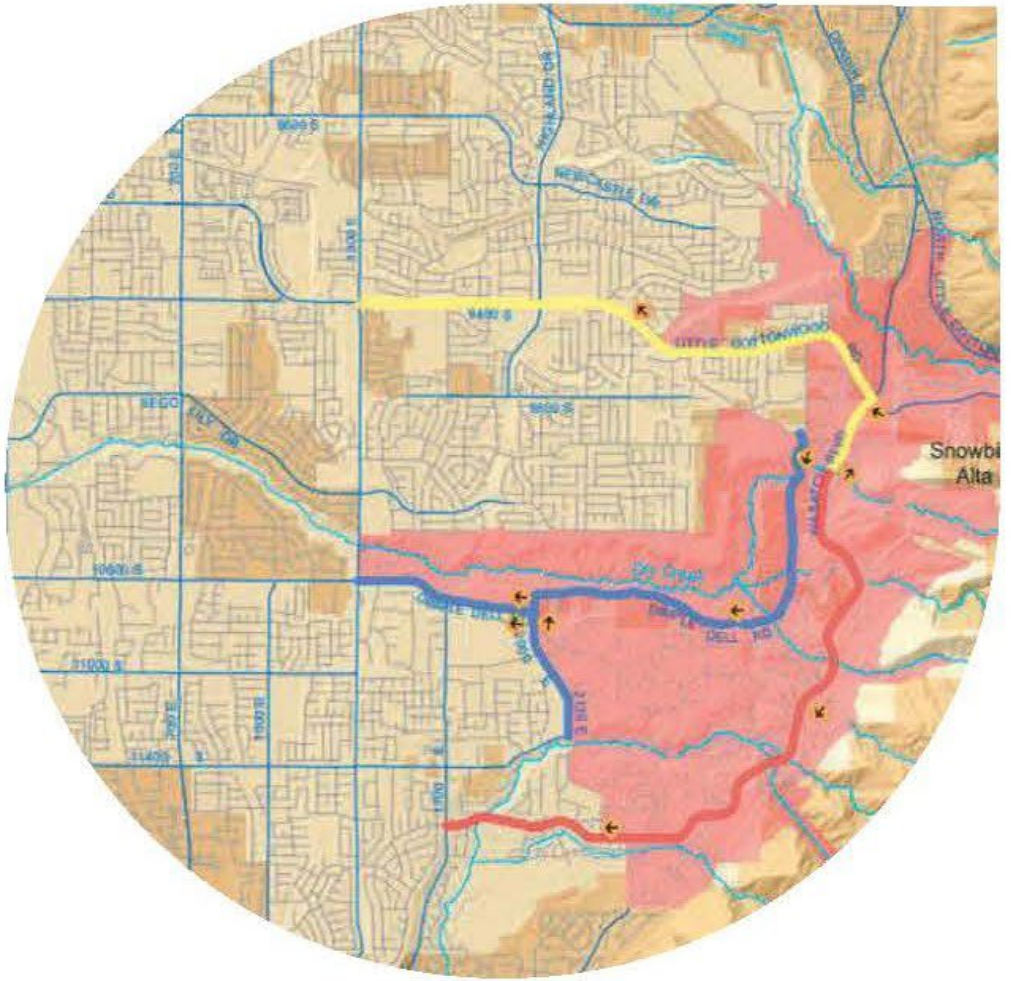
Homeowner Impact

- Structures in designated High-Risk WUI areas will be subject to fees
- Property owners may request lot assessments
- Properties in the local WUI zone will be subject to the WUI Code

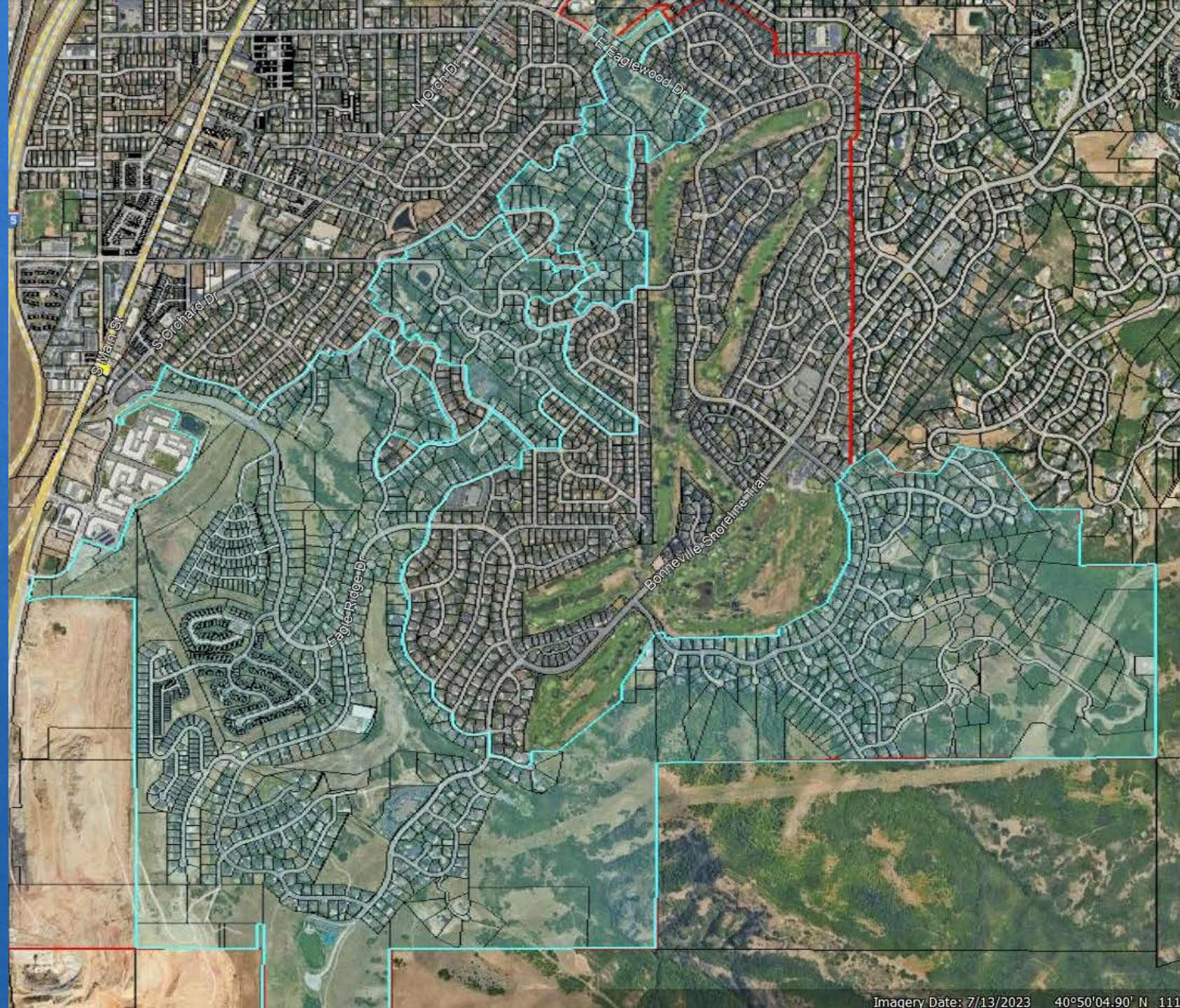


Municipal Impact

- Adopt the Utah WUI Code by **January 1, 2026**
- Create a map boundary for the WUI zone
- Enforce the WUI code within the WUI boundary
- May assist with lot assessments



DRAFT
WUI MAP



ADJOURN



City of
NORTH SALT LAKE

CITY COUNCIL Meeting

December 2, 2025
7:00 p.m.

RECOGNITION

Councilmember Lisa Watts Baskin

CITIZEN COMMENT

COUNCIL REPORTS

CITY ATTORNEY REPORT

MAYOR'S REPORT

CITY MANAGER REPORT

ORDINANCE 2025-19
Amending Title 10 Chapters 10 & 19
Accessory Structures

Section 10-19-17: Residential Accessory Structures

Current Code:

- Max Height — 14’ Wall Plate/20’ Roof Peak
- Max Size Acc. Structure — 50% Footprint of Main Structure
- Rear Yard — Max 25% Coverage

Proposed Amendment:

- Max Height — No change
- Max Size Acc. Structure:
  - Lot size ½ acre or less — 50% Footprint of Main Structure
  - Lot size greater than ½ acre — No greater than the footprint of main structure
- Additional Setback (>800 sq. ft.):
  - Side and Rear Yard — 10 feet
  - Rear w/firewall — 5 feet
- Rear Yard Coverage — No Change

Section 10-10-3: Use Regulations (Accessory Structures)

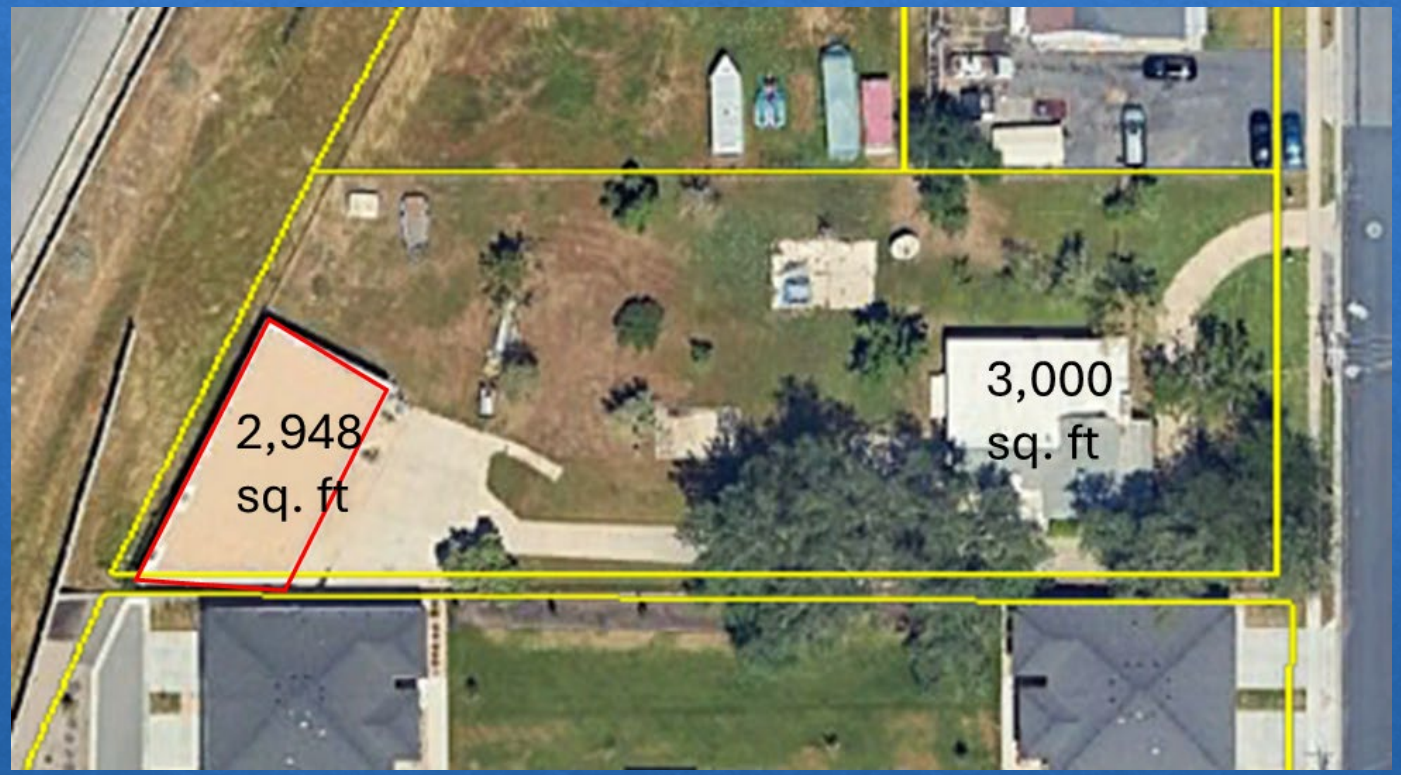
Current Code: (Conflicts with International Building Code)

- Setback, Rear Yard:
  - 3 feet
  - 1 foot with 1 hour firewall
- Setback, Side Yard
  - 3 feet
  - 1 foot with 1 hour firewall

Proposed Amendment:

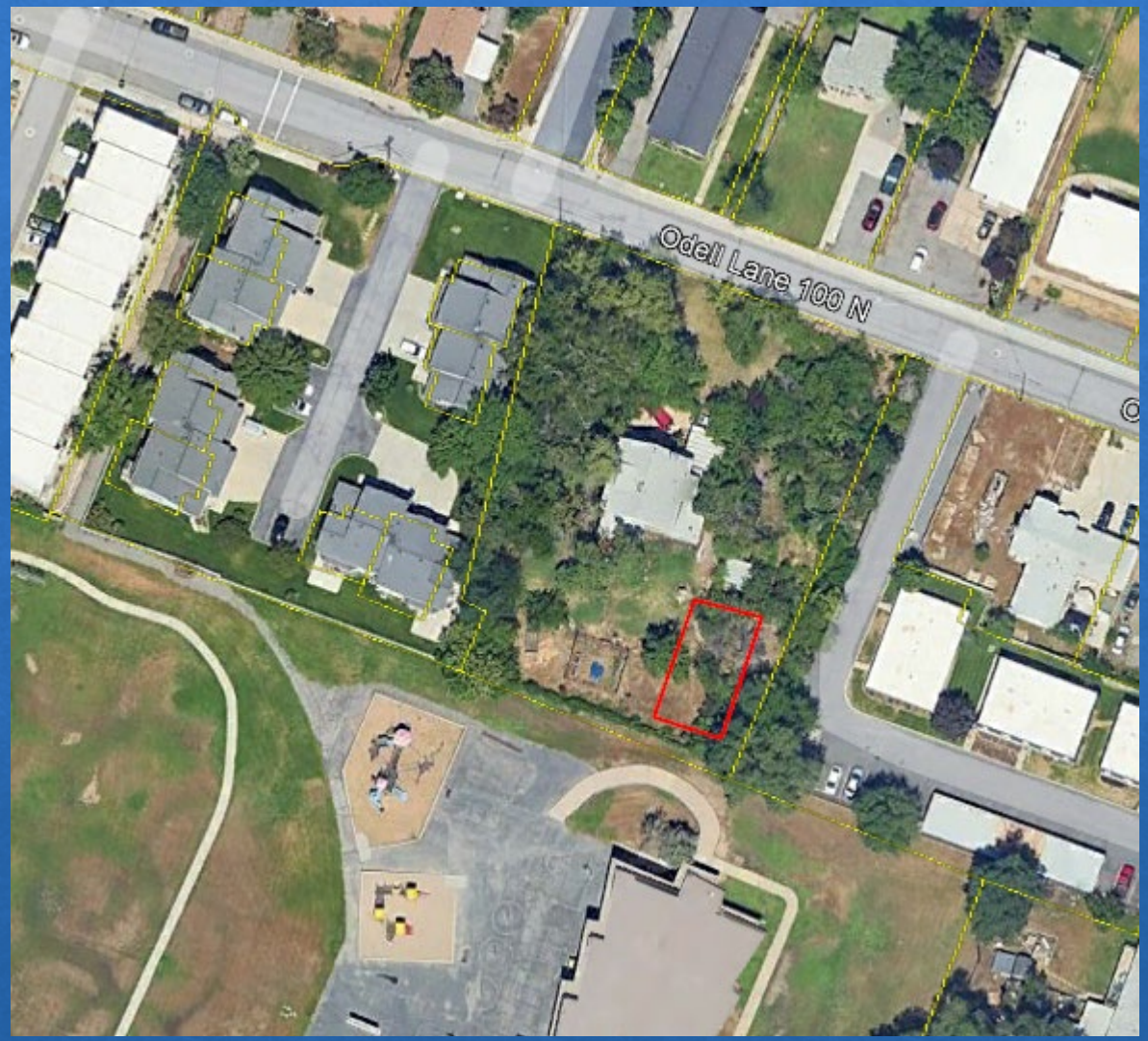
- Setback, Rear Yard:
  - 5 feet
  - 3 feet with 1 hour firewall
- Setback, Side Yard
  - 5 feet
  - 3 feet with 1 hour firewall

Example: 0.84 acres
Rear Yard=24,500 sq. ft.
dwelling~3,000 sq. ft.
Acc. Structure=2,968 sq. ft. (41x84)



Example: 0.72 acre
Rear yard=21,500
Dwelling=2,900 sq. ft.
Acc. Structures=2,800 sq. ft. (63x30)

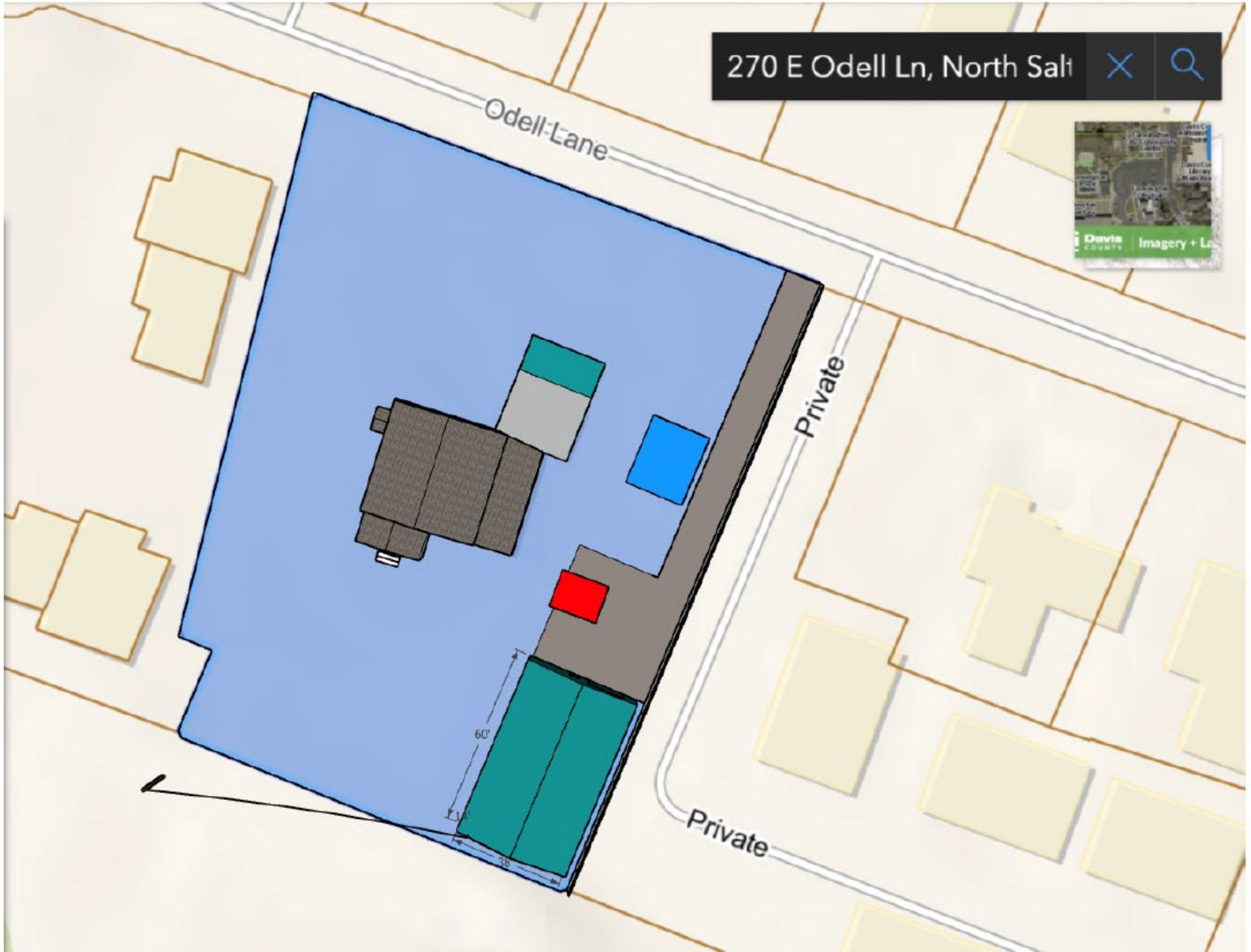


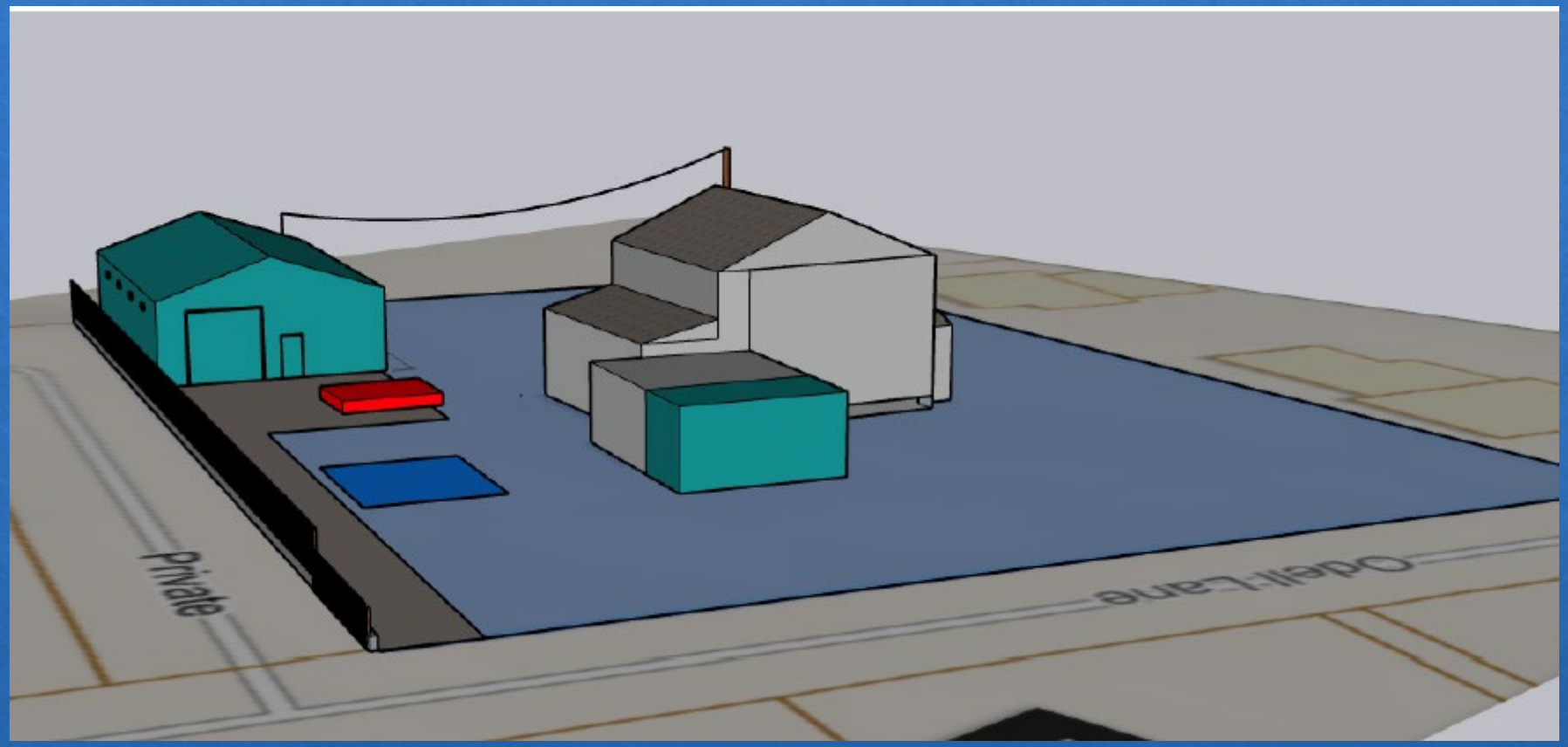


Applicant Property: 0.88 acre
Rear yard=15,000
Dwelling=2,506 sq. ft.

Max Acc.< 2,506 sq. ft.

Proposed structure=2,280 sq. ft.(60x38)


270 E Odell Ln, North Salt
Odell Lane
Private
Private
60'
38'


Private
Odell Lane

Proposed Motion

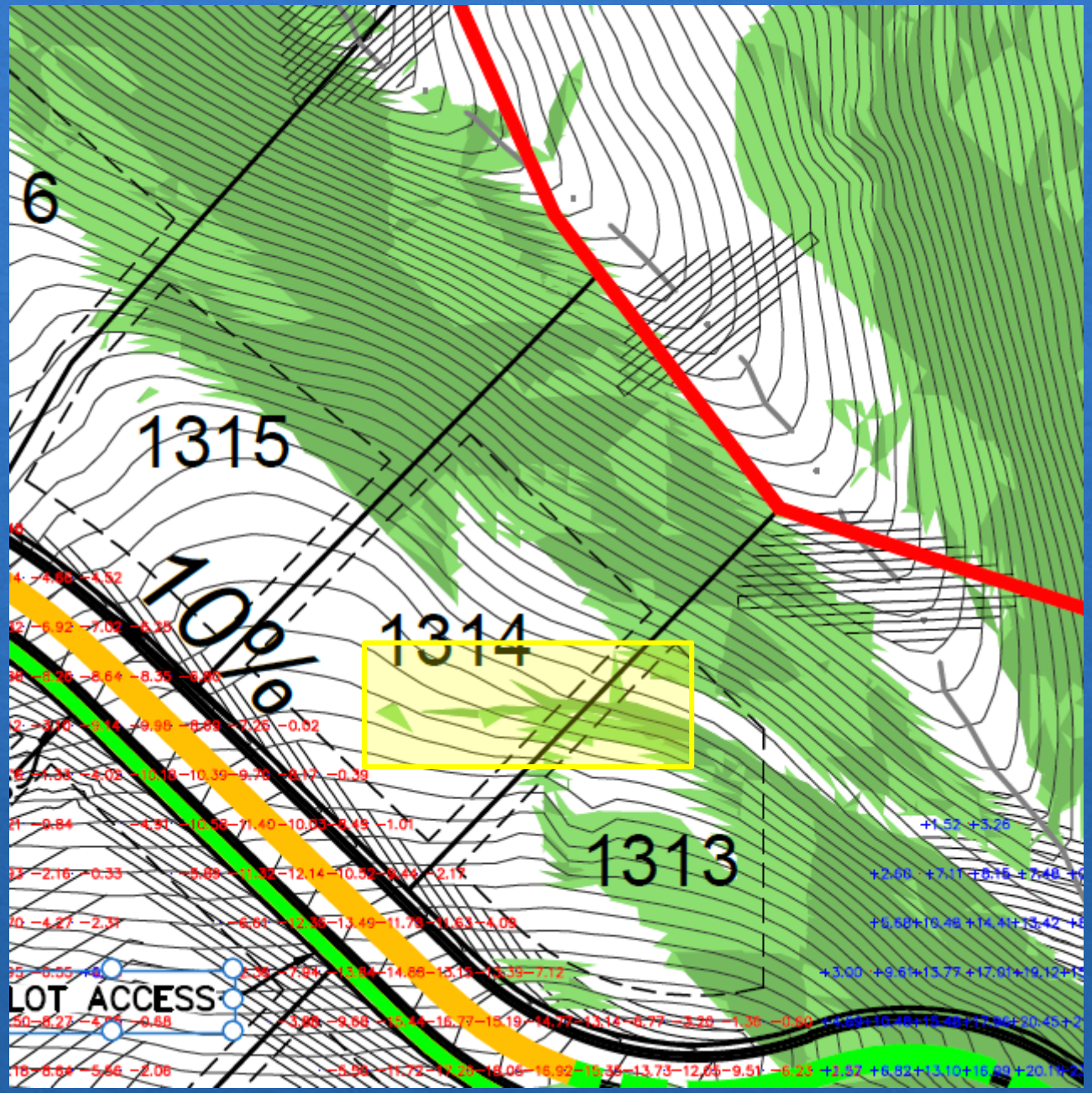
I move that the City Council approve Ordinance 2025-19 amending City Code Sections 10-10-3 and 10-19-17 regarding the setbacks for accessory structures and the maximum size of accessory structures for lots greater than one-half acre in size with the following findings:

1. The proposed amendment is in accord with the comprehensive general plan, goals and policies of the City.

2. Changed or changing conditions make the proposed amendment reasonably necessary to carry out the "purposes" stated in this title.

ORDINANCE 2025-20
Amending Title 10 Chapters 1 & 12
Geologic Hazards


TYP. ROAD X-SECTION
2' BEYOND TBC (NO SIDEWALK)
33'
4' MONOLITHIC SIDEWALK, 2' BUFFER, 5' BEYOND SIDEWALK
4" ASPHALT
8" UTBC
9" SUBBASE
EXISTING GROUND
MAPPING CONTOUR INTERVAL: 2' & 10'
CONTOURS SHOWN FOR CLARITY
DATE OF REGRADING TOPO: JAN. 29, 2020
Gray region taken from IGES Geotechnical and Geological Hazard Study dated April 7, 2020.
12% GRADE
10% GRADE
< 10% GRADE
VERTICAL CURVE
TOTAL
CUT = 127,306 CY
FILL = 136,289 CY
NET = 8,983 CY FILL
PHASE 13
CUT = 53,310 CY
FILL = 50,374 CY
NET = 2,936 CY CUT
PHASE 14
CUT = 20,325 CY
FILL = 30,752 CY
NET = 10,427 CY FILL
PHASE 15
CUT = 53,597 CY
FILL = 55,154 CY
NET = 1,557 CY FILL
+ FILL
– CUT
SCALE (FT)
0
150
300
450
CITY EASEMENT MAY NOT BE USED AS THE DRIVEWAY TO THE HOME IN LOT 1310
TANK ANCHOR EASEMENT
EAGLEWOOD LOOP
TANGLEWOOD LOOP
WOODCREST LANE
ROCKWOOD DRIVE
MARWOOD CIRCLE
WOODBRIAR WAY
WOODBRIAR CIRCLE
WOOD BRIAR RD
ELK HOLLOW RD
EAGLEWOOD DEVELOPMENT
EAGLEWOOD COVE PLAT 13
MASTER GRADING PLAN
BINGHAM ENGINEERING
SALT LAKE CITY - (801) 521-8529
OGDEN - (801) 399-1662
Dsn: JJS
Drn: JJS
Chk: JRL
Rev: JRL
Sht M2
of 3
Print Date: 12/16/2020
Checked: 12/16/20
Proj. # 4893
A JJS 12/16/20 CITY REVIEW
Rev. By Date Reason
F:\4893\CAD\PR\4893PH13 Master Grading.dwg
jeremy


6
1315
10%
1314
1313
LOT ACCESS

Section 10-1-39: Definitions

Proposed Amendment:

- Geologic Hazard — Change “Unstable Soil” to “Problem Soil”
- Geologic Hazards Study — Definition added (req. specifics in ch. 12)
- Lot Area, Buildable — Grammatical, added reference to 10-12-22
- Lot Area, Nonbuildable
  - Correction of term “Geologic Hazard Study”
  - Clarification: outside building envelope that are greater than 30% slope
  - Clarification: portion of lot inside building envelope greater than 30% slope, except as provided in 10-12-22
  - Clarification: any portion of a lot with geologic hazards that cannot be mitigated
- Nonbuildable Area — Deleted as redundant to “Lot Area, Nonbuildable”
- Problem Soil — Added to define what types of soils may be geologic hazards (Necessary: Ch. 12 amends “unstable soil” to “problem soil”)

Chapter 12 Sensitive Area (SA) District & Geologic Hazards

Proposed Amendment:

Section 10-12-2: Definitions

- Buildable Area — Replace "accepted engineering geology report" "Approved Geologic Hazards Study"

- Nonbuildable Area — Same as above

Section 10-12-4: Responsibility for Geologic Hazard Studies

- Deleted description of "Geologic Hazards Study" which is not included in definition sections

- Correct term "Approved Geologic Hazards Study"

- Minimum standards can be increased based upon "compelling" evidence from the approved study

- Clarification that "Study" includes both engineering geologic hazard and geotechnical engineering analysis

Chapter 12 Sensitive Area (SA) District & Geologic Hazards

Proposed Amendment:
Section 10-12-22: Lot Standards and Identification of Building Envelope

- Require identification of a building envelope when any portion of a lot has slopes greater than 15% for an elevation change of 8 feet or greater

- Exclusions from building envelope
  - Setbacks
  - Easements
  - Geologic hazards that have not or will not be mitigated
  - Slopes greater than 30% (except as provided in following subsection)
  - Critical vegetation to prevent erosion
  - Areas designated for avoidance in Approved Study

Chapter 12 Sensitive Area (SA) District & Geologic Hazards

Proposed Amendment:
Section 10-12-22: Lot Standards and Identification of Building Envelope (cont')

- Building envelopes with slopes greater than 30% but less than 50%
  - Existing subdivision lots with building envelopes that contain slopes, may be disturbed if Approved Study with mitigation and slope stability modeling meeting the min. factors of safety
  - New subdivision lots with said slopes must include the same mitigation and slope stability, cannot exceed 25% of the envelope and a min. of 5,000 sq. ft. must be less than 30%
  - No building permit may be issued within areas between 30-50% without Approved Study (site specific) and meeting factors of safety
  - Clarification of identification required on site plan

Chapter 12 Sensitive Area (SA) District & Geologic Hazards

Proposed Amendment:
Section 10-12-24: Slope Protection Easements

- Required on slopes greater than 30% for an elevation rise of 8 feet (current 5 feet)
- Grammatical corrections

Proposed Motion

I move that the City Council approve Ordinance 2025-20: an ordinance amending Title 10, Chapter 1, Section 39, Definitions and Chapter 12 Sensitive Area District and Geologic Hazards, related to the buildable envelopes for properties which are located within the Sensitive Lands Overlay Zone, with the following findings:

1. The proposed amendment is in accord with the comprehensive general plan, goals and policies of the City.

2. Changed or changing conditions make the proposed amendment reasonably necessary to carry out the "purposes" stated in this title.

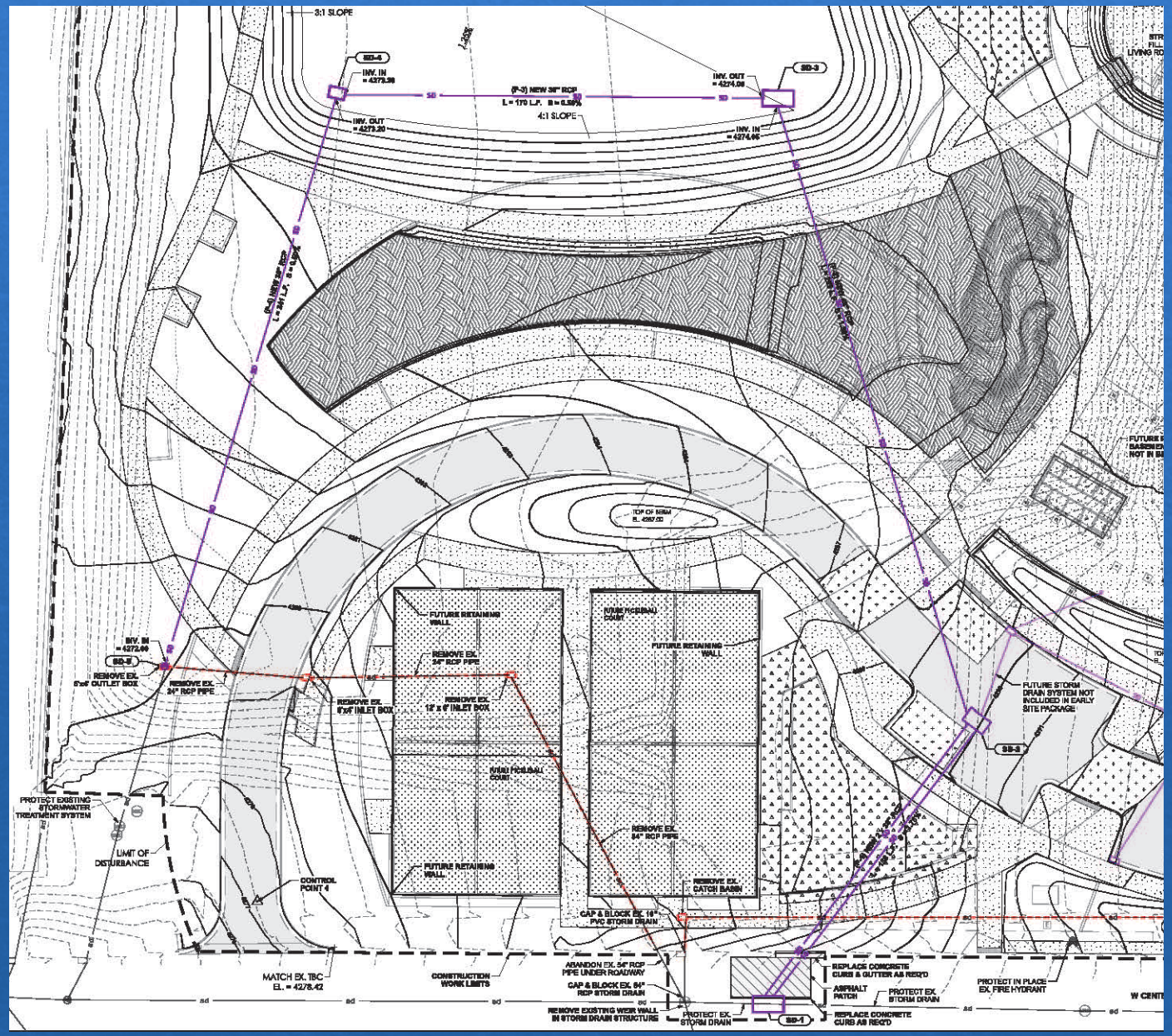
BID AWARD
Hatch Park Expansion
Early Site Mass Grading

Hatch Park Expansion Early Site Mass Grading



- Mass site grading
- Structural fill as required
- Relocation of storm drain detention basin location
- Grading to subbase depth for pavement & concrete flatwork
- Seeding of disturbed areas
- SWPPP controls

Hatch Park Expansion Early Site Mass Grading



- New control structure in Center Street (vault)
- New storm drain pipe to detention basin
- Reestablish inflow and outflow controls for detention basin

Hatch Park Expansion Early Site Mass Grading

Bid Results:

SWPPP	Cearley SWPPP	$ 1,750
	ECS	$ 4,220
Earthwork & Utilities	BH Inc.	$ 901,013
	Wind River Excavation	$1,098,205
	Hogan Construction	$1,374,000
	Reynolds Construction	$1,471,541
Seeding	Great Western	$40,000
Site Survey	Hogan Construction	$ 5,000

Previous Earthwork & Utilities Bid: $1,249,068
Previous Survey: $45,000

Proposed Motion

I move that the City Council award the Reseeding of future phases to Great Western for $40,000, and the Earthwork and Utilities of the Hatch Park Early Site Package to BHI for $901,013.

PROPOSED WAGE ADJUSTMENTS

Public Works Department

Public Works Wage and Grade Adjustment Proposal to Support Retention, Recruitment, and Internal Equity

Purpose

The purpose of this request is to request adjustments to specific Public Works pay grades and to recommend a targeted wage increase for current employees in order to:

- Maintain a high-performing team.
- Improve recruitment for difficult-to-fill positions.
- Protect internal equity and morale while remaining competitive in today’s labor market.





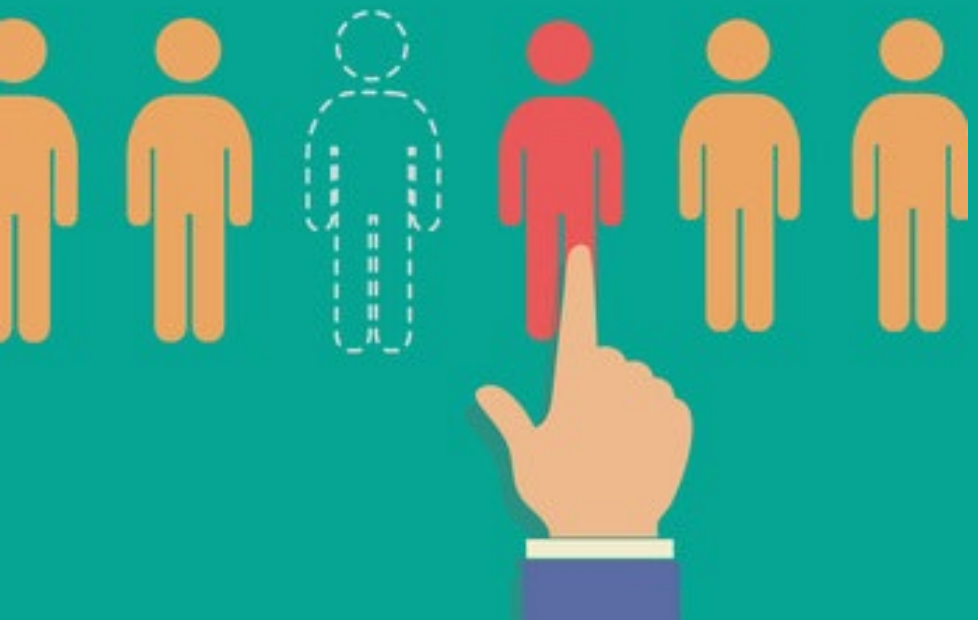
Adding Context

Over the last ten years:

- 22 Separated from the organization
- 6 employees removed
- 8 went to other government entities (Higher pay and opportunity
- 6 went to private sector (Higher Pay)
- 1 Retirement/1 Health reasons

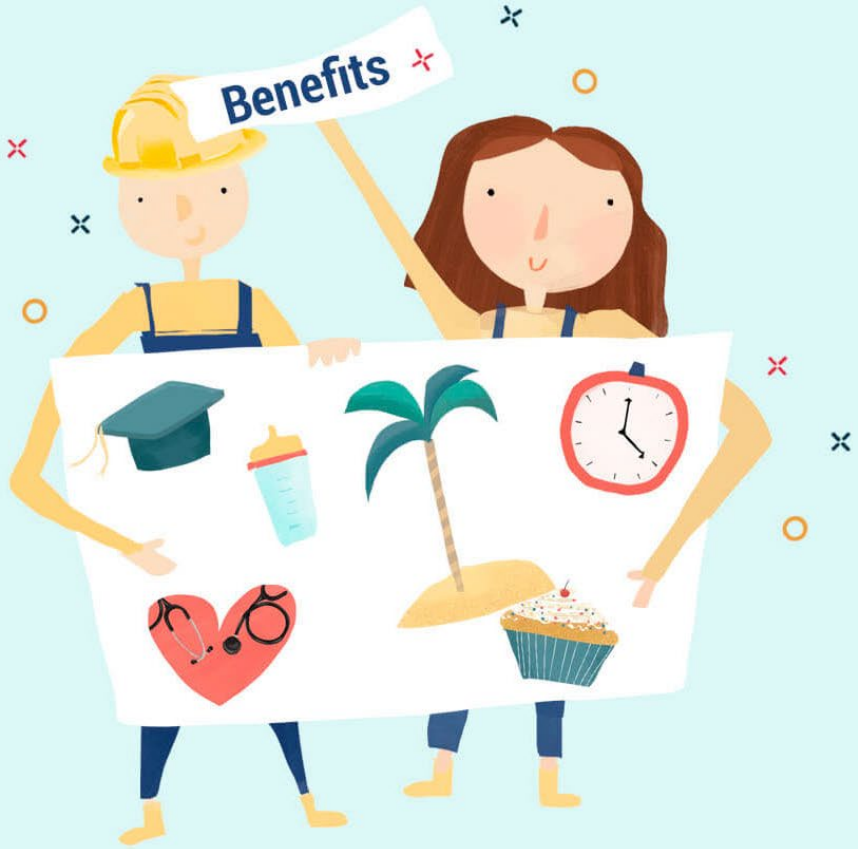
- 3 Employees have recently interviewed with other organizations
- Exit interviews consistently report “I loved working here”
- We have had 2 employees leave and come back

Healthy turnover will always exist. Especially when you develop people well



Recruitment Challenges

- Starting wage is around $20
- Fast food jobs are around the same wage
- Most construction jobs are around $24-$25



Our Strength is Our Benefits

- One-bedroom apartment is around $1,500 per month
- Average home price is $550,000
- Especially difficult for employees with responsibilities like mortgage payments and children

What Our Competition is Doing

- Some cities are hiring entry-level employees higher in the scale (Some at midpoint)
- Some cities offer signing bonusses to new employees
- Some cities recruit experienced employees
- Construction companies offer higher hourly wages



Why Not Match Our Competition?



What is Wage Compression?

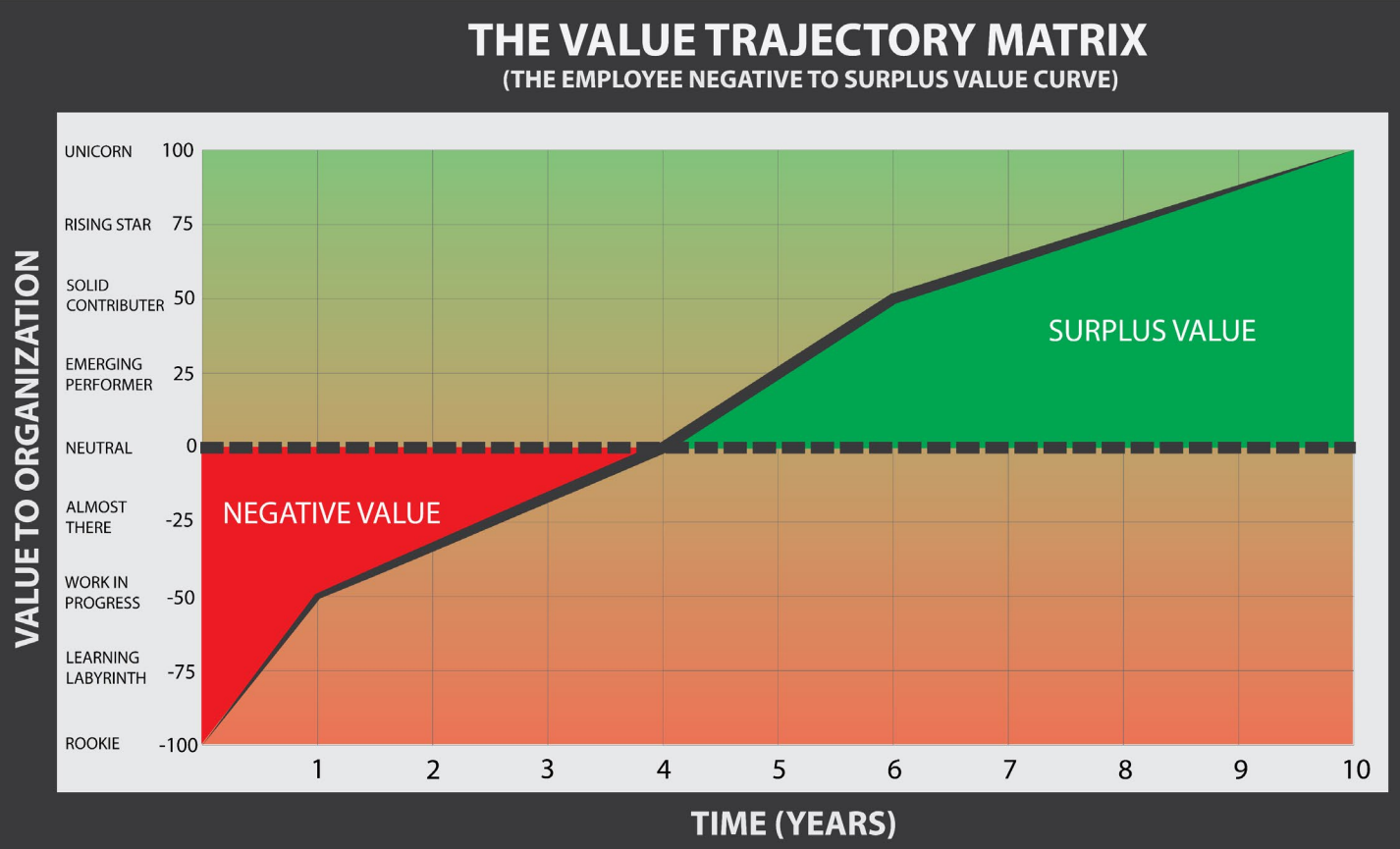
Wage compression happens when the pay differences between employees with different skills, experience, and job responsibilities diminish or disappear.



What Our Competition is Doing

- Some cities are hiring entry-level employees higher in the scale (Some at midpoint)
  - No experience the same as someone with lots
- Some cities offer signing bonusses to new employees
  - Perceived as unfair to employees who didn't receive one/Pay before contribution
- Some cities recruit experienced employees
  - Love to get experience too
  - The problem with keeping and getting new employees
- Construction companies offer higher hourly wages





What We Lost!

- Other Government (6.63 Years Experience Average)
- Private sector (1.18 Years Experience Average)

Average new hire costs us about $3,000 in training in the first year.

Employee Ladder

- High Expectations/High Support
- Required project



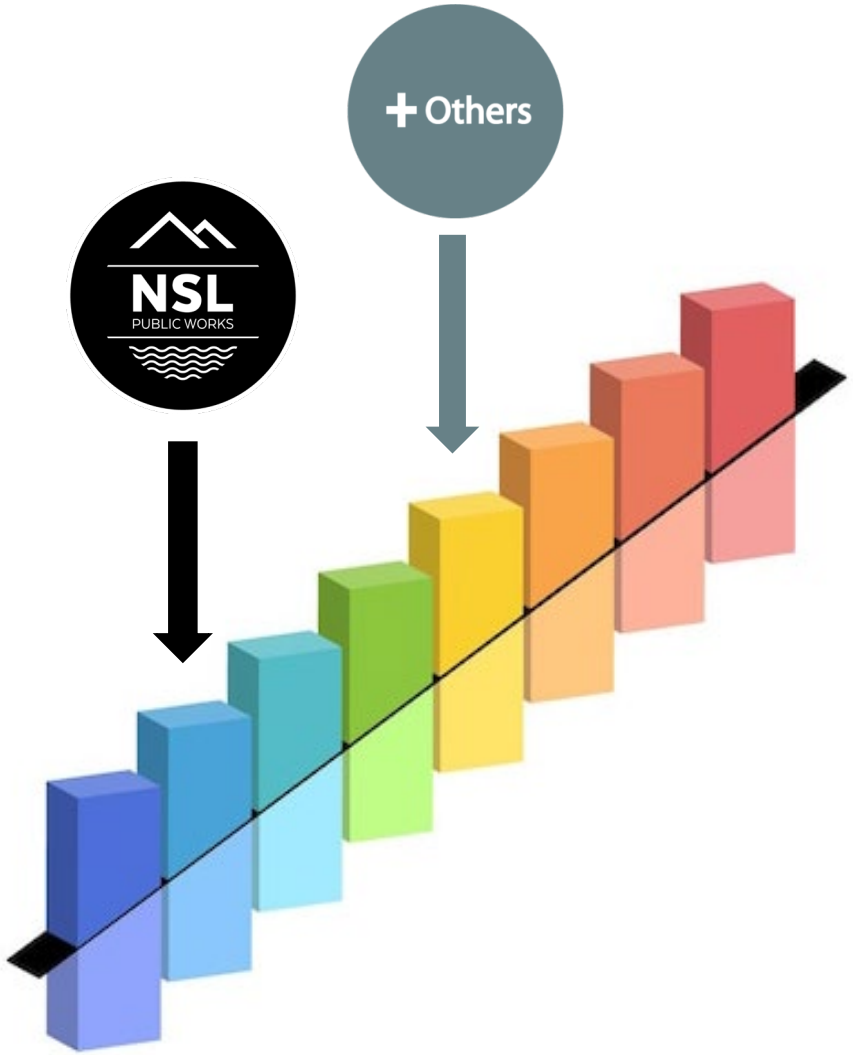
Public Works
CDL A with Air Brake & Trailer Endorsement
ATSSA Flagger Certification
Confined Space
LTAP Bachoe Level 1
LTAP Bachoe Level 2
LTAP Excavator Level 1
LTAP Excavator Level 2
HAZWOPER Certificate
Temporary Traffic Control Technician

Water
Certified Backflow Technician
Water Distribution Certification
Parks
Applicator of Herbicides and Pesticides
Certified Pool Operator
Master Gardner Certification
Irrigation Auditor
Streets
ATSSA Traffic Control Supervisor
LTAP Road Scholar
LTAP Road Master
Storm Water
Registered SWPPP
Registered Storm Water Inspector (RSI)
Fleet
MACS Automotive Refrigerant Certification
Utah UDOT Heavy Truck Inspection Cert
ASE Automoblie & Light Truck Certification
ASE Meduim & Heavy Truck Certification
ASE Truck Certification



Job Comparison Survey

- Conducted the past 5 years
  - First year we are misaligned
  - Technology Net
- Following Positions are low grade:
  - Operations Manager
  - Streets and Storm Supervisor
  - Parks Superintendent
  - Parks Maintenance Worker



Misalignment

- Employees are lower inside the grade
- Product of hiring at higher rates and recruiting



This proposal is designed to preserve that internal equity while giving us enough room to compete.



Step #1

Adjust Pay Grades on following positions

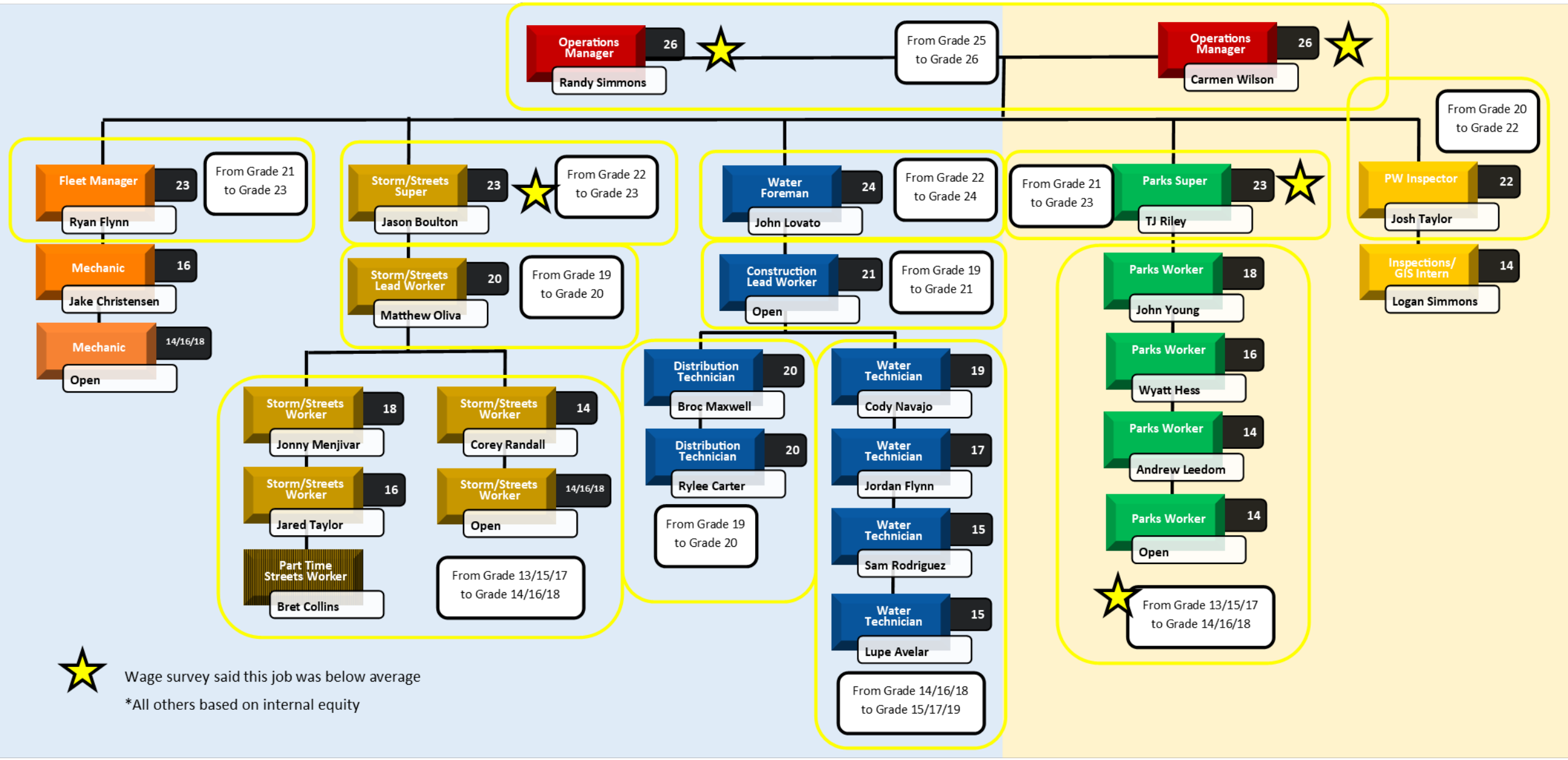
- Operations Manager
- Streets and Storm Supervisor
- Parks Superintendent
- Parks Maintenance Worker
- Fleet Manager
- Storm/Streets Leadworker
- Water Foreman
- Construction Leadworker
- Distribution Technicians
- Water Technicians
- Public Works Inspector

Step #2

Move all employees up inside grade a minimum of $2.00

(Average is about $2.24)




Operations Manager 26
Randy Simmons
From Grade 25 to Grade 26
Operations Manager 26
Carmen Wilson
Fleet Manager 23
Ryan Flynn
From Grade 21 to Grade 23
Mechanic 16
Jake Christensen
Mechanic 14/16/18
Open
Storm/Streets Super 23
Jason Boulton
From Grade 22 to Grade 23
Storm/Streets Lead Worker 20
Matthew Oliva
From Grade 19 to Grade 20
Storm/Streets Worker 18
Jonny Menjivar
Storm/Streets Worker 16
Jared Taylor
Part Time Streets Worker
Bret Collins
Storm/Streets Worker 14
Corey Randall
Storm/Streets Worker 14/16/18
Open
From Grade 13/15/17 to Grade 14/16/18
Water Foreman 24
John Lovato
From Grade 22 to Grade 24
Construction Lead Worker 21
Open
From Grade 19 to Grade 21
Distribution Technician 20
Broc Maxwell
Distribution Technician 20
Rylee Carter
From Grade 19 to Grade 20
Water Technician 19
Cody Navajo
Water Technician 17
Jordan Flynn
Water Technician 15
Sam Rodriguez
Water Technician 15
Lupe Avelar
From Grade 14/16/18 to Grade 15/17/19
From Grade 21 to Grade 23
Parks Super 23
TJ Riley
Parks Worker 18
John Young
Parks Worker 16
Wyatt Hess
Parks Worker 14
Andrew Leedom
Parks Worker 14
Open
From Grade 13/15/17 to Grade 14/16/18
From Grade 20 to Grade 22
PW Inspector 22
Josh Taylor
Inspections/ GIS Intern 14
Logan Simmons
Wage survey said this job was below average
*All others based on internal equity

General Fund

GENERAL FUND	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	FY 2035
SALES TAX	6,919,400	7,057,800	7,199,000	7,343,000	7,489,900	7,639,700	7,792,500	7,948,400	8,107,400	8,269,500
PROPERTY TAX	3,378,700	3,412,500	3,446,600	3,481,100	3,515,900	3,551,100	3,586,600	3,622,500	3,658,700	3,695,300
EAGLEWOOD VILLAGE END	-	*45,000*	*45,450*	*45,905*	*46,364*	*46,827*	*47,295*	*47,768*	*48,246*	*48,729*
REDWOOD RD CDA END						*155,000*	*156,550*	*158,116*	*159,697*	*161,294*
FRANCHISE TAX	2,509,900	2,509,900	2,509,900	2,509,900	2,509,900	2,509,900	2,509,900	2,509,900	2,509,900	2,509,900
TOTAL AVAIL TAX REVENUE	**12,808,000**	**13,025,200**	**13,200,950**	**13,379,905**	**13,562,064**	**13,902,527**	**14,092,845**	**14,286,684**	**14,483,943**	**14,684,722**
ANNUAL ANTICIPATED NEW REVENUE		217,200	175,750	178,955	182,159	340,464	190,318	193,838	197,259	200,779
PROPOSED FLAT $2	1/2 YEAR									
PARKS WAGES/BENEFITS	16,100	33,545	35,100	36,700	38,400	40,100	41,900	43,800	45,800	47,900
STREETS WAGES/BENEFITS	12,300	24,499	25,600	26,800	28,000	29,300	30,600	32,000	33,400	34,900
ESTIMATED ANNUAL COST	**28,400**	**58,043**	**60,700**	**63,500**	**66,400**	**69,400**	**72,500**	**75,800**	**79,200**	**82,800**
REVENUE GROWTH FOR OTHER USES	(28,400)	159,157	115,050	115,455	115,759	271,064	117,818	118,038	118,059	117,979

Water Fund

WATER FUND	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	FY 2035	NOTES:
USER FEES	6,014,532	6,375,400	6,757,900	*6,893,100*	*7,031,000*	*7,171,600*	*7,315,000*	*7,461,300*	*7,610,500*	*7,762,700*	*2%*
TOTAL AVAIL REVENUE	**6,014,532**	**6,375,400**	**6,757,900**	**6,893,100**	**7,031,000**	**7,171,600**	**7,315,000**	**7,461,300**	**7,610,500**	**7,762,700**	
ANNUAL ANTICIPATED NEW REVENUE		360,868	382,500	135,200	137,900	140,600	143,400	146,300	149,200	152,200	
PROPOSED FLAT $2	1/2 YEAR										
WATER WAGES/BENEFITS	29,200	61,100	63,850	66,723	69,725	72,863	76,142	79,568	83,149	86,890	4.50%
ESTIMATED ANNUAL COST	**29,200**	**61,100**	**63,850**	**66,723**	**69,725**	**72,863**	**76,142**	**79,568**	**83,149**	**86,890**	
REVENUE GROWTH FOR OTHER USES	(29,200)	299,768	318,651	68,477	68,175	67,737	67,258	66,732	66,051	65,310	

Storm Water Fund

STORM WATER FUND	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	FY 2035	NOTES:
USER FEES	1,305,359	1,435,900	1,566,600	*1,597,900*	*1,629,900*	*1,662,500*	*1,695,800*	*1,729,700*	*1,764,300*	*1,799,600*	*2%*
TOTAL AVAIL REVENUE	**1,305,359**	**1,435,900**	**1,566,600**	**1,597,900**	**1,629,900**	**1,662,500**	**1,695,800**	**1,729,700**	**1,764,300**	**1,799,600**	
ANNUAL ANTICIPATED NEW REVENUE		130,541	130,700	31,300	32,000	32,600	33,300	33,900	34,600	35,300	
PROPOSED FLAT $2	1/2 YEAR										
WATER WAGES/BENEFITS	10,000	20,900	21,841	22,823	23,850	24,924	26,045	27,217	28,442	29,722	4.50%
ESTIMATED ANNUAL COST	**10,000**	**20,900**	**21,841**	**22,823**	**23,850**	**24,924**	**26,045**	**27,217**	**28,442**	**29,722**	
REVENUE GROWTH FOR OTHER USES	(10,000)	109,641	108,860	8,477	8,150	7,676	7,255	6,683	6,158	5,578	

Rationale

1. Support a High Performing culture
2. Competitive Recruitment and Retention
3. Fairness and Equity

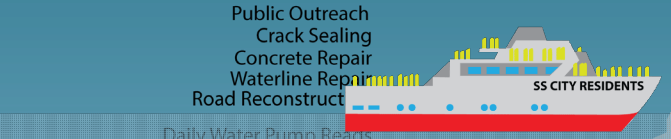
THE PUBLIC WORKS ICEBERG

Hummock

Bummock









Public Outreach
Crack Sealing
Concrete Repair
Waterline Repair
Road Reconstruct

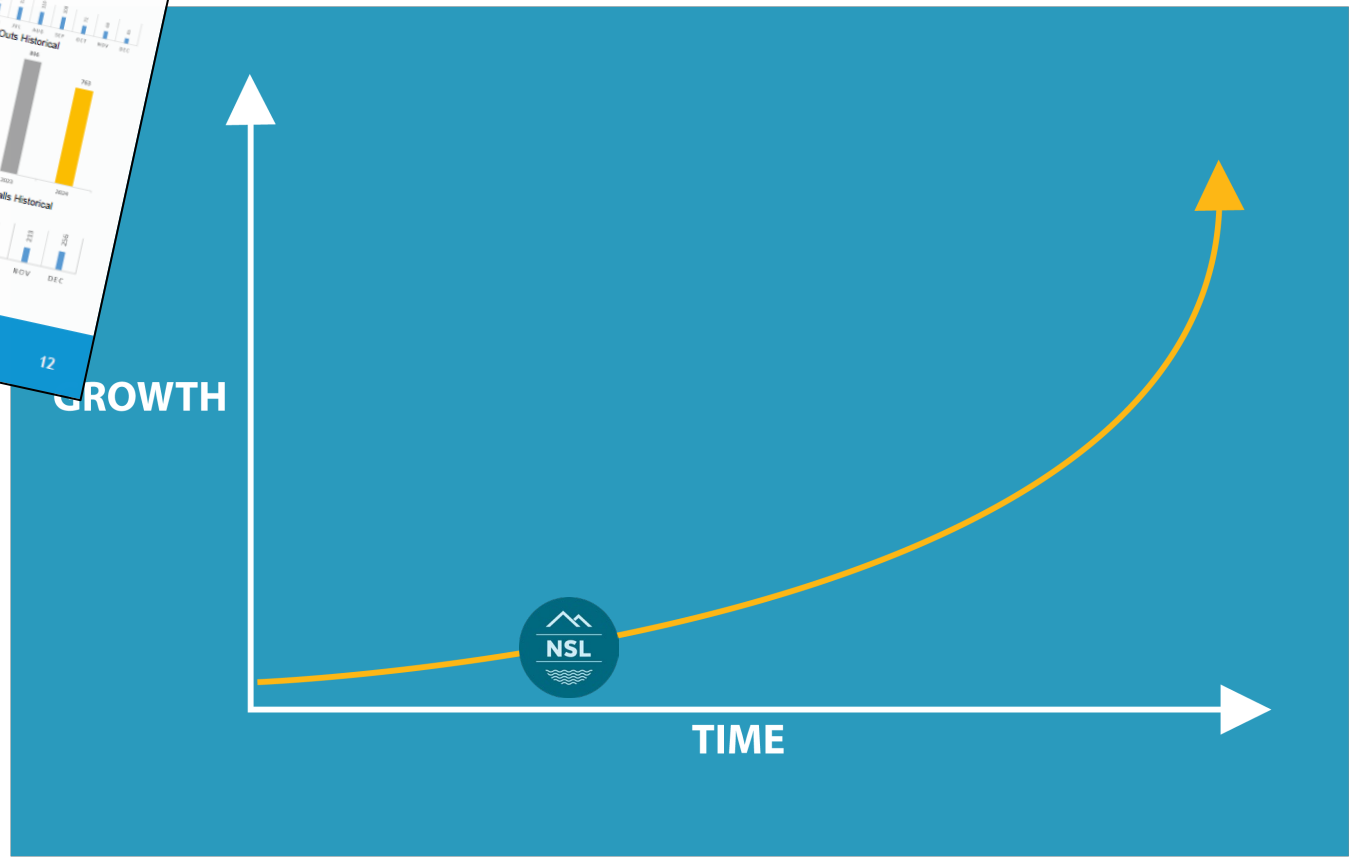
Pothole Repair
Snow Removal
Clean Parks
Quality Water
Street Sweeping

Daily Water Pump Reads
Sidewalk Repair
Fluoride Dosage/Maintenance
City Event Planning
Continuing Education Training
Water Quality Reports
City Event Planning
Leadership Development
Consumer Confidence Report
Street Light Checks
City Event Set Up & Staffing
Trail Maintenance
Vehicle Clean Up
Park Checks
Street Sign Repairs
Street Light Repairs
Irrigation Sytem Repair
Project Bidding
Citizen Committee Support
Procurement Management
Parks/Pavilion Reservations
Budget Preparation
Time Clock
Spoil Hauling to Landfill
SWPPP Inspections
Storm Drain Cleaning
Phragmite Control
Pavilion Cleaning
Construction Inspection
Spill Response
Concrete Inspections
GIS Mapping
Parks Trash Pick Up
Sidewalk Grinding
Basin Cleaning
City Clean Up Events
Golf Cart Repair/Maintenance
Pet Waste Stations
Golf Course Reel Grinding
Clean Wash Pad
Water Shut Offs
Water Meter Repair
Valve Repair
Waterline Construction
Road Preservation Program
Uniform Purchases
Life Focus
Employee Enrichment

TV Stormwater Lines
Clean Stormwater Lines
O & M Plans
Playground Inspections
Pump Maintenance
Hydrant Repair
Water Sampling
Backflow Program
Meter Reads
Meter Repair
Emergency Operation Planning
Water Operator Certification
Customer Requests
Storm Water Inspections
Meter Replacement
Vandalism Clean Up
Tree Fertilization
Hydrant Flushing
Lawn Fertilization
Stormwater System Pipe Repairs
Blue Stake Marking
Tree Prunning
Snow Plow Training
Water System Mapping
Building Repairs
SCADA Monitoring
Safety & Emissions Testing
Small Engine Repairs
Safety Training
Hydrant Actuating
Building Garbage Cans
Asphalt Repairs/Patching
Flagger Certification
Shop Clean Up
Cut Permits
PRV Maintenance
Traffic Control
Hydrant Meters
Splash Pad Testing
Pumphouse Building Repairs
Garbage Can Repair/Deliveries
Vehicle Repairs
Valve Actuating
Maintain Safety Equipment
Project Design
Water Rights
Vehicle Services
Site Plan Reviews
Red Curb Striping



CivicMetrics




EGACY
ARKWAY

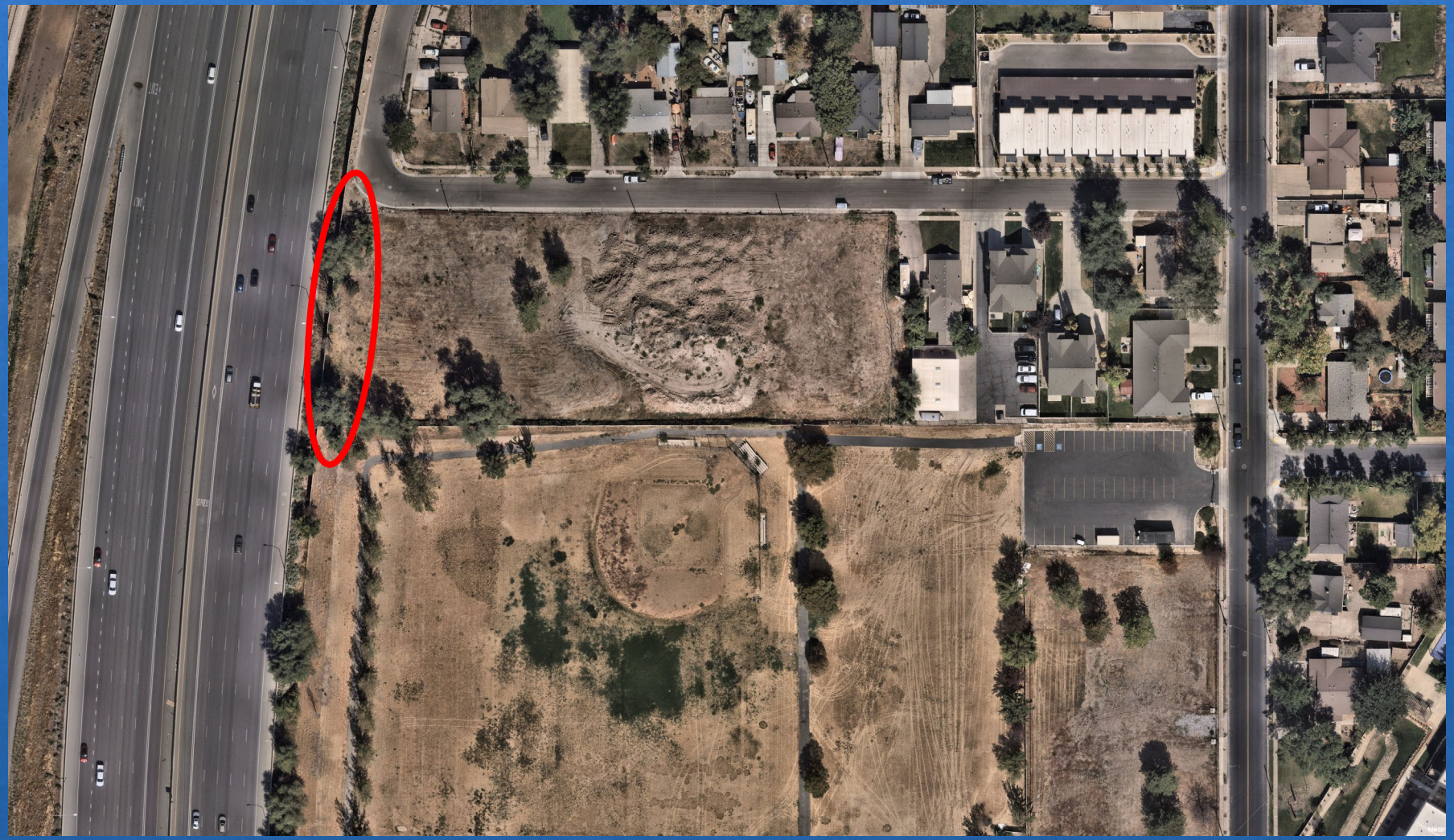
NOTIFICATION

South Davis Recreation District's Tentative FY2026 Budget and Proposed Property Tax Increase

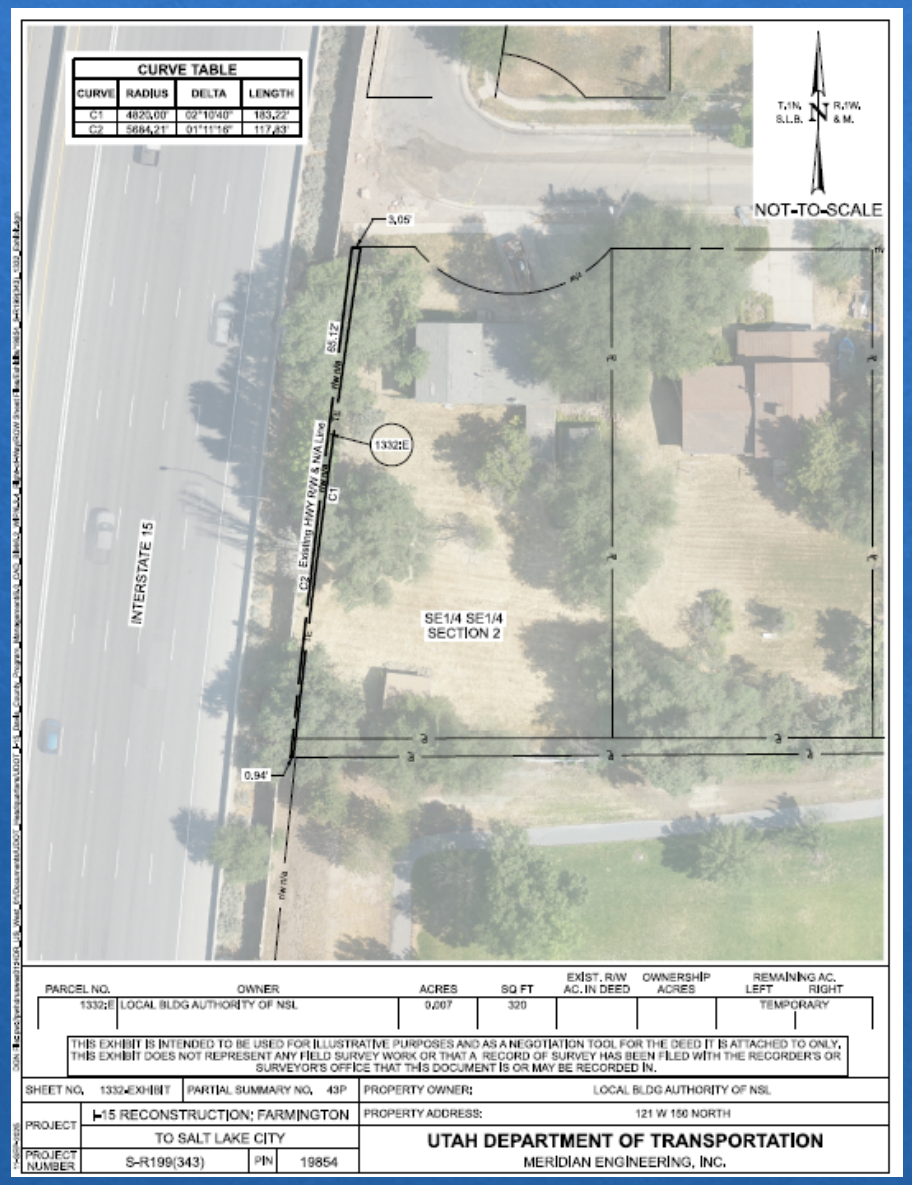
RESOLUTION 2025-58R

UDOT Purchase of Temporary Construction Easement at 121 West 150 North

Purchase of Temporary Construction Easement
121 West 150 North



Purchase of Temporary Construction Easement



- TCE is only for construction, no permanent property acquisition
- Easement is non-exclusive (owner may use property at any time that does not conflict with construction activities)
- Width of 3 feet at north end

Purchase of Temporary Construction Easement



- UDOT utilizes “Cost to Cure”, which is for the replacement of existing improvements
- Payment is made for the subject property, including all improvements thereon
- Cost to Cure at this location includes 16 feet of fence and trees which must be removed
- Total payment will be $11,500 plus $3,000 incentive to expedite agreement

Proposed Motion

I move that the City Council approve Resolution 2025-58R: A resolution approving an agreement with the Utah Department of Transportation (UDOT) for the purchase of a temporary construction easement on City property located at 121 West 150 North and adjacent to the proposed I-15 reconstruction project.

APPROVAL OF MINUTES

November 18, 2025

Possible Motion

I move that the City Council approve the minutes of the November 18, 2025 meeting, as written.

ACTION ITEMS

CLOSED SESSION

Proposed Motion

I move that the City Council hold a closed session as allowed by State Code 52-4-205 for the purpose of [specify reason(s)]:

- discussing the character professional competence, or physical or mental health of an individual;
- discussing pending or reasonably imminent litigation;
- discussing the purchase, exchange, sale, or lease of real property;
- discussing the deployment of security personnel, devices, or systems.

ADJOURN