

MINUTES
ENOCH CITY COUNCIL
January 7, 2026 at 6:00pm
City Council Chambers
City Offices, 900 E. Midvalley Road

MEMBERS PRESENT:

Mayor Jim Rushton
Council Member David Harris
Council Member Shawn Stoor
Council Member Debra Ley
Council Member Kimberlee Trower
Council Member Jacob Miner

STAFF PRESENT:

Hayden White, Public Works Dir.
Ashley Horton, Treasurer
Lindsay Hildebrand, Recorder
Jackson Ames, Police Chief
Justin Wayment, City Attorney

Public Present:

1. CALL TO ORDER OF REGULAR COUNCIL MEETING by Mayor Rushton

- a. Pledge of Allegiance-** Led by Council Member Miner
- b. Invocation (2 min.)-Audience invited to participate-** Given by Pastor Pete from True Life Center
- c. Inspirational thought-** None Given
- d. Approval of Agenda for January 7, 2026-** Council Member Harris made a motion to approve the agenda. Council Member Stoor seconded and all voted in favor.
- e. Approval of Minutes for December 17, 2025 –** Council Member Harris made a motion to approve the minutes. Council Member Ley seconded and all voted in favor.
- f. Ratification of Expenditures-** None
- g. Conflict of Interest Declaration for this agenda-** None stated

2. PUBLIC COMMENTS

There were no public comments.

3. SWEAR IN THE NEWLY ELECTED MAYOR AND CITY COUNCIL MEMBERS – City Recorder

Lindsay Hildebrand administered the oath of office individually to Jim Rushton, Kimberlee Trower and Jacob Miner.

Mayor Rushton stated that he was honored by the opportunity to serve and was grateful to have been elected.

4. PRESENTATION BY SUNRISE ENGINEERING FOR THE AMENDMENT TO THE WASTEWATER IMPACT FEE FACILITIES PLAN & IMPACT FEE ANALYSIS AND SET A PUBLIC HEARING FOR JANUARY 21, 2026

Brittany Darnell from Sunrise Engineering presented the wastewater impact fee facilities plan amendment, which updated the 2017 wastewater master plan

through comprehensive system modeling and analysis. The presentation projected a 3.5% annual growth rate that would result in Enoch City's population reaching approximately 12,785 by 2036. The modeling demonstrated that three sections of the current wastewater system have already approached capacity, with additional sections expected to reach capacity within the 10-year planning horizon, and the entire outfall line projected to achieve capacity at build-out in approximately 50 years. To address these capacity constraints, Sunrise Engineering recommended the installation of a parallel 24-inch trunk line alongside the existing 18-inch line rather than replacing individual sections, as this approach would provide a comprehensive solution for future growth while avoiding the complexities associated with bypassing the existing system during construction. The project was determined to be 100% impact fee eligible since it is primarily required due to growth, resulting in a recommended new impact fee of \$3,196.37 for residential units (compared to the current \$738.38), with commercial units assessed at 1.5 times the residential rate at \$4,794.56. The plan also proposed increasing monthly user rates from \$25 to \$29 for residential customers and from \$25 per fixture to \$43.50 flat rate for commercial customers to ensure fiscal sustainability for system operations and maintenance

Attorney Wayment inquired whether the annexation boundaries had been taken into account. Brittany responded that they were aware of the boundary's existence but did not consider it to be a useful figure because it would ultimately be a guess.

Council Member Harris made a motion to set a public hearing regarding the amendments to the Wastewater Impact Fee Facilities Plan & Impact Fee Analysis for January 21, 2026. Council Member Stoor seconded and all voted in favor.

5. PRESENTATION BY ENSIGN ENGINEERING FOR THE AMENDMENT TO THE WATER IMPACT FEE FACILITIES PLAN & IMPACT FEE ANALYSIS AND SET A PUBLIC HEARING FOR JANUARY 21, 2026

A representative from Ensign Engineering provided a comprehensive overview of the amendments to the water impact fee facilities plan. Their analysis revealed that Enoch City is experiencing a 15% shortfall in water source capacity, despite having adequate storage facilities, which currently hold 5.75 million gallons, and maintaining the distribution systems effectively.

The report indicated that while the city possesses ample paper water rights, there is a significant deficit in the actual production of wet water—pumping only 2,535 gallons per minute when a higher output is necessary. The recommendation includes the installation of new wells every couple of years, with potential funding opportunities through USDA Rural Utility Services, which offer favorable interest rates of 1-2%.

Furthermore, the analysis suggests that impact fees could be legally increased to \$30,000 per residential connection, in accordance with state code provisions on equity buy-in and cost recovery methods. However, the representative proposed a

more equitable fee of \$10,000, considering that Washington County charges between \$17,000 and \$21,000 for comparable services.

The council expressed concerns regarding limitations on development capacity and considered collaborating with the Central Iron County Water Conservancy District to distribute costs and resources more effectively.

6. CONSIDER A LETTER OF INTENT TO OFFER EMPLOYMENT FOR THE CITY MANAGER POSITION

Mayor Rushton presented the letter of intent for Ryan Robinson as the new city manager, explaining that 34 applicants were received within the posting deadline, with several additional applications arriving after the deadline closed. Mayor Chestnut assembled a hiring committee that reviewed all applications and narrowed the field to seven candidates for interviews. Through this comprehensive selection process, the committee unanimously recommended Ryan Robinson, who accepted the terms outlined in the letter of intent. Robinson, currently serving as assistant city manager in Alpine City, introduced himself as a Parowan native and SUU graduate with extensive experience in community development, land use consulting, and city management. The hiring committee consisted of Mayor Chestnut, Mayor Rushton, Justin Wayment, Dave Harris, and Shawn Stoor, all of whom unanimously supported Robinson's selection based on his broad knowledge across multiple areas, including personnel management, land use consulting, engineering projects, and grant writing capabilities.

Council Member Trower inquired whether Hayden or Ashley had met with him, to which Ashley replied that they had not. Council Member Miner mentioned that, from the employee side, there was a desire to have management in place soon. Council Member Harris noted that a two-week notice is standard, but he concurred that it was important to have him present. He also indicated he had been in discussions with the Mayor and that they would address the matters accordingly. He was open to a start date within two to three weeks. Council Member Stoor asked if working remotely after the two-week notice would be beneficial. Council Member Harris pointed out that the 19th is a holiday and expressed a preference for being present on the 20th. Ryan confirmed he could attend the meeting on the 21st and ensure that this timeline would be sufficient.

Council Member Harris made a motion to approve the offer of employment to Ryan Robinson with an expected start date of January 21st. Council Member Trower seconded and all voted in favor.

7. CONSIDER APPOINTMENT OF TWO PLANNING COMMISSION MEMBERS - Mayor Rushton

Mayor Rushton noted that there were 5 applicants for two planning commission positions. He brought forward two applicants, Kyle Jones and David Hoopes. Council Member Harris noted that he looked through all the applications and thought Kyle and David would be great additions.

Council Member Harris made a motion to approve Kyle Jones and David Hoopes to the Planning Commission. Council Member Trower seconded and all voted in favor.

8. PUBLIC HEARING REGARDING THE 2025-2026 REVISED BUDGET

Ashley Horton presented the revised 2025-2026 budget with various adjustments. Some of the adjustments are:

- \$112,300 in subdivision expenses for cash bond releases that will be returned to developers upon project completion,
- \$9,000 in police department professional services transferred from equipment funds specifically for outfitting several new vehicles that the police department purchased,
- \$25,000 for playground completion at the parks funded through a combination of set-aside funds, water company refunds, and potential subdivision donations,
- \$180,000 for cemetery property expansion purchase to accommodate future burial needs, with \$2,000 for weeds,
- \$255,000 for property acquisition on Minersville Highway transferred from the capital projects fund,
- \$350,000 in water department reimbursements from the Conservancy District for secondary water projects currently underway,
- Increases in audit costs (\$2,700 more than expected),
- Attorney fees (\$9,000 increase in professional services),
- Election expenses (higher due to having both primary and general elections),
- Council travel and training budget increase (\$1,000 for new member training),
- postage rate increases (\$3,000),
- insurance premium adjustments (\$800), and
- various departmental adjustments, including water department equipment purchases (\$12,000 from public surplus auction proceeds),
- uniforms (\$2,600), and the Water Worth subscription service (\$5,500 split between water and sewer departments)

Council Member Harris made a motion to close the regularly scheduled City Council meeting and open a public hearing for the 2025-2026 revised budget. Council Member Stoor seconded and all voted in favor.

There were no public comments.

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

9. CONSIDER RESOLUTION NO. 2026-01-07-A, A RESOLUTION TO APPROVE THE REVISED 2025-2026 BUDGET AND CLOSE THE BUDGET

Council Member Harris made a motion to approve Resolution No.

20262-01-07-A, a resolution to approve the revised 2025-2026 budget and close the budget. Council Member Miner seconded and all voted in favor.

10. CONSIDER RESOLUTION NO. 2026-01-07-B, A RESOLUTION TO APPROVE THE ANNUAL MEETING SCHEDULE NOTICE FOR 2026

Council Member Ley made a motion to approve Resolution No. 2026-01-07-B, a resolution to approve the Annual Meeting Schedule Notice for 2026. Council Member Harris seconded and all voted in favor.

11. CONSIDER RESOLUTION NO. 2026-01-07-C, A RESOLUTION APPROVING AMENDMENTS TO THE ENOCH CITY PERSONNEL POLICIES AND PROCEDURES MANUAL

Justin Wayment said he hasn't had a chance to review it. Council Member Harris noted that there were a couple of grammatical errors. He also noted that this referenced a human resource manager. We don't have a dedicated HR director. If the decision was made to outsource any HR functions, many of the companies involved primarily served as legal advisors for manuals and related matters. However, it was pointed out that these companies would likely not be involved in the reporting of sexual harassment issues. As a result, it was suggested that certain aspects of HR departments or individual responsibilities might need revision. Overall, the definitions and procedures were considered satisfactory.

Hayden White expressed that he also had questions regarding this matter. He mentioned that he and Ashley had been considering the possibility of serving as representatives for the HR department, which would provide a balanced approach with both a female and a male representative. He suggested that this structure would allow the city manager to address any issues that arise, rather than relying on a single point of contact.

Council Member Harris remarked that dividing responsibilities in areas such as HR can be challenging, particularly when determining whom to approach for inquiries about matters like paid time off. Hayden responded that it would be beneficial for multiple representatives to address these questions, as this could instill greater confidence among employees by providing them with more than one point of contact. Council Member Harris agreed, noting that from a reporting perspective, this approach was valid. However, he also cautioned that, from a general policy and procedure standpoint, it could be difficult to identify who should answer specific questions. He emphasized the need for clarification in the policy and procedure documentation to indicate who the designated HR contact is. He suggested that this topic warranted further discussion.

City Attorney Wayment expressed his desire to further examine the situation, noting that Ashley holds an appointed position while also functioning as an employee. He clarified that although she serves at will, she would be wearing two hats in her role. Wayment emphasized the importance of ensuring that this dual capacity does not present any issues, stating that he had not encountered this situation before and wanted to ensure it is managed correctly.

Council Member Harris stated that the idea of outsourcing certain HR support functions is not inherently negative and is worth exploring further. He noted the complexities involved in this area and suggested that having legal experts on retainer could provide valuable support. He added that, given the extensive education, such as master's degrees, available in HR functions, he would not expect anyone to handle HR responsibilities on a part-time basis unless they had adequate resources at their disposal.

Regarding holiday pay, Ashley explained that part of the proposed change is driven by the potential financial burden on the city. Employees who work an average of 20 hours per week qualify for a benefit, which includes holiday pay, and if they reach this threshold, the city is required to pay into their retirement fund. It was noted that there is currently an employee who should have been receiving retirement benefits, and the city is in the process of addressing that through back pay. Ashley emphasized the concern of managing part-time hours, particularly since many part-time employees, primarily at the animal shelter, work fluctuating hours based on the availability of other staff due to vacations or illnesses. If these employees exceed the 20-hour threshold by the end of the year, the city must provide back pay for their retirement contributions.

To address this issue, she mentioned that she, along with Jackson and Hayden, had discussed the possibility of eliminating holiday pay. However, they are hesitant to remove this benefit, as they value their employees. Instead, they considered providing a 50-cent per hour raise to compensate for the loss of holiday pay.

Council Member Miner acknowledged the intention to table the discussion but sought clarification regarding the rollover time for hours. He noted that the previous policy allowed for 50 hours, which had now been crossed out without a definition. Miner inquired whether this change meant that employees could roll over their hours indefinitely and potentially receive payment for six months upon leaving the company if they had not used their accumulated hours.

Hayden explained that the previous policy allowed employees to carry over 50 hours of comp time into the new year. However, changes to the vacation policy now require employees to use their comp time before utilizing their vacation time. Council Member Miner pointed out that the current wording indicates no rollover is permitted, as the provision for up to 50 hours was crossed out.

Hayden clarified that the change pertains specifically to comp time and noted that the December hours have been crossed out, while those from June remain untouched. He added that by requiring employees to use their comp time instead of paying it out, they risk losing vacation time. To address these issues, the vacation time was increased by 50 hours.

Hayden explained that this adjustment was made because December is typically a month with high time-off requests. Because it often snows, for example, they wanted to ensure adequate staffing during that period. He emphasized that employees generally prefer taking time off rather than receiving payment for their comp time. The goal is to allow employees to roll over this time, enabling them to

use it during less busy months, rather than having to take all their leave in December. This approach aims to improve employee satisfaction while ensuring adequate staffing levels.

Council Member Harris made a motion to table item 11 until the next meeting on January 21st. Council Member Stoor seconded and all voted in favor.

12. CONSIDER ORDINANCE NO. 2026-01-07, AN ORDINANCE TO CHANGE THE ADDRESS OF 4919 NORTH WAGON WHEEL DR. TO 4920 NORTH WAGON WHEEL DR.

Council Member Harris made a motion to approve Ordinance No. 2026-01-07, an ordinance to change the address of 4919 N. Wagon Wheel Dr. to 4920 N. Wagon Wheel Dr. Council Member Ley seconded and a roll call vote was held as follows:

13. CONSIDER CITY COUNCIL LIAISON POSITIONS FOR 2026

Council Member Miner said he would love to be the liaison for public safety. He is currently still an honorary firefighter. Council Member Harris agreed to switch him with the Scout Troop.

Council Member Harris made a motion to approve the City Council Liaison positions for 2026 with the change of switching public safety for scout troop with Council Member Miner. Council Member Trower seconded and all voted in favor.

14. COUNCIL/STAFF REPORT

Chief Ames

- He congratulated those sworn in tonight.
- They have the awards banquet coming up. Its their 3rd annual banquet.

Lynn Nelson

- He looks forward to working together.
- Lin's started pouring footings.

Ashley Horton

- She is getting W2s prepared.

Hayden White

- They are water testing some wells.
- They are also getting ready to run the secondary line on Midvalley
- He ran into some fee issues. What's on our website and what we tell everyone is different for certain items.
- He needs to review the RV sewer connection. We have never charged Willow Glen for sewer.

Mayor Rushton

- He spoke with Bob Tingey, and at the Enoch Rec. center soccer field, someone had reached out and donated some things. They felt that they

hadn't been recognized for their donation. He wanted to see what's going on with the plaque. They donated bricks for the complex, and they thought that they weren't recognized, and in the process, they realized that there was vandalism.

Council Member Stoor

- The Rec Advisory Board had a meeting regarding Jones and Iron Works Park. The next step is to continue the building plans and costs to reach out for funding.

Council Member Harris

- They are moving ahead of regionalization. The Cedar Beaver Watershed Advisory Council will have a meeting here at the City Council Chambers on Friday the 16th at 11am. They will elect new officers for the group.

Council Member Ley

- The 4th of July committee is looking at the 250-year celebration. She will work with Katherine Ross.

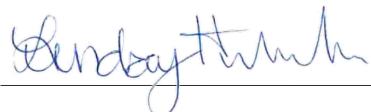
Council Member Trower

- She was invited to a black and white event that the Governor is putting on. It will be to ring in the new year with the America 250 Celebration, where they do a Fourth of July Celebration into the night, and they find a charitable cause, and they donate all of the donations to an organization that could use it.
- She asked if she can't make it to the Planning Commission meeting, does she need representation if she cannot attend? Justin clarified that she is just the liaison. She can talk to the Chair and get notes.

Council Member Miner

- He provided updates from the Homeless Coalition. The primary upcoming event discussed was the Point-In-Time (PIT) count, scheduled for the evening of the 29th and up to seven days thereafter. This count of homeless individuals was highlighted as crucial for determining funding for the area. Volunteers were encouraged to contact the speaker for coordination with James Chet.
- He also shared information regarding "Code Blue" alerts during the cold season. It was explained that during a Code Blue, standard shelter rules, such as capacity limits, are waived to accommodate more individuals. The possibility of utilizing other public buildings if necessary was also noted. The speaker offered to sign up attendees for these alerts. County Care Insure and Henry's Place were acknowledged for their significant contributions to addressing homelessness.

15. ADJOURN – Council Member Harris made a motion to adjourn. Council Member Ley seconded and all voted in favor.



01/22/2026

Lindsay Hildebrand, Recorder

Date