

**REGULAR SESSION OF THE
BRIGHAM CITY COUNCIL**

August 6, 2026

6:00 p.m.

PRESENT:	D.J. Bott	Mayor
	Dave Hipp	Councilmember
	Dave Jeffries	Councilmember
	Matthew Jensen	Councilmember
	Ryan Smith	Councilmember
	Robin Troxell	Councilmember

ALSO PRESENT:	Mark Bradley	City Planner
	Tom Kotter	Community and Economic Development Director
	Derek Oyler	City Administrator
	Jeremy Poppleton	Assistant Fire Chief
	Kristina Rasmussen	City Recorder
	Chad Reyes	Police Chief
	Brandon Thueson	Fire Chief

At 6:00 PM Mayor Bott called the meeting to order. The prayer was given by Bishop Steven Blanchard, 17th Ward and the pledge of allegiance followed.

CONSENT ITEMS

Mayor Bott presented the Consent Agenda, consisting of the following item:

1. Approval of the July 16, 2026 City Council Meeting

MOTION: Councilmember Hipp made a motion to approve the consent item. Councilmember Smith seconded the motion. Motion passed unanimously.

EMPLOYEE RECOGNITION

Mayor Bott recognized three new employees who have recently joined the Brigham City team and welcomed them to the organization. The following employees were recognized:

- Angie Greene – Public Works Administrative Assistant
- Daniel Greenhaulgh – Water Operator
- Justo Morfin – Tree Trimmer

PUBLIC COMMENT

Jesse Roberts - addressed the Council regarding increasing demands on school gym space and the impact on accommodating Brigham City recreation programs. Roberts explained that seven sports have been added over approximately the past seven years without an increase in gym space. During the winter months, school facilities may be used by athletic teams from as early as 5:00 a.m. until 9:30 or 10:00 p.m., with 15 of the school's 25 sports competing for indoor space between approximately October and March.

Mr. Roberts reported more than 800 athlete registrations last year and approximately 350 registrations already this fall. He stated that accommodating students and school athletic programs is the school's first

priority. While the school continues to accommodate City programs such as Junior Jazz, Prep League, and Men's League when possible, increasing participation and limited facility space have made providing consistent gym time for City recreation programs increasingly difficult.

Keith Mecham - introduced himself to the Council as the School District's new superintendent. Mr. Mecham expressed appreciation for the longstanding working relationship between Brigham City and the School District and stated that he is open to continued communication and opportunities for mutual support. He noted that he had already participated in conversations with Mayor Bott and City staff regarding potential opportunities for collaboration and encouraged Councilmembers to contact him as needed.

COUNCILMEMBER COMMENTS

Councilmember Jensen - commented on the recent community outreach event and Mayor's Barbecue/Night Out Against Crime, noting the good turnout and thanking City departments for representing the City. He also reported that West Nile virus activity is higher than usual and encouraged residents to take appropriate precautions.

Mayor Bott thanked City staff for their work on the Mayor's Barbecue and Night Out Against Crime. He commented positively on the change in venue from Bill Wright's Plaza to Snow Park, noting the additional space, shade, and safer environment for children. He also recognized the strong participation from City staff and thanked Chief Reyes and Officer Jensen for their efforts in organizing the event.

ACTION ITEMS

Consideration of Ordinance for Spring Creek Subdivision First Amendment located at 500 South and 1150

Mark Bradley presented the Spring Creek Subdivision First Amendment, located at 500 South and 1150 West. He explained that the amendment is part of the City's efforts to extend 1100 West and 1150 West farther south to provide connectivity to the new subdivision, elementary school site, and sports complex.

Mr. Bradley reviewed the proposed plat and discussed the following:

- The City previously acquired four lots to accommodate the roadway extensions.
- City staff worked with the developer and adjacent property owners to adjust the affected lots so the roads could be aligned as recommended by the City Engineer.
- Along 1150 West, the proposed configuration allows four lots to be retained. The lots will generally be oriented east and west rather than north, although Mr. Bradley clarified that the corner lots could still face north.
- Along 1100 West, excess property remaining after the roadway extension will be incorporated into the adjacent properties.
- Lot 107 will remain essentially the same; however, easements will be modified to allow culinary and secondary water lines to be rerouted through 1100 West.
- The Planning Commission reviewed the First Amendment and recommended approval to the City Council.

The Mayor commented that the amendment was the final step in a process the Council had been kept informed of and thanked City staff for looking at the City's future connectivity needs and working with the developer and property owners.

Council discussed ownership of the affected lots. Mr. Bradley explained that the developer still owns two of the lots and had exchanged one property with Habitat for Humanity so construction could move forward on another similar lot while roadway and utility improvements are completed.

Council also discussed Lot 104, which will be owned by Brigham City upon completion of the project. Staff explained that the City will then need to complete the public surplus process before selling the lot.

Additional discussion was held regarding small portions of property remaining after construction of the road. Mr. Bradley explained that the remaining areas, approximately 13 feet in some locations, are not large enough to be buildable. Approval and recording of the amended plat will transfer those portions to the adjacent property owners.

MOTION: Councilmember Smith made a motion to approve the Ordinance for Spring Creek Subdivision First Amendment located at 500 South and 1150 West. Councilmember Hipp seconded the motion.

Roll Call:

Councilmember Troxell – Aye; Councilmember Smith – Aye; Councilmember Hipp – Aye;
Councilmember Jeffries – Aye; Councilmember Jensen - Aye

Consideration of Resolution Authorizing the Activation of the Nucor Project Area Parcel for the 2027 Tax Year

Community Development Director Tom Kotter presented a resolution authorizing the activation of the Nucor Project Area parcel within the Golden Spike Inland Port Project Area for the 2027 tax year. Stephanie Pack, representing the Utah Inland Port Authority, was also present.

Mr. Kotter provided background on Brigham City's partnership with the Utah Inland Port Authority and explained that the City joined the Golden Spike Project Area in 2023. Since that time, the City and Inland Port have worked to refine project boundaries, add parcels, recruit businesses, and leverage resources for infrastructure and economic development. He noted that the larger Golden Spike Project Area also includes areas elsewhere in Box Elder County.

Mr. Kotter explained the purpose and financial structure of activating the Nucor parcel:

- The activation will begin capturing tax increment generated by the Nucor Towers and Structures development beginning with the 2027 tax year and will run for 25 years.
- Taxing entities will continue to receive taxes generated from the established base taxable value of the property. New taxable value above the base will generate the tax increment.
- Of the incremental tax revenue, 25% will continue to flow to the taxing entities, while 75% will be distributed through the Inland Port project structure.
- Portions of the Inland Port funds are designated for project administration, wetland mitigation, affordable housing, project incentives, and public infrastructure.
- Wetland mitigation funds are required to remain within or adjacent to the project area.
- Economic development incentives are post-performance and are only provided after required standards have been met.
- The public infrastructure portion will assist with infrastructure associated with the Nucor development, including the City's electric substation that was previously bonded as part of Project Charm.

Mr. Kotter emphasized that the figures used in his presentation were examples only and that the actual values associated with the Nucor development will be substantially larger. He explained that the property

was previously agricultural/Greenbelt property with a relatively low taxable value; therefore, the development will create new taxable value for the City, School District, and other taxing entities.

Council discussed the electric substation and the City's bond obligation. Staff explained that under the agreements between Brigham City, the Inland Port, and Nucor, tax increment generated by the project will help make payments on the infrastructure bond. Nucor has also agreed that its incentive portion will be directed toward the City until the bond obligation is satisfied. Once the bond is paid, eligible incentive funds may flow to Nucor, provided the required post-performance standards have been met.

Additional discussion included:

- Nucor is required to meet an average wage standard of 110% of the Box Elder County base wage as part of its participation agreement.
- Ms. Pack clarified that under Inland Port statute, the project area's base year is the year prior to creation, which would be 2022. Staff will work with Box Elder County to finalize the applicable base value and recording requirements.
- Regardless of the final base year determination, staff noted that the property's base taxable value was relatively small because it was previously Greenbelt property.
- Council confirmed that tax increment generated by the Nucor parcel will remain associated with that parcel and will not be transferred to other Golden Spike project areas elsewhere in the county.
- Public infrastructure funds associated with the project are available for City infrastructure within the project and are not distributed to the other taxing entities.
- This is Brigham City's first Inland Port project activated within the City limits.
- Staff estimated that Nucor Towers and Structures will ultimately provide approximately 200–300 jobs. The company is already operating within the existing Nucor/Vulcraft campus while its new facilities are under construction. The new development will also include a galvanizing facility.

Council expressed appreciation for the explanation and commented on the benefits of the project, including additional tax base, infrastructure investment, economic development, and higher-paying employment opportunities.

MOTION: Councilmember Smith made a motion to approve the Resolution authorizing the activation of the Nucor Project Area Parcel for the 2027 tax year. Councilmember Jeffries seconded the motion. Motion passed unanimously.

Request for approval to enter into a Memorandum of Understanding between the Utah Division of Forestry, Fire, and State Lands and Brigham City Fire for the deployment of resources and cost repayment for those resources for wildfire response and mitigation

Fire Chief Brandon Thueson presented a request to approve a Memorandum of Understanding between the Utah Division of Forestry, Fire, and State Lands and Brigham City Fire for the deployment of resources and repayment of associated costs for wildfire response and mitigation.

Chief Thueson explained that the MOU is part of Utah's Cooperative Wildland Fire System, which Brigham City has participated in for several years. He noted that the system includes preparedness, fuel reduction, response, equipment, and training efforts that help communities prepare for and respond to wildland fires.

Chief Thueson reviewed several benefits of participating in the system:

- Work performed by Brigham City, including fuel-reduction efforts coordinated with Public Works, can count toward the City's required participation or match.

- If Brigham City sends personnel or equipment to assist another agency with a wildfire, the agreement allows the City to recover eligible costs associated with that deployment.
- The agreement also allows Brigham City to request outside equipment and resources when additional assistance is needed within the City.
- Participation provides financial protection if a significant wildfire requires state or federal resources. Once the applicable criteria are met and the incident is delegated appropriately, the State can assume eligible costs associated with those additional resources.

Chief Thueson emphasized that wildfire response can become very expensive very quickly. He gave examples of recent fires in Weber County, noting that approximately two hours of helicopter operations can cost more than \$40,000 and a single retardant aircraft drop can exceed \$80,000. He explained that this type of agreement helps protect the City from potentially significant wildfire response costs.

Chief Thueson stated that the proposed MOU is similar to the City's previous agreement, which had expired and was updated by the State. The new agreement will be for a five-year term. Staff was requesting approval to authorize the Mayor to sign the renewed MOU.

MOTION: Councilmember Troxell made a motion to approve the Memorandum of Understanding between the Utah Division of Forestry, Fire, and State Lands and Brigham City Fire for the deployment of resources and cost repayment for those resources for wildfire response and mitigation. Councilmember Hipp seconded the motion. Motion passed unanimously.

Request for approval of updates to Employee Policy Manual Chapter 9-6 Paid Holidays and 9-17 Education Assistance

City Administrator Derek Oyler presented proposed updates to the Employee Policy Manual, Chapter 9-6, Paid Holidays, and Chapter 9-17, Education Assistance. He explained that employee policy changes are brought before the Council when they involve employee benefits or have budget implications.

Chapter 9-6 – Paid Holidays

Mr. Oyler explained that the primary proposed change would provide full-time employees with holiday pay equal to the number of hours they were regularly scheduled to work on that day. He noted that City employees work several different schedules, including eight-, nine-, ten-, and twelve-hour shifts, as well as the Fire Department's modified Kelly schedule.

Under the proposed change:

- An employee scheduled to work an eight-, nine-, ten-, or twelve-hour day would receive the corresponding number of holiday hours rather than the current standard eight hours.
- The change is primarily intended to address non-public-safety employees who currently may have to use personal leave to cover the remaining hours of a longer scheduled shift on a holiday.
- Police and Fire employees may continue to bank holiday time because their rotating schedules often require them to work on holidays.
- Annual holiday bank payouts would be capped at 24 hours for Police employees and 48 hours for Fire employees.
- Fire personnel working the 48/96 modified Kelly schedule would continue to receive 12 hours of holiday pay per holiday.
- If a holiday falls on an employee's regularly scheduled day off, the holiday will continue to be observed on the nearest applicable workday.

Council discussed how holiday leave applies to the City's different work schedules and confirmed that the existing practice for employees whose regularly scheduled day off falls on a holiday would remain in place.

Chapter 9-17 – Education Assistance

Mr. Oyler then presented a proposal to discontinue the City's existing education assistance benefit. He explained that the City has historically provided financial assistance for employees pursuing associate, bachelor's, and master's degrees when the education was considered a direct benefit to the employee's position.

Mr. Oyler stated that the increasing number and variety of degree programs and educational opportunities have made it increasingly difficult to determine consistently which programs provide a direct benefit to the City and an employee's specific position.

He explained that:

- The City would continue paying for required training, certifications, apprenticeships, and other education necessary for employees to maintain or advance within their existing job responsibilities.
- Examples include lineman apprenticeship programs, paramedic training, POST certification, and other required departmental training.
- The proposed change would discontinue assistance for optional college degrees that are not required for an employee's current City position.
- Employees who have already received pre-approval under the current education assistance policy would remain eligible for reimbursement upon successful completion.
- The current annual budget for education assistance is approximately **\$15,000 to \$18,000**, with generally four or five employees participating in a given year.
- Approximately 30 to 40 employees have participated in the program over the past ten years.
- The existing policy requires employees receiving assistance to remain employed with the City for two years following payment or repay a prorated amount if they voluntarily leave before completing that commitment.

Mr. Oyler said staff had discussed the policy for more than a year and had struggled to develop fair and consistent criteria that could apply across the City's highly diverse workforce. He also noted that individual approval or denial decisions had created some employee dissatisfaction and morale concerns.

Councilmember Jeffries expressed concern with eliminating the education assistance benefit entirely. He suggested the program could instead be administered through Human Resources with clearer eligibility standards and funding limits. He commented that education assistance can help develop employees for future positions within the organization and that the City could establish parameters without necessarily paying the full cost of a degree.

The Mayor and other Councilmembers discussed the use of taxpayer funds for degrees that may not directly relate to an employee's current position. Staff reiterated that job-specific training and required certifications would continue to be funded through departmental training budgets. The current education assistance budget would also remain in place for the present fiscal year to honor previously approved commitments, with future budget adjustments to follow.

A motion was initially made to approve both proposed policy changes. Council discussed whether the two items should be considered separately because they addressed different issues. The motion proceeded as presented.

MOTION: Councilmember Hipp moved to approve the updates to Employee Policy Manual Chapter 9-6, Paid Holidays, and Chapter 9-17, Education Assistance as presented. Councilmember Troxell seconded the motion. The motion passed unanimously.

At 7:10 PM Councilmember Smith made a motion to enter a closed session to discuss the purchase, exchange, or lease of real property. Council Member Hipp seconded the motion.

Roll Call:

Councilmember Troxell– Aye; Councilmember Smith – Aye; Councilmember Hipp – Aye;
Councilmember Jeffries – Aye; Councilmember Jensen - Aye

At 7:50 PM Council came back into regular session. Councilmember Smith made a motion to adjourn. Councilmember Troxell seconded the motion. Motion passed unanimously.

The undersigned duly appointed Recorder for Brigham City Corporation hereby certifies that the foregoing is a true, accurate and complete record of the August 6, 2026 City Council Meeting.

Dated this 21st of August, 2026.

Kristina Rasmussen

Kristina Rasmussen, City Recorder

** These meeting minutes were generated with the assistance of artificial intelligence and have been reviewed, edited and approved by Brigham City Staff.