

EMIGRATION
CANYON

EMIGRATION CANYON CITY COUNCIL MEETING

MARCH 17, 2026, 7:00 PM

UNIFIED FIRE AUTHORITY STATION 119

5025 E. EMIGRATION CANYON ROAD, SALT LAKE CITY, UT 84108

EMIGRATION CANYON CITY COUNCIL MEETING MINUTES March 17, 2026

Council Members Present:

David Brems, Mayor
Nicholas Griffith, Council Member
Catherine Harris, Council Member
Jennifer Hawkes, Council Member
Robert Pinon, Council Member

Council Members Absent:

Staff Present:

Diana Baun, City Recorder
Sarah Leavitt, Deputy Recorder
Tamaran Woodland, Assistant City Engineer
Cameron Platt, City Attorney
Claire Gillmor, Land Use Attorney
Clayton Preece, Legal Counsel
Chief Christina Pettibrown, Unified Police Department
Chief Jason Mazuran, Unified Police Department
Det. Dawn Larsen, Unified Police Department
Officer Luis Lovato, Unified Police Department

Others Present:

1. Welcome and Determine Quorum

Mayor David Brems, presiding, called the meeting to order at 7:00 PM and determined a quorum was present.

2. Pledge of Allegiance

The Pledge of Allegiance was recited.

3. Recognize Visiting Officials

4. Public Comments

EMIGRATION CANYON CITY COUNCIL MEMBERS

MAYOR DAVID BREMS, COUNCIL MEMBER NICK GRIFFITH, COUNCIL MEMBER JENNIFER HAWKES,
COUNCIL MEMBER CATHERINE HARRIS, COUNCIL MEMBER ROBERT PINON

None

5. Stakeholder Reports

A. Unified Police Department

Detective Dawn Larsen reported 37 calls for service during the month of February. Notable incidents included:

- A welfare check involving a suicidal individual in possession of a firearm. The officer located the individual, spoke with them, and ensured they received appropriate care. The weapon was secured and booked into UPD evidence.
- Two additional welfare checks on suicidal individuals, neither of whom were in possession of weapons.
- Six individuals found sleeping in their vehicles in the upper canyon, which Detective Larsen noted was an unusually high number for the month of February.
- A DUI arrest resulting in property damage to a private residence.

Detective Larsen also noted an upcoming race on April 4, requiring road closure to uphill travel from 6:30 a.m. to 9:00 a.m. The course begins above 707 North Emigration Canyon Road (near a home under construction) and runs to the road and ridgeline. The event is a 10K run only. Detective Larsen flagged that the city's VMS (Variable Message Sign) is currently out of service due to burned-out bulbs and will not be available to notify residents of the closure. She indicated that James Hamilton would be contacting the Mayor about whether a replacement sign needs to be obtained.

Mayor David Brems then shared that earlier that day he witnessed a vehicle cross a double yellow line and pass four cars on the straightaway near the lower garbage area at Sunnydale, nearly causing a head-on collision with the Mayor's vehicle. No plate was obtained. He also observed Detective Larsen pull over several motorists, including two motorcyclists.

UPD Chief Jason Mazuran and Precinct Chief Christine Pettibrown took the opportunity to recognize Mayor Brems for his eight years of service on the UPD Board. Chief Mazuran noted that this recognition is typically given at UPD Board meetings and highlighted the Mayor's leadership and advocacy for both the Emigration Canyon community and UPD officers. Mayor Brems acknowledged the significant challenges navigated during his tenure, including the transition from the Sheriff's Department to UPD. Council Member Pinon was also recognized as a valuable addition going forward.

B. Unified Fire Authority

No UFA representative was present. Council Member Harris reported that UFA remains understaffed, with the battalion chief division currently at 12 of 16 positions filled due to a combination of an injury and ongoing hiring. A permanent liaison is not expected to be assigned until May. Acting liaison Assistant Chief Robinson has been engaged on matters

such as the upcoming Firewise Day but was unable to attend the meeting due to a scheduling conflict.

Mayor Brems expressed concern about the approaching fire season, stating it would be important to have regular UFA representation at council meetings. Council Member Harris noted she has been working closely with Division Chief Widdison, who oversees the wildland division, and that planning for the season is already underway.

A brief discussion followed regarding a construction worker at a nearby job site who had been observed burning materials. Councilwoman Harris noted the activity appeared improper and potentially illegal, though enforcement remains a challenge.

C. Salt Lake County Animal Services

Gary Bowen was absent, no updates at this time.

D. Land Use Updates

Land Use Attorney Claire Gillmor noted that most land use updates would be addressed in closed session. She introduced Clayton Preece, identified as a partner expert, who would be joining the council for the land use discussion later in the meeting.

6. Project Updates

A. Engineering Updates

Tamaran Woodland presented updates on five active projects involving Emigration Canyon:

- **MSD Transportation Master Plan** The asphalt condition assessment has been completed. Work is ongoing to finalize pavement cross sections and conduct traffic modeling for future needs. No finished product is available yet. Mrs. Woodland noted that an uphill-only bike lane has been recommended as the standard cross section, consistent with prior council direction. The Council confirmed that existing bike lane infrastructure in a few locations would be preserved.
- **Road Safety Improvement Project** An engineering kickoff meeting was held the previous Tuesday. The project website, initially set up on the MSD website, was taken down after it was determined that UDOT must host it due to funding source requirements. The UDOT-hosted site is expected to be live at the beginning of April. Mayor Brems requested that the consulting firm present to the council at the **April 21 meeting**, rather than waiting until May. A stakeholder work group is being planned, with two meetings anticipated — one in early April and one following the open house. The open house is planned for late May, and a public hearing is anticipated at the end of June.

The council discussed the composition of the stakeholder work group. The proposed members are:

- Brian Johansson
- Mike Sanguinetti
- Jessica Steed
- Council Members Griffith and Harris
- Former Mayor Joe Smolka
- Dale Barrett
- A UDOT representative
- Detective Larsen
- Michelle Henrie (added during the meeting)

Michelle Henrie, present at the meeting, confirmed her willingness to participate.

- **Emigration Creek Culverts Project** Mayor Brems and Woodland held an on-site meeting with residents on February 9. Residents raised several concerns, including a request for a third-party design review. Woodland explained that UDOT only requires third-party reviews when federal funding is involved or for bridge structures; culverts do not qualify. If the city wishes to pursue such a review independently, it would need to fund it and any resulting design or construction cost changes.

Design modifications are being made in response to resident input:

- Addition of riprap at the downstream end of the Skycrest culvert to protect adjacent property.
- Addition of a J-hook to redirect creek flows toward the center and protect the bank.

Regarding construction access: an earlier estimate showed that maintaining resident access through construction would reduce cost savings from \$100,000 to approximately \$30,000. Given this relatively modest savings and fire season considerations, the council agreed to phase construction to maintain access throughout. Temporary construction easements have been sent to property owners; no responses have been received yet. Construction is still anticipated for fall. Additional funding has been added to the MSD request list, subject to MSD Board approval.

Mayor Brems thanked Mrs. Woodland for responding to resident concerns.

- **Freeze Creek Wall Reconstruction (New Project)** This new project evaluates the condition of gabion basket walls between Freeze Creek and Margarethe Lane, near Emigration Canyon Road. Some gabion baskets have been observed tilting in the wrong direction, with potential voids forming behind them. The project is being reviewed by Mark Anderson under the MSD contract for an assessment of safety and required corrective action.
- **Emigration FEMA Flood Map Update** The updated flood map study was submitted to FEMA some time ago. FEMA has returned with multiple rounds of questions, all of which have been answered by the consultant. The matter is now back in FEMA's queue. Council Member Hawkes confirmed that the update is complete and awaiting FEMA approval, not under further revision. Tamaran Woodland noted that the best available data (the updated study) is being used as the current reference, even without formal FEMA adoption, and that this is consistent with standard practice given the significant discrepancies between the old and updated floodplain maps in some areas.

7. Consent Agenda

A. Approval of Meeting Minutes

1. February 17, 2026 City Council Meeting

Council Member Harris moved to approve the February 17, 2026 Council Meeting Minutes as published. Council Member Griffith seconded the motion; vote was 5-0, unanimous in favor.

8. Presentation Items

- ### **A. Engineering Updates – None at this time.**

9. Council Business

- ### **A. Discussion and Potential Action on Resolution R2026-02, A Resolution Approving and Implementing the Updated 2025 Emigration Canyon Hazard Mitigation Plan**

Brian Buckhout, Emergency Management/Municipal Planner presented the updated Multi-Jurisdictional Hazard Mitigation Plan for Salt Lake County (included in the meeting's supporting documents published), noting this was his final presentation on the plan across all participating cities. Key points included:

- **Purpose:** Hazard mitigation plans identify community vulnerabilities and establish strategies to reduce long-term risk to life and property. The plan is approximately 458 pages and is intended as a reference document, not a cover-to-cover read.
- **Local Annex:** A jurisdiction-specific annex of 50–60 pages was prepared for Emigration Canyon in collaboration with former Mayor Smolka. It includes historical, actual, and perceived risk data, as well as local incident history.

- **Multi-Jurisdictional Scope:** 26 entities participated, including 23 cities and towns, two school districts, and a community college. Hazards do not stop at jurisdictional boundaries, and the collaborative approach allows neighboring communities to benefit from shared data.
- **Update Cycle:** The previous plan dated from 2019. Under FEMA's Robert T. Stafford Disaster Relief and Emergency Assistance Act, plans must be updated every five years. This plan covers the city through 2030. New hazards added since 2019 include COVID-19, cybersecurity threats, the Magna earthquake, and additional weather-related events.
- **19 Identified Hazards:** Including wildfire, avalanche, drought, lightning, landslides, earthquake, cybersecurity threats, terrorism, and others.
- **Grant Eligibility:** Maintaining an approved plan is a prerequisite for several federal hazard mitigation grants. The BRIC (Building Resilient Infrastructure and Communities) program was recently cut by FEMA, but Buckhout expressed confidence it will be replaced with a similar program, likely with the same plan requirement.
- **FEMA Cost Sharing:** Having an approved plan is a key factor in FEMA's decision-making when evaluating requests for individual and public assistance following a declared disaster.
- **Emergency Notification Systems:** Buckhout discussed the current landscape of systems, including iPAWS (life-safety emergencies), Code Red, Titan (used by Salt Lake City with geo-location features), and Everbridge (used by Utah County for non-life-safety notifications). A county-wide system is under evaluation. The council discussed the importance of avoiding gaps in notification capability.

Council Member Jennifer Hawkes raised the topic of the Enbridge gas pipeline and asked whether the company's required emergency evacuation plan could be incorporated into the city's planning. Mr. Buckhout confirmed this could be addressed through coordination efforts and noted that an evacuation annex process begins in early April at the MSD Emergency Coordination Center.

Discussion followed regarding tabletop exercises. Mr. Buckhout recommended a discussion-based tabletop for the city's first exercise, walking through decision-making scenarios, before moving to more simulation-intensive formats. Mayor Brems requested that Buckhout also be present at the May 16 Firewise Day (9:00 a.m. – 12:00 p.m.) to engage with the public and assist with "Know Your Zone" education.

Council Member Hawkes requested that the tabletop be scheduled as soon as possible given approaching fire season. Mr. Buckhout committed to scheduling a tabletop workshop within six

weeks. He also noted he will provide the council with a response binder — a reference guide for the first eight hours of an incident — before the tabletop takes place.

Council Member Harris moved to adopt Resolution R2026-02, Approving and Implementing the Updated Emigration Canyon Hazard Mitigation Plan. Council Member Pinon seconded the motion; vote was 5-0, unanimous in favor.

B. Discussion and Potential Action on Resolution R2026-03A, An Additional Resolution Appointing Members of the City Council to Board Positions in Organizations in Which Emigration Canyon Participates and Administrative Responsibilities

City Recorder Diana Baun reviewed and updated the list of council member appointments and assignments. The following positions were discussed and assigned:

- **Broadband and Internet** — Council Member Robert Pinon (retained)
- **Webpage and Newsletters** — Council Member Jennifer Hawkes (retained)
- **Code Red / Alternate Messaging System** — Council Member Hawkes (retained)
- **Road Maintenance** — Council Member Nicholas Griffith (new; discussion noted this involves long-range infrastructure planning and coordination with MSD and Tamaran Woodland)
- **Fire Prevention and Firewise Day** — Council Member Catherine Harris (retained)
- **Canyon Cleanup / Litter Pickup** — To be determined; Brian Johansson has historically organized this through the Community Council. Mayor David Brems indicated he would ask Mr. Johansson to continue.
- **Emergency Management Liaison** — Discussion tabled. Mayor David Brems noted the role carries significant responsibility and requires availability for emergency calls. Mr. Buckhout clarified the role's scope: serving as the primary contact for MSD and county duty officers, participating in evacuation planning meetings, and liaising on the four components of emergency management (response, recovery, mitigation, and prevention). The council discussed the possibility of appointing a qualified community resident rather than a council member, and Council Member Catherine Harris suggested the person identified as helping the community acquire emergency radios as a potential candidate. The matter was deferred for further consideration.
- **Coordination with Power, Gas, and Phone Utilities** — Discussion held; Council Member Hawkes noted that all council members should have access to utility emergency contacts. Deferred.
- **Reservoir Maintenance** — To be determined.

- **History Committee** — Discussion tabled; the council noted this may be more appropriately integrated with Planning and Zoning.
- **Utah Association of Municipal Governance** (suggested by Council Member Hawkes)
— To be added to the list for future assignment.

Council Member Griffith moved to approve Resolution R2026-03A, Appointing Additional Members of the City Council to board Positions in Stakeholder Organizations, as discussed above. Council Member Hawkes seconded the motion; vote was 5-0, unanimous in favor.

C. Discussion and Potential Action on Resolution R2026-07, A Resolution Providing Paid Bereavement Leave for Employees Pursuant to Utah Code Ann. §10-3-1103

City Attorney Cameron Platt explained that Utah state law now requires municipalities to provide elected officials and employees with up to three days of paid bereavement leave under qualifying circumstances. This is an unfunded mandate — the state requires compliance but provides no funding. Mr. Platt noted the policy would be most relevant if the city were to hire a City Administrator.

Council Member Harris moved to approve Resolution R2026-07, Providing Paid Bereavement Leave for Employees. Council Member Hawkes seconded the motion; vote was 5-0, unanimous in favor.

D. Healthy Utah Designation Updates

Council Member Robert Pinon reported that he and Emma Andreason had been working to form a coalition that would include three community members. He stated that they had already reached out to Mark Steven's and Senator Jennifer Plumb and were now seeking a third resident from Emigration Canyon who would be interested in participating. Council Member Pinon asked the council for suggestions for this third member. He also noted that Julia Glade from the Health Department had been involved in the effort and was working with him on the initiative.

Council Member Catherine Harris suggested Andy McNeil as a potential candidate for the third community member position.

E. City Design Standards and Design Guidelines

Council Member Jennifer Hawkes is still working on this project, did address some issues with signage and other bike issues during the Council Workshop Meeting held before this meeting

10. City Attorney Updates

None at this time

11. Council Member Reports

A. Mayor David Brems

- Attended two MSD meetings this month; an audit is ongoing with no completed findings to report yet.
- Working with MSD to obtain a sound system for the City Council Meetings.
- Attending a strategic planning workshop in the near future hosted by the MSD; will share details with the council.
- Attended the last UPD Board meeting with Council Member Pinon; budget season is underway.
- UFSA budgeting is also in progress.
- The Emigration Canyon Planning Commission is actively working to convert FCOZ into a city ordinance.

B. Council Member Catherine Harris

- Attended UFA and UFSA meetings. Conducted a performance review of Chief Burchett, who received a favorable evaluation with goals set for the coming year. Council Member Harris noted he is performing exceptionally well. A benefits and compensation committee meeting is scheduled for tomorrow to finalize cost-of-living adjustments and merit pay structure.
- House Bill 48: Significant legislative changes are pending but have not yet been clearly defined. She committed to gathering more information once the legislative session concludes.
- Wildland Fire Season: Met with Division Chief Widdison following the board meeting to begin planning community fuels reduction work, including shaded fuel breaks. The city provides a \$12,000 annual match (administered through UFA from Fire, Forestry and State Lands). Chief Widdison stressed the importance of identifying target areas early in the season before fuels crews become committed to active fire suppression.
- Watershed Plan: No update.

C. Council Member Robert Pinon

- Deferred the Wasatch Front Waste and Recycling District report to Council Member Nicholas Griffith.

- Utah Broadband: No update.
- High-Density Development: Reached out to Salt Lake City Planning. The application remains dormant but is not formally closed. Salt Lake City has reached out to the applicant with no response received. The matter remains open.

D. Council Member Jennifer Hawkes

Provided a legislative update, noting several bills with implications for Emigration Canyon. She committed to compiling and distributing a full list to the council by email.

Legislative items of note:

- Accessory Dwelling Units (ADUs): A bill requiring ADU ordinances exempts cities below 5,000 population. Emigration Canyon is exempt, but Hawkes recommended the city address parking, building heights, and related standards in its ordinances.
- GRAMA (Government Records Access and Management Act): A new requirement (effective July 1, 2027) mandates that government forms be available electronically, though the form itself does not need to be completed electronically. A PDF option satisfies the requirement.
- Political Signs: New legislation addresses placement of political signs in park strips.
- WUI Code Updates: Noted as relevant.
- Towing Regulations: New rules restrict towing to within the county.
- Oil and Gas Pipeline Legislation: A bill was introduced that would have required oil and gas pipelines to be treated as permitted uses in all municipal zones. Through coordinated advocacy by League of Cities and Towns (in which Mayor Brems and Council Member Hawkes played key roles), the bill was tabled. However, cities were directed to establish a formal permitting process for pipeline applications. City Attorney Cameron Platt clarified that while cities cannot outright deny pipeline requests, they can require a franchise agreement with negotiated terms — including slope restoration, revegetation, environmental protections, and setback requirements. A new 12-inch pipeline is expected to be constructed in the canyon. Council Member Hawkes recommended the city work with Summit County's existing framework, which was developed after prior pipeline litigation. Land Use Attorney Claire Gillmor was asked to obtain Summit County's relevant documents.

- GRAMA Process: Discussion followed regarding the proper routing of GRAMA requests. Mr. Platt confirmed that without a formal ordinance designating a specific intake process, any written request received by a council member qualifies as a records request and must be forwarded promptly to the City Recorder. He agreed to draft an ordinance for the next meeting designating Diana Baun as the records contact and establishing the city's own GRAMA intake form, modeled after Kearns and Magna.

E. Council Member Nicholas Griffith

- Attended the last Wasatch Front Waste and Recycling District (WFWRD) meeting. A recently passed state law allows municipalities to withdraw from special service districts. Herriman has negotiated a withdrawal. WFWRD is confident it can absorb the financial impact through a \$4.5 million increase in actual revenues and a reduced service area. No rate increases or service reductions are anticipated for remaining members in the foreseeable future. Council Member Griffith noted that Emigration Canyon receives strong value from WFWRD given its size and location. A meeting with Evan Tyrrell of WFWRD is scheduled to discuss specific services provided to the canyon.
- WFWRD is discontinuing its trailer program. A pilot project is being explored to address collection of green waste, scrap, and heavy items for the canyon community, which would be particularly relevant for fire hazard reduction.

Council Member Griffith reported meeting with Stuart Okobia of MSD Financial Planning to review past budgets and develop a forecasted budget for the upcoming year. A draft budget has been developed that maintains current funding levels, with particular emphasis on fire safety, communications, community outreach, and professional development/educational programming. Council Member Griffith expressed appreciation for MSD's openness and collaboration in the budgeting process.

12. Future Agenda Items

- GRAMA records request ordinance
- Tabletop emergency exercise (within six weeks, to be scheduled as a workshop)
- Emergency management liaison appointment
- Road Safety Improvement Project presentation by consulting firm (April 21)
- Summit County pipeline franchise agreement review

Council Member Pinon moved to recess the City Council meeting and move to Closed Session. Council Member Hawkes seconded the motion; vote was 5-0, unanimous in favor.

13. Closed Session(s) if Needed as Allowed Pursuant to Utah Code §52-4-205

A. Discussion of the Character, Professional Competence or Physical or Mental Health of an Individual

- B. Strategy Session to Discuss Pending or Reasonably Imminent Litigation**
- C. Strategy Session to Discuss the Purchase, Exchange, or Lease of Real Property**
- D. Discussion Regarding Deployment of Security Personnel, Devices, or Systems; and**
- E. Other Lawful Purposes as Listed in Utah Code §52-4-205**

14. Council Business

- A. Discussion and Potential Action Regarding Termination of Current Legal Services**

The Council discussed the Mayor's recent termination of Current Legal Services with Peak Law and agreed to ratify his decision to give notice of termination and discuss at a future Special Meeting whether or not they would replace the current legal services with an RFQ or a sole-source option. That meeting will be noticed according to the Open and Public Meetings Act and a decision will be made at that time.

Council Member Pinon moved to ratify the Mayor's decision to give notice of termination to the city's current provider of legal services. Council Member Hawkes seconded the motion; vote was 5-0, unanimous in favor.

15. Adjourn

Council Member Hawkes moved to adjourn the March 17, 2026 Emigration Canyon City Council Meeting. Council Member Harris seconded the motion; vote was 5-0, unanimous in favor.

The March 17, 2026 Emigration Canyon Council Meeting adjourned at 10:06 PM.

The March 17, 2026 City Council Meeting Minutes were Approved by the City Council on the 19th day of May 2026:

ATTEST:

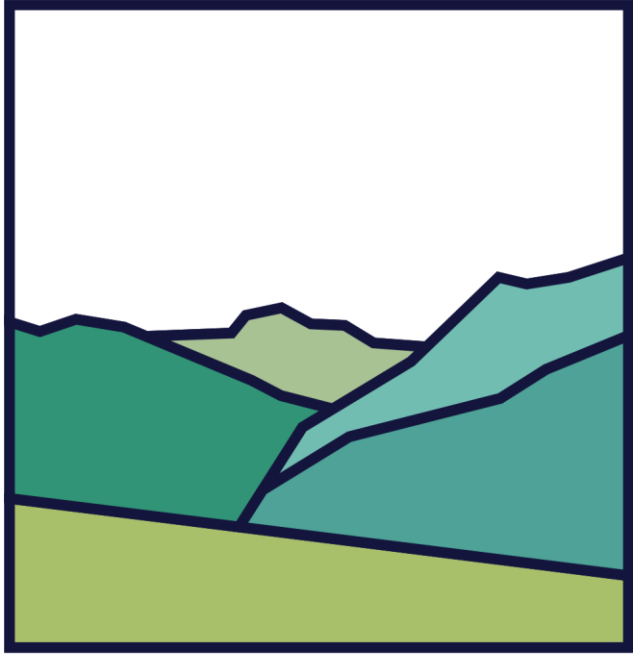


Diana Baun, City Recorder



David Brems, Mayor

Emigration Canyon Project Updates



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Tamaran Woodland, PE, CFM;
Assistant City Engineer

Emigration Canyon Capital Improvement Projects

MSD Transportation Master Plan

Emigration Canyon Road Safety Improvement Project

Emigration Creek Culverts

Freeze Creek Wall Reconstruction

Emigration FEMA Flood Map Update



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MSD Transportation Master Plan

Transportation Master Plan for all MSD Municipalities

- Asphalt Condition Assessment – Completed
- Finalizing Pavement Cross-Sections
- Traffic Modeling to Project Future Needs

Emigration Canyon

Road Safety Improvement Project

Engineering Kick-off Meeting – March 10th

Project Website – April

Council Presentation – April 21st

Stakeholder Work Group – 2 Meetings

- Early April
- After Open House

Public Open House – End of May

Public Hearing – End of June



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Emigration Creek Culverts

On-site Meeting February 9th

Plans and Specifications – 95%

- Minor Design Changes
- Maintain Access Through Construction

Temporary Construction Easements

Anticipated Construction – Fall 2026*



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Freeze Creek Wall Reconstruction

New Project

- Gabion Basket evaluation between Freeze Creek and Margarethe Lane

Design Contract Pending

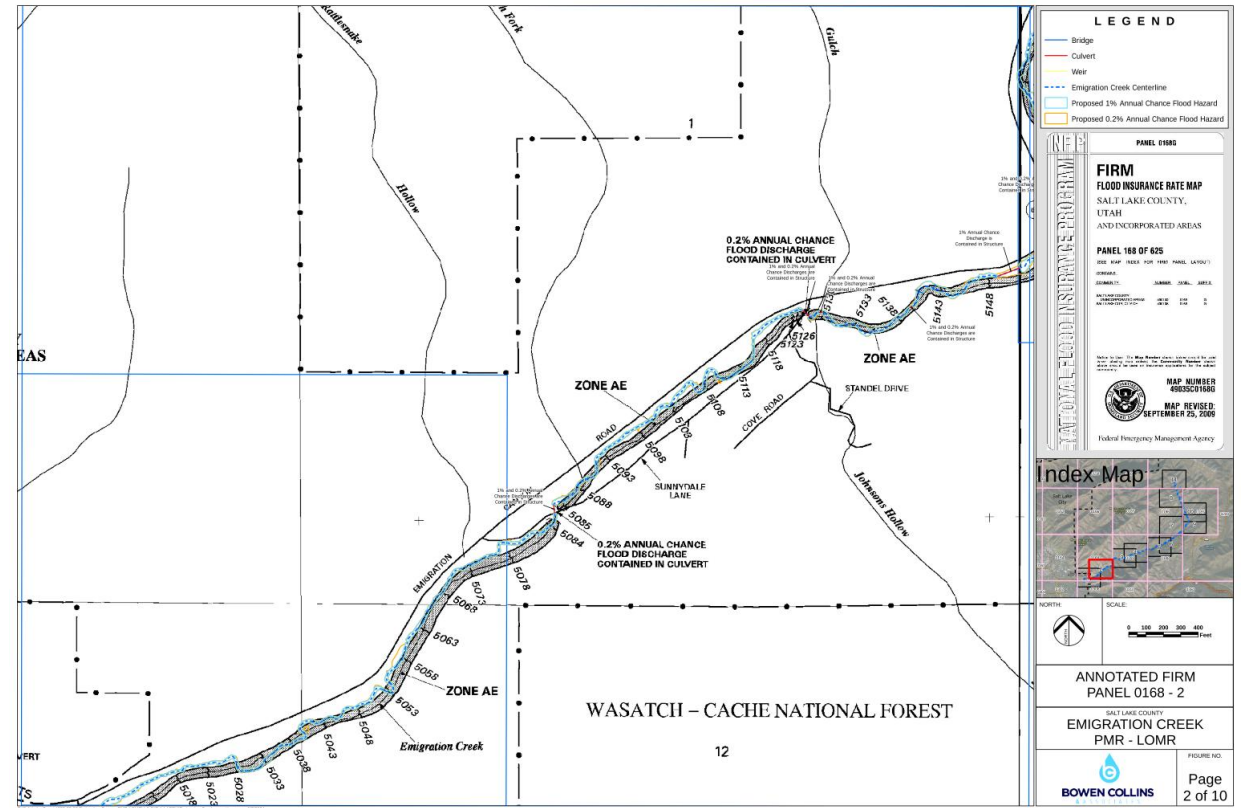


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Emigration FEMA Flood Map Update

Study Completed
Submitted to FEMA

- Multiple Iterations
- In FEMA's Court



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Questions



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RESOLUTION NO. **R2026-07**

DATE: March 17, 2026

A RESOLUTION PROVIDING PAID BEREAVEMENT LEAVE FOR EMPLOYEES PURSUANT TO UTAH CODE ANN. § 10-3-1103

WHEREAS, pursuant to Utah Code Ann. § 10-8-84 the Emigration Canyon (“Emigration Canyon”), is authorized to enact and administer employee policies, including those related to health, disability, and death benefits for its elective or appointive officers and employees; and

WHEREAS, Utah Code Ann. § 10-3-1103, requires the governing body of each municipality to provide, by ordinance or resolution, for at least three work days of paid bereavement leave for employees following the end of a pregnancy by way of miscarriage or stillbirth under specified circumstances; and

WHEREAS, the City Council of Emigration Canyon desires to comply with Utah Code Ann. § 10-3-1103 by adopting a policy that incorporates the required bereavement leave provisions, ensuring the well-being and support of municipal employees during times of personal loss;

NOW, THEREFORE, BE IT RESOLVED by the City Council of Emigration Canyon, Utah, that the following bereavement leave policy is hereby adopted and shall apply to all eligible Emigration Canyon employees, effective immediately upon passage of this resolution:

Section 1: Definitions

As used in this policy:

- "Miscarriage" means the spontaneous or accidental loss of a fetus, regardless of the gestational age or the duration of the pregnancy.
- "Stillbirth" shall have the meaning consistent with applicable Utah law, generally referring to the loss of a fetus after 20 weeks of gestation.

Section 2: Eligibility for Bereavement Leave

Eligible employees shall be granted at least three (3) work days of paid bereavement leave following:

- a) The end of the employee's pregnancy by way of miscarriage or stillbirth; or
- b) The end of another individual's pregnancy by way of miscarriage or stillbirth, if:
 - i. The employee is the individual's spouse or partner; or
 - ii. The employee is the individual's former spouse or partner; and
 - iii. The employee would have been a biological parent of a child born as a result of the pregnancy;

- iv. The employee provides documentation to show that the individual intended for the employee to be an adoptive parent, as that term is defined in Utah Code Ann. § 81-13-101, of a child born as a result of the pregnancy; or
- v. Under a valid gestational agreement in accordance with Utah Code Ann. Title 81, Chapter 5, Part 8, Gestational Agreement, the employee would have been a parent of a child born as a result of the pregnancy.

Section 3: Administration of Leave

- Bereavement leave under this policy shall be paid at the employee's regular base rate of pay and shall not include any special forms of compensation, such as incentives, bonuses, or shift differentials.
- Leave days do not need to be taken consecutively but must be used within a reasonable period following the qualifying event, as determined by the municipal administration in consultation with the employee.
- Employees must notify their supervisor as soon as practicable and provide any required documentation to verify eligibility, such as a medical certification or other evidence of the miscarriage or stillbirth.
- This leave is in addition to any other applicable leave entitlements under municipal policy or state/federal law and does not count toward overtime calculations.
- If additional time off is needed, employees may request to use accrued paid time off (PTO), vacation, or other available leave, subject to approval by the municipal administration.

Section 4: Application and Enforcement

This policy applies to all full-time and part-time employees of the Emigration Canyon, including elective and appointive officers, and shall be administered by the municipal administration or designee in a manner consistent with Utah Code Ann. § 10-3-1103. The City Council may amend this policy as needed to maintain compliance with state law.

Section 5: This Resolution shall take effect immediately upon adoption.

ADOPTED AND APPROVED at a duly called meeting of the Emigration Canyon City Council on this 17th day of March 2026.

Signatures on Following Page

EMIGRATION CANYON COUNCIL

By: David Brems, Mayor

ATTEST:

Diana Baun, City Recorder

Voting:

Mayor Brems voting _____

Council Member Griffith voting _____

Council Member Hawkes voting _____

Council Member Harris voting _____

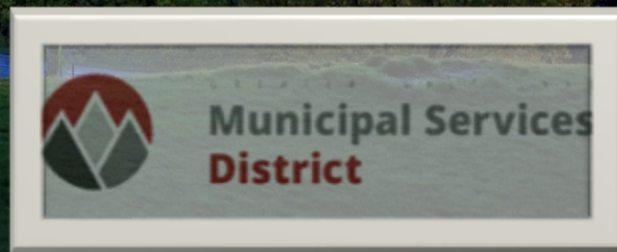
Council Member Pinon voting _____



Multi-Jurisdictional Hazard Mitigation Plan: 2025 Update



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Hazard Mitigation



- ***Hazard Mitigation*** is any sustained action to reduce or eliminate the long-term risk to human life and property from hazards.
- **2025 Multi-Jurisdictional Hazard Mitigation Plan**
 - A detailed roadmap that identifies vulnerabilities and generates strategies to reduce risk
 - Provides an organized well-documented evaluation of specific hazards
 - Evaluates hazards, capabilities & sets goals for each jurisdiction and the county as a whole
 - Outlines mitigation actions and identifies funding opportunities to help complete hazard reduction projects
 - The primary purpose of mitigation planning is to systematically identify policies actions, and tools before a disaster strikes.



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Purpose and Plan Participants

- The 2025 MJHMP builds upon the 2019 plan, serving as a strategic planning document for Salt Lake County and its 26 participating entities, including: **23 cities and towns, 2 School Districts, and 1 Community College**
- The 2025 Multi-Jurisdictional Hazard Mitigation Plan (MJHMP) incorporates updated hazard vulnerability data, reflecting changes since 2019.
 - The purpose of this information is to support community planners, emergency managers, elected officials, and the public in making informed decisions about land use, public infrastructure, emergency preparedness, and resource allocation.



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Why Multi-Jurisdictional Planning

- **Shared Risks – Shared Solutions**
 - Hazards like earthquakes, floods, and wildfires don't just stop at jurisdictional lines. A regional approach strengthens coordination and consistency
- **Fosters Collaboration and Efficiency**
 - Allows jurisdictions and the county to combine resources, expertise, and data collection, saving time and money compared to each individual jurisdiction and school having an individual plan.
 - Encourages collaboration between local governments, school districts, utilities, and special services districts
- **Increased Funding Competitiveness**
 - A countywide plan helps smaller jurisdictions access FEMA and other grants they might not qualify for on their own
- **Integrated Mitigation Strategy**
 - Helps ensure mitigation actions identified by the county and local jurisdictions are complementary, avoiding gaps and redundancies



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Federal Requirements for Local Plans

- **Required under Robert T. Stafford Disaster Relief and Emergency Assistance Act to be eligible for non-emergency disaster assistance and hazard mitigation funding.**
 - Plan must be updated every 5 years.
 - Plan must meet state and federal planning requirements outlined in FEMA's Local Mitigation Planning Policy Guide.
- **Jurisdictions must have a FEMA-approved and locally adopted plan to apply for key grant programs, including:**
 - Hazard Mitigation Grant Program (HMPG)
 - Hazard Mitigation Grant Program Post Fire
 - High-Hazard Potential Dam (HHPD) Rehabilitation Grant Program



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Plan Structure

- **The benefits of the plan structure - allows local governments to work together to create a multi-jurisdictional plan. Salt Lake County is designated as the lead jurisdiction.**
- **2 Volume structure allows for streamlined organization – readers can easily navigate to the sections most relevant to them.**
- **Volume 1: Countywide Overview Base Plan**
 - Describes the planning process, profiles each identified hazard, assesses Salt Lake County's capabilities, evaluates progress on 2019 mitigation actions, outlines updated/new mitigation actions for the next 5 years
- **Volume 2: Jurisdiction-Specific Annexes**
 - Profiles each identified hazards specific to each community, assesses jurisdictions capabilities, reviews local hazard histories and vulnerabilities, evaluates progress on 2019 mitigation actions, and outlines updated/new jurisdiction-specific mitigation actions for the next 5 years



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Hazard Identification Overview

- 19 hazards identified using historical/current data, modeling tools (HAZUS), and subject matter expert input
 - *New hazards added since 2019 plan highlighted in red*
 - **Natural Hazards:**
 - Avalanche, Drought, Earthquake, **Extreme Heat**, **Extreme Cold**, Flooding, **Heavy Rain**, Severe Winter Weather, **High-Wind**, Landslide/Slope Failure, **Lightning**, Public Health Epidemic-Pandemic, Radon, Tornado, Wildfire
 - **Man – Made and Technological Hazards:**
 - Civil Disturbance, Dam Failure, Hazardous Materials, Terrorism and Cyberterrorism



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Stakeholder Engagement

- **The plan must provide an opportunity for stakeholders to be involved, including:**
 - Local and regional agencies involved in hazard mitigation activities
 - Agencies that have the authority to implement mitigation actions
 - Neighboring communities
 - Representatives of businesses, academia, and other private organizations
 - Representatives of nonprofit organizations, including community-based organizations that work directly with and/or provide support to underserved communities and socially vulnerable populations

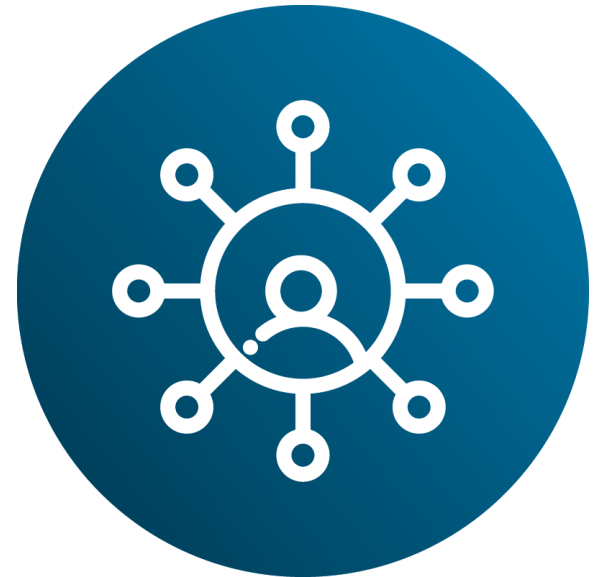


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Public Outreach



- **“Whole Community” Approach**
- The plan must document an opportunity for the public to participate.
 - Digital surveys
 - Public workshops
 - Public plan review





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Public Outreach



Figure 26: Public Outreach at Copperton Town Days



The Salt Lake County Multi-Jurisdictional Hazard Mitigation Plan is being updated.

El Plan de Mitigación de Riesgos del Condado de Salt Lake está actualizándose.

Figure 24: Social Media Graphic for Public Outreach Survey



Figure 25: Public Outreach at Salt Lake County Senior Expo



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Methodology



- The information gathered during the MJHMP planning process utilized the following five steps:
- **Hazard Identification:** This involves identifying and prioritizing the natural hazards that threaten Salt Lake County, including assets in other jurisdictions
 - **Hazard Profiles:** Each natural hazard that threatens Salt Lake County has a separate hazard profile that includes its location, extent/magnitude/severity, previous occurrences, and likelihood of future events.
- **Identify Assets:** Identify the assets in Salt Lake County at risk to hazards. Information includes people, structures, community lifelines, and other critical facilities; natural, historic, and cultural resources; and the economy and other activities that have value to the community.
- **Analyze Impacts:** Determine where hazards overlap with assets identified in the previous step, including descriptions of the assets' vulnerabilities and describing potential impacts
- **Summarize Vulnerability:** Information from hazard profiles, vulnerability assets, changes in development, potential impacts, and losses are summarized to help Salt Lake County understand the most significant risks and vulnerabilities.



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HMP Annexes



- Analyzes jurisdiction-specific data such as geography, population, and commercial hazards (manufacturing, transportation, etc)
- Identifies funding sources & communicates priorities to stakeholders
- Outlines opportunities to increase community education and awareness
- Builds and reinforces partnerships with government, organizations, businesses & the public
- Identifies long-term strategies for risk reduction with input from stakeholders and the public
- Integrates planning efforts with all other emergency planning & preparedness
- Assists with compliance with FEMA for any future needed cost reimbursement



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Goals of Mitigation Actions

- **Goal 1:** Protect the lives, health, and safety of the county's citizens before, during, and after a disaster.
- **Goal 2:** Protect and eliminate and/or reduce damage and disruptions to critical facilities, structures, and infrastructure from hazards.
- **Goal 3:** Enhance and protect the communications and warning systems in the county.
- **Goal 4:** Promote education and awareness programs, campaigns, and efforts designed to encourage citizens as well as both public and private entities to mitigate and become more resilient to disasters.
- **Goal 5:** Ensure and promote ways to sustain government and private sector continuity of services during and after a disaster.
- **Goal 6:** Advocate, support, and promote the continued coordination and integration of disaster planning efforts throughout the county.
- **Goal 7:** Advocate, support, and promote the use of laws and local regulations and ordinances aimed at mitigating hazards and enhancing resilience.
- **Goal 8:** Preserve and protect natural systems, natural resources, and other environmental assets against the effects of hazards.



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Example of Mitigation Tasks

#	Action	Hazard(s)	Lead Agency	Potential Partners	Benefits (Losses Avoided)	Cost Estimate	Funding Source(s)	Time-frame	Priority
11	Conduct a public awareness campaign on Tier 2 reporting software for chemical reporting.	Hazardous materials incident	SLCo EM	UFA, UPD, SLCo Health Department, Emigration Canyon, SLCo Sheriff's Office, MSD, LEPC	Improved understanding of Tier 2 reporting and how local agencies/jurisdictions can find and submit information. A common operating platform for hazardous materials reporting.	Low	SLCo EM general funds, LEPC, Emigration Canyon general funds, MSD general funds, State of Utah general funds	Long-term	Medium
12	Enact citywide regulations and codes for development to reduce landslide and slope failure damage to critical infrastructure and buildings.	Landslide and slope failure	MSD	SLCo EM, UFA, SLCo Office of Regional Development	Reduced likelihood of landslides and damage to critical infrastructure/buildings. Future development will be up to code and follow policies to avoid repetitive loss properties.	Medium	MSD general funds, Emigration Canyon general funds	Long-term	Medium
13	Leverage WebEOC and GIS to track the spread of contagious diseases.	Public Health Epidemic/Pandemic	SLCo Health Department	SLCo EM, UFA, MSD, UPD, SLCo Sheriff's Office, Emigration Canyon	Use of GIS and WebEOC software to maintain situational awareness and track illnesses in the county.	Low	SLCo EM general funds, Emigration Canyon general funds, MSD general funds, SLCo Health Department general funds, UDEQ general funds	Short-term	Medium



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Adoption

- Plan was submitted, reviewed and approved by State and Federal Emergency Management Agencies
- Adopted by Salt Lake County Council in July
 - Adopted by MSD in August
- Proposed for adoption to jurisdictions
 - Please review as needed and I am here for any questions



Questions?



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Emigration Canyon Monthly Report February 2026

Calls for service: 37

Crime/Police Stats:

In the month of February, Unified Police Department responded to 37 calls for service.

Incidents of Note:

Officer responded to a welfare check on a suicidal individual involving a gun. The officer was able to locate the individual and speak with them about their situation. This individual was appropriately cared for, and the weapon was secured and booked into UPD evidence for safekeeping.

Officers responded to two another welfare checks on suicidal individuals, these individuals were spoken with and dealt with appropriately.

Six people were found sleeping in their vehicles this month along the pullouts in the upper canyon. One of the individuals was on probation and had several weapons offenses.

A DUI arrest was made where damage to property occurred.

CALLS FOR SERVICE OFFENSE	COUNTS
Cell Hang Up	7
Traffic Stop/Radar	16
Traffic Accident	1
Parking Complaint	1
Burglary Alarm (False)	1
Abandoned Vehicle	1
Suspicious	2
Welfare Check	3
Citizen/Motor Assist	1
Reckless	1
Road Rage	2
Fraud	1

Heat Map of Calls for Service in Emigration Canyon

