



CITY COUNCIL MINUTES

Tuesday, August 11, 2026
Approved September 9, 2026

The following are the minutes of the City Council meeting of the Herriman City Council. The meeting was held on **Tuesday, August 11, 2026, at 5:30 p.m.** in the Herriman City Council Chambers, 5355 West Herriman Main Street, Herriman, Utah. Adequate notice of this meeting, as required by law, was posted in the City Hall, on the City's website, and delivered to members of the Council, media, and interested citizens.

Presiding: Mayor Lorin Palmer

Councilmembers Present: Terrah Anderson, Matt Basham, Jared Henderson, Teddy Hodges

Staff Present: City Manager Nathan Cherpeski, Assistant City Manager Wendy Thomas, City Recorder Jackie Nostrom, Finance Director Kyle Maurer, Assistant City Attorney Matt Brooks, Communications Manager Jonathan LaFollette, Police Chief Cody Stromberg, Assistant to the City Manager Trevor Ram, Community Development Director Blake Thomas, City Planner Michael Maloy, Public Works Director Justun Edwards, Operations Director Monte Johnson, City Engineer Bryce Terry, Building Official Cathryn Nelson, UFA Assistant Chief Anthony Widdison.

5:30 PM – WORK MEETING: (Fort Herriman Conference Room)

1. Council Business

Mayor Lorin Palmer called the meeting to order at 5:30 p.m.

1.1. Review of this Evening's Agenda

The Council and staff briefly reviewed the agenda.

1.2. Future Agenda Items

Councilmember Jared Henderson raised a concern regarding Extra Space Storage, specifically a gate issue that had remained unresolved for nearly a year. City Manager Nathan Cherpeski indicated that a letter had previously been sent and that the matter simply awaited a second councilmember's support to be placed on a future agenda. Councilmember Matt Basham supported the discussion.

Councilmember Teddy Hodges noted that the annual Black Ridge update was also due, and Assistant City Manager Wendy Thomas noted the discussion would be held in October.

Mayor Palmer also introduced a new item regarding a medical provider that had expressed interest in using space at the community center for one to two days per month to provide free medical services at no cost to the city. The provider had been referred by the LDS Church and would bring all necessary resources, including support from a group called "My Hometown" that provides meals during service days. Councilmember Terrah Anderson inquired about whether a fee schedule for the community center space was yet in place, and Assistant City Manager Thomas confirmed that a rental policy would be presented at the August 26th meeting.

City Manager Cherpeski indicated that staff would prepare a written summary of the medical provider's request for council consideration.

1.3. Council discussion of future citizen recognitions

Mayor Palmer informed the Council that flowers were being sent on behalf of the City to former Councilmember Mike Day, whose son Chase had recently passed away in an airplane crash at Utah Lake. The funeral was noted to be scheduled for the following Saturday.

2. Administrative Reports

2.1. Paid Parental Leave Benefits Discussion – Travis Dunn, Human Resources Manager
Human Resources Manager Travis Dunn presented a comprehensive overview of the city's current parental leave benefits landscape and proposed the adoption of a formal paid parental leave policy. He began by outlining existing benefits: short-term disability coverage of up to 60 percent of wages for up to six weeks for the birthing parent; 96 hours per year of accrued sick time available to all employees; and federal Family and Medical Leave Act (FMLA) protections providing up to 12 weeks of unpaid, job-protected leave. Manager Dunn noted that while these benefits provide some support, they may not be sufficient to remain competitive in the labor market as more surrounding municipalities have begun offering dedicated paid parental leave.

Manager Dunn presented a benchmarking comparison of neighboring cities, noting that the majority of peer organizations offer approximately two weeks of paid parental leave, with West

Valley City at four weeks and the State of Utah offering up to six weeks for birthing parents and approximately three weeks for non-birthing parents. He also noted that several cities now offer short-term disability as a complementary benefit, which Herriman already provided, an advantage relative to some peers.

His recommendation was to implement 80 hours of paid parental leave on a rolling-year basis. He explained that for the birthing parent, this benefit, when combined with short-term disability coverage, would effectively extend paid leave to approximately five to six weeks, since the parental leave hours would cover the remaining 40 percent of wages not covered by the 60 percent short-term disability benefit. For the non-birthing parent, the 80 hours would function as a straightforward two-week continuous block. He proposed that the leave be non-accruing, non-payable upon separation, and used in a continuous block rather than intermittently, to simplify tracking and scheduling.

Regarding eligibility, Manager Dunn proposed aligning the policy with FMLA, requiring employees to have been employed for 12 months before becoming eligible, and allowing the benefit to be used within 12 months of the birth, adoption, or placement of a child. He acknowledged that the fiscal impact would not likely require a budget amendment, but noted real operational effects, particularly in smaller departments and in the Police Department where shift backfilling may incur overtime costs. He identified the key benefits to the city as improved recruitment and retention, reduced turnover following major life events, and a reduction in absenteeism and presenteeism caused by employees returning to work before they are fully prepared.

Councilmember Matt Basham inquired whether the benefit would extend to part-time employees. Manager Dunn clarified that the policy would apply to benefit-eligible employees working 20 hours per week or more, which aligned with the city's existing threshold for URS contribution purposes and effectively captures the relevant part-time population while excluding seasonal workers.

Councilmember Anderson asked for clarification on how short-term disability interacts with the proposed parental leave hours for the birthing parent. Manager Dunn confirmed that the two benefits would work in tandem: disability covering 60 percent and parental leave hours covering the remaining 40 percent, effectively extending the total fully paid leave period to approximately five to six weeks for birthing parents. She also raised the question of whether the city could inquire whether an employee intended to return to work before granting the benefit. Manager Dunn explained that while FMLA does provide some protection for employers when an employee voluntarily discloses non-return, proactively extracting that information from employees would create legal gray areas, and acknowledged this as a known but infrequent risk.

Councilmember Jared Henderson raised a hypothetical scenario in which an employee takes the full benefit period and does not subsequently return to work, and whether any costs such as health insurance premiums could be recovered. Manager Dunn confirmed that FMLA prohibited retroactive recovery of such costs and that this scenario, while possible, was rarely observed in practice.

The Council engaged in substantive discussion regarding the eligibility waiting period and the window within which the benefit must be used. Councilmember Anderson proposed shortening the eligibility period, noting that newer employees, who have had less time to accrue sick leave, are among those most likely to need the benefit and least likely to have resources to draw upon. She also proposed shortening the use window, citing concerns about potential misuse of a longer window. Councilmember Basham and Henderson both expressed support for proposed framework.

Mayor Palmer noted that a 12-month use window had some merit given medical complications that might extend over a longer period, but acknowledged the reasoning for a shorter window. Manager Dunn noted that while the 12-month window mirrors what FMLA allows, the city had full discretion to define a shorter window for this city-specific paid benefit.

Manager Dunn was directed to return with revised policy language with appropriate adjustments to the hours threshold for part-time eligibility and language that clearly excluded seasonal employees. Mayor Palmer also encouraged staff to see if there were any other areas where the city's benefits may be falling short relative to comparably sized municipalities, as Herriman transitions from a small to a mid-sized city.

2.2. City Status Report – June 2026 – Trevor Ram, Assistant to the City Manager

Assistant to the City Manager Trevor Ram presented the June 2026 City Status Report, noting that the July report would be brought forward at the next meeting in approximately two weeks and was expected to look similar to the June edition. Assistant to the City Manager Ram highlighted that sales tax revenue trends over the last three months were tracking ahead of the prior year's comparable period, with only a couple of months this year falling below the year-over-year comparison. He characterized the overall revenue position as favorable.

Councilmember Basham noted interest in the ADU (accessory dwelling unit) data reflected in the report. Assistant to the City Manager Ram confirmed that while inquiries and calls about ADUs had increased meaningfully, applications had not yet followed at the same rate, with approximately 15 inquiries all handled internally. Assistant to the City Manager Ram noted that

the ADU category was beginning to show as a visible segment on the relevant report graphic, whereas it had been negligible six months prior.

A brief discussion followed regarding the city's population and municipal classification under state law. It was noted that Herriman's most recent official population estimate was approximately 63,000 residents, which may place the city on the threshold of reclassification from a city of the third class to a city of the second class under Utah Code. Staff noted that the practical distinctions between classifications are limited under current state law, with the primary difference being the designation of an auditor.

Assistant to the City Manager Ram also noted that while July was a slower month for building permits, significant activity was anticipated in the August report due to the issuance of 215 permits for the Commons development.

2.3. Quarterly Capital Projects Update – Bryce Terry, City Engineer

City Engineer Bryce Terry presented the quarterly capital projects update, highlighting several active and upcoming projects.

Herriman Boulevard Extension: City Engineer Terry reported that construction had commenced on the extension of Herriman Boulevard to connect to the UDOT U-111 project. UDOT's U-111 corridor work was noted to be progressing rapidly, with paving already underway, and completion was anticipated by October or November. Councilmember Henderson noted visible and significant progress at the site during a recent drive-by.

6000 West Widening: City Engineer Terry reported that the contractor had completed all intersection work prior to the start of the school year, with a particular focus on the intersection at Herriman Boulevard. Work is ongoing southward to Silver Sky Drive, with project completion also targeted for November. Utility work, including sewer, storm drain, and secondary water, has been substantially completed, with culinary water adjustments remaining before paving can begin. Mayor Palmer noted that construction traffic had been rerouted through residential neighborhoods as a result of the project, though no significant complaints had been received.

Mountain View Corridor / Real Vista & Juniper Crest Intersection: City Engineer Terry reported that traffic signal arms were installed and visible at the Real Vista and Juniper Crest intersections, though they were not yet active, pending energization by Rocky Mountain Power. Activation was anticipated by the end of August. He also noted that the Panorama project was on track to pave Juniper Crest by the end of August, with the goal of opening the corridor in its entirety by that date, subject to remaining variables.

Regarding landscaping associated with the Panorama project, City Engineer Terry reported that the developer, DAI, was focused on water connections as the immediate priority and had committed to landscaping as the next phase of work. Staff had confirmed that the trail corridor was clear of overgrowth in advance of the new school year. It was noted that the development agreement did not specify a hard completion date for landscaping, meaning it could potentially roll into spring.

Athletic Complex: City Engineer Terry noted that the design team was developing a phased approach for the athletic complex, with phase one intended to be bid-ready by January, contingent on funding falling into place as anticipated.

Emmeline Area Traffic Calming Improvements: City Engineer Terry reported that the planned traffic calming installations at Emmeline were being coordinated around a Jordan Valley Water Conservancy District pipeline project that runs through the same area. A conflict had been discovered that day between the Jordan Valley pipeline and an existing city waterline, which may delay Jordan Valley's schedule. City Engineer Terry indicated that the city was evaluating whether to proceed with the majority of the traffic calming improvements immediately, holding only the affected intersection area, rather than waiting for Jordan Valley to complete their work in order to do a single coordinated project. A communication plan was being developed to notify affected residents of the adjusted timeline. Councilmember Anderson noted a resident's request that improvements be in place before the Juniper Crest connection opens, given anticipated cut-through traffic on Emmeline, and emphasized the importance of ongoing, rather than one-time, communication with the neighborhood.

Gina Road: City Engineer Terry provided an update on the long-running Genoa Road right-of-way acquisition process. He reported that the city was down to two remaining property acquisitions. One involved a disputed property boundary that the city's surveyor had researched and was prepared to substantiate. The other involved a financial dispute in which the property owner was seeking compensation beyond appraised market value. Both property owners had been issued four-options letters outlining available paths forward, including continued negotiation, mediation, or eminent domain. City Engineer Terry expressed cautious optimism that deals could be reached within approximately one month, though he acknowledged the possibility of further delays. He noted that the construction timeline had already moved beyond the current construction season, with the revised expectation being a bid in late fall or winter and construction commencing in summer of the following year. Councilmember Henderson acknowledged the extended history of the project with frustration, and Councilmember Basham expressed a preference for pressing forward decisively to resolve remaining obstacles before the next construction season.

Councilmember Henderson raised a question about whether features warranted reconsideration given escalating costs, ongoing maintenance and operations concerns, and questions about community investment in the project relative to other historically significant sites. Mayor Palmer agreed that the topic merited a dedicated work session discussion.

Councilmember Basham moved to temporarily recess the City Council meeting to convene in a closed session to discuss the character, professional competence, or physical or mental health of an individual, pending or reasonable imminent litigation, and the purchase, exchange, or lease of real property, as provided by Utah Code Annotated §52-4-205 at 6:17 p.m. Councilmember Hodges seconded the motion.

The vote was recorded as follows:

<i>Councilmember Terrah Anderson</i>	<i>Aye</i>
<i>Councilmember Matt Basham</i>	<i>Aye</i>
<i>Councilmember Jared Henderson</i>	<i>Aye</i>
<i>Councilmember Teddy Hodges</i>	<i>Aye</i>
<i>Mayor Lorin Palmer</i>	<i>Aye</i>

The motion passed unanimously.

The Council reconvened the Council meeting at 6:54 p.m.

3. Adjournment

Councilmember Henderson moved to adjourn the City Council work session at 6:55 p.m. Councilmember Basham seconded the motion and all voted aye.

7:00 PM – GENERAL MEETING:

4. Call to Order

Mayor Lorin Palmer called the meeting to order at 7:04 p.m.

4.1. Invocation/Thought/Reading and Pledge of Allegiance

Ms. Raquel DeLuca led the audience in the Pledge of Allegiance.

4.2. City Council Comments and Recognitions

Councilmember Hodges recognized the City's annual Safety Fest event, commending staff for its success along with the Police Department's participation.

Councilmember Basham praised the Safety Fest event as well. He also recognized Coach Henderson and the Utah Avalanche Under-17 soccer team, who brought home a national

championship from the Elite Clubs National League tournament held in Virginia. Coach Henderson confirmed that two of the players were Herriman residents.

5. Public Comment

There were no public comments offered.

6. City Council Reports

6.1. Councilmember Jared Henderson

Councilmember Henderson reported that the city continued to work on the Wasatch Front Waste separation agreement, with the expectation that this would result in reduced garbage bills for residents. He also addressed fire safety concerns, urging residents to exercise caution with lithium batteries, particularly those stored in hot garages, which he identified as a significant and growing cause of residential fires. He further cautioned residents against open campfires in the backcountry given current dry conditions.

UFA Assistant Fire Chief Anthony Widdison added that the region was currently at Planning Level 5, the highest national planning level, indicating a shortage of firefighting resources nationwide. He noted that while local initial attack response capacity was in place, obtaining resources for large, complex, extended-attack incidents was extremely challenging under current conditions, and urged the public to exercise the utmost caution outdoors.

6.2. Councilmember Teddy Hodges

Councilmember Hodges provided an update from the Jordan Basin Improvement District, reporting that significant construction activity was underway. He highlighted a key project involving utility connections through the Mountain View Corridor near Juniper and the South Hills area, coordinated in conjunction with UDOT's roadway work to allow the District to complete crossings before road construction began, resulting in cost and logistical efficiencies for the District.

6.3. Councilmember Matt Basham

Councilmember Basham had no report to offer at this meeting.

6.4. Councilmember Terrah Anderson

Councilmember Anderson reported on behalf of the Salt Lake Valley Mosquito Abatement District, informing residents that West Nile virus had been detected in the area. She advised residents to wear protective clothing during early morning and evening hours, and noted that the District offers a free service to treat standing water features such as ponds on private property. She directed residents to the District's website for further information.

7. Mayor Report

Mayor Palmer offered several updates. He thanked EDC Utah for visiting the city to tour commercial and industrial areas, expressing optimism that the engagement would yield positive economic development outcomes. He noted that representatives were surprised by the scale and pace of growth in Herriman.

Mayor Palmer also described attending a Purple Heart ceremony organized by Congressman Burgess Owens, at which Herriman resident Rich Bockhaus was awarded the Purple Heart for his service during the Vietnam War approximately fifty years prior. Mayor Palmer noted that Mr. Bockhaus declined an invitation to appear at a Council meeting due to the emotional weight of the recognition and publicly extended the city's gratitude for his service.

Mayor Palmer recognized Congressman Owens for his continued presence and engagement in the community, including visits to local businesses Bullfrog Spas and AFS Flooring, as well as his attendance at a Herriman versus Lehi City softball game.

8. Reports, Presentations and Appointments

8.1. 2026 Parade Grand Marshal Recognition

Events Manager Lauren Mitchell presented the recognition of Joe Miller as the 2026 Herriman City Parade Grand Marshal. She provided a biographical summary noting that Mr. Miller was born and raised in Herriman, attended the city's original schoolhouse, and later graduated from Bingham High School in 1965. In 1966, he enlisted in the United States Army and served as a paratrooper with the 101st Airborne Division during the Vietnam War, earning two Bronze Star Medals: one for heroism and one for meritorious service. After returning home, Mr. Miller utilized the GI Bill to complete his education at Dixie College and the University of Utah. He has been married to his wife Charlotte for 55 years and together they have raised three children and have three grandchildren and four great-grandchildren. Mr. Miller and his wife Charlotte were present at the meeting and were recognized by the Mayor and Council.

8.2. City Council Recognitions

- Herriman High School DECA – Winners of the DECA 2026 International Career Development Conference
- Ms. Rickee Stewart – Instructor
 - Jessica Smiley
 - Isla Homer
 - Livia Hanson

DECA instructor Ms. Rickee Stewart presented on behalf of Herriman High School students Jessica Smiley, Isla Homer, and Olivia Hanson, who earned first place at the DECA 2026 International Career Development Conference.

Ms. Stewart described the scope and complexity of the project, which the students undertook beginning as sophomores. The students selected the State of Utah as their project partner, the most challenging option available, and were assigned a state mentor to whom they reported weekly. Initially directed to study the feasibility of adding a small number of EV charging stations at the relocated Utah State Prison, the students conducted thorough research, including an on-site inspection that required a background check, and ultimately expanded the project scope significantly. Their final proposal recommended converting the entire prison's power supply to solar energy, requiring the students to consult with real solar energy experts, energy storage specialists, and state agency representatives throughout the process.

Ms. Stewart noted that the final written paper was so detailed and professionally presented that the State of Utah required an hour-long conference call with the students to clarify that the document was a student academic project and not an official proposal. The students were required to begin their presentation with a formal disclaimer negotiated with the state. Governor Cox subsequently recognized the students' work with a public post on LinkedIn.

Ms. Stewart also informed the Council that two of the students would be returning the following academic year to work with Herriman City on fundraising and marketing plans for the proposed sports complex, while the third student would be partnering with a nuclear research company focused on cancer treatment.

The Council expressed admiration for the work, with Councilmember Henderson and Councilmember Basham both emphasizing how remarkable the project was relative to typical student work at that level. Mayor Palmer expressed enthusiasm for the upcoming collaboration with the city.

9. Public Hearing

9.1. Public hearing and consideration of a Resolution for proposed compensation increases for specific City officers – Kyle Maurer, Director of Finance and Administrative Services

Director of Finance and Administrative Services Kyle Maurer explained that Utah state law requires the City to hold a public hearing and obtain City Council approval for compensation adjustments for certain city officers, interpreted by the city as manager-level positions and above. Director Maurer noted that one position, the Streets and Storm Water Manager, had been inadvertently omitted from a previous round of proposed increases, and requested that the Council approve the inclusion of this position via resolution, with compensation adjusted retroactively to July 1, 2026.

Mayor Palmer opened public hearing.

There were no comments offered.

Councilmember Henderson moved to close the public hearing. Councilmember Anderson seconded the motion, and all voted aye.

Councilmember Hodges moved to approve Resolution No. R31-2026 stating proposed compensation increases for specific city officers. Councilmember Henderson seconded the motion.

The vote was recorded as follows:

<i>Councilmember Terrah Anderson</i>	<i>Aye</i>
<i>Councilmember Matt Basham</i>	<i>Aye</i>
<i>Councilmember Jared Henderson</i>	<i>Aye</i>
<i>Councilmember Teddy Hodges</i>	<i>Aye</i>
<i>Mayor Lorin Palmer</i>	<i>Aye</i>

The motion passed unanimously.

10. Consent Agenda

- 10.1. Approval of the June 10, 2026 City Council meeting minutes**
- 10.2. Approval of the June 18, 2026 City Council meeting minutes**
- 10.3. Approval of the July 8, 2026 City Council meeting minutes**
- 10.4. Cooperative Agreement with UDOT along U-111 – Bryce Terry, City Engineer**
- 10.5. Utah Water Ways – Slow the Flow Marketing Partnership MOU | Justun Edwards, Director of Public Works**
- 10.6. Consideration of a Maintenance and Ownership Cooperative Agreement with UDOT re U-111 Drainage, PIN 19472**
- 10.7. Consideration of a Cooperative Agreement with UDOT for the Maintenance and Ownership of a new Pedestrian Box Culvert on the New U-111 Roadway**
- 10.8. Consideration of an Interlocal Agreement with Salt Lake County Flood Control re Maintenance of new Copper Creek Pipe**
- 10.9. Consideration to Approve Amendment 1 to the Herriman Boulevard Cooperative Agreement with UDOT – Bryce Terry, City Engineer**
- 10.10. Consideration to Approve Interlocal Agreement with Salt Lake County to Install Traffic Signal at Herriman Main Street & 7300 West – Bryce Terry, City Engineer**

- 10.11. Consideration of a Resolution amending the Job Classification and Salary Plan to change position titles within the Animal Services department – Kyle Maurer, Director of Finance and Administrative Services**
- 10.12. Approval of the Real Property Purchase and Sale Agreement for approximately 34.32 acres located at approximately 7751 W Step Mountain Road, Salt Lake County – Wendy Thomas, Assistant City Manager**
- 10.13. Consideration of a Local Consent for The Station Bar for a Temporary Beer Event Permit, to be issued and regulated by the Utah Department of Alcoholic Beverage Services.**

Councilmember Basham moved to approve the consent agenda as written. Councilmember Henderson seconded the motion.

The vote was recorded as follows:

<i>Councilmember Terrah Anderson</i>	<i>Aye</i>
<i>Councilmember Matt Basham</i>	<i>Aye</i>
<i>Councilmember Jared Henderson</i>	<i>Aye</i>
<i>Councilmember Teddy Hodges</i>	<i>Aye</i>
<i>Mayor Lorin Palmer</i>	<i>Aye</i>

The motion passed unanimously.

11. Discussion and Action Items

- 11.1. Review and consider a recommendation to amend the Herriman City Zoning Map from C-1 Neighborhood Commercial Development to CF Commercial Flex for ±2.6 acres of property located at 5222 W Herriman Boulevard (City File No. Z2026-081) – Michael Maloy, City Planner**

City Planner Michael Maloy presented the proposed zoning map amendment for a privately-initiated request to rezone an approximately 2.6-acre, crescent-shaped vacant parcel on Herriman Boulevard from C-1 Neighborhood Commercial to CF Commercial Flex. City Planner Maloy noted that the property had been the subject of prior development proposals, none of which had resulted in construction, and that the rezone was intended to attract a new commercial development interest to the site. He further noted that the property carried a known environmental contamination issue that would need to be addressed as part of any future development. No formal development application had been submitted to the city at the time of the hearing.

City Planner Maloy confirmed that a public hearing before the Planning Commission on July 1, 2026 received no public comment, and that the Commission had forwarded a 5-0 recommendation of approval to the Council.

Council discussion centered on the absence of a formal development plan accompanying the rezone request, and members expressed interest in understanding the differences in permitted uses between the C-1 and CF zones before taking action. City Manager Nathan Cherpeski clarified that the fundamental question before the Council was whether uses permitted in the CF zone but not in C-1 were acceptable for this location, and that a property owner is entitled to request a rezone without disclosing a specific development plan. City Planner Maloy noted that the applicant had shared conceptual site plans during staff review, depicting four buildings of varying sizes with two access points along Herriman Boulevard, though these had not been formally submitted as a development application.

Councilmember Basham described the conceptual layout as showing multiple smaller buildings arranged with parking lots and varied square footage options suited to small-scale commercial or light industrial users, such as home-based businesses seeking affordable commercial space. Councilmember Henderson expressed support for the concept but asked that the Council consider what uses, if any, should be restricted given the property's adjacency to residential neighborhoods. City Planner Maloy provided a verbal summary of permitted uses under the CF zone, including light manufacturing, wholesaling, and general retail, while noting that uses such as vape shops and pawn shops were already prohibited under city code. Community Development Director Blake Thomas also provided a comparison of dimensional standards, noting that maximum building height in both C-1 and CF zones was 35 feet, though the CF zone allowed a modestly higher lot coverage and a larger conditional use threshold before triggering Planning Commission review.

City Planner Maloy advised the Council that while a zoning condition limiting uses was theoretically possible, conditioning a rezone on a specific developer's project was not a sanctioned practice under Utah law, and any rezone would need to stand on its own merits. The Council expressed general support for the rezone and the CF zone as a product type, citing strong community demand for small-footprint commercial and flex space in the city. Mayor Palmer noted that this parcel had been one of the two sites originally contemplated when the CF zone was drafted.

Councilmember Henderson moved to approve Ordinance 2026-15 amending the Herriman Zoning Map for 2.67 acres of property located at 5222 West Herriman Boulevard from C-1 (Neighborhood Commercial) to CF (Commercial Flex) Zone. Councilmember Basham seconded the motion.

The vote was recorded as follows:

Councilmember Terrah Anderson

Aye

<i>Councilmember Matt Basham</i>	<i>Aye</i>
<i>Councilmember Jared Henderson</i>	<i>Aye</i>
<i>Councilmember Teddy Hodges</i>	<i>Aye</i>
<i>Mayor Lorin Palmer</i>	<i>Aye</i>

The motion passed unanimously.

11.2. Consideration of an Amendment to the Herriman City Police Department Growth Silo Model for Personnel Staffing – Cody Stromberg, Chief of Police

Chief of Police Cody Stromberg presented an amended version of the Herriman Police Department (HPD) Growth Silo Model for Personnel Staffing, a framework originally adopted by the City Council and Herriman City Safety Enforcement Area (HCSEA) Board of Directors during the 2023 Truth and Taxation process. Chief Stromberg explained that the model was developed to predict law enforcement staffing needs using empirical data and industry best practices tailored to Herriman's specific growth trends and public safety demands, with the intent of aligning staffing decisions with identifiable funding sources rather than reacting to needs after the fact.

Chief Stromberg outlined several key changes in the updated model. Operational reorganization within the department, including the addition of a third commander position approved in the current fiscal year budget, had required the reassignment of certain sub-silos to different divisions. The court services sub-silo had been removed, as that function is now contracted to a third-party provider. New sub-silos were added for the Directed Enforcement Unit and community policing to reflect growing departmental priorities. Funding source designations were updated to reflect the department's five cost centers, four of which are funded through the general fund and one reimbursed by the HCSEA.

The model's annual review timeline, previously fixed to January of each year, was replaced with an open-ended review process allowing needs analysis meetings to occur at any point during the year when a substantial staffing need is identified. Chief Stromberg noted that the 60-60-60 trigger metric, measuring officer time committed to calls, was refined to account for data spikes caused by temporary circumstances such as FMLA absences, with the updated model focusing instead on sustained trends over time rather than single-year percentage increases.

Chief Stromberg also introduced a new Growth Silo 4 addressing capital infrastructure planning, encompassing facility needs, long-term vendor contracts, debt service obligations tied to equipment such as body cameras and tasers, and other financial commitments that grow with each new officer hire. He described this component as necessary to ensure the city never faces unanticipated debt obligations as the department expands.

Chief Stromberg presented a long-range organizational chart illustrating the department's projected growth toward build-out, highlighting in yellow the three positions approved in the FY2027-28 budget and outlining in gray the anticipated future positions across all divisions. He noted that geographic growth would eventually necessitate dividing patrol operations between the north and south portions of the city, each with dedicated supervisory coverage.

Councilmember Anderson inquired about the time required to update and maintain the model's metrics. Chief Stromberg acknowledged that data collection is currently a largely manual process performed by him, his Deputy Chief, and administrative staff approximately monthly, and that the department was actively working with city staff to automate the process through a dashboard tool expected to be in testing by the end of the current year. City Manager Cherpeski noted that the anticipated retirement of a key staff member involved in data extraction reinforced the urgency of automation.

Councilmember Basham asked about the standards used to establish supervisory span-of-control ratios. Chief Stromberg explained that the ratios were informed by studies from the International City Manager Association (ICMA), the International Association of Chiefs of Police, and other professional organizations, with ratios generally ranging from five to nine direct reports per supervisor depending on the liability level of the unit. He noted that high-liability units such as patrol and the Directed Enforcement Unit warranted smaller supervisory ratios — in the range of five to six, while administrative or office-based functions could support ratios of eight or more.

Councilmember Henderson commended the model's sophistication relative to its origins and emphasized that the corresponding obligation for the Council was to align the model's projections with reliable long-term funding sources. City Manager Cherpeski noted that other city departments were developing analogous data-driven staffing models, though law enforcement's framework was more advanced due to the availability of national professional standards as a starting point.

Councilmember Henderson moved to approve the amendment to the Herriman Police Department Growth Silo Model for personnel staffing. Councilmember Hodges seconded the motion.

The vote was recorded as follows:

<i>Councilmember Terrah Anderson</i>	<i>Aye</i>
<i>Councilmember Matt Basham</i>	<i>Aye</i>
<i>Councilmember Jared Henderson</i>	<i>Aye</i>
<i>Councilmember Teddy Hodges</i>	<i>Aye</i>

Mayor Lorin Palmer

Aye

The motion passed unanimously.

12. Future Meetings

12.1. HCSEA Truth in Taxation Hearing: August 12, 2026 6:00 p.m.

12.2. HCFSA Truth in Taxation Public Hearing: August 12, 2026 7:00 p.m.

12.3. Next Planning Meeting: August 19, 2026

12.4. Next City Council Meeting: August 26, 2026

13. Events

13.1. Hungry Herriman Food Truck Roundup: Mondays @ Crane Park 5:00 p.m.

13.2. Senior Bingo: August 13, 2026 @ Community Center 10:00 a.m.

14. Closed Session

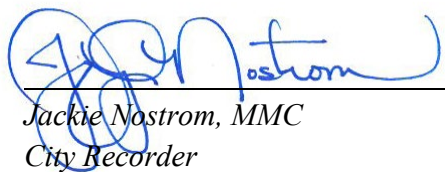
The Herriman City Council may temporarily recess the City Council meeting to convene in a closed session to discuss the character, professional competence, or physical or mental health of an individual, pending or reasonable imminent litigation, and the purchase, exchange, or lease of real property, as provided by Utah Code Annotated §52-4-205

15. Adjournment

Councilmember Basham moved to adjourn the City Council meeting at 8:18 p.m. Councilmember Hodges seconded the motion and all present voted aye.

16. Recommence to Work Meeting (If Needed)

I, Jackie Nostrom, City Recorder for Herriman City, hereby certify that the foregoing minutes represent a true, accurate and complete record of the meeting held on August 11, 2026. This document constitutes the official minutes for the Herriman City Council Meeting.



Jackie Nostrom, MMC
City Recorder