Minutes of the City Council Work Session of the Syracuse City Council, held on May 26, 2026 at 6:00 p.m., in a hybrid in-person/electronic format via Zoom, meeting ID 850 6339 1937, in-person in the City Council Conference Room at 1979 W. 1900 S., and streamed on the Syracuse City YouTube Channel in accordance with House Bill 5002, Open and Public Meetings Act Amendments, signed into law on June 25, 2020.

Present: Councilmembers: Andrea Brown
Brett Cragun
Paul Watson
Julie Robertson
Abraham Pollard

Mayor Dave Maughan
City Manager Brody Bovero
Deputy City Recorder Marisa Graham

City Employees Present:
Assistant City Manager Stephen Marshall
City Attorney Colin Winchester
Fire Chief Aaron Byington
Police Chief Alex Davis
Kresta Robinson Parks and Recreation Director
Community and Economic Development Director Noah Steele
Public Works Director Robert Whiteley
Communications Specialist Kara Finley

The purpose of the Work Session was to receive public comments; receive report from Disaster Preparedness Committee regarding disaster preparedness exercise held April 18, 2026; discussion regarding proposed Forged Fiber Franchise Agreement; review proposed General Plan text amendment to add Water Use and Conservation Element in compliance with Senate Bill (SB) 110 and 76; discuss potential amendments to Section 10.100 of the Syracuse Municipal Code (SMC) pertaining to the Town Center Overlay Zone; discuss road utility fee; discussion regarding Syracuse City administrative hours of operation; discuss and review draft amendments to Syracuse City Recruitment and Retention Policy; review Fiscal Year (FY) 2026-2027 Budget discussion/review pertaining to general budget discussion, proposed amendments to FY2027 consolidated fee schedule, review proposed FY2027 wage scale, and review and discuss participation rates of Syracuse City in the public employee's retirement system and the public safety retirement system for the FY 2026-2027; and Redevelopment Agency (RDA) strategic planning session.

Public comments

Deputy City Recorder Graham read the following written public comment for the record of the meeting:

"Dear Mayor Maughan and Members of the Syracuse City Council, I would like to submit the following public comment regarding the May 26, 2026 work session packet, specifically the proposed General Plan Water Element update and Town Center discussions. First, I appreciate the amount of planning and analysis that has clearly gone into Syracuse's long-term infrastructure and water planning efforts. It is encouraging to see the City proactively addressing state water planning requirements and investing in both culinary and secondary water infrastructure. However, after reviewing the packet, I have several concerns as a Syracuse resident. The projected growth numbers are extremely significant. The General Plan projects Syracuse growing from approximately 40,000 residents today to nearly 90,000 residents by 2050. That level of growth would dramatically change the character, density, traffic patterns, and infrastructure demands of our community. While the report expresses confidence regarding future water availability, the data itself appears to show that current supplies may only meet projected demand through approximately 2042 without conservation measures, and potentially through 2049 with conservation. Additional future water sources will still be required. That raises important questions regarding long-term sustainability, future utility costs, drought resiliency, and whether current growth assumptions are realistic. I was also concerned to see that Syracuse's per-capita water usage currently exceeds both Davis County and Weber County averages. This suggests there may still be substantial opportunities for additional conservation efforts before continuing aggressive expansion. Additionally, the packet appears to place significant reliance on continued development and future conversion of agricultural water rights to sustain growth. I hope the City carefully evaluates the long-term financial and environmental risks associated with those assumptions. I would also encourage the City to continue preserving open space, agricultural land, and the suburban character that many residents value. There appears to be tension between preserving Syracuse's identity and planning for a population that could more than double over the next 25 years. Finally, while I appreciate the vision behind the Town Center Overlay discussions, I hope the City carefully balances aesthetic goals with affordability, traffic realities, parking demands, and the needs of existing residents and businesses. Thank you for your time, service, and consideration of these concerns. Sincerely, Eric Willison 2942 S 1090 W, Syracuse, UT, 84075."

Report from Disaster Preparedness Committee regarding disaster preparedness exercise held April 18, 2026.

A staff memo from Administration explained that on April 18th, 2026, the Disaster Preparedness Committee conducted its annual Emergency Preparedness Exercise. This exercise is designed to evaluate the community's ability to coordinate and report emergency response needs in their respective districts.

Scott Bohn, Chair of the DPC, provided information regarding the annual Emergency Preparedness Exercise for 2026. Mr. Bohn explained the focus of the exercise this year was to get the community registered in Everbridge the emergency information system for Davis County. He explained this year participation rates were at 70% and the Freemont district didn't participate this year due to not having a district leader, but they will recruit leadership for that district. Mr. Bohn explained for 2027 they plan to have an Emergency Preparedness Fair and he noted that the fair would require cooperation from local businesses and organizations to provide volunteers, donations, and prizes to attract residents. The Council thanked Mr. Bohn for the information he provided.

Discussion regarding proposed Forged Fiber Franchise Agreement.

A staff memo from Administration explained that Forged Fiber desires to provide telecommunication services within City and in connection therewith to establish a telecommunications network in, under, along, over, and across City's present and future streets, alleys, easements, and Public Ways, consisting of telecommunication lines, cables, and all necessary appurtenances. With this agreement, Forged Fiber agrees to pay a 3.5% franchise tax in accordance with the Municipal Telecommunication License Tax Act (Utah Code Ann. 10-1-401 to 10-1-410). **Section 5. Term of Agreement.** The first term of this Agreement shall be for a period of ten (10) years and will continue thereafter on a year-to-year basis unless either party provides written notice to the other party one hundred twenty (120) days' notice of its intent to renegotiate the terms and conditions of this Agreement. All additional terms and extensions will be negotiated upon terms and conditions acceptable to both parties. The city has franchise agreements with other companies that provide telecommunications services in the city. This is a common practice in cities across Utah.

Assistant City Manager Marshall reviewed his staff memo; the Council briefly discussed the proposed agreement and showed support for this item and the Mayor indicated that this item would move forward to the June 9 business meeting for the Council to take action.

Planning item E1: Proposed General Plan text amendment to add Water Use and Conservation Element in compliance with Senate Bill (SB) 110 and 76.

A staff memo from the Community and Economic Development (CED) Director explained that The Utah Legislature has enacted Senate Bill SB110 (2022) and Senate Bill SB76 (2023), requiring municipalities to formally integrate water supply, use, and conservation planning into their General Plans. This law requires municipalities to analyze the relationship between land use decisions and water usage. As part of this requirement, each city must evaluate whether it has sufficient water resources to accommodate projected growth. Syracuse City has been diligent in planning ahead with its water infrastructure. The City has adopted system plans for both its culinary water and secondary water systems, along with a water conservation plan. All three plans are publicly available on the City's website. In addition, the City collects water shares, impact fees, and connection fees with all new development to ensure long-term water sustainability. Included in the packet is a proposed amendment to the General Plan that is intended to satisfy the state's requirement to incorporate a water use element. In accordance with state law, amendments to the General Plan must be reviewed by the Planning Commission, presented in a public hearing, and formally adopted by the City Council through ordinance. This item has been discussed with the Planning Commission on October 7, 2025. A public hearing was also held that night. Planning Commission is forwarding a recommendation for approval.

The Mayor provided context, noting that the city already had a water conservation plan in place but that it did not fully satisfy the requirements of newly enacted state legislation. He also addressed the public comment submitted earlier, clarifying that the population growth projections referenced, up to 90,000 residents, are planning scenarios, not targets, and that actual growth will be determined by decisions made by current and future councils.

Noah Steele, Community and Economic Development Director, explained that the amendment adds a Water Use and Conservation Element to the General Plan, as required by state law. The state's intent is for cities to proactively assess whether sufficient water resources exist to support projected growth. Mr. Steele expressed confidence that the city's public works department has positioned Syracuse well to accommodate approved growth. The amendment has already been reviewed by the Planning Commission, which recommended approval. A consulting firm was engaged to provide specific calculations required by the state.

The Council felt comfortable with the proposed amendments and the Mayor concluded that this item would move forward to the June business meeting for a vote.

Planning item E2: Consider potential amendments to Section 10.100 of the Syracuse Municipal Code (SMC) pertaining to the Town Center Overlay Zone.

A staff memo from the Community and Economic Development (CED) Director explained that the City has created special development standards for its Town Center area with the goal of creating an attractive and memorable place that fosters economic development. These standards require extra attention to urban design with intent to grant equality to pedestrians which are often children walking to and from school as well creating a modern main street location for shopping and acquiring services. The center point of the Town Center is the intersection of 2000 W and Antelope Drive. The north two corners have seen modern improvements following the Town Center ordinance. The southern two corners have potential as the properties are redeveloped. The adopted general plan says the following about this main intersection:

> *"2000 West and Antelope Drive (Town Center) This focus area is generally accepted as the center of town. As such, it should remain the hub for economic development activities in the city where the highest residential and commercial densities are permitted. This node should become a mixed use area including residential development. Unified architectural and urban design themes reflecting the three themes identified above should be used to create a cohesive sense of place. Pedestrian activity should be prioritized with quality pedestrian amenities. Parking standards should be adjusted to allow for infill development in underused portions of large parking lots. This node should be designed as the best location to congregate for civic and celebratory events like voting, firework shows, parades, and Christmas tree lighting. A vibrant and active center of town contributes to a strong sense of place and identity."*

An amendment to the development standards would ensure that the Town Center vision is preserved. Development standards could include special requirements for corner properties that include increased height, limits to drive through lanes, limits to specific permitted land uses, and/or increased architectural ornamentation.

The Mayor introduced this item by describing a safety concern stemming from the CVS pharmacy in the Town Center, where the drive aisle separates the building from the public sidewalk, requiring pedestrians, including students from two nearby schools to cross vehicle traffic to reach the entrance. The Mayor noted the city's busiest intersection is adjacent to this area and that the city maintains crossing guards on all four corners when school is in session.

CED Director Steele added that corner properties within the Town Center carry heightened importance for urban design, pedestrian safety, and property values. He noted that several undeveloped corner lots remain, and the city wishes to update its regulations before development applications are submitted under potentially weaker standards. The proposed amendment would prohibit drive aisles positioned between a building's entrance and the public sidewalk but would not prohibit drive-throughs altogether, requiring instead that they be located to the side or rear of a building, consistent with examples like Zeppe's in the Town Center.

Councilmember Watson expressed concern about not discouraging development of the remaining vacant corner lots. Mr. Steele and City Manager Brody Bovero confirmed that the requirement would apply to other Town Center locations, including 2500 West and Banbury/Antelope, but emphasized that businesses could still operate drive-throughs with an appropriately designed layout. Councilmember Julie Robertson noted similar design approaches are already common along Riverdale Road.

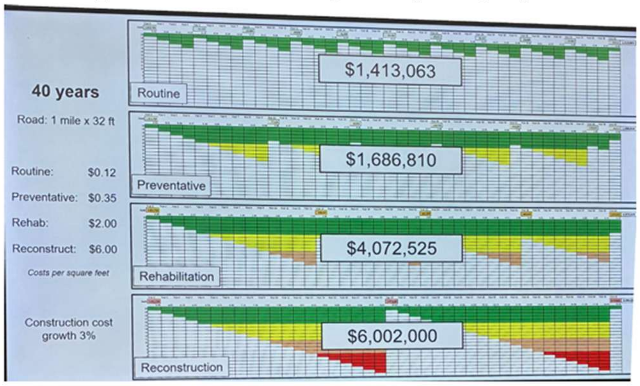
The Council expressed general agreement with the proposed amendments. The Mayor indicated this item will proceed to the Planning Commission before returning to the Council for a formal vote at the July business meeting.

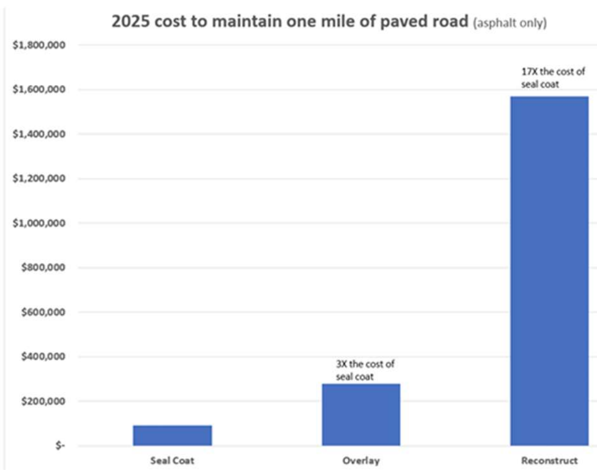
Discussion regarding road utility fee.

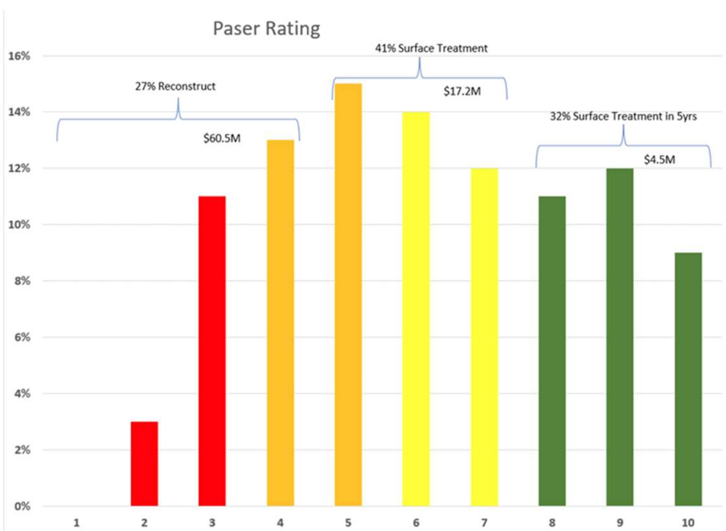
A staff memo from Administration explained that during the budget retreat meeting April 12, 2024, staff were given direction to explore a road utility fee and how that may look for Syracuse. A road condition study that details the Pavement Surface Evaluation Rating (PASER) of every city road was completed June 2024. During council meeting on August, 27, 2024 there was a discussion of the road condition study findings. During council meeting February 25, 2025 funding scenarios were discussed. The results of the road study are included in the packet. House Bill (HB425) signed on March 24, 2026 (Utah Code 10-6-134.5) enables municipalities to impose transportation utility fees, which requires a detailed study to ensure they are based on actual road usage. If an ordinance is passed by city council, it has a ten-year life. Continuing the fee beyond ten years would require another ordinance at that time. An annual report must be submitted to the state auditor describing the financial status of the fund and the need for the fund.

Discussion Items

A transportation utility fund is a dedicated fund that can pay for pavement maintenance and associated labor costs needed to increase road maintenance to a level of service desired by city council. Road life is generally 20 years and can be extended to longer life with surface treatments. Surface treatments in 5 or 10-year increments will extend the life of roads and significantly reduce overall costs to preserve the pavement condition. Four scenarios were presented in the transportation utility fee (TUF) analysis. These are not the only options, only a place to begin discussions. The council may bring ideas for other scenarios to discuss. Discuss what is an acceptable level of service for pavement conditions. Staff would like the Council to review the information and provide input on a path forward. In a forty-year period, a mile of road will cost approximately 4.25 times less if routine surface treatments are done rather than rebuilding the road at the end of its life. This is because seal coats are less expensive than removing and replacing asphalt.

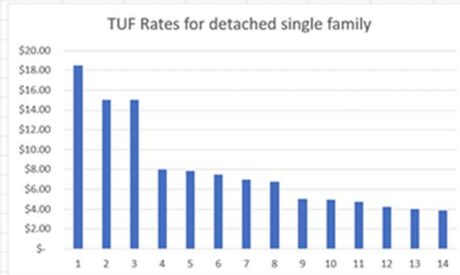






Transportation Utility Fee, Rate Examples from other cities, 2025

	Detached single family	Multi-family	Comm <5k	Comm 5-10k	Comm >10k	Institutional
Highland	$ 18.50	$ 18.50	$ 18.50	$ 18.50	$ 18.50	$ 18.50
South Weber	$ 15.00	$ 15.00	$ 15.00	$ 15.00	$ 15.00	$ 15.00
North Ogden	$ 15.00	$ 15.00	$1.5/eru	$1.5/eru	$1.5/eru	$1.5/eru
Mapleton	$ 8.00	$ 8.00	$ 8.00	$ 8.00	$ 8.00	$ 8.00
Kaysville	$ 7.85	$ 5.45	$3/ksf	$6/ksf	$9/ksf	$4.5/ksf
Fruit Heights	$ 7.50	$ 7.50	$ 7.50	$ 7.50	$ 7.50	$ 7.50
Farr West	$ 7.00	$ 7.00	$ 7.00	$ 7.00	$ 7.00	$ 7.00
Pleasant Grove	$ 6.76	$ 6.76	$ 33.02	$ 188.84	$ 188.84	$ 33.02
Santa Clara	$ 5.00	$ 5.00	$ 8.00	$ 147.00	$ 147.00	$ -
South Ogden	$ 4.96	$ 4.96	$ 15.72	$ 95.55	$ 286.76	$ 61.48
Vineyard	$ 4.75	$ 4.75	$70/ksf	$70/ksf	$70/ksf	$70/ksf
Provo	$ 4.20	$ 2.52	$ 30.05	$ 90.38	$ 269.93	$ 109.53
Pleasant View	$ 4.00	$ 4.00	$ -	$ -	$ -	$ -
Farmington	$ 3.90	$ 3.90	$ 2.00	$ 2.00	$ 2.00	$ 2.00
South Salt Lake	$ -	$ -	$21.66/ksf	$21.66/ksf	$21.66/ksf	$ -
Average	$ 8.03					



Public Works Director Robert Whiteley presented a summary of a road condition study completed in 2025 and previously presented to the Council. Roads are evaluated using a Pavement Surface Evaluation Rating (PACER) scale of 1–10, with most of the city's approximately 186 miles of road currently rated in the 4–7 range. Roughly 27 percent of roads, approximately 30 to 35 miles fall into the poor category (ratings 1–4), where surface treatments are no longer effective and full reconstruction is required.

Mr. Whiteley explained that current road funding derived from Class C gas tax funds and a Davis County quarter-cent sales tax totals approximately $1.5 million annually and has been declining in real terms due to inflation and increased construction costs. The study presented three funding scenarios, ranging from maintaining the status quo to collecting an additional $1.5 million annually through a Transportation Utility Fee (TUF). Under Scenario 3, a fee of approximately $7 per month for a single-family residence would generate roughly $1.2 million annually and allow the city to address an estimated 12 additional miles of surface seal per year.

Assistant City Manager Marshall noted that the fee would be structured by land use category, with proposed tiers for single-family, multifamily, and commercial uses based on trip generation data. Councilmember Watson expressed concern about the large disparity between residential and commercial fee amounts and suggested the city explore differentiating commercial categories by type of use and traffic generated rather than solely by square footage; noting, for example, that a small professional office generates far less traffic than a fast-food restaurant.

The Council expressed unanimous consensus that it would be irresponsible not to consider a transportation utility fee. The Mayor concluded that he sensed a need for a deeper examination of fee structure, including the possibility of refining commercial categories and analyzing the financial difference between various fee levels at the next work session in June. Councilmembers are encouraged to contact Mr. Whiteley or Mr. Marshall with specific scenarios they would like modeled in advance of that session.

Discussion regarding Syracuse City administrative hours of operation.

A staff memo from Administration explained that due to most administrative services now being available online, there has been a noticeable reduction in walk-in traffic at front counters. Friday afternoons were identified as a lighter traffic timeframe and staff began an analysis of office hours that can best accommodate the citizens' needs. After several internal discussions, it was decided to propose a change in the administrative office hours of the city that would close at 1pm on Fridays and include an option to open half an hour earlier on Monday through Thursday.

Proposed Change to Administrative Office Hours

Current Hours

Monday–Friday: 8:00 a.m.–5:00 p.m.

Proposed Hours

Monday–Thursday: 8:00 a.m.–5:00 p.m.

Friday: 8:00 a.m.–1:00 p.m.

Alternative Proposed Hours

Monday–Thursday: 7:30 a.m.–5:00 p.m.

Friday: 8:00 a.m.–1:00 p.m.

Service Analysis

The proposed change has a variety of benefits and a few drawbacks, including:

- Better alignment with actual demand.
- Minor cost savings.
- Improve administrative productivity time as the full staff is working together more, also improves coordination.
- Earlier hours for residents (if 7:30 option is selected), for people to walk in pre-work or pre-school.
- Adjusting from Friday afternoon would not benefit all citizens, if their schedule doesn't correlate with the change. However, the provision of online services has improved access.

Comparison of Office Hours with Other Cites

For reference, the following list shows the schedules of other cities in our area:

Closed All Day Friday

- West Haven
- Bountiful
- North Salt Lake
- Hooper
- Marriott-Slaterville

Half Day/Reduced Hours Friday

- Roy (8:00-noon)
- West Point (7:30 - 11:30)
- Farmington (8:00 - noon)
- West Bountiful (7:30-3:00)
- Kaysville (8:30 - 1:00)
- Woods Cross (7:30 -11:30)
- South Weber (8:00 - noon)
- North Ogden (8:00-1:00)
- Pleasant View (8:00 - noon)
- South Ogden (8:00 - noon)
- Riverdale (8:00 - noon)
- Plain City (8:00 - noon)
- Farr West (8:30 - noon)
- Uintah (9:00-1:00)
- Huntsville (9:00-noon)

Full Day Friday

- Layton
- Clearfield
- Clinton
- Fruit Heights
- Washington Terrace

The Mayor reviewed the staff memo and explained that City Hall receives very little public walk-in traffic, particularly on Friday afternoons, and raised the question of whether maintaining full front-desk staffing during those hours represents an efficient use of resources. He noted that many surrounding cities have reduced Friday hours, and that significant service migration to online platforms has reduced the need for in-person visits.

City Manager Bovero confirmed that the proposal under consideration would close City Hall to public walk-ins on Friday afternoons only, and would not affect the Community Center, post office, police, or fire services. Administrative staff both hourly and salaried would not lose hours; rather, their schedules would be restructured for greater efficiency and coordination. He noted that building inspectors, fire marshals, and similar hourly staff whose work requires scheduling flexibility would not be affected. Any reduction in part-time staffing would only be considered if traffic and call volume data support it over time.

Mr. Bovero also explained that the city's hours of operation are currently listed in municipal ordinance, which requires a Council vote to change. Councilmember Pollard stated that he found it unnecessary for the Council to legislate administrative hours, drawing a parallel to the fact that the Council does not dictate operating hours for public works, police, or fire. The Council agreed that the appropriate path is to remove the hours of operation from city code and delegate that authority to the City Manager.

The Council reached consensus to remove the administrative hours of operation from the Syracuse Municipal Code and vest that authority with the City Manager. The Mayor concluded that this item will be placed on the consent agenda for the next business meeting.

Discuss/review draft amendments to Syracuse City Recruitment and Retention Policy.

A staff memo from Administration explained as discussed in the annual budget retreat, this item is aimed at re-evaluating Syracuse City's Recruitment and Retention Policy. While the catalyst for this re-evaluation is the growing concern over the policy's affordability, particularly in light of personnel costs outpacing City revenue growth and the resulting structural deficit in the General Fund- the primary intent of this discussion is twofold:

1. Review the importance of having a well-balanced policy, particularly regarding competitive compensation and budget affordability.
2. Begin discussing some concrete proposals in "bite-size" sections, so the Council can adequately consider each part of the policy during the meetings. **This discussion will primarily focus on Sections 2.C.2 through 2.C.5 of the policy.**

Revisiting the Purpose and Goals of the Policy

The current policy aims to:

- Attract and retain the best talent possible in a competitive market;
- Minimize inefficiencies associated with high employee turnover and lack of knowledge or talent;
- Provide a stable and transparent system of employee career advancement;
- Reward performance over tenure;
- Benchmark compensation and benefits regularly to remain competitive in the market.

Section 2.C.2 Discussion: Level of Compensation

The policy establishes a market-based compensation framework intended to help Syracuse City remain competitive while also accounting for the City's fiscal condition. Wage scales are generally tied to benchmark comparisons with other cities and entities, with different adjustment standards depending on the City's financial circumstances. Here is a summary of the proposed changes to this section of the policy:

1. **Setting the Wage Scales:** Under the policy, wage scales are adjusted based on whether the City is in a Normal Year, Constrained Year, Severely Constrained Year, or Emergency Year.
   Analysis: This change aims to create a responsiveness to the cost of city services (in the form of employee wages) based on the City's financial situation from year to year.
2. **Responding to Positions with Recruitment & Retention Issues:** Except during an Emergency Year, positions that consistently experience weak applicant pools or high turnover for competitive reasons may receive wage adjustments at no less than the Constrained Year standard. The Council also retains the ability to adjust wage scales and wages at any time to address competitiveness or labor market issues.
   Analysis: As the level of compensation goes down in Constrained and Severely Constrained years, it can make a bad situation worse when it comes to positions that are already in a tight labor market. This can be catastrophic to city services. This provision provides some protection to ensure the city has a higher chance of staying competitive for these positions, even during a financially difficult year.
3. **Career Progression:** The policy distinguishes between advancements, promotions, and annual merit increases.
   An **advancement** recognizes an employee's increased skill, knowledge, or capability. These are generally used for frontline, non-supervisory positions and may include movement to a higher title within the wage scale, such as Maintenance Worker I to Maintenance Worker II. Employees who qualify for an advancement receive an increase to at least the minimum of the new wage scale, but not less than a 5% increase.
   A **promotion** involves movement to a higher position with significantly increased responsibilities or supervisory duties. Employees who are promoted receive an increase to at least the minimum of the new wage scale, but not less than a 10% increase.
   The policy also continues the City's merit-based compensation approach. Syracuse City does not use automatic step increases or cost-of-living increases based solely on time in service. Instead, annual merit increases are tied to employee performance and improvement.
   Analysis: While benchmarking wage ensure the city pays the market rate for a position, the opportunity for an employee to progress through a career is through merit increase, advancements, and/or promotions. The current draft has annual merit increases at 33% of the annual sales tax growth rate. Since sales tax can be volatile, the Council may want to consider smoothing it over the average of 2 or 3 years.

Section 2.C.3 Discussion: Competitive Benefits Policy

The policy requires the City's benefits package to be reviewed with the City Council every four years. The purpose of this review is to determine whether adjustments are needed to keep the City competitive with benchmark cities and entities.

Analysis: In addition to comparing benefit levels with benchmark organizations, the City would evaluate whether other benefit options could help distinguish Syracuse City in recruitment and retention. This gives the Council flexibility to consider benefits that may improve the City's competitiveness beyond wages alone.

Section 2.C.4 Discussion: Review Effectiveness of the Policy

Employee Survey: First, at least every two years, the City would conduct an internal employee survey to gather feedback on recruitment and retention efforts. This would provide employees with a structured opportunity to share input on whether the City's compensation, benefits, career progression, and workplace practices are helping attract and retain quality staff.

Comprehensive Review: Second, at least every four years, the City Council and Administration would conduct a comprehensive review of the overall policy. The purpose of this review would be to evaluate whether the policy is achieving its intended purpose and whether any amendments are needed based on financial conditions, labor market trends, employee feedback, or recruitment and retention outcomes.

Analysis: This section ensures that the Council is getting input from employees, as well as input on what other cities are doing to get a comprehensive look at the recruitment and retention environment. This also suggests the policy is expected to be updated from time to time.

Section 2.C.5 Discussion: Communication of the Policy

The policy also emphasizes clear communication with employees and potential applicants. Administration would be responsible for producing materials that explain the predictable and stable nature of the career progression system so employees can reasonably understand how they may advance and envision a future with the City.

Analysis: In order to recruit new employees, they need to understand what their future might look like with Syracuse City. Understanding the compensation, benefits, and career progression opportunities are critical to this process. The policy should be simple enough to understand, and attractive enough to recruit and retain good employees.

Budgetary Perspective: Hypothetical Historical Analysis

With the future being uncertain, we don't have the advantage of projecting whether future years will be 'Normal', 'Constrained', or 'Severely Constrained'. We can look back, however, and see how the proposed policy would have played out in previous years, in a hypothetical analysis:

Year	Category	Tax Increase	Difference: Proposed vs Current	Notes
FY22	Sev Constrained	16.74%	- $210,000	
FY23	Sev Constrained	33.54%	-$210,000	
FY24	Normal	0%	$0	
FY25	Sev Constrained	20.39%	-$210,000	
FY26	Sev Constrained	0%	-$210,000	Fund Balance Limit

Analysis: This hypothetical shows that during FY22-FY26 the compensation plan would have been about $210,000 less expensive if the proposed policy were in effect. While this may seem all positive on paper, the Council should consider the impact on city services if compensation levels were to be chronically under-market. It illustrates, however, the balance that is trying to be achieved by the policy.

City Manager Bovero opened the discussion by outlining the policy's purpose: to attract and retain quality employees, reduce the costs associated with turnover, reward performance over tenure, and communicate clearly to prospective employees what they can expect from a career with the city. He noted that the draft had been updated from the prior discussion at the April Work Session meeting to incorporate a more refined benchmarking approach; using Davis and Weber County cities as primary comparators, and blending with the closest comparable position if a sufficient sample cannot be found, rather than expanding to Salt Lake or Box Elder Counties.

City Manager Bover facilitated a high-level discussion with the Council that focused on how "competitive" wages should be defined within the benchmark. Under the current policy, wages are set at the average of the top three comparator cities for the minimum and maximum of each position. Mr. Bovero noted that the draft as written would, in constrained budget years, limit wage adjustments to the URS inflation index typically 2 to 3 percent even when the broader market may be growing at 4 to 7 percent, thus representing a below-market increase during difficult years and a cost savings built into the policy.

Councilmember Watson expressed his ongoing concern about the divergence between employee compensation growth and city revenue and questioned whether the benchmarking methodology was aggressive enough in slowing that gap. He suggested the Council examine moving from an average of the top three to the top four comparator cities and also look at reducing the percentage increases associated with promotions and advancements. The Mayor affirmed the intent is not to cut anyone's wages, but to be more conservative in the rate of escalation. Mr. Bovero cautioned that sustained below-market wages combined with understaffing represent the two largest drivers of employee attrition and emphasized the importance of balance.

The Mayor directed staff to return with a financial analysis comparing the average-of-top-three versus average-of-top-four benchmarking model, as well as an examination of promotion and advancement increase percentages. This item will be on the agenda for the June work session.

Fiscal Year (FY) 2026-2027 Budget discussion/review.

1. **General budget discussion;**
2. **Review proposed amendments to FY2027 consolidated fee schedule;**
3. **Review proposed FY2027 wage scale;**
4. **Review/discuss participation rates of Syracuse City in the public employee's retirement system and the public safety retirement system for the FY 2026-2027.**

A staff memo from Assistant City Manager Marshall explained that the first item is an open budget discussion on the FY2027 budget to discuss any topics or concerns that the city council may have since the tentative budget approval.

Critical Dates and Meetings:

June 9th – final approval of budget for fiscal year 2027 in no truth in taxation process.

Item 2 Proposed amendments to the consolidated fee schedule

Utility Rate Changes:

- Emergency Dispatch Fee: New fee of $3.09. New fee will pay for all costs associated with dispatch services including the increased cost to transition to the Layton emergency dispatch center.
- Park Maintenance Fee: Increase of $1.91 to fund 2 new park maintenance workers and an admin professional for parks.
- Culinary Water: Increase of $1.91 for water rate increases from Weber Basin Water, moving 2 water employees from secondary water, customer portal requirements, benchmarks, and benefits.
- Secondary Water: Increase of $0.38 for water rate increases from irrigation companies, moving 2 water employees to culinary water, customer portal requirements, benchmarks, and benefits.
- Storm Water: Increase by $0.30 for benchmarks and benefits.
- Sewer Fund: Increase by $0.30 for benchmarks and benefits.
- Add $2 paper utility bill fee – effective October 1, 2026

Other Changes

- Removed several fees that we have not used in a long time. We don't see a need to keep them in the fee schedule.

Item 3 discussion on proposed wage scale updates for the Fiscal Year (FY) ending June 30, 2027. Proposed benchmark adjustments for CED, Police, and Parks and Recreation are included in the wage scale. Refer to discussion on the recruitment retention policy for possible changes to future benchmarking.

Other changes made to positions in the wage scale:

- Added Full-time Environmental Crew Leader
- Added Part-time Maintenance Workers II and III

The updates to the wage scale will become effective for the new budget year starting July 1, 2026.

Item 4 Discussion about participation rates of Syracuse City in the public employee's retirement system and the public safety retirement system for fiscal year 2026-2027. We are required by Utah Code Title 49, Chapters 11-15 to pay retirement on our full-time employees. Each year, the city is required to certify the contribution rates that will be paid for retirement to Utah Retirement Systems (URS) for our full-time employees. These rates vary depending on which system the employees are in and when they were hired. We currently participate in 9 different retirement programs offered by URS. This includes our police, fire, and administrative staff as well as tier I and tier II employees. They are outlined below and in the URS rates table attached.

Local Government Employee	Tier I – DB	14.97%
Local Government Employee	Tier II – DB Hybrid	13.19%
Local Government Employee	Tier II – DC	13.19%
Public Safety – Police	Tier I – DB	32.54%
Public Safety – Police	Tier II – DB Hybrid	30.31%
Public Safety – Police	Tier II – DC	24.33%
Public Safety – Fire	Tier I – DB	16.66%
Public Safety – Fire	Tier II – DB Hybrid	20.06%
Public Safety – Fire	Tier II – DC	14.08%

The Mayor invited any general budget discussion before the Council's vote at the upcoming June business meeting, where the Council will either adopt a budget or proceed to a Truth and Taxation hearing in August. No general item concerns were raised.

Assistant City Manager Marshall presented the proposed fee schedule amendments. Total utility fee increases amount to $7.89 per month. Additionally, a $2.00 paper utility bill fee will take effect October 1 for residents who do not transition to electronic billing, intended to encourage the shift and offset the cost of paper billing. Several fee schedule items that have not been used in recent years including a building investigation fee, certain public works fees, and topsoil/mulch sundry items are proposed for removal. The Council raised no objections. The fee schedule will be voted on at the next business meeting.

Mr. Marshall confirmed the proposed wage scale uses the average of the top three comparator cities for non-supervisory frontline positions, and the average of the top four for mid-level supervisory positions. No specific concerns were raised.

The Mayor noted that while roughly half of cities in the Council of Governments (COG) have indicated they can no longer afford to continue the optional Tier 2 retirement pickup, it remains a meaningful employee retention benefit. Mr. Bovero confirmed the cost is already incorporated into the proposed budget. The Council expressed consensus in favor of continuing the Tier 2 pickup for FY 2026–2027.

Redevelopment Agency (RDA) strategic planning session.

A staff memo from Administration explained that the city Redevelopment Agency (RDA) board manages six project areas. Each project area is set up to divert property taxes from the taxing entities. The taxing entities are Syracuse City, Davis County, Davis School District, North Davis Sewer District, Weber Basin Water District, and the Mosquito Abatement District. Only a certain percentage of collected property taxes are diverted, usually anywhere from 60 to 80% as negotiated in an inter local agreement with each entity. The duration of each project area also varies, usually between 15 and 20 years. During that time period, the RDA board can use the revenue received to encourage economic development. Projects often include building infrastructure, aesthetic upgrades, rebates to developers who build, or end user companies that add jobs and generate additional tax revenue. After a project expires, the property taxes begin flowing back to each taxing entity. Fortunately, the RDA's various project areas have been generating a good amount of revenue. Up to this point, the RDA has been successful in utilizing its tax increment funds on opportunities as they arise. It is good to have the uncommitted funds available for spontaneous project opportunities, but it is also wise for the RDA board to look at the priorities of potential future projects in relation to projected revenues and cash balances.

The Mayor provided an overview of the city's six active tax increment financing (TIF) project areas, summarizing the status, remaining term, and strategic considerations for each.

SR-193 Economic Development Area (EDA) is the city's oldest project area, set to retire in three years. Most obligations have been met, and the area is fully built out. The Mayor proposed using remaining funds to develop park space potentially two playfields within the power corridor, which is the only land not yet privately developed within the project area boundary. He noted that other Utah cities have successfully developed parks under power corridors, and that the City Attorney confirmed this use is permissible under state code. Councilmember Robertson expressed support for open green space. Councilmember Pollard raised a preference for focusing on infrastructure over a new park, but the Mayor noted the city already has wait lists for recreation programs and that additional field space directly benefits residents.

The Town Center RDA has five years remaining. The area is mostly built out with minimal current obligations and the potential to generate up to $1 million over its remaining term. The Mayor indicated an idea was under consideration but would require a separate discussion.

The Antelope Drive Community Development Area (CDA) is one of the newer project areas, primarily encompassing the dense residential development along Antelope Drive. Two previously committed incentives; one tied to commercial space in the Arlo Apartments, and one tied to the EOS facility are no longer valid, as neither developer fulfilled their commitments. As a result, funds that were earmarked for incentives are available. No immediate obligations exist, and long-term planning for this area is ongoing.

The 750 West RDA retires in the same year as the Town Center RDA (five years remaining). Committed funds are earmarked for a road widening project at 1000 North and Antelope Drive, with grant applications submitted to augment that funding. The Mayor indicated this area does not require significant further Council attention at this time.

The Gateway Community Reinvestment Area CRA) was established within the past two years and has not yet been triggered. It will be activated when Costco opens so that the full-term captures Costco's tax increment. Funds are specifically committed to repaying the Public Improvement District (PID) infrastructure and no surplus is anticipated.

The 2500 West Community Reinvestment Area (CRA) is a large project area established to support future industrial and commercial development near 2500 West and SR-193. It has not yet been triggered. A grant-funded intersection at 2500 West and SR-193 is expected to begin construction this year. No immediate decisions are required.

The Mayor concluded by emphasizing that the Council will continue to address RDA/EDA/CRA strategic planning in future meetings.

The meeting adjourned at 8:00 p.m.

Dave Maughan Mayor	Cassie Z. Brown, MMC City Recorder

Date approved: June 9, 2026