City of Naples

Naples City Council Meeting Agenda
May 14, 2026 - 7:30 p.m.
1420 East 2850 South
Naples, UT 84078

Opening Ceremonies

1. Approval of Agenda
2. Approval of Minutes - April 9, 2026 Regular Council Meeting
3. Any Follow Up Matters from April 9, 2026
4. PUBLIC COMMENT PERIOD
5. Dinosaur Roundup Rodeo Update and Request for Sponsorship - Carson Young
6. Vernal Area Chamber of Commerce Update - Marty Partridge
7. Motion to Accept Phase 5 of The Farm Subdivision Including Infrastructure and Approve Release of Escrow Funds
8. Accept Bid for Salt Shed Repair/Replacement
9. Review and Accept Bid for Audit Services
10. Discussion of Term Limits
11. Discussion to Approve Updating Maternity Leave in Personnel Policy - Section XIX, #5
12. Motion to Adopt Tentative Budget
13. Motion to Adjourn

In compliance with the Americans with Disabilities Act, individuals needing special accommodations during this meeting should notify the Naples City offices at 789-9090, 1420 East 2850 South, Naples, UT 84078 at least 48 hours in advance of the meeting. Meetings are held at 1420 East 2850 South, Naples, UT.

The undersigned, duly appointed City Recorder, does hereby certify that the above agenda was posted at the Naples City Office, on the City's website https://naplescityut.gov/ and on the State Public Meeting Notice website https://utah.gov/pmn Nikki W. Kay

Naples City Council
April 9, 2026
Minutes

A meeting of the Naples City Council was held April 9, 2026, 7:30 p.m., at the Naples City Office, 1420 East 2850 South, Naples, Uintah County, Utah.

DATE, TIME & PLACE OF MEETING

Council members attending were Nate Zilles, Dan Olsen, Ross Morton, and Jonathan Beede. Brock Arnold and Kenneth Reynolds were absent.

COUNCIL MEMBERS ATTENDING

Others attending were Jeremy Raymond, Matthew Wilber, Abby Roberts, Devin Cobb, Brooks Jones, Cheryl Meier, Michael Harrington, Szeth Simmons, Ryan Cook, Nathan Simper, Micheal Davis and Nikki Kay.

OTHERS ATTENDING

Mayor Pro Tem Dan Olsen welcomed everyone and asked Councilman Morton to lead the pledge of allegiance and Councilman Zilles to offer the invocation.

OPENING CEREMONY

Mayor Pro Tem Olsen asked for approval of the agenda. Nate Zilles **moved** to approve the agenda. Jonathan Beede **seconded** the motion. The motion passed with all in attendance voting aye.

APPROVAL OF THE AGENDA

The minutes of the city council meeting of March 12, 2026 were presented for approval. Ross Morton **moved** to approve the minutes. Nate Zilles **seconded** the motion. The motion passed with all in attendance voting aye.

MINUTES APPROVED

Mayor Pro Tem Olsen asked if anyone had anything they would like to follow up with from the previous meeting. Councilman Zilles wanted to know when they are going to have a discussion about 2000 East. Micheal said they could have an open meeting in May.

FOLLOW UP MATTERS

Micheal gave an update on the CIB application submitted for funding of 2500 South. He stated the City was approved for a 70/30 grant loan with 0.5% interest on the loan. Micheal stated the funding meeting will be in June.

Mayor Pro Tem Olsen opened it up for public comment but nothing was brought forward.

PUBLIC COMMENT PERIOD

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REQUEST TO ADDRESS COUNCIL

Matthew Wilber asked to be on the agenda. Mr. Wilber came before the Council to introduce himself and stated he is running for County Commission A in the upcoming election. Mr. Wilber shared that he has lived in the Uintah Basin for five years and runs the radio station in this area. He said he wanted to get more involved in the community and brings his experience from living in different areas. Mr. Wilber stated his government style is pretty simple when it comes to cities. He stated that cities have their own elected officials and they know what their city needs and he believes it is the County's role to support. Mr. Wilber thought water was the most important issue they face right now and they all need to get together to figure that out. Mr. Wilber said he feels strongly about a diverse economy and would like to see technology and manufacturing jobs, along with the oilfield. Mr. Wilber shared that he just wanted to introduce himself and said that he has a website that people can visit to learn more about him. Council members thanked Mr. Wilber for coming.

UPDATE FROM FIRE CONTROL SPECIAL SERVICE DISTRICT

Jeremy Raymond from the Fire Control Special Service District came to give an update. Mr. Raymond shared a slide presentation showing the statistics from each fire department with their training, volume of calls, types of calls, and public relation service. He showed what they have been able to accomplish, as far as improvements and equipment, in each fire department. Mr. Raymond updated the Council on the ladder truck that is being built for the Naples Fire Department and the fire inspections they have completed for the City. He expressed his appreciation for Fire Chief Reynolds and for Robert Hall, who sits on the District Board representing Naples City.

UPDATE FROM ANIMAL CONTROL SPECIAL SERVICE DISTRICT

Devin Cobb with Animal Control Special Service District (SSD) came before the council to give an update. Mr. Cobb shared how long he has been with the SSD and said he has been the director for two years. He shared the mission of the Animal Control SSD. Mr. Cobb presented statistics on animals impounded and how many of those are claimed, adopted, rescued, or euthanized. He explained they have an administrative control board and are funded through mineral lease money. Mr. Cobb said they handle calls for estray livestock, animal cruelty, neglect, hoarding, puppy mills, running at large, owner release, and protective custody. Councilman Olsen said Mr. Cobb does a great job for the area and shared some information on how many animal

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control calls there are in Naples City and the type of calls. Council members thanked Mr. Cobb for coming.

UINTAH SPECIAL SERVICE DISTRICT #1

Cheryl Meiers with the USSD #1 came to share some information about the projects going on at the park and also concerns about the water shortage and how the USSD will be addressing that. She said the District is not going to open the splash park this summer but they were going to open it for the Summerfest. Ms. Meiers wanted the Council to know that will probably not be the case. She said it is not feasible to make the repairs that are needed and open it for just one day. Ms. Meiers updated them on the progress of the pickle ball courts and stated they are hoping to have those completed the first part of June. She stated she is still waiting on a grant they were awarded in order to finish some of their projects. Ms. Meiers said they are looking to put lights on the third field at the park, enclose the dugouts, and build new bathrooms with a concession stand and a score tower. Mr. Meiers asked the Council to consider putting up lights on 1900 South to make it a safer space. She said they support Naples City lighting up one of their best assets.

Ms. Meiers also addressed the recent requests brought before the City regarding memorials in recreational facilities or on recreational property. She told the Council that they are working on a policy to help them have uniformity in all the parks. Ms. Meiers stated the new policy will not allow any new memorials on properties managed by USSD #1. She said if the memorials are already in place they will be grandfathered in. Ms. Meiers said they want to be consistent and fair and she will bring back the formal policy after she has a chance to speak with all of the entities involved. Ms. Meiers said she will come back after visiting with the other entities and after finalizing it with their board. She also addressed metal detecting or prospecting in the parks. Ms. Meiers stated that will only be allowed by permission or permit.

Councilman Olsen thanked those who came from the Special Service Districts to give reports and update the Council. He expressed appreciation for all they do.

RETURN TO ITEM EIGHT - ORDINANCE 26-265 AMENDING ANIMAL CONTROL ORDINANCE

Council members received a copy of Ordinance 26-265 amending the unified animal control ordinance. The changes more clearly define animal cruelty and the penalties associated with it. Ross Morton **moved** to adopt ordinance 26-265. Dan Olsen **seconded** the motion. The motion

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passed with all voting aye on roll call.

Jonathan Beede	Aye
Kenneth Reynolds	Absent
Ross Morton	Aye
Dan Olsen	Aye
Nate Zilles	Aye

OTHER MATTERS

Nothing was brought forward.

MOTION TO ADJOURN

With no other business before the Council, Nate Zilles **moved** to adjourn the meeting at 8:30. Jonathan Beede **seconded** the motion. The motion passed with all voting aye.

APPROVED BY COUNCIL ON THE 14TH DAY OF MAY 2026

BY: _____ ATTEST: _____

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Item No._____

MEMO TO: *City Council, City Manager* **FROM:** *Dale Peterson* *Naples City Building Official*	**Subject: Approval and acceptance** The Farm Subdivision 2014 phase 5.

Recommendation: ***Approve:*** The Farm Subdivision 2014 phase 5, acceptance of the road, curb & gutter, sidewalks, streetlights. The storm water retention pond is locater on lot 54 of the Farm subdivision 2014 phase 5 and will be owned and maintained by the owner of the lot. The utilities will be owned and maintained by the various utilities providers.	**Date:** May 4, 2026 Zone: RA-1 Residential/Agricultural - 1 **Permitted Uses:** Single Family Dwellings

Conditions:

1. Developer to provide the city with a copy of the infrastructure as built plans.
2. Provide a performance bond for a period of one year, for any needed repair of the phase 5 infrastructure.

Building Official

May 4, 2026
date

Nash Family LLC
13721 East Marina Drive, Unit B
Aurora, CO 80014

March 30, 2026

Naples City
1420 E 2850 S
Naples, UT 84078

Please be advised that Nash Family LLC has completed the development of The Farm subdivision in Naples City.
We would respectfully request you begin the one year waiting period for release of the ten percent of escrow funds retained.

Thank you,

Cliff Grua
COO Nash Family LLC

Item No._____

MEMO TO: ***City Council, City Manager*** **FROM:** *Szeth Simmons, Building and Grounds Manager*	**Subject:** Replace Old Salt Shed damaged roof

Recommendation: Award bid to Foster Construction	**Date:** 5-14-23 **Fiscal Impact:** 37,315 **Funding Source: 10-60-703**

Background:

The bid is to replace the damaged cloth roof with metal roof that should extend the life of the building for years. There will be some additional metal bracing added to the building to strengthen it as well and hold the new roofing in place.

Attachments:

Bid opening and pictures

BID OPENING

Project Name: Old Salt Shed roof replacement

Date: 4-46-26

Name:	Bid $
MF Landscaping Foster Construction	37,315

Staff:

Szeth Simmons

Micheal Davis

MF Landscaping
Foster Construction
MF Roustabout Services

Experts in earning trusts

PO Box 1646
Vernal, UT 84078
Phone: (435)790-7162

QUOTE

GENERAL CONTRACTOR

DATE: 4/6/2026

TO: CITY OF NAPLES
1201 E 1300 S
Naples, UT 84078
435-828-4055

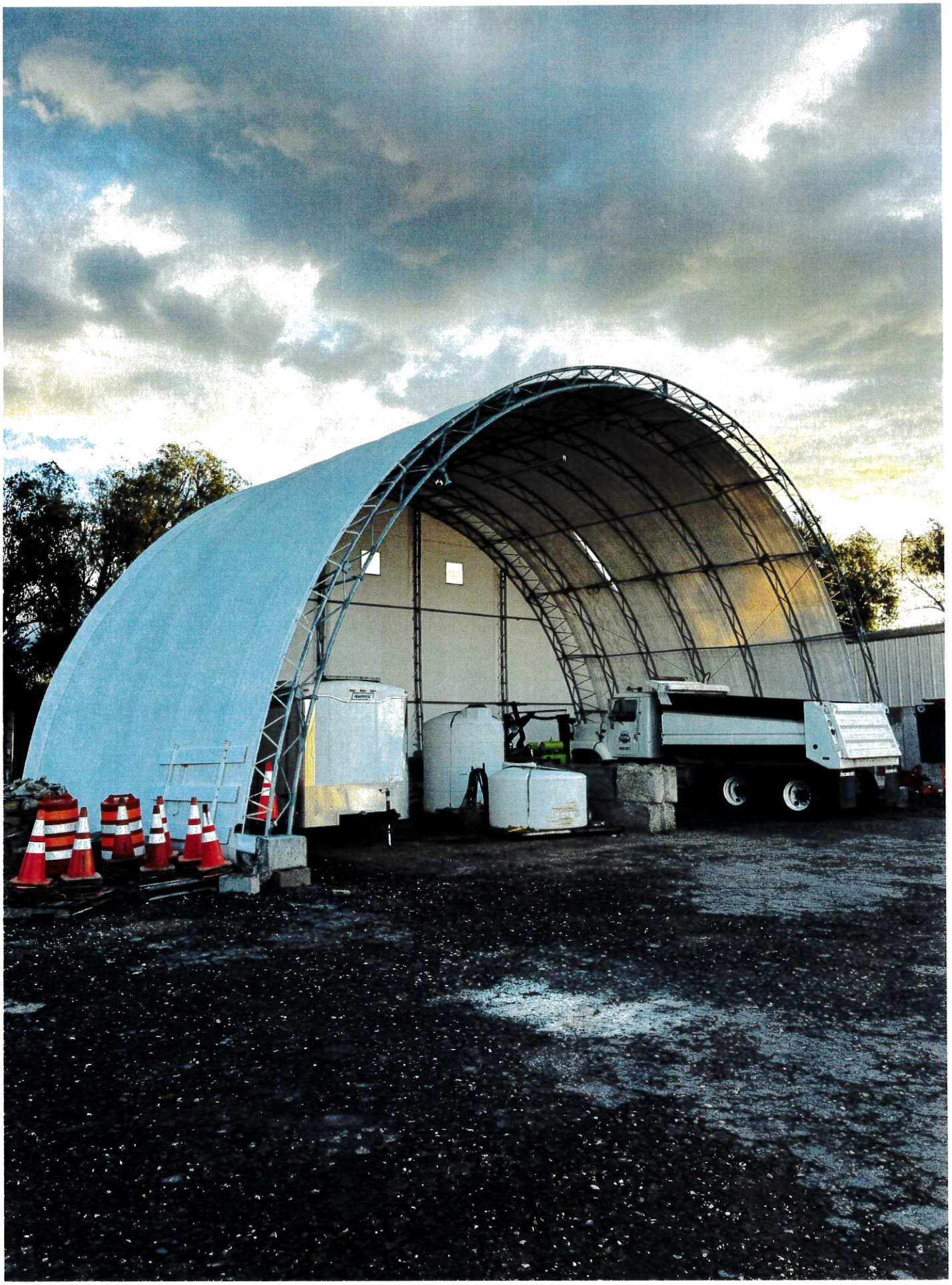
FOR:
Construction services.

DESCRIPTION	HOURS	RATE	AMOUNT
Pull entire canvas off top, front, and back of the entirety of building with man lifts and forklifts.	-	-	-
Install 26 gauge metal from the ground clear over top peak and back to ground with a 117 psi snow load.			
Install metal walls on the back of the unit for complete coverage and ¼-1/3 of the way down the front side for better protection from elements.			
Metal, hardware, screws, lags, manlifts, forklifts, skidsteers.			
Labor			
		TOTAL	**$37,315.00**

The undersigned agrees that first 50% of the amount due shall be paid prior to the commencement of any work, & the second 50% of the amount due shall be paid by the end of the job in which the work is completed. The undersigned agrees that any late payment shall accrue interest at a rate of 18% per annum. The undersigned agrees that he/her will be responsible for MF Landscaping, Foster Construction, MF Roustabouts costs and attorney's fees incurred in collecting on any past due amount left owing.

Signature .....

Make all checks payable to MF Roustabout Services or MF Landscaping
Total due in 5 days. Overdue accounts are subject to a 8% interest fee every month.



ROAD DEPT.

2026 AUDIT PROPOSALS

		CROSSROADS		SMUIN, RICH, & MARSING
REVIEWER #1		74		84.5
REVIEWER #2		64		68.5
REVIEWER #3		83		86.5
	COST:	$14,300.00	2026	$14,500.00
			2027	$15,225.00
			2028	$15,985.00
			2029	$16,785.00
			2030	$17,625.00

K. Conversion of sick leave at employee retirement. At retirement from employment, if an employee has at least ten (10) years of service with the city, any accrued sick leave hours, not exceeding 500 hours, shall be converted to a post employment health savings plan based on the following table:

Years of Service	% Converted to HSP	Years of Service	%Converted to HSP
1-9 years	0%	20 years	60%
10 years	20%	21 years	64%
11 years	24%	22 years	68%
12 years	28%	23 years	72%
13 years	32%	24 years	76%
14 years	36%	25 years	80%
15 years	40%	26 years	84%
16 years	44%	27 years	88%
17 years	48%	28 years	92%
18 years	52%	29 years	96%
19 years	56%	30 years	100%

Payment shall be made at the employee's current rate of pay at retirement.

5. MATERNITY LEAVE.

A. An employee who becomes pregnant may continue working, prior to the birth of the child, until such time as the employee can no longer satisfactorily perform the essential functions of their duties. The Mayor, or designee, may grant an employee annual vacation leave, sick leave, and/or leave without pay for this period of absence. Regulations governing annual vacation leave, sick leave, and leave without pay will apply. The use of paid sick leave for maternity purposes shall be only for the periods of time which the employee herself is physically disabled and only to the extent that the employee has sick leave accumulated. Paid sick leave solely for the purpose of providing childcare shall not be allowed

B. During a maternity leave period in excess of thirty (30) calendar days, an employee's annual vacation leave, sick leave, and/or time toward their performance evaluation, if applicable, shall not accrue.

C. The City of Naples may fill vacancies created by maternity leave with temporary or provisional appointments. At the expiration of the maternity leave, the employee shall return to the same position, where feasible, or to a similar position. Failure of the employee to return to work at the expiration of maternity leave shall be considered a voluntary resignation of their position and employment without notice.

D. An employee who has indicated that she does not intend to return to duty after delivery will be granted the use of any accrued sick leave during the periods before and immediately after deliver which can be supported by her physician's certificate. She must submit her resignation at the time she begins her maternity leave. When she has used the sick leave approved, she will be separated from her duties.

6. **INJURY LEAVE**. Any employee injured on the job, however slightly, must report the fact immediately to the Mayor, or designee. It shall be the duty of the Mayor, or designee, to obtain information regarding the accident or injury and to complete and submit such reports as are required. Unused sick leave or vacation leave may be granted in accordance with applicable rules and regulations. During injury leave periods, vacation leave, sick leave, or time toward yearly performance evaluation shall not accrue, unless an exception is granted by the Mayor, with approval of the City Council. However, injury leave for periods greater than six (6) months shall in no case be granted. Furthermore, eligibility for such leaves requires conformance with all workmen's compensation regulations.

7. **EMERGENCY LEAVE**. The Mayor, or designee, may allow a permanent or probationary employee reasonable time off, not to exceed three (3) working days with pay, in case of an emergency. Time will be charged to the employee's sick leave, annual vacation leave, or accrued compensatory time. The City Council shall have the authority to grant longer leaves in unusual circumstances in which an emergency exists. During an emergency leave period in excess of thirty (30) calendar days, an employee's annual vacation leave, sick leave, or time toward their yearly performance evaluation, if applicable, shall not accrue.

8. **MILITARY LEAVE**. A permanent employee shall be granted leave with full pay for time in active duty; for service in the National Guard or in the Armed Forces reserves for the purpose of fulfilling annual encampment or rifle competition or instruction requirements or field training or other duties in connection with the reserve training. This leave shall be in addition to any annual vacation leave with pay to which an employee may be entitled. Paid military leave shall not exceed ten (10) working days in any one (1) calendar year. (Utah State Code 39-3-1 & -2). While the employee is still receiving full wages or salary from the City, the income or wage received from the Federal or State Government for military duty must be remitted to Naples City with in thirty (30) working days after returning from said duty. **(Amended 6/13/2013)**

Extended Military Leave. A permanent employee who enlists or is drafted and is called to active service in the National Guard or in the Armed Forces or reserve of the United States may be granted extended military leave without pay. Such employees shall be permitted to return to employment with Naples City pursuant to conditions as outlined in Utah State Code 39-3-2. **(Amended 6/13/2013)**

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SECTION 5. PARENTAL LEAVE

5.1 Eligibility

Paid leave is available to full-time, benefit-eligible employees of Naples City who have successfully completed the City's six (6) month probationary period.

5.2 Leave Entitlement

BIRTH PARENT - An eligible employee who gives birth to the child shall be entitled to three (3) work weeks (120 hours) of paid Parental leave following the birth of a child.

NON-BIRTH PARENT- An eligible employee who is the non-birth parent, domestic partner, adoption, or placement of children shall be entitled to two (2) work weeks (80 hours) of paid leave following the birth of a child.

5.3 Ability to Work Prior to Birth

An employee who becomes pregnant may continue working prior to the birth of the child until such time as the employee is unable to satisfactorily perform the essential functions of the position. If the employee becomes unable to perform her duties prior to delivery, the Department Head or designee may approve the use of accrued vacation leave, sick leave, compensatory time, or leave without pay in accordance with City leave policies.

5.4 Use of Paid PARENTAL Leave

Paid leave must be used within three (3) months following the birth of the child, adoption, or placement of children; unless otherwise approved by the Department Head. Leave may be taken consecutively or intermittently with supervisory approval. Parental leave runs concurrently with any FMLA leave for which an employee is eligible.

5.5 Concurrent Leave Prohibition

Paid leave provided under this policy may not be used concurrently with sick leave. Sick leave used for pregnancy or childbirth-related disability must occur separately from the paid leave benefit.

5.6 Accrual of Benefits During Leave

If leave extends beyond thirty (30) calendar days through the use of additional paid or unpaid leave, vacation leave, sick leave, and time toward performance evaluation shall not accrue during the period exceeding thirty (30) calendar days.

5.7 Temporary Filling of Position

The City may temporarily fill vacancies created by leave through temporary, provisional, or acting appointments in order to maintain operational continuity.

5.8 Law Enforcement Return to Duty

Sworn law enforcement personnel returning from Parental leave must provide medical clearance from a licensed healthcare provider confirming the ability to perform the

essential functions of the position. The Chief of Police may require completion of any firearms qualification, certification, or training that became due during the leave period before the officer resumes full enforcement duties. The Chief of Police may assign temporary administrative or limited duty assignments until required qualifications are completed.

5.9 Return to Work

Upon expiration of approved leave, the employee shall return to the same or equivalent position, where feasible, or to a similar position with equivalent pay and status.
Failure to return to work at the expiration of approved leave shall be considered a voluntary resignation unless an extension has been approved.

5.10 Repayment Obligation

Employees receiving paid leave must return to active employment with Naples City for a minimum of twelve (12) consecutive weeks following the conclusion of paid leave.
If an employee voluntarily separates from employment before completing the required return-to-service period, the employee shall reimburse Naples City for the gross wages paid under this leave benefit. Repayment may be waived if separation occurs due to reduction in force, documented medical inability to return to work, or other circumstances approved by the City. Repayment does not apply to any portion of leave that was FMLA-protected.

5.11 Employees Not Intending to Return

An employee who notifies the City that they do not intend to return to work following childbirth may use accrued sick leave for the medically supported disability period related to pregnancy or childbirth. The employee must submit a written resignation at the time Parental leave begins.

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