

ENOCH CITY COUNCIL NOTICE AND AGENDA

March 4, 2026 at 6:00pm

City Council Chambers City Offices, 900 E. Midvalley Road **Join**

Zoom Meeting <https://us02web.zoom.us/j/82807501736>

Meeting ID: 828 0750 1736

- 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 March 4, 2026-
 - e. Approval of Minutes for February 18, 2026
 - f. Ratification of Expenditures-
 - g. Conflict of Interest Declaration for this agenda-
- 2. PUBLIC COMMENTS**
- 3. PRESENTATION BY MERRILL OSMOND**
- 4. CONSIDER RESOLUTION NO. 2026-03-04, A RESOLUTION TO AMEND THE ENOCH CITY PERSONNEL POLICIES AND PROCEDURES MANUAL**
- 5. CITY COUNCIL TRAINING**
- 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 foregoing "Notice and Agenda" was delivered to each member of the City Council, posted on the Enoch City website, on the City Office entrance, and published on the Utah Public Meeting Notice website on 03/2/2026.



Lindsay Hildebrand, Recorder

03/02/2026

Date

MINUTES
ENOCH CITY COUNCIL
January 18, 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:

Ryan Robinson, City Manager
Ashley Horton, Treasurer
Lindsay Hildebrand, Recorder
Jackson Ames, Police Chief
Justin Wayment, City Attorney
Hayden White, Public Works Director

Public Present: Delaine Finlay, Mike & Robin Pasch, Jonathan Wilson, John Banks, Brian Slack, Jason Mitchell, Wade Wilcock, and Bryce Poulson

1. CALL TO ORDER OF REGULAR COUNCIL MEETING by Mayor Pro Tem Stoor

- a. Pledge of Allegiance-** Led by Council Member Miner
- b. Invocation (2 min.)-Audience invited to participate-** Given by Council Member Harris
- c. Inspirational thought-** Council Member Trower will have the thought at the next meeting
- d. Approval of Agenda for February 18, 2026- Council Member Harris made a motion to approve the agenda. Council Member Ley seconded and all voted in favor.**
- e. Approval of Minutes for February 4, 2026 – Council Member Ley made a motion to approve the minutes. Council Member Harris seconded and all voted in favor.**
- f. Ratification of Expenditures- Council Member Harris had a question about a grant. ICAC for funds spent on the police grant. Ashley clarified that they went to a training back east. Council Member Harris had a question about the zone change for Aaron Diamond’s \$500 refund. Lindsay clarified that this was for a zone change request that was finalized back in 2018. Council Member Harris made a motion to ratify the expenditures for the month. Council Member Ley seconded and all voted in favor.**
- g. Conflict of Interest Declaration for this agenda-** None stated

2. PUBLIC COMMENTS

John Banks on Hillcrest Circle. He expressed concerns about the zone change request on item 4 of the agenda. He had a petition signed by several people and gave it to the City Council. He reiterated that neighboring residents were not opposed to development or new homes being built, but they preferred to have the zoning remain as R-1-18 to maintain consistency with the existing subdivision character. He emphasized that the issue was not about blocking development but about preserving the neighborhood's established standards.

Brian Slade, the developer, spoke about the zone change request. He explained that he had not been able to participate fully during the previous Zoom meeting and appreciated the opportunity to share his perspective. He noted that housing prices had increased

significantly over the past four to five years, and most people in the area had purchased their homes when prices were lower. The proposed zone change to R-1-11 would provide him with the flexibility to build homes that matched current market demand and remained affordable for median buyers in Enoch. He clarified that plat maps would come after the zone change approval and that his goal was to create a nice community with homes priced appropriately for the market. He emphasized that if the development did not serve the good of Enoch or meet market demand, it would not be successful.

3. PRESENTATION BY MERRILL OSMOND

This item was dropped from the agenda.

4. CONSIDER ORDINANCE NO. 2026-02-18-A, AN ORDINANCE AMENDING THE GENERAL PLAN LAND USE MAP AND THE ENOCH ZONING ORDINANCE MAP BY CHANGING THE ZONING OF PARCELS A-0920-0001-0000, A-0920-0002-0000, A-0920-0004-0000, AND A-0920-0003-0000 FROM SINGLE-FAMILY RESIDENTIAL (R-1-18) TO SINGLE-FAMILY RESIDENTIAL (R-1-11) – Brian Slade

Council Member Harris recapped the previous discussion, noting that the property currently had four approved platted lots ready for development. If the zone change occurred and a cul-de-sac was installed to accommodate trash trucks and emergency vehicles, the maximum number of lots would likely be five. If a flag lot configuration remained, possibly six lots could be squeezed in, but the difference between four and six lots was not a significant concern regarding traffic or congestion. He referenced a Mark Twain quote about worrying over troubles that never come to pass and stated that many of the concerns raised—such as semi-trucks being parked on the street—were not directly related to the zone change itself. He reiterated that the Council had consistently tried to allow property owners to use their land as they wished. He acknowledged that the request did fall into the definition of spot zoning but felt that the impact would be minimal.

City Manager Robinson provided a staff analysis. He explained that with the four parcels remaining at R-1-18 with 18,000 square foot lots and not considering infrastructure, five lots could fit. When accounting for infrastructure (approximately 20% of the land), the number would likely be closer to four lots. If the zoning changed to R-1-11 with 11,000 square foot lots, eight lots could theoretically fit, but with infrastructure considerations, it would likely be closer to seven lots. He noted that seven lots would trigger major subdivision requirements, including curb, gutter, and sidewalk.¹ The difference was essentially between four lots under current zoning and seven lots with the proposed zone change, though infrastructure could reduce that to six lots. He also confirmed that curb and gutter would not be required on a flag lot but would be required if the development transitioned into a major subdivision with a cul-de-sac.

Council Member Ley expressed concern that the subdivision was originally created with a certain vision, and homeowners purchased lots with that expectation. Since the proposed change represented spot zoning within an existing subdivision, she felt the original vision should be maintained.

Council Member Miner appreciated the discussion about affordable housing, recognizing it as a significant issue for the community and the nation. However, she expressed concern about spot zoning, noting that Enoch had very few spot zones on its map. He questioned whether approving this request would set a precedent for future R-1-18 to R-1-11 zone changes and whether the Council would be accommodating to similar requests in the future. He also noted that successful affordable housing developments often

combined different zoning types adjacent to each other, such as R-1-11 next to R-1-18, to create good infrastructure and nice neighborhoods. However, he acknowledged that in those successful cases, the mixed zoning was typically set up at the beginning of development.

Council Member Trower agreed that mixed zoning was a good approach when planned from the start and suggested the Council explore overlays or varied properties in future developments. Her primary concern was that the development be cohesive with the rest of the community. She expressed a preference for a cul-de-sac with emergency vehicle access, noting that the surrounding area featured cul-de-sacs. She felt that R-1-11 zoning would allow for a cul-de-sac and make the property more effective, similar to neighboring developments.

Mayor Rushton asked about infrastructure concerns, specifically whether adding two more lots beyond the originally planned four would cause problems with the existing sewer and water systems that had been designed for the area.

Hayden, Public Works Director, explained that if the development remained a flag lot configuration with four lots or fewer, all water meters would be placed at the front of the flag lot, with service lines running up to the homes and a single sewer line running out to the road. However, if the development became a major subdivision with five or more lots, the developer would be required to install an eight-inch sewer line and an eight-inch water line up the new road, along with a fire hydrant at the end of the cul-de-sac for fire protection, as well as curb, gutter, and sidewalk.¹ If the zoning remained the same and only four lots were developed, these major infrastructure requirements would not apply.

City Attorney Wayment addressed the spot zoning concern, explaining that zone changes were legislative matters and courts gave cities broad discretion to make determinations. He was not aware of any case in Utah where a spot zone had been found illegal when challenged in court, primarily because cities had broad discretion to determine what was in the best interest of the community. Courts would only overturn a spot zone if it was completely arbitrary and capricious, applying a "reasonable debatable standard"—meaning that if the decision was reasonably debatable as being good for the city, it would stand. He noted that concerns had been raised about additional traffic, but arguments had also been made that the zone change would create more affordable lots and housing, which was always beneficial for a city. Therefore, the matter was debatable, and the Council had the authority to make the decision based on what they believed was best for Enoch.

The Council continued deliberations on the ordinance, weighing the concerns of neighboring residents, the need for affordable housing, the implications of spot zoning, infrastructure requirements, and the developer's flexibility to meet market demand.

Council Member Harris made a motion to approve Ordinance No. 2026-02-18-A, an ordinance amending the General Plan Land Use Map and the Enoch Zoning Ordinance Map by changing the zoning of parcels A-0920-0001-0000, A-0920-0002-0000, A-0920-0004-0000, and A-0920-0003-0000 from Single-Family Residential (R-1-18) to Single-Family Residential (R-1-11).

Council Member Stoor seconded and a roll call vote was held as follows:

Council Member Stoor: Yes

Council Member Harris: Yes

Council Member Ley: No

Council Member Trower: Yes

Council Member Miner: Yes

5. PUBLIC HEARING FOR A ZONE CHANGE REQUEST, PARCEL A-0979-0000-0000, FROM COMMUNITY COMMERCIAL (C-C) TO SINGLE-FAMILY RESIDENTIAL (R-1-11)

Council Member Harris made a motion to close the regularly scheduled City Council meeting and open a public hearing for a zone change request. Council Member Trower seconded and all voted in favor.

Background and Property Description

Wade Wilcock explained that his company had developed Dairy Glen phases two, three, and four, and was now looking to expand northward onto the approximately 80-acre parcel in question.¹ The property was currently zoned Community Commercial (C-C) and was located along Minersville Highway in the northern part of Enoch. The surrounding properties had varying zoning designations, with R-1-18 zoning to the east and west. City Manager Robinson displayed the zoning map, showing the green-colored parcel designated for Community Commercial use that was being considered for rezoning to R-1-11.

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

6. CONSIDER ORDINANCE NO. 2026-02-18-B, AN ORDINANCE AMENDING THE GENERAL PLAN LAND USE MAP AND THE ENOCH ZONING ORDINANCE MAP BY CHANGING THE ZONING OF PARCEL A-0979-0000-0000, FROM COMMUNITY COMMERCIAL (C-C) TO SINGLE-FAMILY RESIDENTIAL (R-1-11) – Wilcock Presenting

Council Member Harris raised an important concern as the Council began their deliberations. He noted that the property was located right along Minersville Highway, which represented prime commercial real estate for the City. He emphasized that Enoch did not have a large inventory of commercial land and questioned whether the City was certain about converting this commercial property to residential use. His concern was rooted in the potential loss of future commercial development opportunities along one of the City's major transportation corridors.

Mr. Wilcock explained the zone change request. He acknowledged that while the property was along Minersville Highway, he believed the commercial zoning should be concentrated from approximately where there was a cul-de-sac extending east, west, and south. He argued that this particular 80-acre parcel was "pretty far north" for commercial use and that commercial development would be more beneficial around major intersections or near a future off-ramp from the interstate. He mentioned that Associated Foods was coming into the area and that location would probably be a better spot for commercial activity, but the subject property was too far north to be ideally suited for commercial purposes.

Council Member Harris asked whether there was a way to determine where the planned belt route would intersect with Minersville Highway, as this would be crucial information for evaluating the commercial potential of the property. Mayor Rushton responded that he had looked at this earlier in the day and had difficulty overlaying the belt route onto the current zoning map, but he had pulled up the belt route on a separate map. He believed the belt route would hit at the top of the industrial area and then drop down and come close to Enoch's boundary on the east side.

Mayor Rushton expressed that he shared the concern about converting commercial land to residential use. He noted that while 80 acres represented a very large piece of commercial property, perhaps more commercial land than the City needed, he still saw value in having some commercial presence along Minersville Highway. However, as Mr. Wilcock had suggested, perhaps commercial development would be more appropriate at an intersection rather than spread along the highway.

Access and Infrastructure Concerns

Council Member Harris raised an additional concern about access points. He noted that ingress and egress would be limited along Minersville Highway due to UDOT restrictions. For a commercial development, the property could potentially accommodate one or two access points with larger developments. However, for residential use, more access points would be desirable to serve the neighborhood, but UDOT's restrictions on access to state highways would make this challenging. He questioned whether there would be traffic bottlenecks with everyone trying to access Minersville Highway from the residential development.

Mr. Wilcock responded to these access concerns by explaining that UDOT had already approved specific access points. He referenced the Spanish Trails subdivision, which had a similar traffic pattern with 95-96% of residents using a single exit onto 3600 North. He noted there were probably more homes in Spanish Trails than would be built on this 80-acre parcel, yet the single access point worked adequately. He anticipated that residents living in the northern portion of the new development would use the northern access point, while those in the southern portion would likely travel through the existing Dairy Glen subdivision.

UDOT-Approved Access Points

Mr. Wilcock provided specific details about the UDOT-approved access points for the property. He explained that on 5190 (a road designation), there was a planned access that would connect directly to the property, essentially a "T" road configuration that would go directly over to Minersville Highway. Mayor Rushton clarified that this access would be coming out of the current Dairy Glen subdivision. Wilcock confirmed this was the currently approved access, and noted that there would be another approved access point at 5600, at the top of the property.

The zone change would allow the development of approximately 80 acres of residential housing as a northern extension of the Dairy Glen subdivision, while reducing the City's inventory of commercially-zoned land along Minersville Highway.

The detailed discussion of access points, traffic studies, and coordination with UDOT demonstrated the Council's diligence in understanding the infrastructure implications of the proposed zone change before making their decision.

Council Member Harris made a motion to approve Ordinance No. 2026-02-18-B, an ordinance amending the General Plan Land Use Map and the Enoch Zoning Ordinance Map by changing the zoning of parcel A-0979-0000-0000, from Community Commercial (C-C) to Single-Family Residential (R-1-11). Council Member Miner seconded and a roll call vote was held as follows:

**Council Member Stoor: Yes
Council Member Ley: Yes
Council Member Miner: Yes**

**Council Member Harris: Yes
Council Member Trower: Yes**

7. ACCEPT THE 2025 ANNUAL DRINKING WATER QUALITY REPORT – Public Works Director, Hayden White Presenting

Public Works Director Hayden White presented the 2025 Annual Drinking Water Quality Report to the City Council. The report detailed the quality of Enoch City's drinking water, including testing results, compliance with state and federal standards, and any relevant findings. Council Member Ley asked about the iron in the water. Hayden said we do have a lot of iron in our water. The water is tested all year long.

Council Member Harris made a motion to accept the 2025 Annual Drinking Water Quality Report. Council Member Ley seconded and all voted in favor.

8. CONSIDER REAPPOINTING BRYCE POULSON AND DELAINE FINLAY TO THE PLANNING COMMISSION

The Council considered reappointing Bryce Poulson and Delaine Finlay to serve additional terms on the Enoch City Planning Commission. The Council discussed their service and contributions to the Planning Commission and voted on the reappointments.

Council Member Harris made a motion to reappoint Bryce Poulson and Delaine Finlay to the Planning Commission for a one-year term. Council Member Ley seconded and all voted in favor.

9. COUNCIL/STAFF REPORT

Police Chief Ames Report

- Crossing Guard Position: Interviewed applicants for the crossing guard position after the existing guard, Michelle, had to stop due to medical issues
- New Hire: Hired a new crossing guard who would start at the beginning of the following week
- Otherwise reported business as usual for the Police Department

Lynn Nielson (Building Inspector) Report

- Training in St. George: Traveling to St. George daily for training all week (Monday through Friday)
- Utah Chapter ICC Annual Business Meeting: Attended the Utah chapter of the International Code Council annual business meeting, where new officials were elected
- CEU Credits: Obtaining the required Continuing Education Units (CEUs) through the training sessions
- Inspections During Training: Running home in the evenings to conduct inspections
- Lins Project Update: The south walls were up 24 feet and construction was progressing well; hoped to have the roof on by the end of March
- MCM Pre-Construction Meeting: Met with MCM the previous week for a pre-construction meeting on their new building project; expected completion in a few more months
- New Businesses: The Hub Pizza and Pallet Bakery had preliminary views submitted for the Scenic Corners location next to Dollar General
- General Activity: Reported lots of good development happening in the City

City Manager Robinson Report

- Rocky Mountain Power Easement Follow-Up: Followed up on a resident's concern from a previous meeting about neighbor's materials stored in an easement under power lines

- Rocky Mountain Power had an entire easement team dedicated to these issues
 - They would inspect the site within the next couple of weeks
 - Provided a work order number and would report back when resolved
- Annexation Declaration Area Expansion: Planning Commission discussed potentially expanding the annexation declaration area to the west
 - Would hold meetings with the county and affected entities
 - Does not guarantee annexation, but would require developers to come to Enoch first before developing in the county
 - Penny Website Update: Received feedback from Council members on the website vendor (Penny) - Feedback had been mostly positive
 - Comparing pricing with other website vendors to ensure best value
 - One major Utah vendor was charging another city approximately \$2,000 more than Penny's quote
 - Would request additional quotes to ensure they were getting the best value
 - Invited any additional comments or feedback from Council
- Community Survey: Mentioned access to a community survey tool that could help gauge residents' opinions
 - Survey focused on individuals' quality of life perceptions and broader community perspectives
- Anderson Well Issues: Met with Paul Monroe from the Conservancy District about the Anderson Well problems
 - Received ideas for grants and funding options
 - Current presidential administration had reduced available grant funding
 - Some programs were offering low-interest loans instead of grants
 - Grant money was highly competitive and might not be as available as hoped
 - Would still pursue grant applications
- Snow Removal Appreciation: Thanked public works staff for their hard work in clearing roads during the recent snowfall

Mayor Rushton Report

- Zoning Map Website Issue: Discovered that clicking on zones in the online zoning map led to incorrect website links
 - Problem caused by the City's recent website transition to the new .gov domain
 - Links had not been updated to reflect the new website structure
 - Noted this issue should be addressed as part of the website improvements
- Canyon View High School Athletics Celebrations:
 - Girls Wrestling: Canyon View girls wrestling team won state championship
 - Boys Wrestling: Boys team also performed well with some individual state champions, including both daughters of Officer Carter
 - Swimming: Both boys and girls swim teams won state championships—the first time Canyon View had won state in swimming after being in second place for four consecutive years
 - Celebrated the accomplishments of Enoch residents attending Canyon View High School

Council Member Stoor Report

- Soccer/Baseball Complex Concept: Mentioned discussion about a potential soccer and baseball diamond complex on approximately 20 acres where the City was digging a large hole north of town
 - Described it as an intriguing idea

- Indicated they might discuss this further later in the meeting

Council Member Harris Report

- Enoch Water Board Meeting: The Enoch Water Board met the previous Thursday
- Water Rate Adjustments: The Board was looking at adjusting water rates to afford:
 - Deepening the Anderson Well
 - Digging an additional well after that
- Future Recommendations: Recommendations from the Water Board would be forthcoming
- Next Meeting: Another Water Board meeting scheduled for March

Council Member Miner Report

- Iron County School District Meeting: Attended school district meeting
 - Distributed information to Council showing capacity and actual enrollment at elementary schools
 - Included information about boundary changes (not many significant changes)
- Cedar City Fire Department Call Volume Data: Spoke with Chief Phillips from Cedar City Fire Department
 - 1998: 210 calls
 - 2025: 1,206 calls
 - Represented approximately a 474-500% increase over 27 years
 - Demonstrated population growth and increased demand for services
 - Noted that Police Chief Ames likely had similar data for police services
- Fire Station Update: Chief Phillips mentioned 2029 as the goal date for the new fire station next to Gateway
 - Call Volume Per Capita Discussion: Council discussed whether current calls per capita were less than earlier years despite the raw number increase
- Economic Development Breakfast: Attended Cedar City Chamber economic breakfast
 - Met with David Johnson (Cedar City economic developer)
 - Met with Jim Wakeland from the governor's office
 - Met with Nicole Black from Southern Utah Economic Alliance
 - Building resources and partnerships for Enoch's economic development committee
 - Iron County Advisory Board: Invited to serve on the Iron County Advisory Board; name would be submitted for approval
 - Economic Development Committee: Working to help establish the committee for Enoch

Council Member Trower asked if the City had ever considered hiring a PR manager to help get information out to the community.

- City Manager Robinson responded that staff had discussed it
- Would handle website management, social media, marquee updates, and newsletter communications
- Discussion had not progressed beyond initial conversations
- Council Member Harris noted they had looked at SUU interns and temporary help in the past

10. 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.

Council Member Harris made a motion to close the regularly scheduled City Council meeting and go into a closed meeting for the purpose of buy, sell, or trade of real property, imminent litigation, or personal matters. Council Member Stoor seconded and a roll call vote was held as follows:

Council Member Harris: Yes

Council Member Stoor: Yes

Council Member Ley: Yes

Council Member Trower: Yes

Council Member Miner: Yes

11. ACTION FROM CLOSED MEETING

Council Member Harris stated that no action would be taken, but they will do due diligence on subjects discussed.

12. CITY COUNCIL TRAINING

Chief Ames – Police Department

He put together a hand out of his presentation. It detailed data, such as budgetary items, Traffic stops, arrests, cases, and crime stats. See attached.

Lynn Nielson – Building Department

- Mindy prepared a handout with department statistics (see attached).
- The department oversees all building activity in the city. Fees are assessed based on impact fees.
- Primary responsibilities: plan review, inspections, and ensuring code compliance. The department's main goal is life-safety.

Staffing & Roles

- The certified Building Official also serves Brian Head and Parowan.
- Keith (Parowan) has been assisting with workload when needed.

Workload & Inspections

- Typical historical average: 10–15 inspections per day.
- Current average: 20–25 inspections per day; volume continues to increase.
- Annual workload benchmark: about 150 homes per official before becoming overwhelmed. This year's volumes are roughly double that benchmark, creating capacity issues. The Building Official may need to reduce assistance to other jurisdictions if the trend continues.

Codes, Legislation & Training

- Energy code changes are occurring; some changes may reduce the overall energy efficiency of homes. Utah chapter members monitor and follow these codes.
- New legislative timelines: plan review/response requirements now include a 3-day limit and inspections within 14 business days (as applicable).
- The Building Official serves on the Department of Professional Licensing education board. Additional training funding will be requested to support these responsibilities.

Other Work & Community Impacts

- Rapid growth in Enoch is creating both opportunities and challenges; coordination with other agencies (including the school board) is recommended to address impacts from residential growth.

Justin Wayment - Open and Public Meetings Act / Purpose of Open Meeting Laws

- Utah Code 52-4-102 requires annual open meeting training for public bodies
- State legislature declares that agencies exist to conduct the people's business openly
- Open meetings ensure transparency: everyone knows what was discussed, what decisions were made, and why

Closed Session Procedures

- Separate Recordings Required: Each closed session topic must have its own recording with separate date stamps
- Stay on Topic: Discussions must remain focused on the stated purpose; switching topics requires exiting and re-entering closed session
- Consequences of Violations: Courts can open closed sessions and require the city to pay plaintiff's attorney fees if laws are violated
- Confidentiality: Content discussed in closed session cannot be disclosed publicly

Permitted Reasons for Closed Sessions (Utah Code 52-4-205)

1. Character, Professional Competence, or Physical/Mental Health of an Individual
 - Applies to any individual, not just employees
 - These sessions are NOT recorded
 - Mayor signs document confirming the discussion occurred
2. Reasonably Imminent Litigation
 - Includes discussion of notices of claim
 - Notice of claim must be filed within one year of the incident
 - Lawsuit must be filed within one year of notice of claim
3. Real Property, Water Rights, or Contract Negotiations
 - Prevents disclosure of negotiation positions that could affect pricing
 - Example: Cedar City publicly offering \$4,500/acre-foot for water set the market minimum
4. Security Personnel, Devices, or Systems
 - Police discussions about security matters

Electronic Meetings (Utah Code 52-4-207)

- City has standing resolution allowing electronic participation
- Base meeting location remains at City Hall
- Council members can participate and vote remotely via Zoom

Group Text Messages and Electronic Communications

Permitted Communications:

- Administrative/managerial matters (e.g., "snow tonight, prepare crews")
- Sharing information about upcoming agenda topics
- One-on-one discussions about issues (without directing how to vote)
- Texting staff members during meetings

Prohibited Communications:

- Group texts directing how members should vote
- Predetermining actions in a "concerted and deliberate way" (Utah Code 52-4-208)
- Council members texting each other during meetings
- Any communication among a quorum to predetermine action on agenda items

Example of Violation:

- Group text: Example "My neighbor's dog is barking, we should create an ordinance" = VIOLATION
- Acceptable alternative: "Dog barking is an issue, let's put it on the agenda to discuss"

Agenda and Voting Requirements

- Items must be listed on the agenda to be voted upon
- "Consider ordinance" on agenda implies potential vote; no need to separately state "vote on"

ordinance"

- Standing closed session item on every agenda allows Council to enter closed session as needed
- "Reports and follow-up" agenda item allows discussion but NOT voting
- After closed session, motion should reference "proceeding as directed" without disclosing details

Managing Disruptive Public Meetings

- Example from Beaver: Mayor Robinson set clear ground rules for contentious meeting with 200+ attendees
 - No hissing, booing, applause, or clapping
 - No repetitive comments; Council is "smart enough to hear it once"
 - Sheriff present to remove anyone not complying
 - Result: orderly, respectful hearing

Consequences of Violations

- Courts can undo actions taken in violation of open meeting laws
- City may be required to pay plaintiff's attorney fees
- Improper closed sessions can be opened to public review

Best Practices

- Avoid excessive closed sessions (raises public suspicion)
- When voting after closed session, provide public rationale for decisions rather than silent votes
- Articulate reasoning for decisions to avoid "arbitrary and capricious" standard
- Be cautious with group texts; when in doubt, avoid discussing pending decisions

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

Lindsay Hildebrand, Recorder

Date

ENOCH CITY POLICE DEPARTMENT

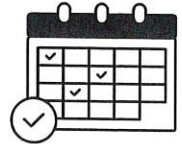
FEBRUARY 2026

TIMELINE



2002	→ ECPD FOUNDED <i>Officers: 2</i>
2004	→ <i>Officers: 4</i>
2016	→ <i>Officers: 2-4</i>
2018	→ <i>Officers: 5</i>
2019	→ <i>Officers: 6 full-time, 1 part-time</i>
2022	→ <i>Officers: 7 full-time, 2 part-time</i>
2025	→ NEW PD BUILDING <i>Officers: 8 full-time, 3 part-time</i>
2026	→ PRESENT DAY <i>Officers: 8 full-time, 5 part-time</i>

SCHEDULES



POLICE SHIFTS

- DAY: 5:00AM-4:00PM
- SWING: 12:00PM-10:00PM
- NIGHT: 4:00PM-3:00AM

ANIMAL SHELTER

OPEN TO PUBLIC:

- 7 DAYS A WEEK
- 9:00AM-1:00PM
- 4:00PM-6:00PM BY APPOINTMENT

REVENUE

PD REVENUE

Description	Budget
Impact Fees – Police	\$135,391
Liquor Fund Allotment	\$28,500
Law Enforcement/Safety Grants	\$27,000
Dispatch Fee	\$43,000
Police Department Fees	\$2,000
Fines	\$8,000

ANIMAL SHELTER REVENUE

Description	Budget
Dog Licenses	\$5,000
Animal Shelter Fees	\$7,000
Shelter Donations	\$18,000

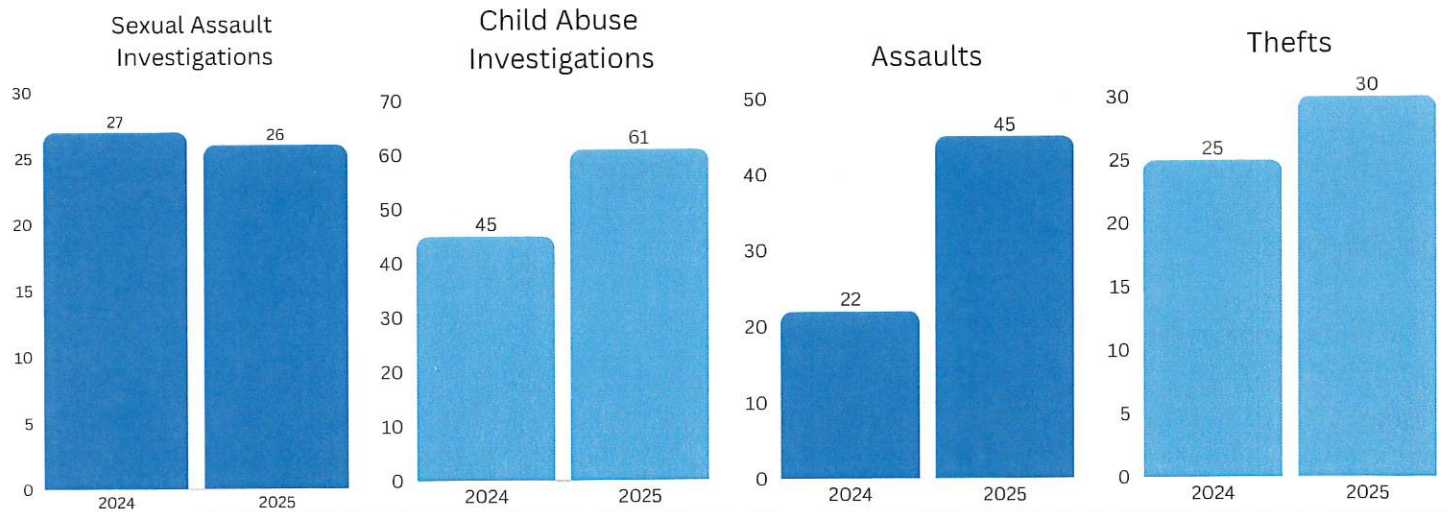
ENOCH CITY POLICE DEPARTMENT

STATISTICS

DEPARTMENT STATS



CRIME STATS



Building Department

July 1st, 2024 – Feb 18th, 2025

Total Res. Permits – 139

New Homes – 69

Commercial – 9

Total Inspections – 2061

July 1st, 2025 – Feb 18th, 2026

Total Res. Permits – 174

New Homes – 103

Commercial – 20

Total Inspections – 3012

2023-2024 Fiscal Year

Total Res. Permits – 179

New Homes – 96

Commercial – 10

Total Inspections – 2635

2024-2025 Fiscal Year

Total Res. Permits - 248

New Homes - 120

Commercial - 12

Total Inspections – 3459

2025-2026 Fiscal Year (so far)

Total Res. Permits – 174

New Homes – 103

Commercial – 20

Total Inspections - 3012

ENOCH CITY CORPORATION

RESOLUTION NO. 2026-03-04

A RESOLUTION AMENDING THE ENOCH 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 probationary period, employee classifications, sexual harassment and reporting requirements, annual leave, and compensatory time; 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. See "Exhibit A" attached. This Resolution was made, voted upon, and passed by the Enoch City Council at a regular City Council meeting held on the 4th day of March 2026.

DATED this 4th day of March 2026

ENOCH CITY CORPORATION

Jim Rushton, Mayor

VOTING:

Shawn Stoor	Yea	___	Nay	___
David Harris	Yea	___	Nay	___
Debra Ley	Yea	___	Nay	___
Jacob Miner	Yea	___	Nay	___
Kimberlee Trower	Yea	___	Nay	___

ATTEST:

SEAL:

Lindsay Hildebrand, City Recorder

ENOCH CITY COUNCIL MEMO

SUBJECT: HR Manual Update

FOR CONSIDERATION ON: March 3rd, 2026

PETITIONER: City Staff

ACTION REQUESTED BY PETITIONER: Approval of Updated HR Manual Update

Review Type: Legislative

BACKGROUND INFORMATION:

Enoch City staff have reviewed the current HR Manual for city employees and propose updates to several policies. The proposed changes are included in the attached document, with modifications highlighted for ease of reference. The primary updates address the following areas:

- Employee classifications
- Sexual harassment policies and reporting requirements
- Extension of prohibition periods at the discretion of the department head
- Requirement for employees to sign an acknowledgment indicating they have reviewed and understood any updates

GENERAL PLAN REFERENCE:

- N/A

CITY CODE REFERENCE:

- N/A

PUBLIC NOTICE:

- A public hearing is not required for this agenda item by City or State Code.

STAFF RECOMMENDATION:

Review and approve the proposed changes to the HR Policy amendment.