

Bluff Town Council Meeting Agenda

Tuesday, August 18, 2026 at 4:00 pm MDT

In Person

Bluff Community Center Building
190 N 3rd E Street, Bluff, UT 84512

Virtual Meeting

via Zoom: <https://zoom.us/j/92499673928>
via Phone: 7193594580, 92499673928#

Town Council: Mayor Josh Ewing, Jennifer Davila, Gary Haws, Britt Hornsby, Spencer Wade
Staff: Erin Nelson

Roll Call

Approval of Meeting Minutes from August 4, 2026 Regular Town Council Meeting

Approval of Meeting Minutes from August 11, 2026 Town Council Work Session

Welcome Charmayne Sandoval – TOB Part Time Notetaker & ADA Compliance Coordinator

Public Comment Period: There will be a three-minute time limit for anyone who wishes to make a public comment. If you exceed the three-minute time limit without permission the meeting controller will mute you. Raise your hand if you are present or raise the hand icon or put your name in the chat box if you are virtual.

Unfinished Business

1. Discussion and Vote on Town of Bluff Employee Benefits

Health Insurance

- Mayoral Proposal: Pay 100% of top HSA plan premium for full-time employees
- Alternative Proposed by CM Haws: Pay 80%

Vacation + Holidays

- Mayoral Proposal:
 - Same paid holidays as recognized by the State of Utah (currently 12)
 - Vacation accrued at 15 days annually in first year
 - Vacation accrues one additional day per year to a maximum of 25 total vacation days
 - Accrual cap of 1.5x annually accrued vacation days
- Alternative Proposed by Councilmember Haws:
 - 13 paid holidays
 - Vacation starts at 15 days per year
 - 5 years: 17 days per year
 - 10 years: 18 days per year
 - 15 years: 19 days per year
 - 20 years: 20 days per year
 - Cap paid vacation accrual for all years of service at 20 days per year

Health Leave

- Mayor Proposal:
 - 15 days of health leave annually
 - Days do not roll over
 - Tracked by anniversary date
- Alternative proposed by Councilmember Haws:
 - 10 days a year

Post-Partum Leave

- Mayoral Proposal:
 - Six Weeks of 100% Paid Leave

Parental Leave

- Mayoral Proposal:
 - Identical to benefit provided state employees per 63A-17-511
 - 3 weeks of paid leave for eligible employees (includes birthing mother)
 - Runs consecutive to postpartum recovery leave (for a total of 9 weeks of paid leave for birthing mother)
- Alternative Proposed by Councilmember Haws:
 - 3 weeks of paid leave for spouse of birthing mother (e.g. cannot be combined with postpartum leave)

Bereavement

- Original Proposal
 - 5 Days of Paid Leave for Immediate Family
 - 3 Days of Paid Leave for
- Mayoral Proposal Adopted from Councilmember Haws:
 - 3 days of Paid Leave for the death of an immediate family member (spouse, parent, child, sibling, grandparent, grandchild, and corresponding step- or in-law relationships).
 - 1 Day of Paid Leave for the death of an extended family member (uncles, aunts, cousins, and corresponding step- or in-law relationships).

2. Discussion Regarding Providing Retirement Benefits

- Option 1: participation in Utah Retirement Systems (URS)
 - 13.19% employer contribution for URS-eligible employees
- Option 2: Private 401K Plan
 - Option 2a: 3% Employer Contribution x 3% Employee Match
 - Options 2b: 3% Employer Contribution + Optional 3% Additional Employer Contribution with 3% Employee Match

New Business

3. Discussion about Providing Town-Sponsored Food Truck Area (Davila)

Looking Ahead / Reminders / Other

4. Upcoming: Legal Consultant RFP, Housing Consultant RFP, Secondary Water Project

5. Reminders/Other:

- P&Z Joint Meeting on September 15th TC Meeting at 4:00 PM
- P&Z Zoning Code Open House on September 17th at 5:00 PM
- Utah League of Cities and Towns Annual Convention Oct 27 & 28 (register by 9/29/26)
- Emergency Services Pancake Breakfast, Saturday September 19th 8-10am
- Candidate Forum TBD: Tuesday 9/29 or Wednesday 9/30

6. Adjourn

Regular Bluff Town Council Meetings are held the first and third Tuesday of each month at 4:00 PM. Bluff Town Council Work Sessions are held the second Tuesday of each month at 4:00 PM. Requests to be on the agenda may be submitted in writing to Josh Ewing at mayorewing@townofbluffutah.gov by noon the Thursday prior to the meeting date. Agendas, approved minutes, and audio recordings of meetings can be found on the Utah Public Notice Website. To view a livestream, or watch past meeting recordings, please visit our YouTube channel: <https://www.youtube.com/channel/UCTqBxSP-Erhxq6muVMX6vdw>