

MINUTES
CITY COUNCIL MEETING
FRUIT HEIGHTS CITY
910 South Mountain Road
July 7, 2026

WELCOME:

Mayor Jeanne Groberg called the meeting to order at 7:00 pm.

PLEDGE & OPENING CEREMONY:

The Pledge of Allegiance was led by Mayor Jeanne Groberg with Council Member Blake Winslow conducting the opening ceremony by Thought.

COUNCIL MEMBERS PRESENT:

Mayor Jeanne Groberg; Council Members, Mark Cottrell, Eileen Moss, and Blake Winslow. Council Member Gary Anderson and David Hale were excused.

CITY STAFF PRESENT:

City Manager Darren Frandsen, Public Works Director Layne Leonard, Deputy Recorder Hailee Ballingham.

VISITORS:

Linda Crismer, Jim Crismer, Jim Frazier, Jenalee Frazier, Mary Monsen, Tara Larkin, Elizabeth Nielson, Jarrod Hall, Scott Heusser, Dale Kunkel, Amanda House, Anne Quintus-Bosz

DECLARATION OF CONFLICT(S) OF INTEREST:

None

CITY COUNCIL REPORTS:

Council Member Cottrell Report:

Council Member Cottrell reported at the recent Planning Commission meeting and stated that the Commission will likely forward a couple of rezone requests to the City Council over the next several months for consideration. He also explained that the Planning Commission requested clarification regarding the proposed requirement for a trail easement for subdivisions consisting of five or more lots. Council Member Moss explained that the suggested five-lot threshold was based on her experience serving on both the City Council and the Planning Commission. She stated that her intent was to distinguish between a property owner dividing a personal lot and a larger subdivision undertaken by a professional developer. She emphasized that the five-lot minimum was not intended as a fixed target, but rather as a starting point for discussion. Council Member Cottrell further reported that the Planning Commission questioned whether the proposed trail easement requirement should instead be incorporated into the upcoming General Plan update, since the rewrite could influence future trail planning. Council Member Moss responded that she believed the City Council would prefer to address the trail ordinance separately and as soon as practical rather than waiting for completion of the General Plan update. She noted that state law requires only public hearing, not an open house, for such an ordinance, and suggested encouraging the Planning Commission to move the item forward sooner rather than later.

Council Member Moss Report:

Council Member Moss reported that the Cemetery Committee has made significant progress and anticipates presenting its recommendations to the City Council at the next meeting.

She explained that the committee has spent considerable time evaluating various options for establishing a city cemetery. The committee's preferred approach is a public-private partnership, which would require the City to issue a Request for Proposals (RFP). She also noted that the committee would like to obtain a preliminary cost estimate from Jones & Associates to determine the anticipated costs associated with developing a cemetery. Council Member Moss stated that there are several methods for funding a cemetery and noted that a number of private entities throughout the state have begun developing cemeteries because they believe they can be operated profitably. She explained that private entities have greater flexibility than municipalities in certain aspects of cemetery operations.

Council Member Winslow Report:

Council Member Winslow reported that the America 250 celebration was a successful event and was well received by the community. He shared that the members of the America 250 Committee enjoyed working together and have expressed interest in meeting one final time to formally conclude the committee's work and say goodbye.

STAFF REPORTS:**Public Works Director Layne Leonard:**

Public Works Director Layne Leonard reported that Weber Basin Water Conservancy District has begun construction on Oakmont to replace an aging secondary water line. He noted that the project is currently underway within the roadway and stated that additional information would be provided later in the meeting during the discussion of the interlocal agreement. He also provided an update on the Pine Ridge development, reporting that work on the utilities is nearing completion for Phase One. He stated that the project is getting close to a final walkthrough.

City Manager Darren Frandsen:

City Manager Darren Frandsen reported that the Request for Proposals (RFP) for the City's General Plan update has been released and is currently being advertised to solicit proposals from qualified consultants. The Council inquiry regarding the pickleball courts project, City Manager Darren Frandsen reported that he had a meeting scheduled with the engineer the following morning. He explained that the engineer had prepared several revised layout options addressing the orientation and alignment of the pickleball courts. He stated that he had shared the drawings with Scott Poole for review and that the upcoming meeting would help finalize the remaining details and move the project forward.

PUBLIC COMMENT:

Elizabeth Nielsen expressed her appreciation for the City's America 250 celebration, describing the event as fantastic and enjoyable. She commended Jim, Jenalee Frazier, the committee, and everyone involved in organizing the celebration. She specifically praised the City's participation in the parade with a community-focused float, noting that it was refreshing to see the city represented rather than another business advertisement. She also commented that she enjoyed the booths and activities, which provided opportunities for residents to engage with one another and learn more about the nation's history in a community setting. She expressed hope that the city would continue hosting similar celebrations in the future, stating that while Founders Day is an important event, the America 250 celebration offered a unique

opportunity for community involvement. Ms. Nielsen concluded by thanking the city for the event, including the ice cream and the efforts of everyone who helped make the evening a success.

Jarrold Hall requested an update regarding the City's irrigation practices at Harvey Park. He stated that, based on his observations, the park appears to be watered twice daily and expressed concern that the amount of irrigation may exceed current water conservation goals. He referenced the mayor's recommendation to reduce water usage by 20 percent compared to the previous year and noted that residents have been encouraged to limit watering to two days per week. He questioned whether the City's irrigation practices were consistent with those conservation efforts and asked if there was a strategy in place for watering Harvey Park.

Director Leonard explained that the irrigation system is intended to water alternating stations and reported that irrigation has already been reduced by approximately 20 percent compared to the previous year. He stated that he would review the irrigation schedule, determine what adjustments may be needed, and make any necessary changes.

PRESENTATIONS:

5.1 Unsung Hero 2026 Jim and Jenalee Frazier

Mayor Groberg recognized the 2026 Unsung Heroes, Jim and Jenalee Frazier. The city honors its Unsung Heroes both at the Patriotic Devotional and during a City Council meeting. She invited Jim and Jenalee Frazier to come forward and stated that she would repeat the tribute that was previously presented in their honor. Mayor Groberg also presented them with their commemorative plaque. The Council expressed appreciation for the Fraziers' service, dedication, and contributions to the Fruit Heights community.

5.2 Recognize America 250 Committee

Mayor Groberg recognized the members of the **Fruit Heights America 250 Committee** and expressed appreciation for their efforts in organizing the City's America 250 celebration. She invited the committee chairs and available committee members to come forward for recognition, including Linda and Jim, Jim and Jenilee Frazier, Blake Winslow, and others present.

Jim Crismer thanked the Mayor, City Council, and City staff for their support of the Fruit Heights America 250 Committee and the celebration. He expressed appreciation for combining the Founders Day celebration with the America 250 event and stated that the feedback from the community had been overwhelmingly positive.

Jim Crismer credited the success of the event to the dedication and teamwork of the committee members, stating that although many members did not know each other when the committee first began meeting, they developed friendships through their shared efforts. He described the committee as enthusiastic, creative, positive, and enjoyable to work with.

He also thanked City staff for their assistance and dedication in making the celebration possible. He recognized:

- Darren Frandsen, Layne Leonard, Ted Perry, Dylan Jensen, Skylar Crawford, Kade Larson, Nick Averett, Crystal Kunkel, Staci Tuttle, Hailee Ballingham, Karen Coleman

Jim Crismer gave special recognition to Karen Coleman, stating that her support and coordination were essential to the success of the event.

Linda Crismer added her appreciation for the opportunity to host the celebration and specifically recognized those who prepared the historical citation stations. She noted that it was rewarding to see children and families engaging with the displays, learning about American history, and participating together as a community. She also thanked Scott and his family for providing ice cream and helping make the event enjoyable for residents.

The committee members recognized included:

- Linda Crismer
- Jim Crismer
- Jim Frazier
- Jenalee Frazier
- Celeste Cottrell
- Fawn Morgan
- Chad Edgington
- Nicole Hale
- Rachelle Homer
- Lincoln Homer
- Julia Busch
- Maxine Christensen
- Matt Lyman
- Brad Timothy
- Blake Winslow

Mayor Groberg thanked the entire America 250 Committee for their service, dedication, and commitment to making the celebration a success.

PUBLIC HEARING:

6.1 Annual Compensation of elective and statutory officers

City Manager Darren Frandsen introduced the item regarding annual compensation adjustments for elected officials, statutory employees, and appointed officials. He explained that due to a recent change in state law, the city is required to hold a separate public hearing for compensation increases outside of the regular budget hearings.

Mayor Groberg clarified that the compensation amounts being considered were previously discussed during the budget process and reflected the direction provided by the City Council. No new changes were being proposed. City Manager Frandsen stated that the purpose of the hearing was to satisfy the updated legal requirement and allow the public an opportunity to comment.

The Public Hearing opened 0:26 into the meeting.

Dale Kunkle disclosed that his comments may involve a potential conflict due to his spouse, Crystal Kunkle, being a city employee. He expressed support for the City's compensation matrix, which establishes minimum, midpoint, and maximum salary ranges. He stated that, based on his experience in the private sector, clear salary ranges are important tools for recruiting and retaining employees by providing transparency regarding compensation growth opportunities. He also emphasized the importance of retaining experienced employees with specialized training. He noted that City employees, particularly in Public Works, have valuable certifications and skills, and cautioned that without competitive compensation structures, the city risks investing in employee training only to lose those employees to other organizations offering higher wages. Kunkle encouraged the Council to carefully consider the compensation plan and expressed

appreciation for the city and its employee benefits. He shared that his family has personally benefited from the City's employment benefits and expressed gratitude to the City Council, staff, and residents for their support.

Council Member Blake Winslow made a motion to close the public hearing Council Member Mark Cottrell seconded the motion.

The motion was approved by the City Council at (0:31)

- Gary Anderson – Excused
- Eileen Moss—YES
- Blake Winslow –YES
- David Hale— Excused
- Mark Cottrell – YES

Motion Carried (3-0)

DISCUSSION ITEMS:

7.1 Annual Compensation of elective and statutory officers

City Manager Darren Frandsen presented compensation for elected and statutory officers. He clarified that all compensation amounts included in the ordinance were previously approved as part of the Fiscal Year 2027 budget and align with the direction provided by the City Council during the budget process. He explained that the proposed pay scale was developed using compensation comparisons from other cities in Davis County. He stated that the purpose of the pay scale is to provide a framework and long-term guide for employee compensation and does not require all employees to immediately be placed within the established ranges.

It was noted that the pay scale was not developed arbitrarily but was based on research and comparable positions within surrounding cities. It was explained that the City's current compensation levels are generally below surrounding cities and that the proposed ranges provide a reference point for future budget discussions.

The Council discussed the importance of maintaining competitive wages to retain qualified employees with specialized training and institutional knowledge. Council Members expressed concerns regarding employee retention and the cost of losing experienced staff.

Council Member Moss questioned how the proposed compensation amounts aligned with previous budget discussions regarding cost-of-living adjustments and merit increases. Discussion was held regarding the distinction between the adopted pay scale ranges and the actual budgeted salary adjustments for the current fiscal year. City Manager Darren Frandsen explained that the pay scale represents a future goal and does not establish immediate salary requirements. He stated that most employees are currently at or near the lower end of the proposed ranges, and that moving employees through the scale would occur over time as part of future budget discussions.

The Council discussed whether the pay scale should remain part of the ordinance or be removed and considered separately. Members expressed support for having an established pay scale as a reference tool that can be reviewed and updated during future budget cycles.

The Council also discussed making minor language corrections to the ordinance and ensuring that individual compensation discussions remain appropriately handled due to the sensitive nature of employee salaries.

Mayor Groberg noted that because only three Council Members were present, the ordinance would require

all three votes to pass. She stated that tabling the item for consideration by the full Council was an option if members were not comfortable proceeding.

7.2 Interlocal agreement Between Weber Basin Water Conservancy District for the Oakmont Acres—Paving Project

City Manager Darren Frandsen presented an interlocal agreement with Weber Basin Water Conservancy District for the Oakmont Acres paving project. City Manager Darren Frandsen explained that Weber Basin is currently replacing an existing private secondary irrigation line along Oakmont that previously ran through residents' backyards. As part of the project, Weber Basin will install a new irrigation line within the roadway and provide new irrigation meters for residents to connect to from their front yards.

He explained that Oakmont was already identified as a city road project requiring paving improvements. Under the agreement, Weber Basin will contribute toward the cost of the road restoration, similar to previous agreements the city has entered into for shared roadway projects.

City Manager Darren stated that Weber Basin will be responsible for approximately 30% of the road work costs associated with the project, including reimbursement to the City for that portion of the paving contract. Construction on the irrigation line has already begun, and the City's bid opening for the street improvements was scheduled for the following day. Once Weber Basin completes its portion of the work, the city will proceed with the paving project.

The Council discussed that the agreement provides a cost savings to the city while allowing needed improvements to Oakmont, which has deteriorating pavement and increasing patchwork repairs. Council Members expressed support for the agreement and noted that the partnership with Weber Basin is beneficial to both parties.

7.3 Temporary Construction Easement Agreement

City Manager Darren Frandsen presented the Temporary Construction Easement Agreement regarding access across City property for a construction project located on the hillside.

City Manager Darren Frandsen explained that the City Council previously directed staff to work with the property owner and contractor to establish an agreement allowing temporary access across City property so the homeowner could complete construction improvements on their property. He reported that he worked with contractor Scott Martineau of Martineau Homes and reached an agreement that includes a donation to the City in exchange for the temporary use of City property. The proposed easement would be for one year, with the possibility of an extension if additional time is needed to complete the project.

The agreement includes requirements for restoration, limitations on the use of the property, and penalties if the terms of the agreement are not followed. The City would also retain the ability to pursue additional remedies, including insurance claims, if necessary.

Council Members discussed the proposed access route and expressed concern regarding maintaining an adequate buffer from the Fruit Loops trail. City Manager Darren Frandsen clarified that the map shown was a preliminary illustration and that the actual access route would be farther south and would impact a smaller portion of the area than shown. The Council discussed the project timeline and was informed that the property owner hopes to begin construction soon and complete as much work as possible before winter. City Manager Darren Frandsen stated that the donation to the city would be received before he signs the easement agreement.

City Manager Darren Frandsen noted that the contractor, Scott Martineau, has worked on multiple projects within the city and has a strong reputation. Council Members expressed support for the agreement and had no further concerns.

ACTION ITEMS:

8.1 Approve/Deny Annual Compensation of elective and statutory officers.

Council Member Eileen Moss made a motion to adopt the first page of the ordinance, remove the proposed pay scale language (pay scale to be looked at again with the entire Council), retain the severability and effective date provisions, and set the City Manager's annual salary at **\$138,000**. Council Member Blake Winslow seconded the motion.

Discussion was held regarding the City Manager's compensation, the previously approved budget direction, and the importance of balancing fiscal responsibility while retaining qualified employees. The mayor acknowledged that the compensation discussions had been part of the budget process and that the proposed amounts were not new information.

Council Members also discussed the proposed pay scale. Several members expressed support for having a formal pay scale as a future reference tool for compensation decisions, noting that it would provide guidance during future budget discussions. It was also acknowledged that the pay scale does not establish immediate salary requirements or create a mandatory compensation floor and would need to be reviewed periodically.

Due to concerns from some Council Members regarding adopting the pay scale without the full Council present, discussion was held regarding removing the pay scale from the ordinance at this time and revisiting it during a future meeting with the full Council.

Council Member Eileen Moss amended her motion to:

- *Set the City Manager's annual salary at **\$138,000**.*
- *Remove the proposed pay scale from the ordinance for the time being.*
- *Remove the unnecessary "whereas" language identified by the Council; and*
- *Revisit the pay scale discussion when the full Council is present.*

Council Member Blake Winslow second to the amended motion.

The motion was approved by the City Council at (1:18)

- Gary Anderson – Excused
- Eileen Moss—YES
- Mark Cottrell – YES
- David Hale— Excused
- Blake Winslow –YES

Motion Carried (3-0)

8.2 Approve/Deny Interlocal agreement Between Weber Basin Water Conservancy District for the Oakmont Acres—Paving Project

Council Member Eileen Moss made a motion to approve the interlocal agreement by and between Fruit Heights City Corporation and Weber Basin Water Conservancy District for the Oakmont Acres Paving Project, Resolution 2026-13. Council Member Mark Cottrell seconded the motion.

The motion was approved by the City Council at (1:21)

- Eileen Moss—YES

- David Hale— Excused
- Blake Winslow –YES
- Gary Anderson – Excused
- Mark Cottrell – YES

Motion Carried (3-0)

8.3 Temporary Construction Easement Agreement

Council Member Mark Cottrell made a motion to approve the Temporary Construction Easement Agreement. Council Member Blake Winslow seconded the motion.

The motion was approved by the City Council at (2:21)

- Gary Anderson – Excused
- Eileen Moss—YES
- Blake Winslow –YES
- David Hale— Excused
- Mark Cottrell – YES

Motion Carried (3-0)

8.4 Approve City Council Meeting minutes for June 16, 2026

Council Member Winslow requested that staff verify the certified tax rate from the previous year to ensure the information was accurate. Staff reviewed the information and confirmed the corrected certified tax rate, which is reflected in the meeting minutes.

Council Member Blake Winslow made a motion to approve the City Council Meeting minutes for June 16, 2026, Council Member Mark Cottrell seconded.

The motion was approved by the City Council at (2:23)

- Gary Anderson – Excused
- Eileen Moss—YES
- Blake Winslow –YES
- David Hale— Excused
- Mark Cottrell – YES

Motion Carried (3-0)

TABLED ITEMS:

None

NEW BUSINESS FOR UPCOMING MEETING-NO ACTION

Mayor Groberg noted that the pay scale discussion would need to return for further consideration at a future meeting with the full Council present.

Council Member Moss encouraged the Planning Commission to move forward with scheduling a public hearing to consider possible action on the trails section.

Council Member Moss asked whether additional direction should be provided to the Planning Commission regarding the Moderate-Income Housing (MIH) strategies. City Manager Darren Frandsen explained that the

Planning Commission had reviewed the available strategies and narrowed the list to approximately six or seven options that may be feasible for the city. The Planning Commission plans to further evaluate those strategies, including how the city could implement each one, before forwarding recommendations to the City Council.

Council Member Winslow shared that, through his work with the Legislative Policy Committee, he has been receiving information regarding potential upcoming legislative discussions related to Moderate Income Housing and possible changes to state requirements. He offered to share additional information with the Council as it becomes available.

Discussion was held regarding accessory dwelling units (ADUs) and the importance of properly tracking permits and approvals as part of the City's Moderate Income Housing strategies. Council Members emphasized the importance of ensuring residents understand the permitting process. City Manager Darren Frandsen stated that staff is beginning work on detached accessory dwelling unit regulations and will be reviewing approaches used by other cities. He explained that upcoming discussions will include setbacks and design standards to ensure impacts are primarily placed on the property owner rather than neighboring properties. Staff anticipates bringing forward additional ADU-related discussion items in the coming months.

CALENDAR:

July 21, 2026, City Council Meeting.

July 24, 2026, pioneer Day office will be closed.

CLOSED SESSION:

None

ADJOURNMENT:

Council Member Eileen Moss made a motion to adjourn the meeting with Council Member Blake Winslow seconded. It was unanimously approved by the Council. (8:33)

Date approved by City Council: July 21, 2026

/s/ Hailee Ballingham

Hailee Ballingham, City Deputy Recorder