

FARMINGTON CITY – CITY COUNCIL MINUTES

March 3, 2026

WORK SESSION

Present:

*Mayor Brett Anderson,
City Manager Brigham Mellor,
Mayor Pro Tempore/Councilmember Amy
Shumway,
Councilmember Roger Child,
Councilmember Scott Isaacson,*

*Councilmember Melissa Layton,
Councilmember Kristen Sherlock,
City Attorney Paul Roberts,
Recording Secretary Deanne Chaston, and
City Planner/GIS Specialist Shannon
Hansell.*

Mayor **Brett Anderson** called the work session to order at 6:07 p.m.

PARENTAL LEAVE POLICY DISCUSSION

The work session was held to consider a new parental leave policy. City Attorney **Paul Roberts** introduced this agenda item, which would provide four weeks of fully paid parental leave for new parents. Short-term leave covers 70% of pay, and the proposed policy would have Farmington cover the remaining 30%. The result would be a total of eight paid weeks of parental leave. Surrounding governmental employers offer competitive parental leave, and Farmington needs to adopt a better one in order to stay competitive. Salt Lake City, which has more Staff than surrounding cities, offers the best parental leave benefit.

Councilmember **Amy Shumway** asked if employees could cash out their leave instead of using it. Councilmember **Scott Isaacson** said there may be some employees who would rather have more money than time off.

City Manager **Brigham Mellor** said he is less concerned with the wage/financial implications of this proposed policy, and more concerned with the manpower available to cover the employee taking the leave. For example, it would be difficult for current staff to cover a police officer who is taking two months off of work.

MAYOR AND CITY COUNCIL REPORTS

Mellor said the monthly sewer rate will increase \$3 in an effort to recover costs related to major infrastructure changes required by the federal government. While the City helps collect fees for the sewer district, the City does not have the ability to set the sewer rates. However, many people think the City is responsible for sewer rates. According to an agreement, the City cannot get out of this responsibility. If residents want to discuss this, they should call the sewer district. The utility fee will increase \$3 also.

Councilmember **Kristen Sherlock** said she found out that just one person on the school community council is against the all wheels park, not the whole council itself. Also, the rumor that the City will not be proceeding with the all wheels park is not true. **Mellor** said the Council would hold a work session in April addressing the all wheels park before the community open house is held.

Isaacson said some residents have brought up the sliver of property that ended up between Glovers Lane and their homes before the roundabout. **Mellor** said it is possible to vacate the right of way as has been done previously with both Lagoon and Flanders. While neighbors may be able to extend their yards into this area, they would not be able to build things on that property because the area is meant as detention for the impermeable roundabout surfaces. He said the detention basin would not be part of all wheels park. He said the idea is to give the adjacent land owners the property, but they need to be patient while City Staff figures things out.

Shumway said she has become aware of a lot of asphalt trails throughout the City that need maintenance. The trail near her home behind the Maverik is in bad shape because of tree roots. Lagoon may be responsible for some trail maintenance as well. She would like to start a maintenance schedule for paved trails throughout the City, as reviewed by the new Trails Committee. **Mellor** said the City now has an employee who is exclusively over trails. Recreation, Arts and Parks (RAP) tax money can be used on trail maintenance, but impact fees can't.

Mellor said the new North Cottonwood Commons Park and splash pad will be opened with a kick-off May 23 from 5 to 9 p.m. with a concert, food trucks, and balloons.

City Attorney **Paul Child** said a recent lawsuit had been resolved within the financial parameters the Council previously set. Farmington will pay the settlement in five increments within five years without interest through Intergovernmental Risk Management Agency (IRMA).

Councilmember **Roger Child** said he is concerned with the **Michael Falk** application that was recently denied despite his compliance with policies. That has been four denials total. While no one is excited to see the hillside developed, he is afraid **Falk's** patience is wearing thin. **Mellor** said he understands that the applicant may be frustrated, but it was a legislative decision that Staff is not that concerned about. An application for what it is currently zoned for wouldn't be denied. **Child** said forcing him down the path of developing under an agricultural zone would be specific to him.

REGULAR SESSION

Present:

*Mayor Brett Anderson,
City Manager Brigham Mellor,
Mayor Pro Tempore/Councilmember Amy
Shumway,
Councilmember Roger Child,
Councilmember Scott Isaacson,*

*Councilmember Melissa Layton,
Councilmember Kristen Sherlock,
City Attorney Paul Roberts,
Recording Secretary Deanne Chaston, and
City Planner/GIS Specialist Shannon
Hansell.*

CALL TO ORDER:

Mayor **Brett Anderson** called the meeting to order at 7:02 p.m. Councilmember **Scott Isaacson** offered the invocation, and the Pledge of Allegiance was led by **Mayor Anderson**.

PRESENTATION:

Student Spotlight: Sawyer Haws

Miss O'meara nominated **Sawyer Haws** as student of the month. He is outgoing and friendly, has great attendance, and pays attention. He is a class leader and likely a future leader.

Introduction of the New Youth City Councilmembers (YCC) and Administration of the Oath of Office by Mayor Anderson

Mayor Anderson presented this agenda item. He said that the YCC has been an evolving program. Historically, involved youth helped provide “free labor” for City events such as stuffing 40,000 eggs for the Easter egg hunt. Now, youth are also sent through all City departments to see what they do and understand their struggles. For example, when in the Public Works Department, youth get in a back hoe to understand what it takes to get water to residents.

The Youth City Council for 2026 includes: Hayley Anderson, Emma Barber, Macen Beck, Austin Bergstrom, McGuire Bingham, Nash Bingham, Bryndee Bradshaw, Zac Bradshaw, Traden Buchi, Addison Cartwright, Maxwell Christensen, Hanne Davis, Elliot Duncan, Beatrice Etter, Abigail Flake, Nikole Freebarin, Meher Grover, Lucy Hale, Daxton Harris, Ashley Hendriks, Max Johnson, Samuel Johnson, Kiley Kunz, Hailey Leeman, Taylor Meyers, Avi Muirbrook, Jacie Nielson, Carter Richardson, Greta Rollins, Cayden Salway, Kaitlin Sherlock, Samantha Shupe, Charlotte Smith, Truman Stelter, Leia Stevens, Kynlee Sunderland, and Jasmine Taibo.

BUSINESS:

Consideration of a Request to Rezone Approximately 0.6 acres of property from Buffer (B) to the Commercial Recreation Transition (CRT) zoning district for Lagoon at 510 N. 200 West

City Planner/GIS Specialist **Shannon Hansell** presented this agenda item. As Lagoon was preparing for construction of the administration building, they decided they would like to expand the associated parking area. The Planning Commission has reviewed the site plan, which is located in the B zone.

City Councilmember **Amy Shumway** noted that the entrance is very close to Main Street, which may increase the stacking of traffic. She also mentioned that she had hoped to see a landscaped barrier in the parking lot along the trail.

Hansell said the parking is planned for employees, so any back up will be limited to when employees are getting to work before guests arrive. In the City's opinion, it is a safe distance from the nearest intersection.

Applicant **Dustin Allen**, a Farmington resident representing Lagoon, addressed the Council. He said the amount of employee traffic will be the same as before, and it hasn't been a problem. A security guard will open and close the gate. The station will be manned, so if there is a traffic problem, the guard can direct traffic.

Councilmember **Kristin Sherlock** said she brought the landscaping issue up at Planning Commission, saying the noise and sight of a parking lot could detract from the trail.

City Manager **Brigham Mellor** said City Staff would look into the issue.

Motion:

Councilmember **Roger Child** moved that the City Council approve the enabling ordinance (enclosed in the Staff Report) for the zone change from B to CRT for Lagoon Administration.

Finding 1:

1. The uses allowed in the requested zone are appropriate for the area and the requested zone matches surrounding zoning and allows for additional parking at Lagoon's office.

Sherlock seconded the motion. All Councilmembers voted in favor, as there was no opposing vote.

Mayor Pro Tempore/Councilmember Amy Shumway	X Aye	___	Nay
Councilmember Roger Child	X Aye	___	Nay
Councilmember Scott Isaacson	X Aye	___	Nay
Councilmember Melissa Layton	X Aye	___	Nay
Councilmember Kristen Sherlock	X Aye	___	Nay

Parental Leave Policy

City Attorney **Paul Roberts** presented this agenda item. The Council discussed this item in the earlier work session. Farmington currently does not offer paid parental leave to its employees. Instead, full-time employees rely on sick and vacation leave for pay during absences related to a child-adding event in an employee's life. If an employee lacks sufficient leave but wants to take protected leave for longer periods, then they are allowed to take unpaid leave. Under the Family and Medical Leave Act (FMLA), employees are entitled to annually take off up to 12 weeks of job-protected leave. However, FMLA is not paid leave; it merely protects their job while they utilize it.

If the employee is the one giving birth to the child, they are currently able to access Short-term Disability Insurance (SDI) coverage, which the City provides at no cost to employees. They can receive four weeks of coverage for ordinary births, and six weeks for a cesarean section.

However, SDI only provides 70% of their pre-disability earnings, and the employee remains on the hook for their share of other premiums such as those for medical and life insurance.

With Farmington's zone of competition, 44% of government employers provide a parental leave benefit of some kind, and others are considering adopting it this year. If Farmington adopts this policy, it would aid in recruitment and retention efforts.

The proposed policy would provide up to four weeks of paid parental leave to a parent of a newborn child or an adopted minor. It does so without reference to the employee's gender. All employees are entitled to leave under the Parental Leave policy. The policy includes limits on the amount of leave provided in a rolling year, as well as exclusions for adopting a new spouse's children, among other additional details.

The proposed policy includes a provision for supplemental post-partum recovery leave provided to the employee for medical recovery after giving birth to a child, for up to four weeks. This leave would be in addition to parental leave. Unlike parental leave, it is linked to the employee accessing the SDI benefit purchased by the City. The City's supplemental leave provides 30% of the employee's pre-disability salary for the four weeks of approved leave. Combined with the SDI payment of 70%, the employee maintains full compensation for all four weeks.

Employees will, as before, be able to access vacation and sick leave banks to cover any additional time off once these leave banks are depleted. This proposed policy is contemplated to be effective immediately. Eligible employees who have added children in the prior 12 months should be allowed to access it until the 12-month anniversary of the birth or adoption.

Motion:

Councilmember **Melissa Layton** moved that the City Council adopt the resolution creating parental leave and supplemental post-partum recovery leave for City employees.

Shumway seconded the motion. All Councilmembers voted in favor, as there was no opposing vote.

Mayor Pro Tempore/Councilmember Amy Shumway
Councilmember Roger Child
Councilmember Scott Isaacson
Councilmember Melissa Layton
Councilmember Kristen Sherlock

X Aye ____ Nay
X Aye ____ Nay
X Aye ____ Nay
X Aye ____ Nay
X Aye ____ Nay

SUMMARY ACTION:

Minute Motion Approving Summary Action List

The Council considered the Summary Action List including:

- Item 1: Approval of the City Council minutes for February 17, 2026.
- Item 2: Monthly Financial Report
- Item 3: Approval of DahlCo Quote for Paver Installation at North Cottonwood Commons (NCC) in the amount of \$92,460.

Motion:

Sherlock moved to approve the Summary Action list Items 1-7 as noted in the Staff Report.

Isaacson seconded the motion. All Council members voted in favor, as there was no opposing vote.

Mayor Pro Tempore/Councilmember Amy Shumway	X Aye	___	Nay
Councilmember Roger Child	X Aye	___	Nay
Councilmember Scott Isaacson	X Aye	___	Nay
Councilmember Melissa Layton	X Aye	___	Nay
Councilmember Kristen Sherlock	X Aye	___	Nay

GOVERNING BODY REPORTS:

Mayor Anderson and City Council Reports

Mayor Anderson encouraged participation in the Bountiful parade on July 25, which would mean walking the streets of Bountiful dressed as a pioneer.

ADJOURNMENT

Motion:

Child made a motion to adjourn the meeting at 7:30 p.m.

Layton seconded the motion. All Council members voted in favor, as there was no opposing vote.

Mayor Pro Tempore/Councilmember Amy Shumway	X Aye	___	Nay
Councilmember Roger Child	X Aye	___	Nay
Councilmember Scott Isaacson	X Aye	___	Nay
Councilmember Melissa Layton	X Aye	___	Nay
Councilmember Kristen Sherlock	X Aye	___	Nay



DeAnn Carlile, Recorder