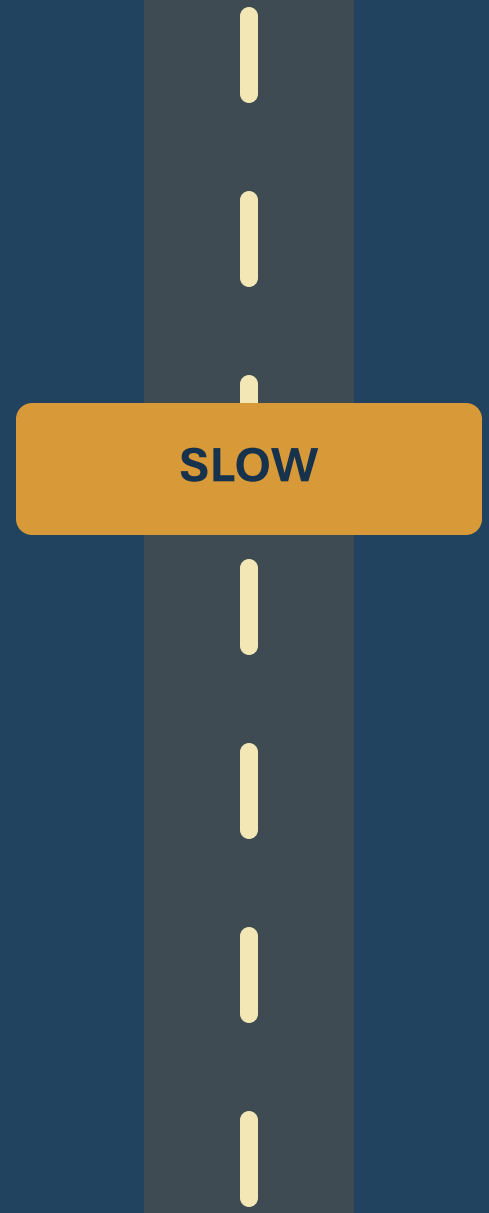
TRAFFIC CALMING

Matching the solution to the street

A five-minute overview for City Council



Millcreek City

Based on the adopted Traffic Calming Program

PURPOSE

What traffic calming means

Traffic calming combines Education, Enforcement and Engineering (street design) to reduce neighborhood speeding and improve how local streets function.

01

Start with behavior

Speed trailers, **dynamic feedback** signs, outreach, targeted enforcement, pavement markings and signs.

02

Change the street

Use a physical feature only when data show a continuing problem and the street can safely accommodate it.

03

Measure the result

Test the proposed feature, compare before and after speeds, gather neighborhood feedback, then evaluate again after construction.

“STOP signs should not be used for speed Control” – MUTCD Section 2B.05

Program pp. 2-3, 5 and 7

SCREEN 1

Eligibility for a physical plan

All six conditions must be satisfied

1	**Street class**	Local street. Collectors have a limited toolbox. Arterials and frontage roads are not eligible.
2	**Street form**	No more than two travel lanes, one in each direction.
3	**Daily traffic**	Between 400 and 2,000 vehicles per day.
4	**Occupancy**	At least 50% of neighborhood or subdivision units occupied.
5	**Measured speed**	85th percentile over 7 mph on streets under 30 ft wide, or 11 mph over on streets 30 ft or wider.
6	**Constructability**	The location must meet the selected device's design criteria.

If the street fails this screen, the City can still use education and enforcement.

Program pp. 3-4

SCREEN 2

Criteria for choosing the measure

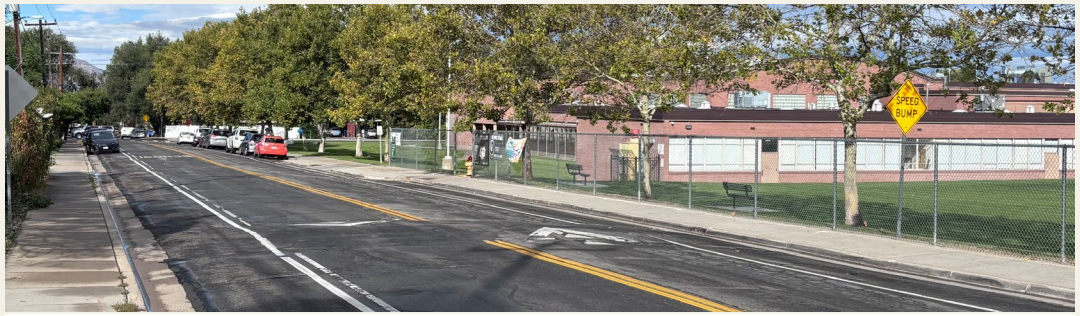
Eligibility answers whether a plan can proceed. These factors determine which treatment fits.

Problem to solve	Excess speed, cut-through traffic, crossing safety or intersection behavior
Street context	Width, traffic volume, intersection spacing, sidewalks and adjacent land uses
Safety record	Speed-related crashes within 500 feet during the previous five years
Operations	Fire and police response, access, drainage, winter maintenance, trash collection, and large vehicles
Community fit	67% neighborhood support, comments, cost and tolerance for tradeoffs
Evidence	Temporary installation, before-and-after speed data and observed side effects

Program pp. 4-7; operational factors are part of engineering and agency review

MEASURE OPTIONS

Physical treatments in practice



Speed hump – Evergreen Ave

Repeated midblock speed control



Street narrowing / bulb-out – Upland Dr and Birch

Narrows the roadway and shortens crossings



Traffic circle – Heritage Way

Slows intersection approaches and turns



Median island – 500 E (Moss Elem)

Channels traffic and creates horizontal deflection

Program pp. 2-3 and Appendix D; photos from Orlando, SFMTA, Corvallis and FHWA

MEASURE OPTIONS

Crossing treatments and driver feedback



Raised crosswalk

Slows vehicles and elevates the pedestrian crossing



Raised intersection

Slows all approaches through the intersection



Dynamic Feedback Sign (DFS) – 2700 E

Displays speed and prompts voluntary compliance

DFS role

Displays each driver's speed and can flash when the vehicle exceeds the posted limit. Use it as an early, nonphysical response or as a targeted test and data tool. Confirm performance with follow-up speed studies.

Program pp. 2 and 5; DFS definition and photo: City of Boston

GOVERNANCE

Decision path and Council role

1

Request received

Constituent, Council Member, City request starts the study.

2

Data Gathering

Schedule traffic counters.

3

Review of Data

Review data against Traffic Calming Criteria.

4

Gather support from community

Let Constituent know location qualifies have them gather petition with at least 67% support.

5

Engineer Evaluation - Design

Analyze the data and design a solution. Budget approval if over Traffic Calming annual budgeted. Check grant eligibility.

6

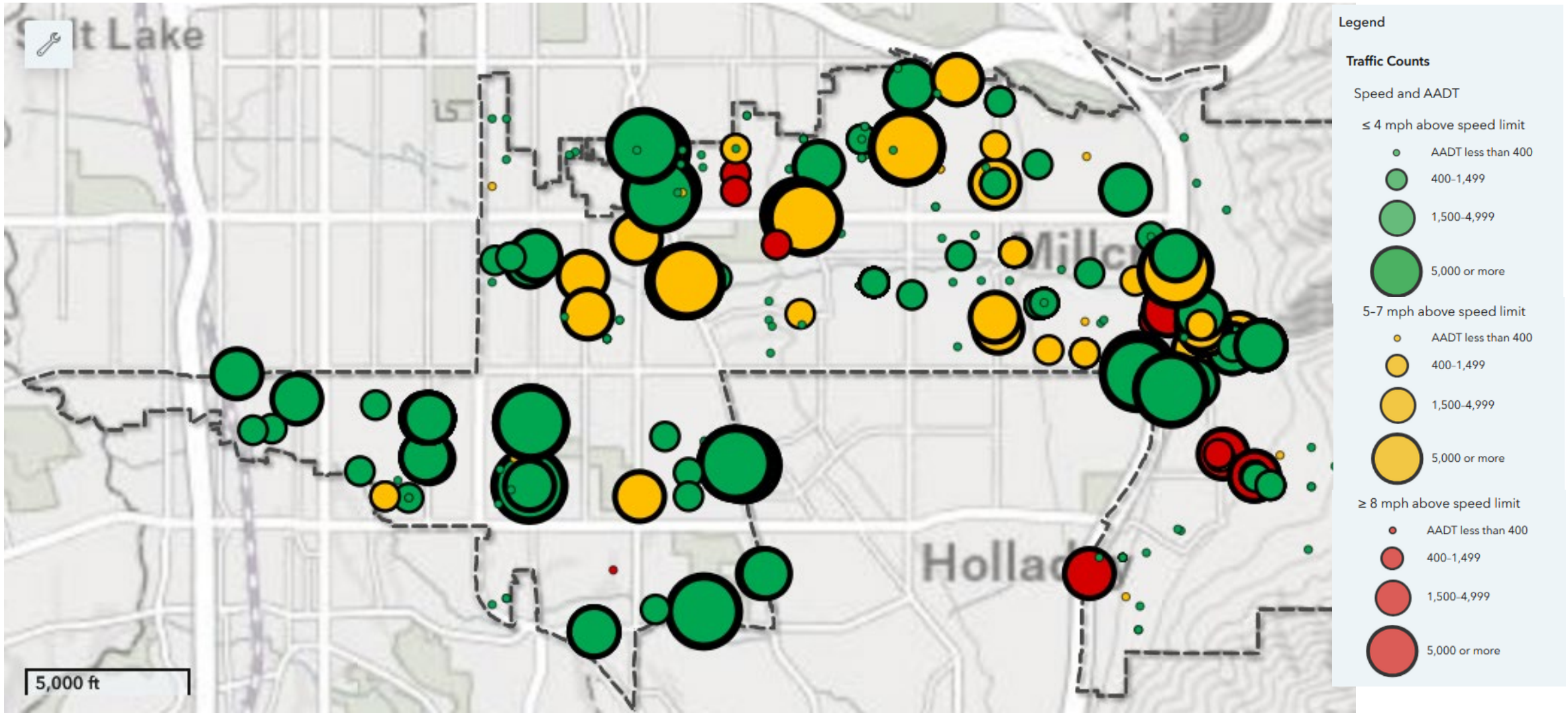
Build - Implement

Complete final design. Implement solution.

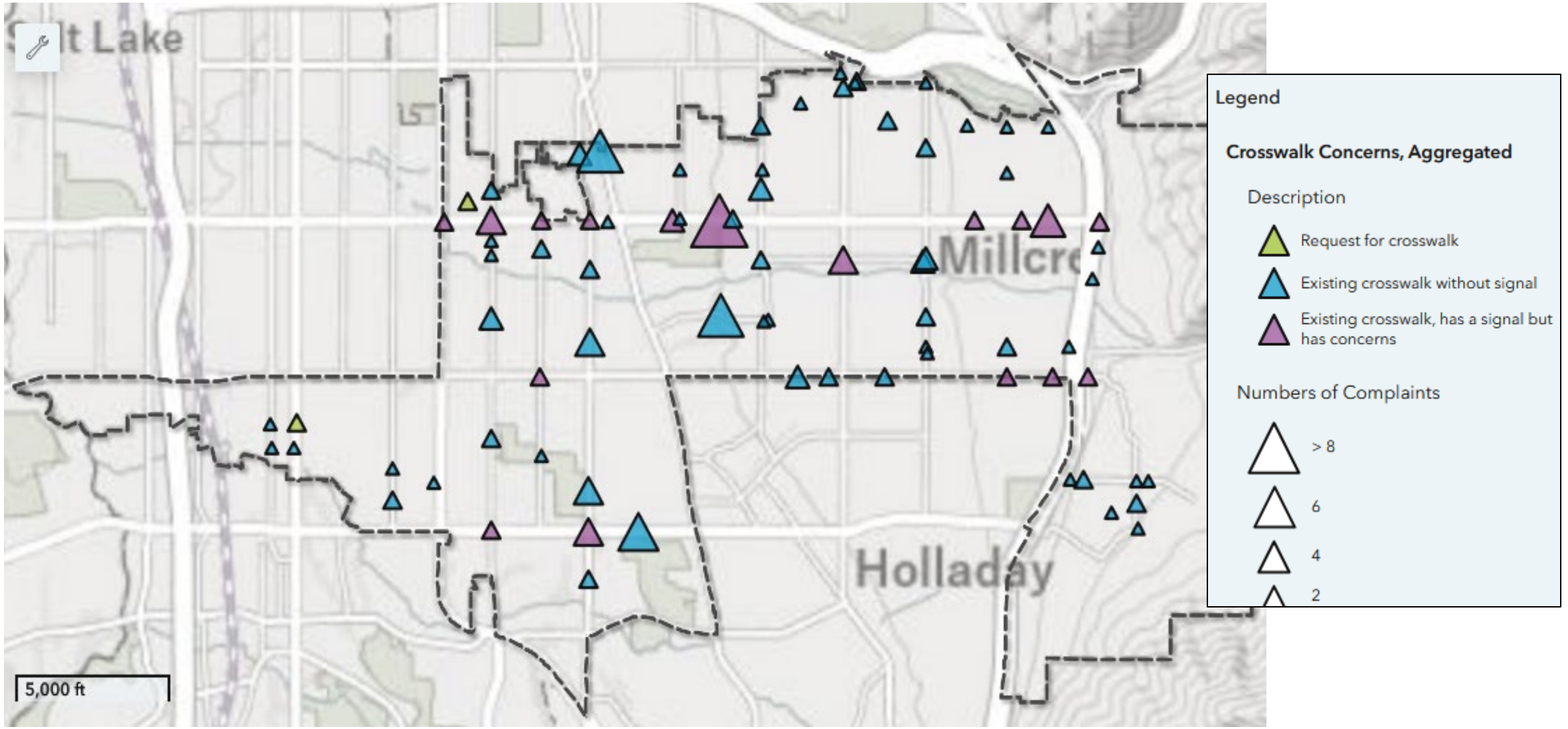
Council's decision: fund the highest-priority solution within available funding.

Program pp. 4-8

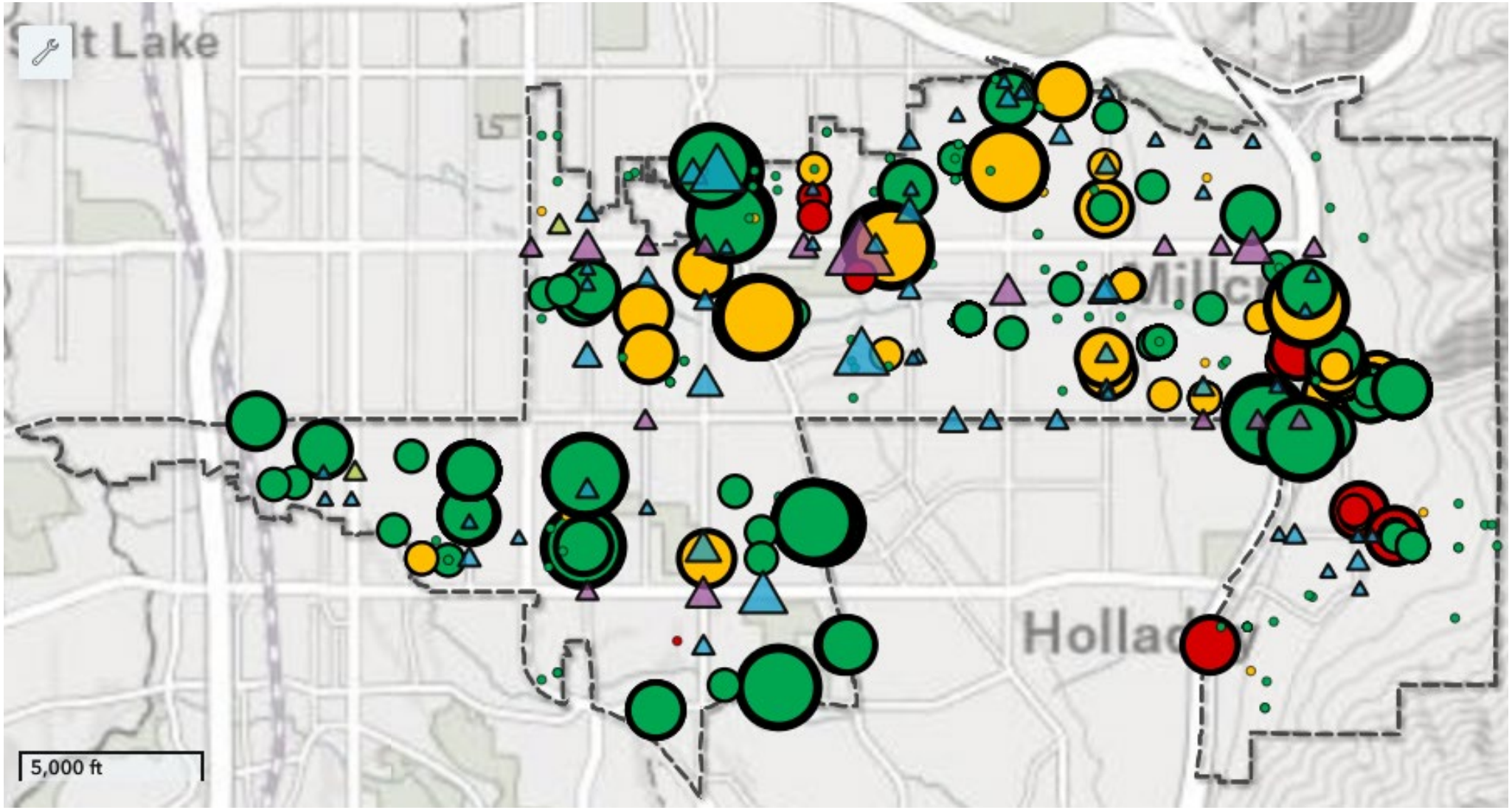
Traffic Counts – 2028 thru 2026



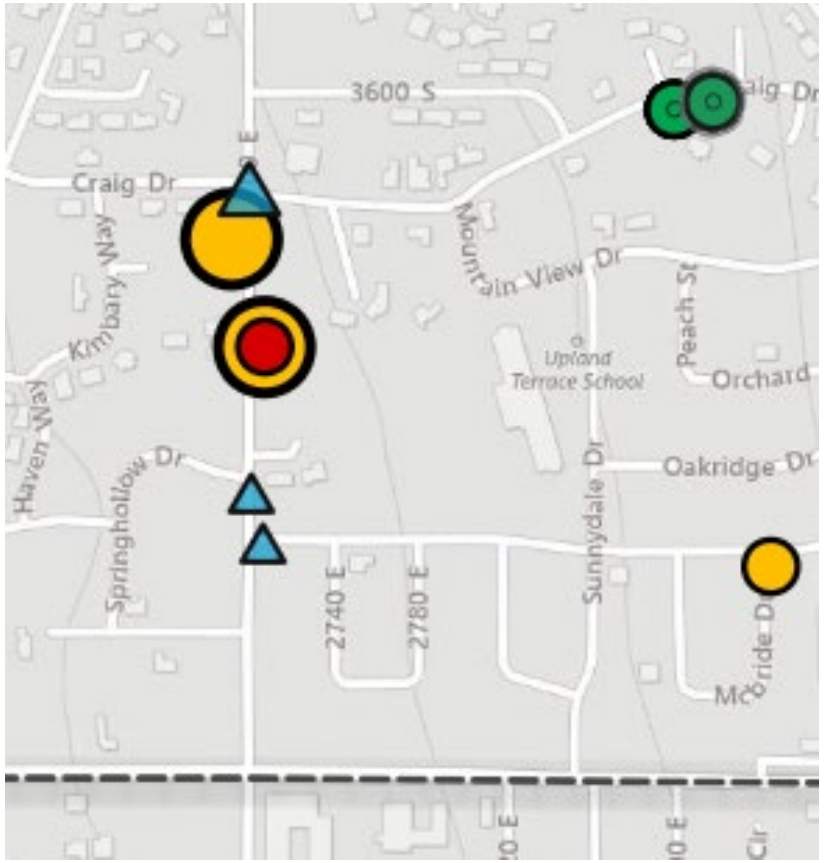
Crosswalk Concerns – 2028 thru 2026



Traffic Counts Overlayed with Crosswalk Concerns – 2028 thru 2026



2700 E – Case Study



2700 E – Near Upland Terrace Elem

- Speed – yellow and red
- Three Crosswalks in area
- Complaints from UPD Crossing guard coordinator
- Recent Accident – No ADA Landing/Edge drop-off

Engineering Analysis

- Existing DFS in area – Not working at the time
- Missing Sidewalk on West side
- Safe Route to school
- Great “Safe Route to School” Grant Candidate

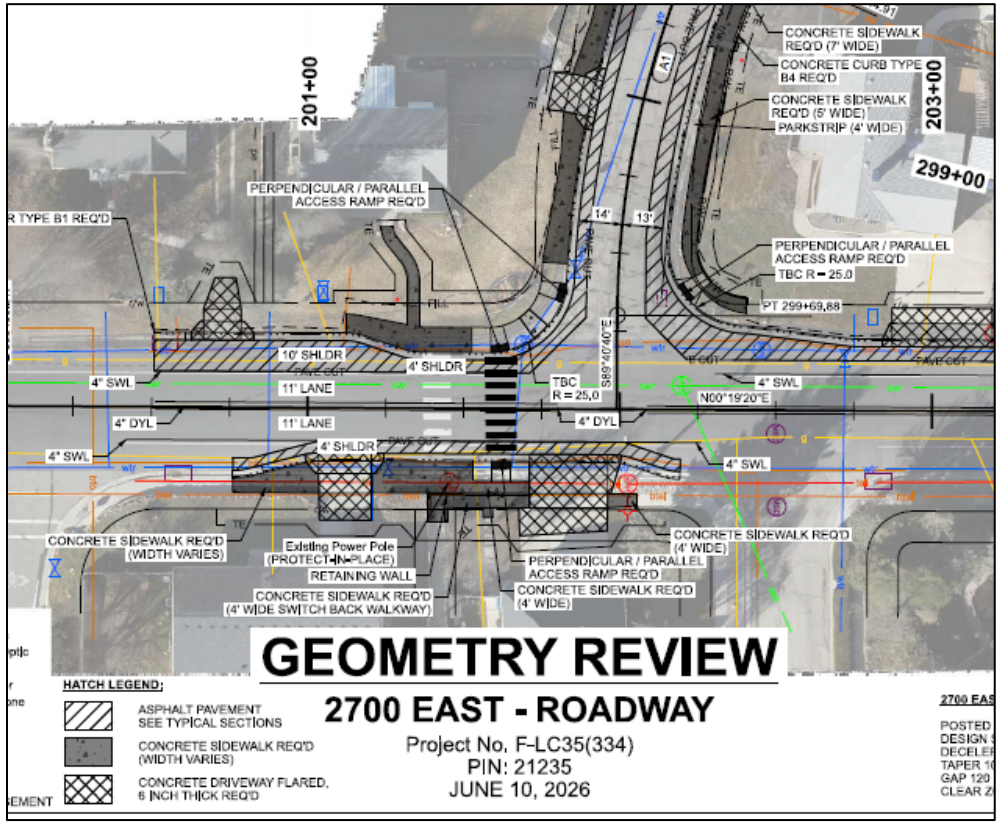
FY 2026-27 Engineering Recommendations

Speed Complaints

- Place DFS in areas where speeds are Red
  - Replace old Temp Sign with 4 new DFS
- Finish replacing Old maintenance-heavy signs
- Check for other "Engineering" Traffic Calming treatments when possible

Crossing Complaints

- Safe Route to School Crossings
- Higher speeds roadways
- Ensure the crossing is ADA Compliant (no Missing sidewalks
- Check Grant potential or combine with other projects



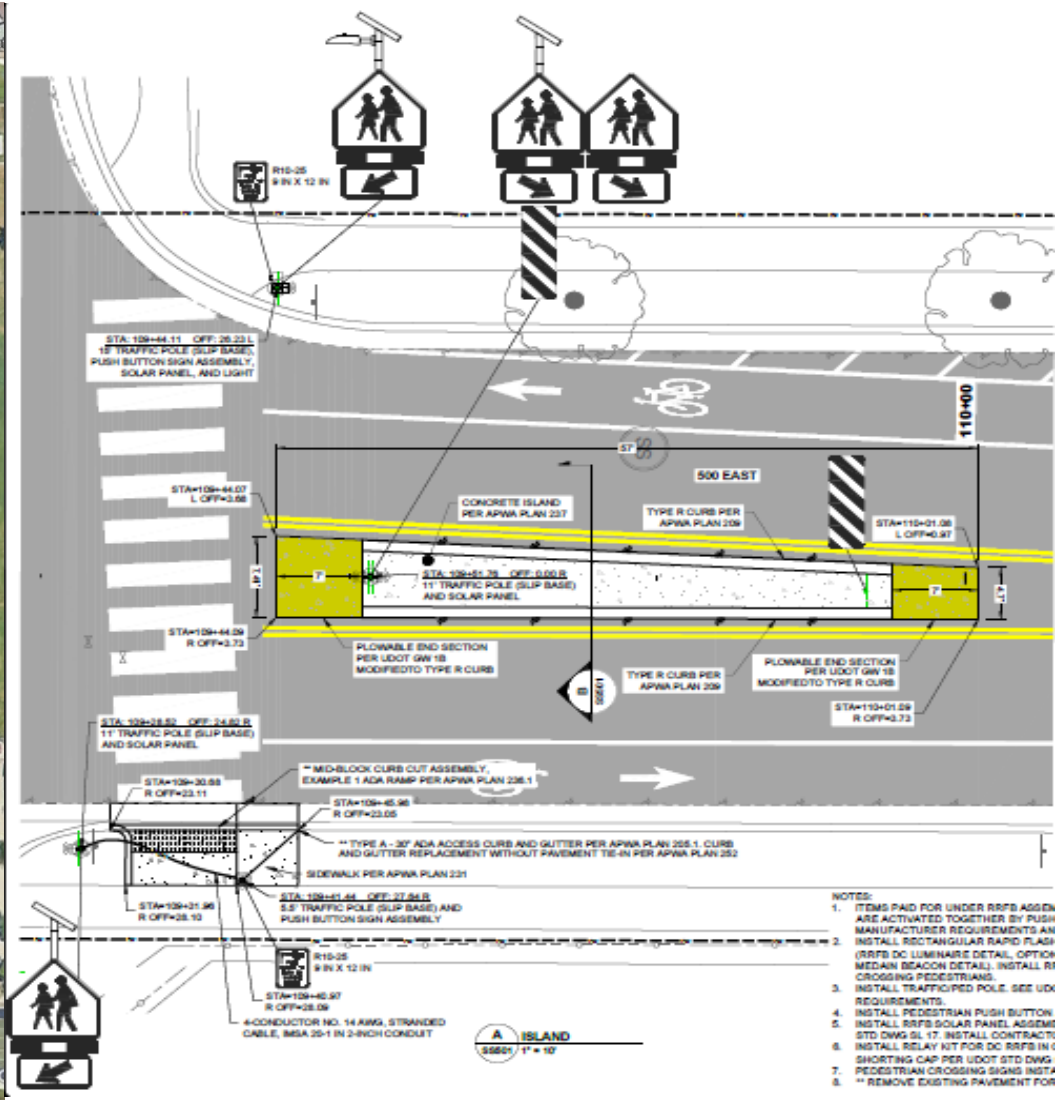
FY 2026-27 Engineering Recommendations

Project Recommendations Crosswalk Enhancements:

- RRFB – 500 E Moss Elem (Dist 1)
- RRFB – Oakview Dr and Olympus View Dr (Churchill JrHS) (Dist 4)
- RRFB and ADA Ramps – 1300 E and College St – RSA Audit (Dist 1 & 2)
- On Hold – Highland Drive and Elgin Ave – Combine with Grant Project (Dist 2 & 3)
- Crosswalk – Bridlewood Dr and 500 E (Dist 1) – Completed
- RRFB – Oakview Dr and Neptune (Oakridge Elem) (Dist 4)
- Crosswalk – 2000 E and Atkin Ave (Coordinate with SLC after construction) (Dist 3)
- RRFB – Wasatch Blvd and 3622 S (Dist 4)
- State Street Crossing – Hill Ave UDOT to install (Dist 1)
- RRFB – 1300 E 3745 S – Old Millcreek Elem Crossing (Dist 2 & 3)

RRFB – 500 E Moss Elem (Dist 1)





RRFB – Oakview Dr and Olympus View Dr – Churchill JrHS (Dist 4)



RRFB and ADA Ramps – 1300 E and College St – RSA Audit (Dist 1 & 2)



On Hold – Highland Dr and Elgin Ave – FY29 Grant Project (Dist 2 & 3)



Crosswalk – Bridlewood Dr and 500 E (Dist 1) Completed



RRFB – Oakview Dr and Neptune – Oakridge Elem (Dist 4)



Crosswalk – 2000 E and Atkin Ave – Cord. with SLC after const. (Dist 3)



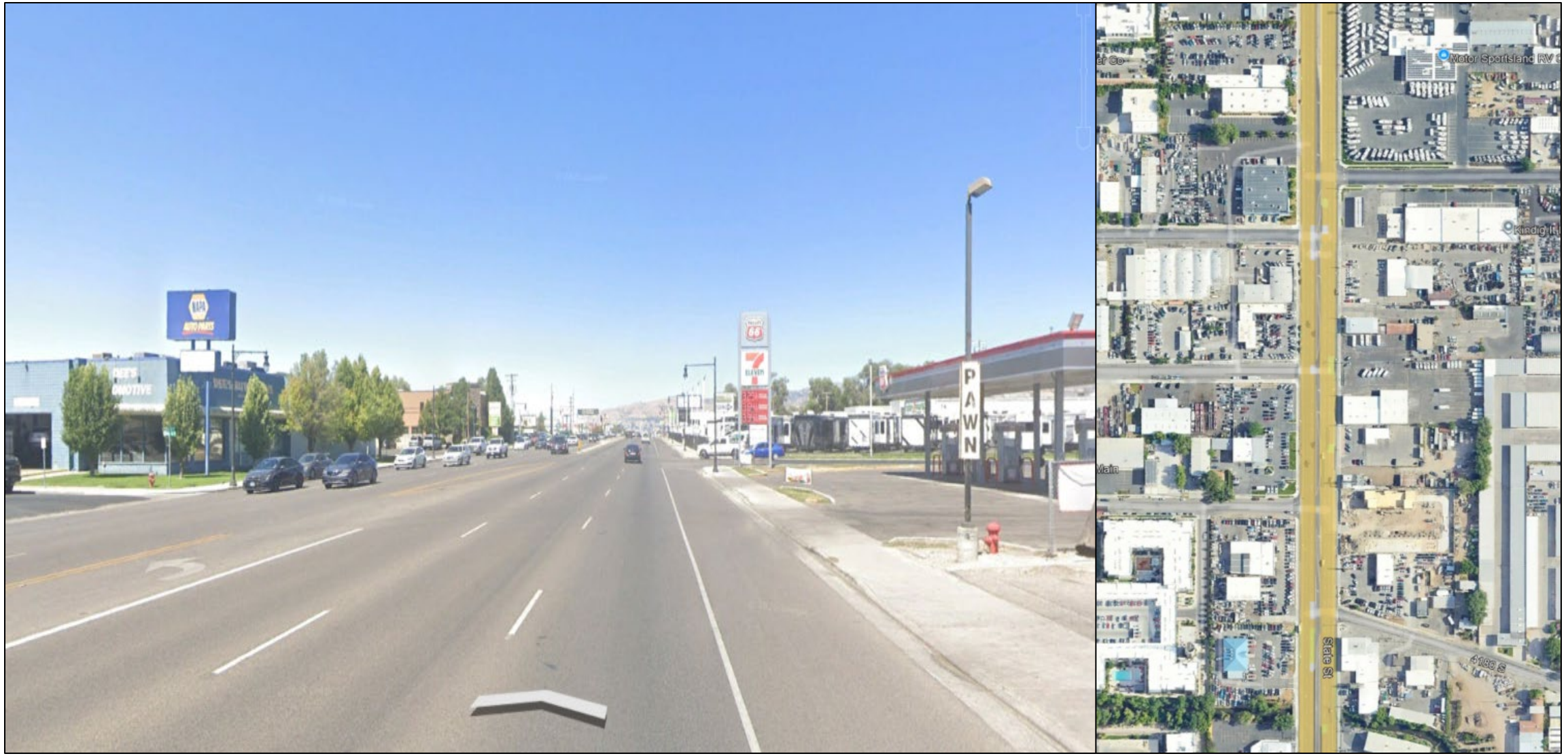


RRFB – Wasatch Blvd and 3622 S (Dist 4)





State Street Crossing – Hill Ave – UDOT to install (Dist 1)



RRFB – 1300 E 3745 S – Old Millcreek Elem Crossing (Dist 2 & 3)



FY 2026-27 Engineering Recommendations

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- RRFB – 1300 E 3745 S – Old Millcreek Elem Crossing (Dist 2 & 3)

Establishing a Compensation Philosophy



When clearly defined, a **Compensation Philosophy** aligns pay practices with business goals, company culture, and employee expectations.

What is a compensation philosophy?

What should be included in a compensation philosophy?

Types of compensation.

Does longevity matter?

Cost of Labor vs. Cost of Living.

What is a compensation philosophy?

A formal statement documenting the entity's position about employee compensation.

- It explains the "why" behind employee pay, and
- Creates a framework for consistency and transparency.

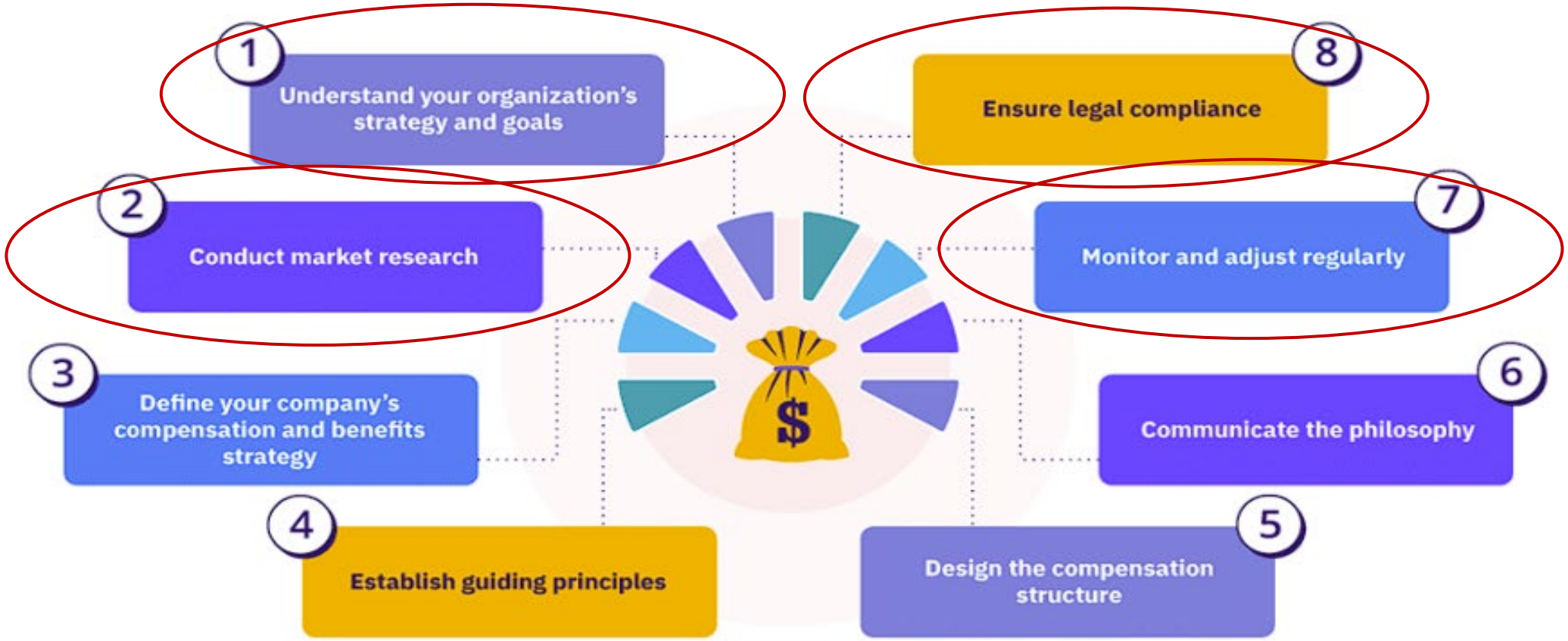


Compensation Philosophy
8 Steps for HR



Source: AIHR: Academy to Innovate HR

Compensation Philosophy
8 Steps for HR



Source: AIHR: Academy to Innovate HR

Types of Compensation Philosophy

Lead the Market:	Pays above industry averages to secure top talent quickly
Match the Market:	Vital for balance and control; alignment with the market median.
Lag the Market:	Offers below market pay but makes up for it with culture, mission, or perks.
Performance-driven:	Strongly linking compensation to individual or company results.
Equity-focused:	Prioritizes fairness, transparency, and closing pay equity gaps.

Should Longevity at Millcreek be a Factor?

The "Why" Behind the Paycheck: A Look at Compensation Philosophy / icma.org

Research supports the principle that

- Paying for performance increases the motivation to perform well,
- Performance must be defined in a manner that fits the situation,
- Longevity as one of the determinants of pay may be justified if experience in a role is highly correlated with the ability of an incumbent to perform well, and
- An automatic link between longevity and pay rates makes no provision for reflecting unsatisfactory performance.

Cost of Living (CPI) V. Cost of Labor (Supply/Demand)

The "Why" Behind the Paycheck: A Look at Compensation Philosophy / icma.org

Cost of Living – measures what it costs someone to live in a particular place — housing, food, transportation, healthcare, taxes, utilities and all the other little expenses that make paychecks disappear. The Consumer Price Index (CPI)

Question: "What does it cost to live here?"

Cost of Labor – is different. Instead of asking what it costs to live somewhere, it asks what an employer needs to pay to attract and retain people with certain skills in a particular labor market.

Question: "What does it cost to hire someone here?"

Should Longevity at Millcreek be a Factor?

The “Why” Behind the Paycheck: A Look at Compensation Philosophy / icma.org

Example where institutional knowledge matters: Field crew members in a water utility will typically become more familiar with the system, increasing the knowledge and skill they use to maintain the system. When knowledge and skills are organization-specific, they can only be acquired by being on the job. When consulting with a water utility we realized that having a system that was several hundred years old had resulted in a myriad of hookup methods that were not reflected in the engineering plans, making experience with that system valuable.

Conversely, newer incumbents in technical fields can have more up-to-date knowledge, making longevity less relevant. The relative value of education and experience will vary based on how specific the knowledge is to the organization and how important it is to utilize conceptual principles to deal with unique situations. An automatic link between longevity and pay rates makes no provision for reflecting unsatisfactory performance in someone’s compensation, leaving termination as the sole consequence available.

Private-Sector Compensation Philosophy:

Google – Pays top-of-market salaries, adds significant stock options, and offers perks to attract and retain world-class talent. Their comp philosophy is built on rewarding innovation and keeping employees engaged.

Patagonia– Provides a mission-driven compensation philosophy example, balancing competitive pay with benefits tied to sustainability, flexible work schedules, and environmental stewardship.

Costco– Is a standout in retail among compensation philosophy examples, paying above-average wages and providing strong benefits. Their comp philosophy reduces turnover and drives long-term employee loyalty.

Johnson & Johnson - uses a holistic total rewards approach, which emphasizes not just pay but also growth, wellness, and recognition—showing how comp philosophy can extend beyond salary.

Public-Sector Compensation Philosophy:

Salt Lake City – Is to position itself as an area pay leader. It is in SLC's best interest to attract the most capable employees to all positions and to encourage them to stay.

Bay Area Air Quality District – Our employees are our most valued resources. The District's comp philosophy must allow us the ability to recruit, retain, and engage highly qualified employees capable of delivering world-class public service that ensures community engagement and collaboration; complies with regulatory requirements; and carries out the critical mission of improving air quality and addressing climate change for residents of none counties in the Bay Area.

UFA & UPD - To position pay for sworn officers and firefighters in the top 3 of the labor market; UFA uses a rolling multi-year average of CPI for COLA.

State of North Carolina Compensation Philosophy:

To appropriately and equitably compensate its employees, to encourage excellence in performance, and to maintain the labor market competitiveness necessary to recruit, retain, motivate, and develop a competent and diverse workforce.

NC uses a quartile-based system where the midpoint of the salary range is aligned to the 50th percentile for established state classifications.



Established Employees:

- Several yrs of experience beyond the minimum qualifications required in the job description.
- Are completely unctioning in their positions.

New Hires:

- Have documentation that shows several years of experience beyond the minimum qualifications required in the job description.
- Have documentation that demonstrates their ability to competently fuction in their position.

State of NC Compensation Philosophy - Quartiles:

Quartile 1	The individual has no or limited prior related education and experience above the minimum required for the job description, possesses entry level qualifications, and/or uses on-the-job education and experience to develop knowledge and skills.
Quartile 2	The idividual demonstrates a solid base of knowledge and skills gained by related education and/or prior experience. The individual proactively engages in acquiring additional education and personal development to proficiently, consistently, and independently perform key duties.
Mid	Is the target for the typical employee who is experienced and can competently fuction in the position.
Quartile 3	Individual consistently and independently achieves proficiency above the level of required duties and responsibilities of the position at the midpoint. It is expected that the individual will add essential value to the position by, for example, providing "hard to recruit" KSAs or delivering specialized skills.
Quartile 4	Individual is a proven subject matter expert in their position with an in-depth knowledge and ability to fulfill all the duties and responsibilities of the position. The individual exhibits a consistenly high level of proficiency and related value-added skills. The individual's file has documentation of highly specialized, related expertise and experience.

Millcreek's compensation philosophy should:

1. Be based on City's vision, motto, and strategic objectives;
2. Be part of the overall compensation package that will attract, retain, and motivate employees;
3. Be data-driven and consistently applied;
4. Serve as the foundation for compensation, especially
    - At time of hire, departmental transfers, and/or career advancements;
    - During times of economic / budgetary constraints; and
5. Be transparent and effectively communicated.

DRAFT

Purpose, Equity, and Funding:

Millcreek's compensation structure is formed by external job market data and internal equity considerations, which allow the City to succeed in attracting, hiring, and retaining talented and high-performing employees and ensure good stewardship of public funds.

Millcreek is committed to equity in pay; employees performing substantially similar work should be paid fairly and equitably regardless of gender, race, or ethnicity. The approval of all personnel actions, including salary increases of any kind, is subject to the availability of funds. Salaries are limited by the funding in approved annual budget.

Human Resources is responsible for evaluating all job descriptions and conducting salary studies.

DRAFT

Market Comparisons and Placement:

Millcreek wishes to establish a competitive pay structure that will be data-driven, compliant, and transparent. The City will utilize an objective quartile-based structure to determine employee's pay at time of hire, departmental transfers, or after achieving a career-level advancement.

To attain this objective, Human Resources will review selected positions on an annual basis; and will engage a third-party consultant every three-five (3-5) years for a City-wide compensation study. The benchmark group for each position should include at least five (5) comparables. When five comparables are unavailable, HR will consider internal positions with similar levels of complexity, responsibility, and potential risk to the City resulting from mistakes or errors.

For market comparisons, HR will use salary data from the following Utah municipalities.

Cottonwood Heights	Murray	West Jordan
Draper	Riverton	West Valley City
Herriman	Sandy	
Holladay	South Jordan	
Midvale	Taylorsville	

Pay Adjustments and Eligibility

DRAFT

Pay Equity Concerns – when EEs in the same position are performing very similar work with a similar level of competence to those who have a higher pay rate, and the pay discrepancy has no documented justification, or to alleviate pay compression.

Lagging the Market / Quartile Position – when EEs who qualify for pay in a higher quartile, are being paid below that quartile or below the mid-point on a labor market salary survey.

Job Change – when an EE has assumed higher-level duties or there have been changes in the variety and scope of duties.

Employee Retention – when the following are all true:

- The EE has a documented outside offer for a comparable position,
- EE has given that documentation to his/her supervisor,
- EE has KSAs that would be difficult to replace,
- EE received a positive score on last performance evaluation ,and
- EE has no active disciplinary actions.

DRAFT

Topped-out Employees

Employees who have reached the top of their pay range ("topped-out" or "redlined") are not eligible for an increase in their on-going salary.

Supervisors may recommend a lump-sum payment, equal to amount the topped-out employee would have otherwise been awarded. To be eligible for a lump-sum payment, the redlined employee must be in good standing as determined by:

- A positive score on last performance evaluation ,and
- No active disciplinary actions.

Redlined employees may also be encouraged to strive to move forward through professional development opportunities.

This policy does not apply to non-benefited employees.

Fund 100 - General Fund Revenue

Acct Number	Account Description	Original Budget	09/28/26 Amendments	09/28/26 Amended Budget	Budget Notes
Fund: 100 - General Fund					
Revenue					
100-3460-3464	Rentals - Booth/Equip - CL Events & Mkts	25,000		25,000	Add Budget Notes: 10% x sales The Bazaar / Food Trucks / Farmers Mkts
100-3800-3810	Contributions - Promise Program	150,000	31,100	181,100	$ 100 - Scheels gift card for Resource Fair $ 1,000 - FirstUT Bank for Youth Civic Summit $20,000 - United Way - financial crisis funds $10,000 - United Way - additional funding
100-3800-3840	Contributions - Other	10,000	75	10,075	Costco gift card for Pioneer Day event
100-3900-3920	Budgetary Use of Fund Balance	430,182	116,600	546,782	$92,000 - Sales Tax Sharing Agreement $ 3,000 - Neighborhood Relief Program $ 1,600 - FY26 unspent UW funds $20,000 - Compensation Study
	Revenue Total		**147,775**		

Fund 100 - General Fund Expenditures

Acct Number	Account Description	Original Budget	09/28/26 Amendments	09/28/26 Amended Budget	Budget Notes
Fund: 100 - General Fund					
Expenditures					
Dept 100-4110	**Mayor and Council**				
100-4110-8300	Rock Your Block	30,000	(8,000)	22,000	move to Promise Dept for murals at Sunnyvale Park
100-4110-8305	Neighborhood Relief Program		3,000	3,000	funding source = Fund Balance
Dept 100-4210	**City Manager's Office**				
100-4210-1100	Salaries - Reg FT & PT Employees	250,000	11,500	261,500	Market Adjustment
100-4210-1400	Employee Benefits	70,000	2,500	72,500	Market Adjustment
Dept 100-4250	**Promise Program**				
100-4250-6100	Miscellaneous Expenditures	2,000	8,000	10,000	Murals at Sunnyvale Park moved from 100-4110-8300 Rock Your Block
100-4250-8200	Events - Promise Events	21,000	32,700	53,700	$ 100 - Scheels gift card for Resource Fair $ 1,000 - FirstUT Bank for Youth Civic Summit $20,000 - United Way - financial crisis funds $ 1,600 - FY26 unspent UW funds $10,000 - United Way - additional funding
Dept 100-4310	**Recorder's Office**				
100-4310-1100	Salaries - Reg FT & PT Employees	142,000		142,000	Add Budget Notes: Market Adjustment (no budget amendment needed)
100-4310-1400	Employee Benefits	40,000		40,000	Market Adjustment (no budget amendment needed)
Dept 100-4710	**Finance Department**				
100-4710-1100	Salaries - Reg FT & PT Employees	652,000	20,000	672,000	Market adjustment
100-4710-1400	Employee Benefits	230,000	6,000	236,000	Market adjustment
Dept 100-4720	**Human Resources**				
100-4720-1100	Salaries - Reg FT & PT Employees	105,000	5,000	110,000	Market adjustment
100-4720-1400	Employee Benefits	43,500	1,000	44,500	Market adjustment
100-4720-3100	Professional Services	15,000	20,000	35,000	Compensation Study

Fund 100 - General Fund Expenditures

Acct Number	Account Description	Original Budget	09/28/26 Amendments	09/28/26 Amended Budget	Budget Notes
Fund: 100 - General Fund					
Dept 100-4810	**Facilities**				
100-4810-2670	Utilities - Water & Sewerage	40,000		40,000	Add Budget Notes: includes water for Mt. Aire / Opus Green
Dept 100-4910	**Planning & Zoning**				
100-4910-1100	Salaries - Reg FT & PT Employees	870,000	11,500	881,500	Market Adjustment
100-4910-1400	Employee Benefits	320,000	2,500	322,500	Market Adjustment
Dept 100-5110	**Engineering / PW**				
100-5110-1100	Salaries - Reg FT & PT Employees	582,000	22,500	604,500	Market adjustment
100-5110-1400	Employee Benefits	252,000	7,500	259,500	Market adjustment
Dept 100-5710	**Comm Life Admin**				
100-5710-1100	Salaries - Reg FT & PT Employees	133,000	25,000	158,000	Market adjustment
100-5710-1400	Employee Benefits	58,000	5,000	63,000	Market adjustment
Dept 5720	**Comm Life - Events**				
100-5720-1100	Salaries - Reg FT & PT Employees	367,000	(140,000)	227,000	Move to Production Dept 100-5750-1100
100-5720-1200	Wages - Non-Benefit PT & Seasonal	58,000	(47,000)	11,000	Move to Production Dept 100-5750-1200
100-5720-1300	Overtime	1,000	(500)	500	Move to Production Dept 100-5750-1300
100-5720-1400	Employee Benefits	120,000	(32,500)	87,500	Move to Production Dept 100-5750-1400
100-5720-2230	Conferences & Training Registration	1,000	(750)	250	Move to Production Dept 100-5750-2230
100-5720-2235	Employee Travel	1,500	(500)	1,000	Move to Production Dept 100-5750-2235
100-5720-2240	Uniforms	2,000	(1,000)	1,000	Move to Production Dept 100-5720-2240
100-5720-2605	Sm Tools, Minor Equip, Supplies	25,000	(20,000)	5,000	Move to Production Dept 100-5720-2605
100-5720-8250	Comm Partnerships - Holidays	32,900	75	32,975	Pioneer Day exp (Costco gift card)
Dept 100-5740	**Recreation Programs**				
100-5740-1100	Salaries - Reg FT & PT Employees	314,000	(75,000)	239,000	RIF Ice Skating Rec Manager
100-5740-1400	Employee Benefits	155,000	(45,000)	110,000	RIF Ice Skating Rec Manager

Fund 100 - General Fund Expenditures

Acct Number	Account Description	Original Budget	09/28/26 Amendments	09/28/26 Amended Budget	Budget Notes
Fund: 100 - General Fund					
Dept 5750	**Comm Life - Production**	**New Dept created; separated Production from Events**			
100-5750-1100	Salaries - Reg FT & PT Employees		140,000	140,000	
100-5750-1200	Wages - Non-Benefit PT & Seasonal		47,000	47,000	
100-5750-1300	Overtime		500	500	
100-5750-1400	Employee Benefits		32,500	32,500	
100-5750-2230	Conferences & Training Registration		750	750	
100-5750-2235	Employee Travel		500	500	
100-5750-2240	Uniforms		1,000	1,000	
100-5750-2605	Sm Tools, Minor Equip, Supplies		20,000	20,000	
Dept 100-9000	**Debt Service & Other Financing Uses**				
100-9000-9010	Transfer to Other Funds	1,000,000	92,000	1,092,000	Sales Tax Sharing Agreement - Olympus Hills CRA
	General Fund Expenditure Total		**147,775**		
			-		

Fund 204 – Olympus Hills CRA

Acct Number	Account Description	Original Budget	09/28/26 Amendments	09/28/26 Amended Budget	Budget Notes
Fund: 204 - CRA Olympus Hills CRA					
Revenue					
204-3700-3710	Transfers-in from Other Funds		92,000	92,000	Transfer from Gen Fund for sales tax sharing agreement
	Revenue Total		**92,000**		
Expenditures					
204-5310-2701	Sales Tax Sharing Agreements		92,000	92,000	Tax Sharing Agreement w/ Porsche
	Expediture Total		**92,000**		
			-		

Fund 205 – MedTech CRA

Acct Number	Account Description	Original Budget	09/28/26 Amendments	09/28/26 Amended Budget	Budget Notes
Fund: 205 - CRA MedTech Fund					
Expenditures					
205-5310-3100	Professional Services	-	5,500	5,500	appraisal services - Old Millcreek Elementary
205-9000-9020	Budgetary Addition to Fund Balance	972,890	(5,500)	967,390	
	Expediture Total		**-**		

Fund 450 – General CIP

Acct Number	Account Description	Original Budget	09/28/26 Amendments	09/28/26 Amended Budget	Budget Notes
Fund 450 - General CIP					
Revenue					
450-3900-3920	Budgetary Use of Fund Balance	3,217,850	920,000	4,137,850	Completion of parking structure and payout of retainage
	Revenue Total		**920,000**		
Expenditures					
450-5410-7375	Parking Structure	10,000	920,000	930,000	Completion of parking structure and payout of retainage
	Expediture Total		**920,000**		
			-		

Fund 455 – Public Works Yard CIP

Acct Number	Account Description	Original Budget	09/28/26 Amendments	09/28/26 Amended Budget	Budget Notes
Fund: 455 - Public Works Yard - CIP		**NEW FUND FOR PUBLIC WORKS YARD CIP**			
Revenue					
455-3900-3910	Transfer from Other Funds		2,550,000	2,550,000	$2,050,000 restricted cash SW Utility $ 500,000 from TUF
	Revenue Total	**-**	**2,550,000**	**2,550,000**	
Expenditures					
455-9000-9020	Budgetary Addition to Fund Balance		2,550,000	2,550,000	
	Expediture Total	**-**	**2,550,000**	**2,550,000**	
		-	-	-	

Fund 510 – Stormwater Utility Fund

Acct Number	Account Description		Original Budget	09/28/26 Amendments	09/28/26 Amended Budget	Budget Notes
Fund: 510 - Storm Water Fund						
Revenue						
510-3900-3920	Budgetary Use of Fund Balance		2,698,500	2,050,000	4,748,500	transfer FY25 bal restricted cash - set aside for PW Yard
		Revenue Total		**2,050,000**		
Expenses						
510-9000-9010	Transfer to Other Funds			2,050,000	2,050,000	transfer FY25 bal restricted cash - set aside for PW Yard
		Expense Total		**2,050,000**		
				-		

Fund 550 – Transportation Utility Fund

Acct Number	Account Description	Original Budget	09/28/26 Amendments	09/28/26 Amended Budget	Budget Notes
Fund: 550 - Transportation Utility Fund		**NEW FUND FOR TUF**			
Revenue					
550-3420-3420	TUF Fees		3,400,000	3,400,000	10 months billing (Sept 26 - June 27)
550-3600-3610	Interest Income		50,000	50,000	
550-3900-3920	Budgetary Use of Fund Balance			-	
	Revenue Total	**-**	**3,450,000**	**3,450,000**	
Expenses					
550-5610-2900	Administrative Expenses		120,000	120,000	
550-5610-3200	Contracted Services		2,750,000	2,750,000	Roadway maintenance
550-5610-3205	Contracted TUF Billing Service		80,000	80,000	10 months billing (Sept 26 - June 27)
550-9000-9010	Transfer to Other Funds		500,000	500,000	Transfer to PW Yard CIP
	Expense Total	**-**	**3,450,000**	**3,450,000**	
		-	-	-	

Changes to Fee Schedule

#	DESCRIPTION	FEE
RECREATION FEES		
	Millcreek Common Rentals	
~~228~~	~~Locker, 12"x12"x12"~~	~~$2.00 for every 90 minutes~~
	Millcreek Common Admission	
233	Mini Golf (admission + equipment rental)	$12.00/session
	Millcreek Common Event - Tickets and Passes	
259	More at Millcreek Monthly Activity Pass	$24.00/month
261	Climbing Camp - Half Day Session	$60.00/session
	Millcreek Common Event - Venue Rental	
275	Community Room, Prefunction 1, Green Room, Balcony - Each Additional Hour*	$250.00/hour
281	Alpenglobe Session (90 minutes with 15 minute setup & 15 minute takedown)	$100.00
282	Alpenglobe Special Event	$125.00 - $300.00
283	Catering Commission	10% of food + nonalcoholic beverage sales, excluding taxes and gratuities
284	Bar Services	10% of total annual net sales



MILLCREEK CITY COUNCIL

September 28, 2026

presentation

COTTAGES AT MILLCREEK PHASE III:

FILE# ZM-26-014

3500 SOUTH 1300 EAST

APPLICANT: BRAD REYNOLDS CONSTRUCTION

PRESENTED BY: BRAD SANDERSON

Location Map:

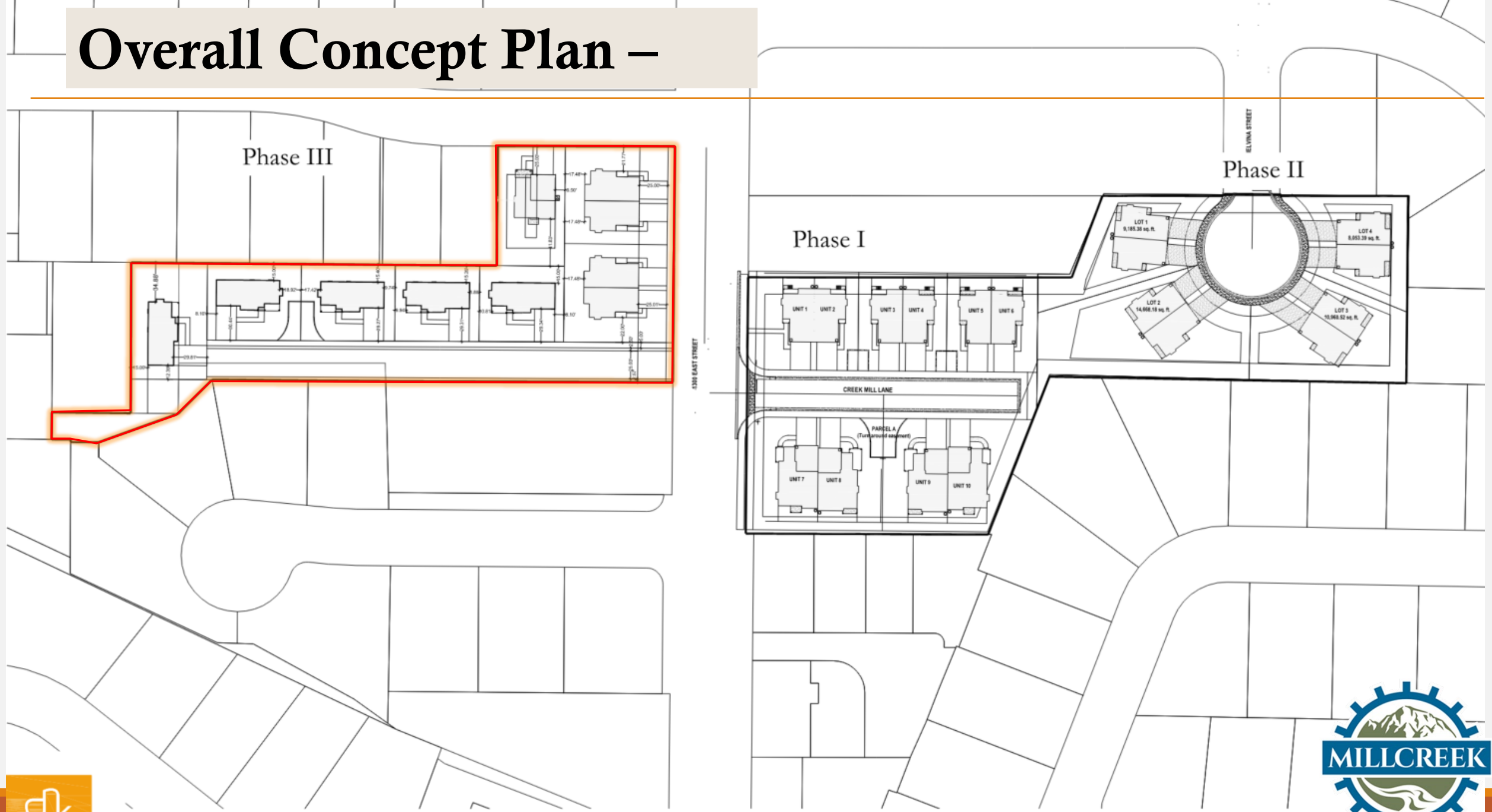


Rezone Property to the R-1-5 and R-2-6.5 Zones





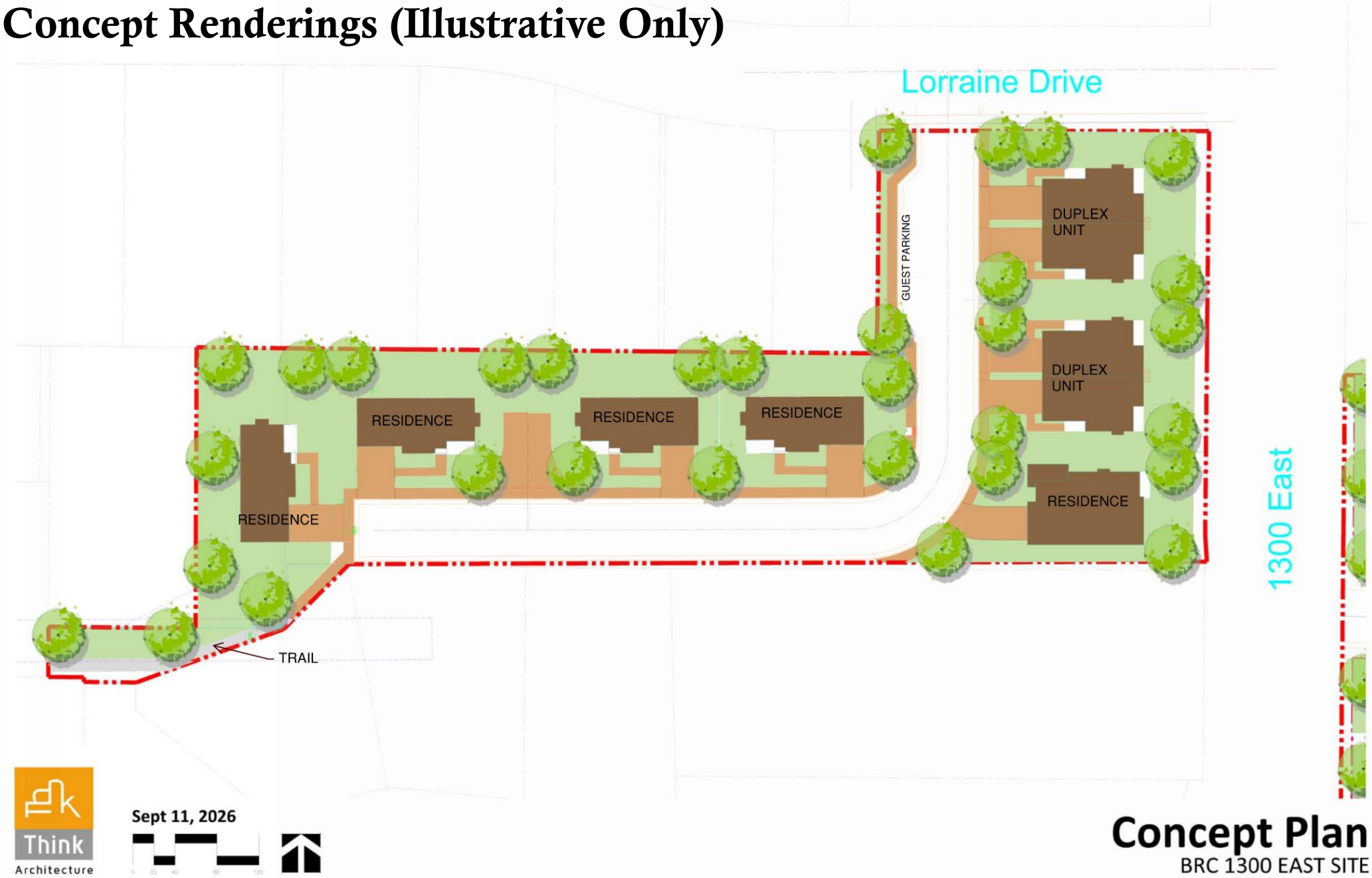
Overall Concept Plan –



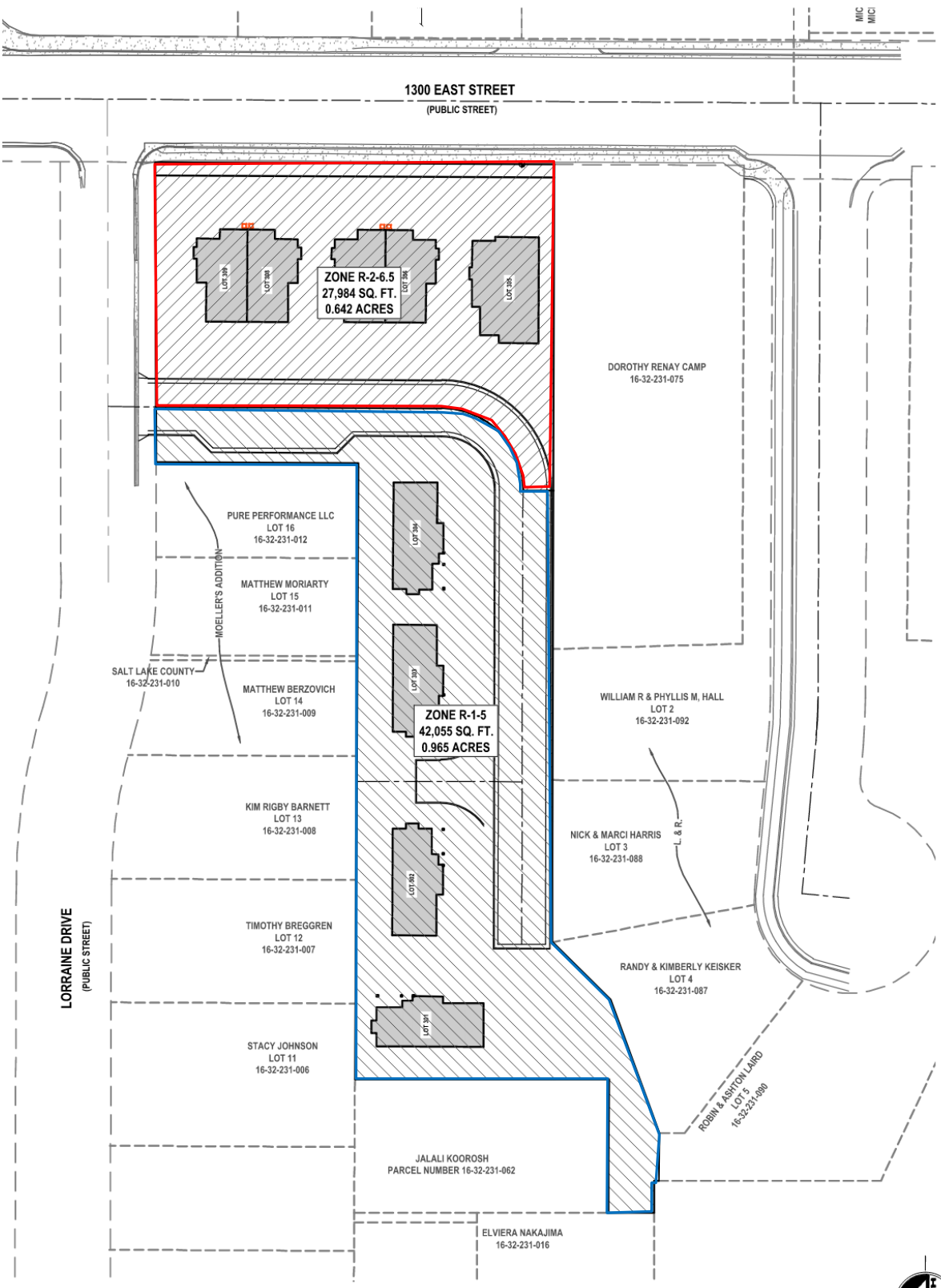
July 10, 2026

DIMENSION SITE PLAN

Concept Renderings (Illustrative Only)



Concept Renderings (Illustrative Only)



PROJECT NUMBER	14761B
PRINT DATE	2026-09-23
PROJECT MANAGER	SJL
DESIGNED BY	SJL

1 OF 1

COTTAGES AT MILLCREEK
PHASE 3
3507 SOUTH 1300 EAST
MILLCREEK, UTAH
ZONING EXHIBIT

ENSIGN
THE STANDARD IN ENGINEERING

SANDY
45 W 10000 S, Suite 500
Sandy, UT 84070
Phone: 801.255.0529
WWW.ENSIGNENG.COM

LAYTON Phone: 801.547.1100
TOOELE Phone: 435.843.3590
CEDAR CITY Phone: 435.865.1453
RICHFIELD Phone: 435.896.2983



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BRC 1300 EAST TOWNHOMES

1300 EAST, MILLCREEK, UTAH

SITE RENDERINGS

D002

11 SEP., 2026

MILLCREEK



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1300 EAST, MILLCREEK, UTAH

SITE RENDERINGS

D003

11 SEP., 2026

MILLCREEK







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1300 EAST, MILLCREEK, UTAH

SITE RENDERINGS

D004

11 SEP., 2026

MILLCREEK





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BRC 1300 EAST TOWNHOMES

1300 EAST, MILLCREEK, UTAH

SITE RENDERINGS

D005

11 SEP., 2026

MILLCREEK

Spatial Requirements: (R-1 Zones)

Table 18.36-2 Spatial Requirements for the Single-Household Residential (R-1) Zones								
Zone	Min. Lot or Parcel area (A)	Min. Lot or Parcel width (B)	Min. Front Setback (C)	Residential Use Min. Side Setbacks on interior Lots or Parcels (D)	Residential Use Min. Side Setbacks on corner (E)	Civic/Institutional and Non-Residential Use Min. Side Setback	Min. Rear Setback (F)	Max. Lot or Parcel Coverage
R-1-3	3,000 sq ft	30'	20'	3' (unless attached to a dwelling on an abutting lot or parcel)	10'	20'	15'	50%
R-1-4	4,000 sq ft	40'	20'	4' (unless attached to a dwelling on an abutting lot or parcel)	15'	20'	15'	45%
R-1-5	5,000 sq ft	50'	20'	5' (unless attached to a dwelling on an abutting lot or parcel)	20'	20'	15'	40%
R-1-6	6, 000 sq ft	60'	25'	8'	20'	20'	15'	35%
R-1-8	8,000 sq ft	65'	25'	8'	20'	20'	15'	33%
R-1-10	10, 000 sq ft	80'	30'	10'	20'	20'	15'	31%
R-1-15	15,000 sq ft	80'	30'	10'	20'	20'	15'	25%
R-1-21	21,000 sq ft	100'	30'	10'	20'	20'	15'	25%

Spatial Requirements: (R-2 Zones)

Table Notes

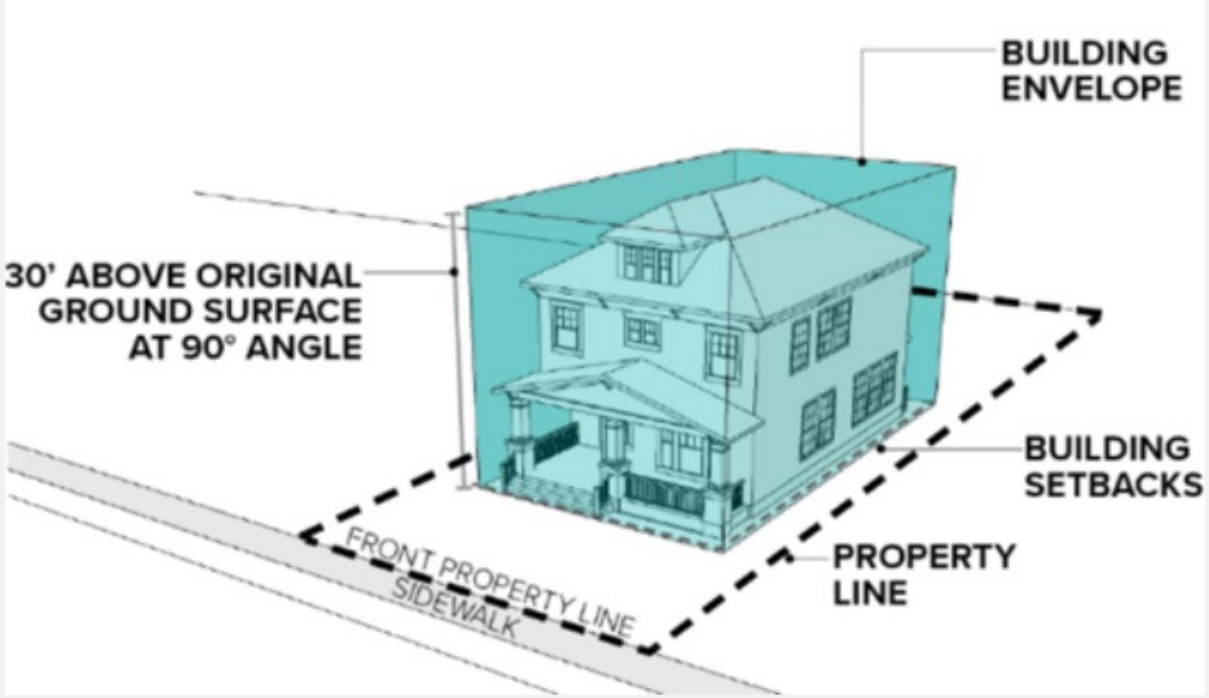
1. The garage opening minimum yard area requirement shall apply to garages when the vehicular garage opening faces the street to which it is accessed from, otherwise the front yard minimum yard area shall apply.

Table 18.37-2 Spatial Requirements for the Medium Density Residential (R-2) Zones

Zone	Minimum Lot or Parcel Area (A)	Minimum Lot or Parcel width (B)	Minimum Front Setback (C)	Garage Opening (Front or Street Side)(1)	Residential Use Min. Side Setbacks on interior lots or parcels (D)	Residential Use Minimum Side Setbacks on corner (E)	Civic / Institutional and Non-Residential Use Minimum Side Setback	Minimum Rear Setback (F)	Maximum lot or parcel Coverage
R-2-6.5	6,500 sq ft (8,000 sq ft for non-residential)	60'	20'	25'	8'	20'	20'	15'	40%
R-2-8	8,000 sq ft	65'	20'	25'	8'	20'	20'	15'	38%
R-2-10	10,000 square feet	65'	20'	25'	8'	20'	20'	15'	35%

Building Heights: (R-1 Zones)

(R-1-5 Zone)



(R-1-8 Zone)

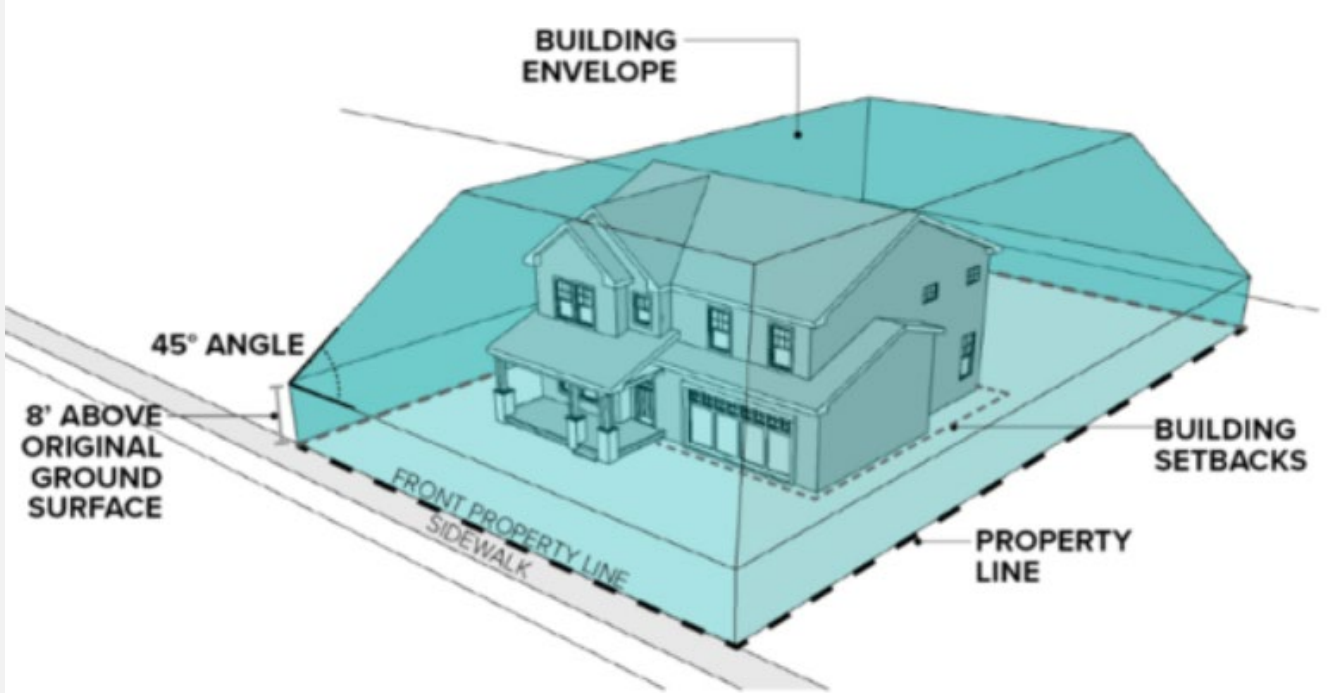
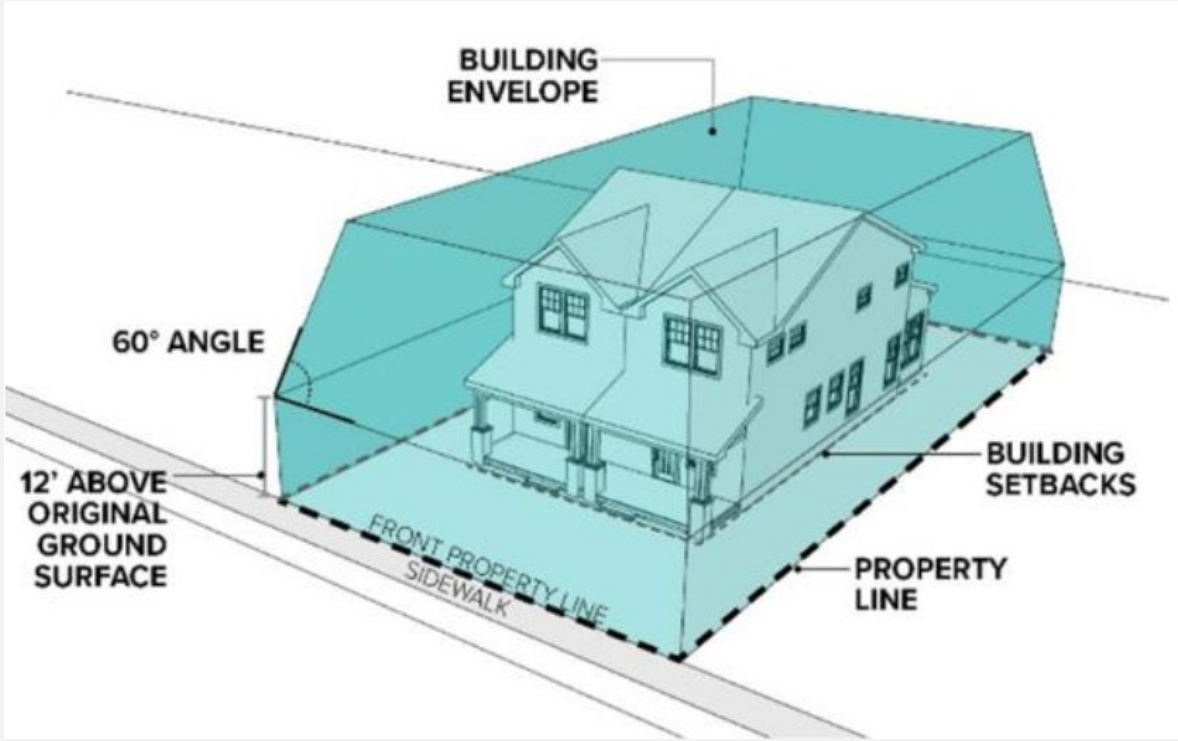


Table 18.36-3 Building Height and Building Envelope for R-1 Zones					
	R-1-3 R-1-4 R-1-5	R-1-6	R-1-8	R-1-10 R-1-15	R-1-21
Building Height Maximum	30'	30'	30'	32'	32'
Building Envelope Wall Height and Angle	30'	12'	8'	8'	8'
Building Envelope Angle	0 degrees	60 degrees	45 degrees	45 degrees	45 degrees

Building Heights: (R-2 Zones)

(R-2-6.5 Zone)



(R-2-8 Zone)

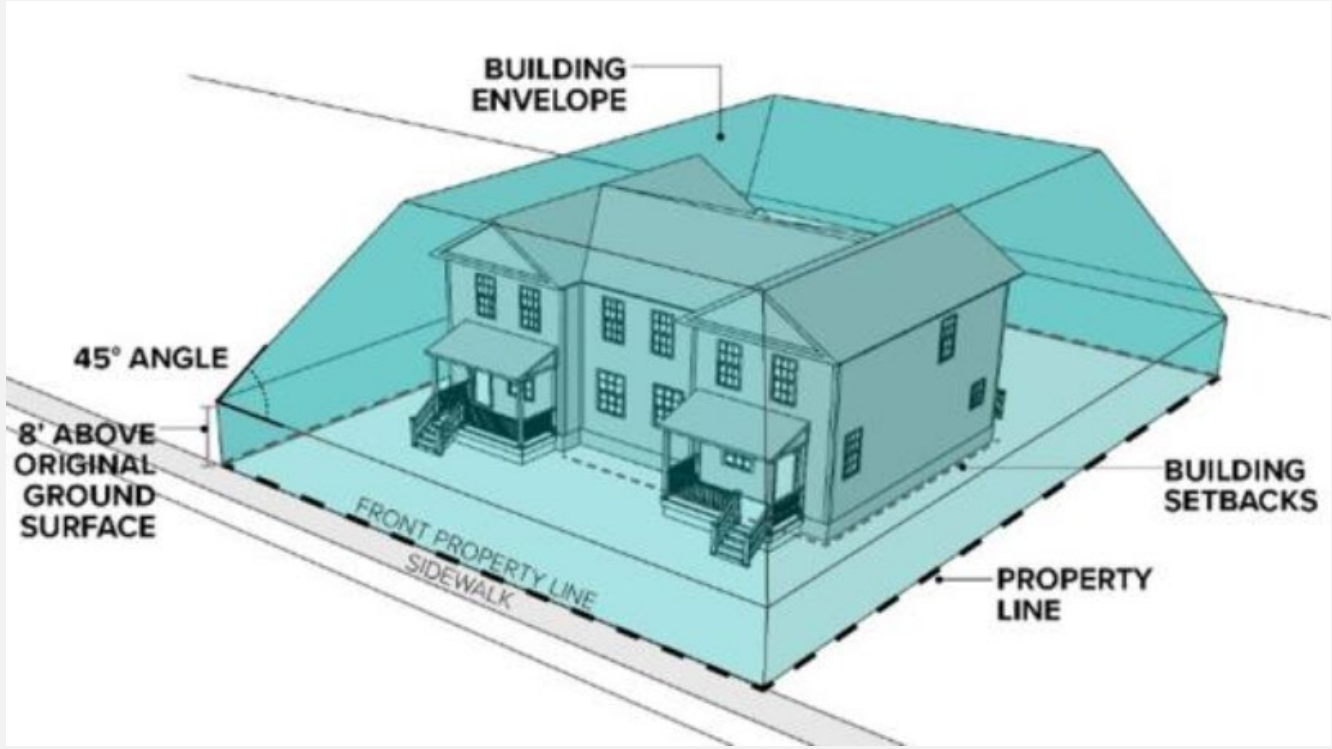


Table 18.37-3 Building Height and Building Envelope for R-2 Zones			
	R-2-6.5	*R-2-8*	*R-2-10*
Building Height Maximum	30'	30'	30'
Building Envelope Wall Height	12'	8'	8'
Building Envelope Angle	60 degrees	45 degrees	45 degrees

Public Comments

Planning & Zoning Open House

Community Feedback Form

Name: Julia Lehman + Tim Berggren Date: 8/4/2026

Email Address: timothy.r.berggren@gmail.com

Project Location or #: 1244 E. Lorraine Dr.

Comments: We would like to work with developers on the landscaping and fence. Trees please!!!

- Add in height and building envelope agreements.

Planning & Zoning Open House

Community Feedback Form

Name: John C. Anderson Date: 08/04/2026

Email Address: 3505 So 1200 EAST MILLCREEK UT.

Project Location or #:

Comments: NICE LOOKING HOMES. I LIKE THE CONCEPT.

Planning & Zoning Open House

Community Feedback Form

Name: Kim Keisker Date: 8-4-2026

Email Address: kimkeisker@gmail.com

Project Location or #: 1235 E Ash Tree Millcreek

Comments: I appreciate the time involved in planning and listening to the neighbors on zoning and building. We appreciate Brad Reynolds working with us in concept and development.

Based on the Findings and Conclusions listed above, the following is recommended:

Staff Recommendation: That the City Council take public comments during the public hearing and recommend approval of application file number ZM-26-014, to rezone property generally located between 3496 & 3500 South along 1300 East, from the R-1-8 & R-2-8 Zones, to the R-2-6.5 & R-1-5 Zones, and a consider a possible development agreement, unless during the meeting facts are presented that contradict these findings or new facts are presented, either of which would warrant further investigation by Staff.

STAFF RECOMMENDATION

Based on the Findings and Conclusions listed above, the following is recommended:

Planning Commission: The Planning Commission recommend approval of ZM-26-014, to rezone property generally located between 3496 and 3500 South, along 1300 East, from the R-1-8 and R-2-8 zones to the R-1-5 and R-2-6.5 zones based on the findings and conclusions presented by staff. Commissioner Burgess seconded. Chair LaMar called for the vote. Chair LaMar voted no, Commissioner Anderson voted yes, Commissioner Burgess voted yes, Commissioner Peterson voted yes, Commissioner Reid voted yes, Commissioner Richardson voted yes, Commissioner Soule voted yes, and Commissioner Wright voted yes. **The motion passed 7-1** Chair LaMar explained his no vote was due to the lack of a development agreement.

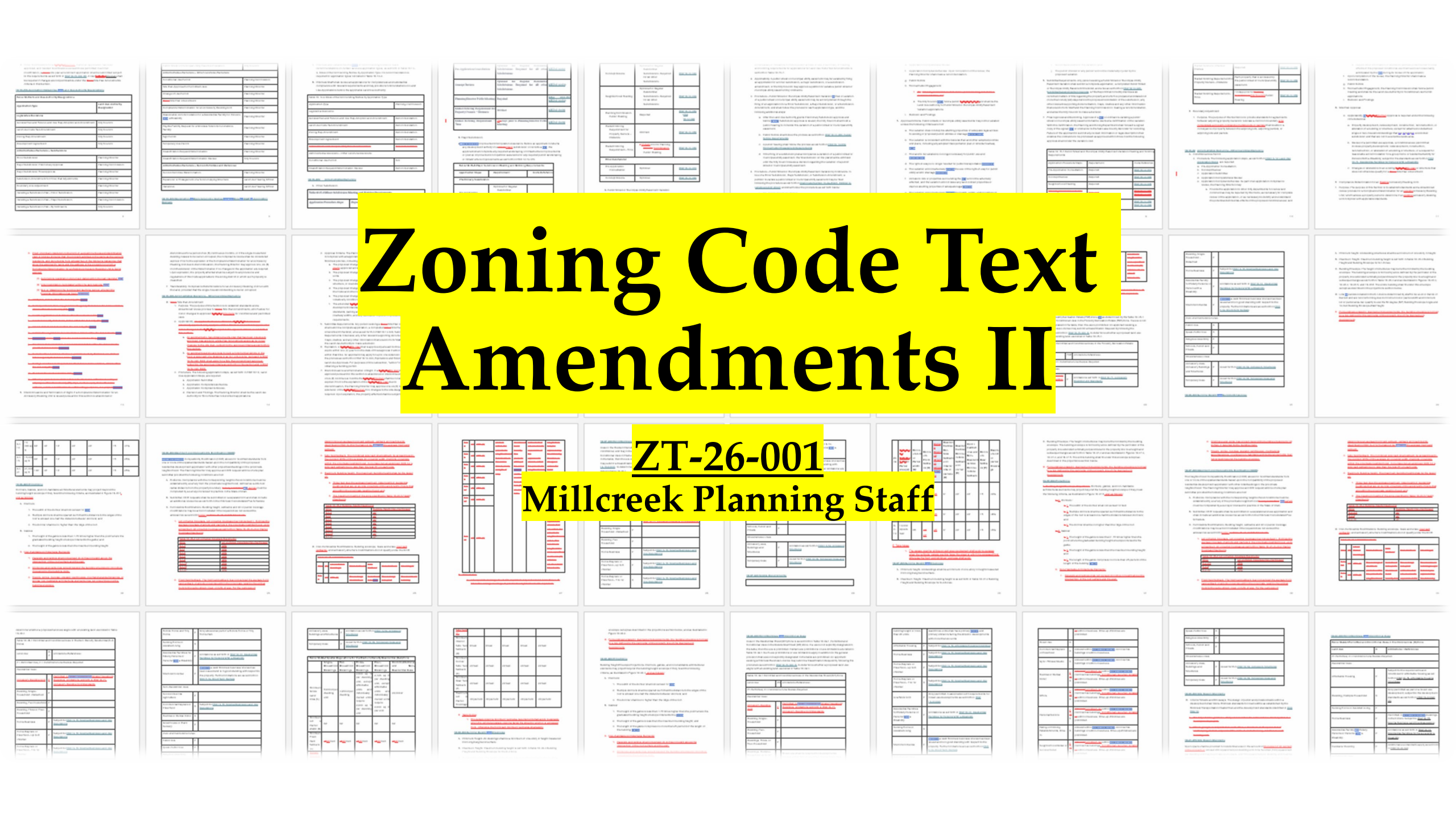
PC RECOMMENDATION

MOTION READY:

Based on the findings and conclusions listed within the Staff Report, I move that the City Council approve **Ordinance 26-64**, Rezoning the East 0.64 Acres of Property Located at Approximately 3496 South 1300 East and 3500 South 1300 East from the R-1-8 Single-Household Zone and R-2-8 Two-Household Zone to the R-2-6.5 Two-Household Zone; and Rezoning the Remaining Westerly 0.96 Acres of the Same Property from the R-1-8 Single-Household Zone and R-2-8 Two-Household Zone to the R-1-5 Single-Household Zone

THANK YOU


MILLCREEK COMMONS
BLUE
Blackberries
FRESH FRUIT & VEGGIE STAND
TAGGE PEAS



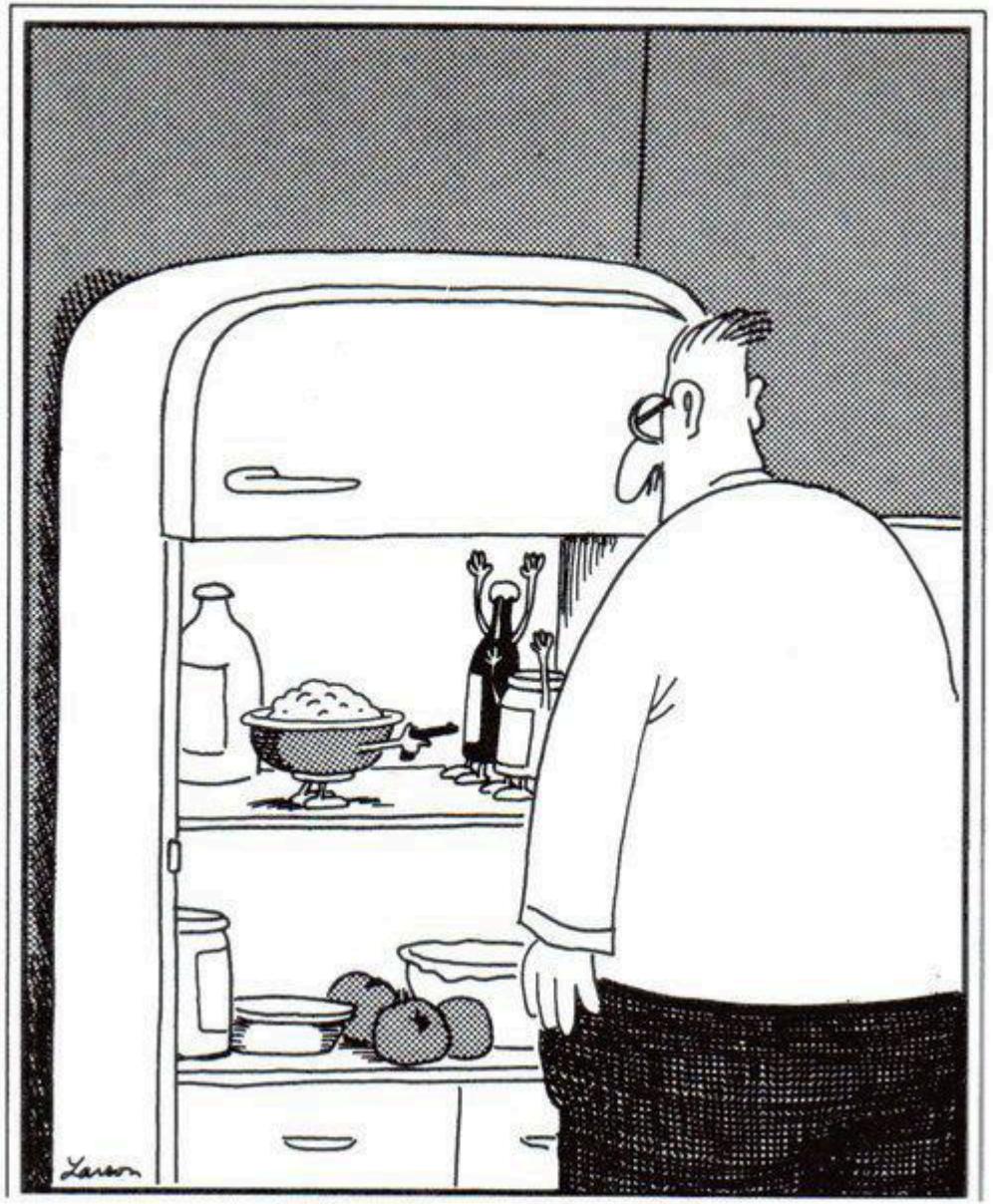
Zoning Code Text Amendments II

ZT-26-001

Millcreek Planning Staff

Scope

- This is the third amendment package.
- A future package will address sensitive lands, historic preservation, and reasonable accommodations / residential facilities.
- This is normal – it is in response to new circumstances and the complexities of implementing a new code.
- It's better to make frequent amendments than to let the code stay unchanged for years.



When potato salad goes bad

State Statute Adjustments

- LUDMA was recodified. We corrected statutory references.
- Added specific language pertaining to the removal and vacancy of planning commission members, pursuant to LUDMA, with an additional option:



State Statute Adjustments

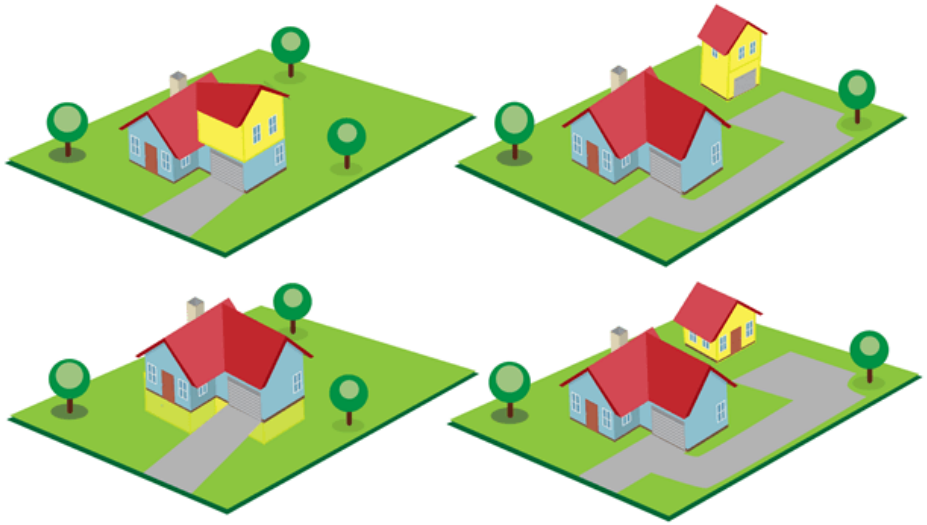
- Due Process and Participation Limits in Appeal Hearings.
- Classification Requests no longer to the City Council on Appeal.





State Statute Adjustments

- We are mostly compliant with the new state law regarding detached ADUs, however:
  - We can't regulate window placement.
  - We can't regulate roof pitch or materials.



- We are adjusting the code accordingly.

Customer Service Enhancements

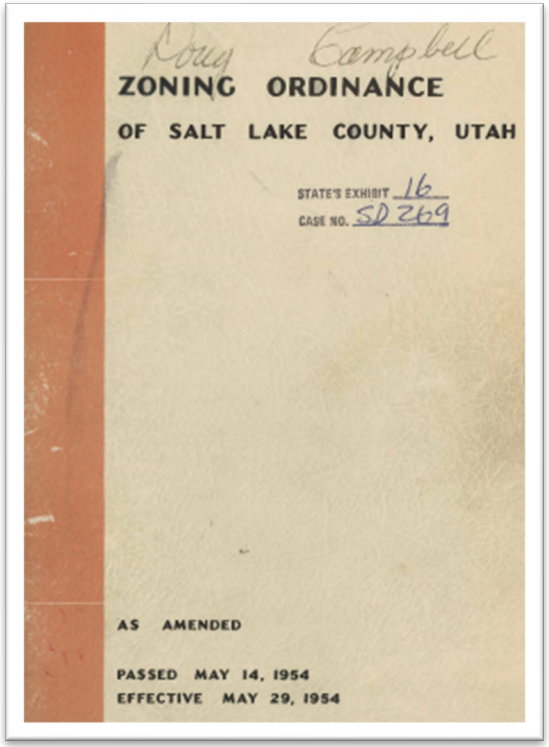
- Exempts Office-Only Home Businesses from Obtaining a Change of Use Permit, in Addition to the Home Business License.

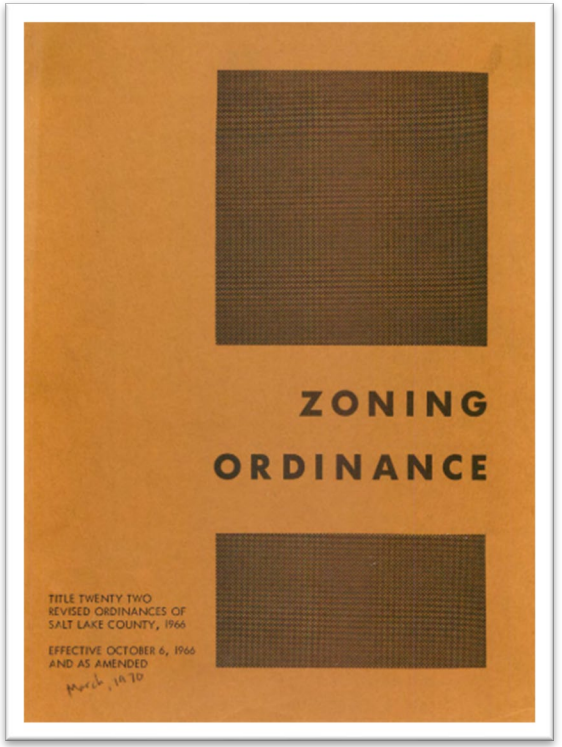
- Proposed change is limited, because other Home Businesses, such as daycares and salons, would require a change of use analysis to address impacts, such as parking and pick-up/drop off.

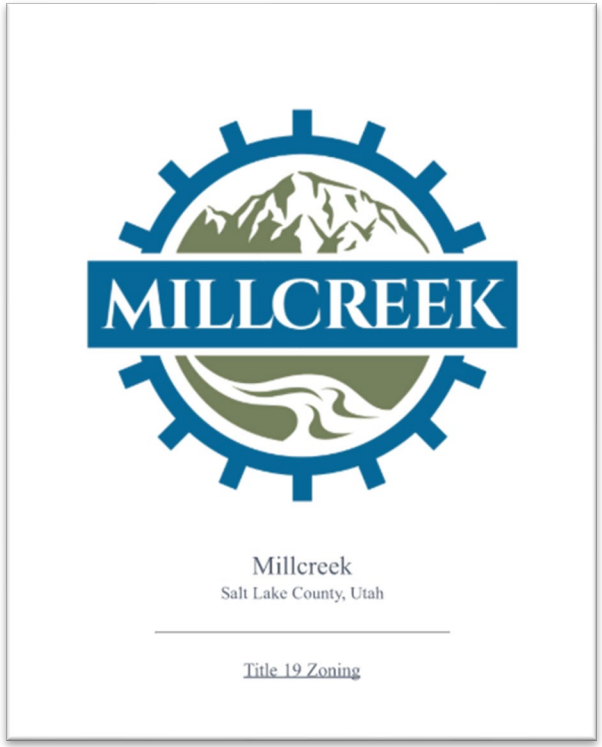


Customer Service Enhancements

- An applicant will not need to apply for a nonconformities determination, IF the City possesses historic zoning maps, building permits, and historic zoning codes that are sufficient to make a nonconformities determination.

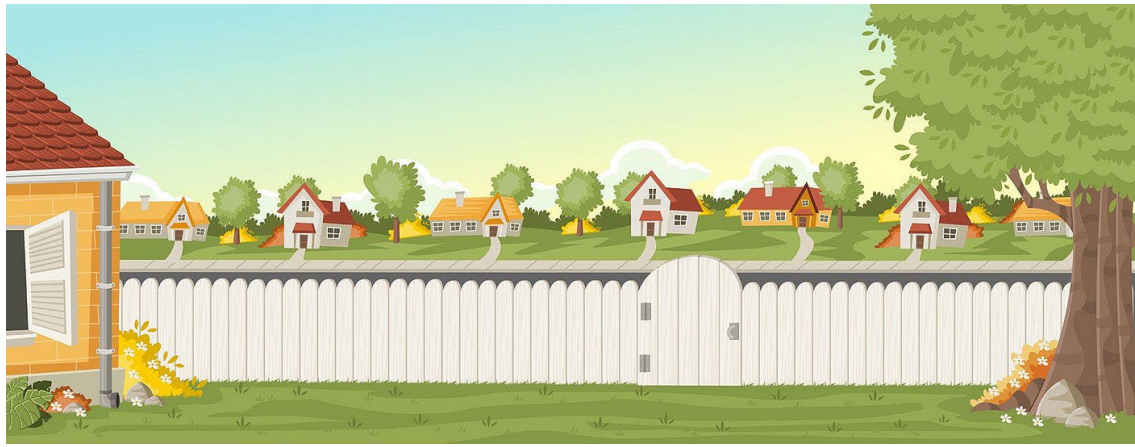






Customer Service Enhancements

- Often, repair of a fence or retaining wall is functionally a replacement. The way our current code is written requires full compliance, including enhanced setbacks.
- We are proposing that replacement of a noncomplying fence or wall be considered “ordinary maintenance and repair.”
- There are hundreds of existing fences and retaining walls in Millcreek that don’t comply.
- We are proposing to allow those fences and walls to be replaced at the same height and location as the original wall.
- This change only concerns fences and walls. Other noncomplying structures would need to replaced with compliant structures.



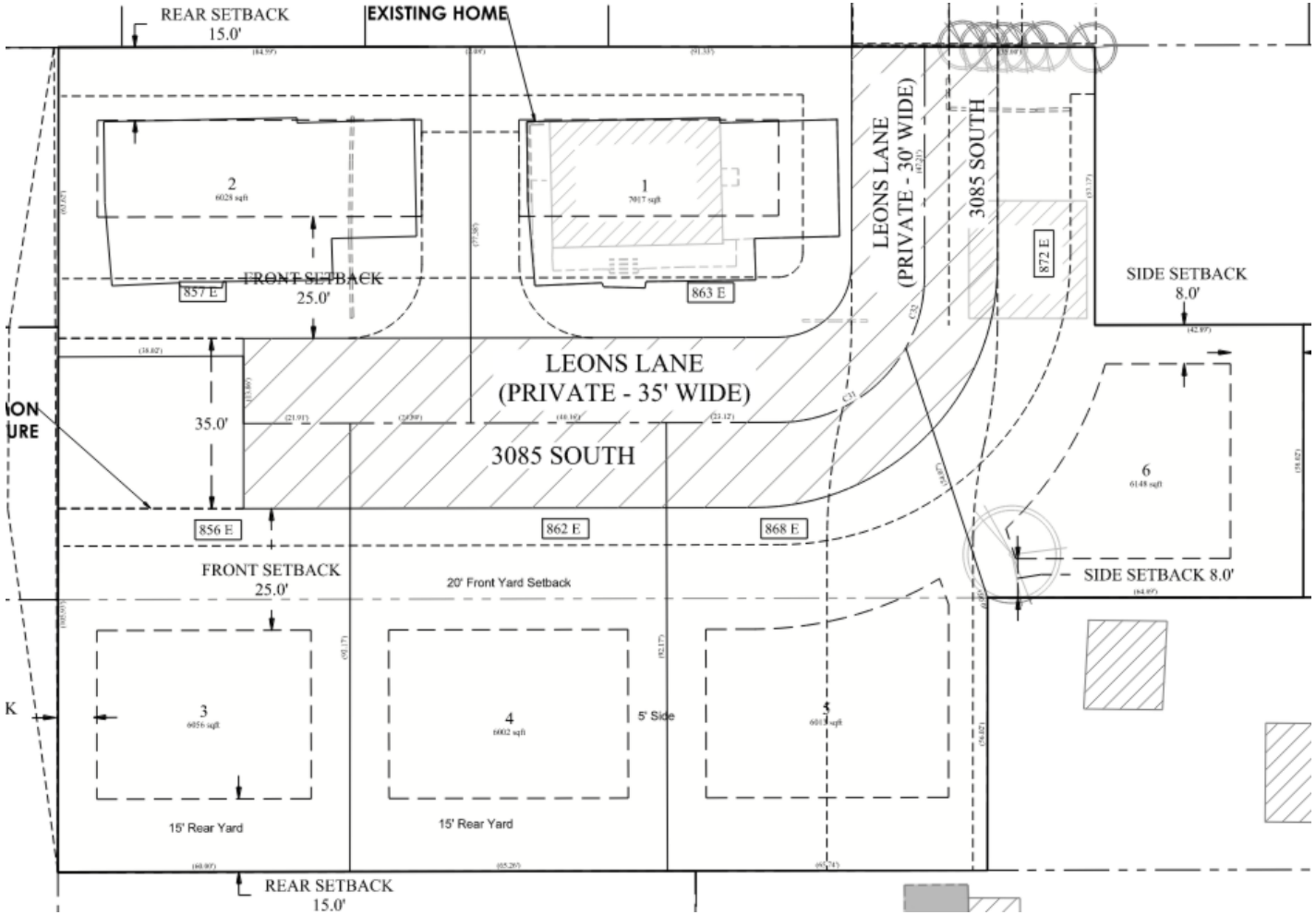
Customer Service Enhancements

- Currently, retaining walls must be 4 feet from a right-of-way. This is a good standard for new walls, however many existing walls are closer.
- We are proposing that existing walls can be replaced on-site, provided a survey establishes that the wall is not in a right-of-way.
- We are also proposing that new walls can be closer than 4’ to a ROW, provided they are no more than 3’ tall, and a survey is provided showing the ROW line.



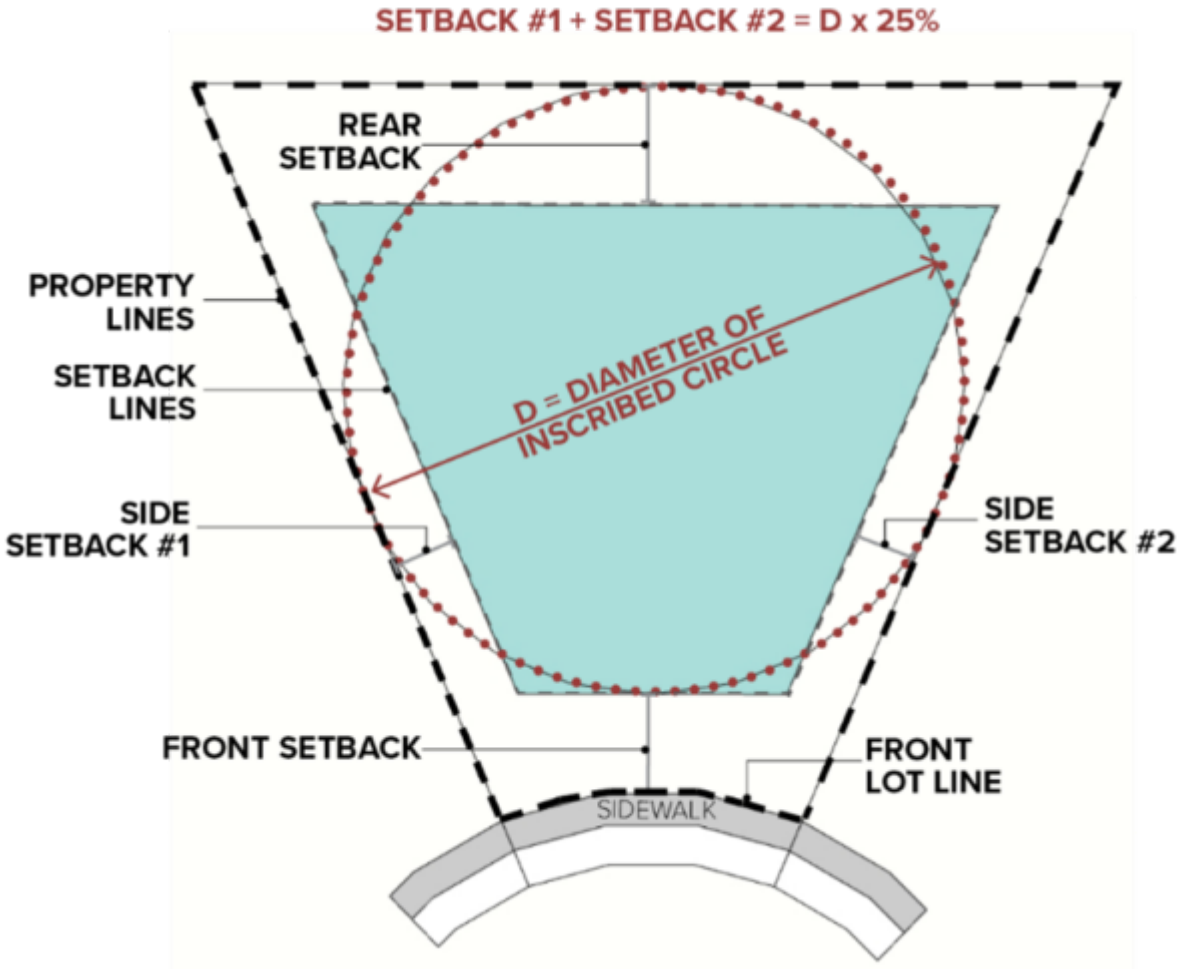
Clarifying Requirements

- For lots and parcels on private street, the area dedicated to the private street does not count as part of the lot or parcel's minimum area requirement.



Clarifying Requirements

- Clarifying language for calculation of setbacks on R-1,R-2, and AG lots and parcels that are more than 50% wider than the minimum width .



Clarifying Requirements

- Fixing an error in the R-1 code regarding civic and institutional setbacks. The setback should be 20 feet.



Clarifying Requirements

- Accessory buildings on lots or parcels that abut a right-of-way have an enhanced setback requirement. We are clarifying that the greater setback only applies to the property line that abuts the right-of-way, not all property lines.



Clarifying Requirements

- Clarifying requirements for yard and garage sales – 3 days at a time, up to two times a year.
- Requested by Code Compliance.



Promoting Quality Development

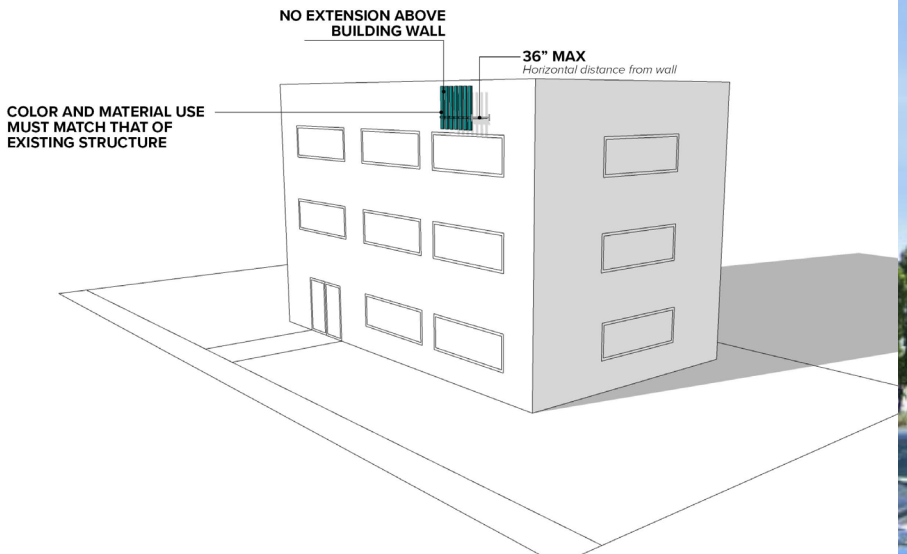
- Providing Flexibility in Balcony Requirements in the RM Zone. Balconies can be exchanged for open space on a 1:1 basis.

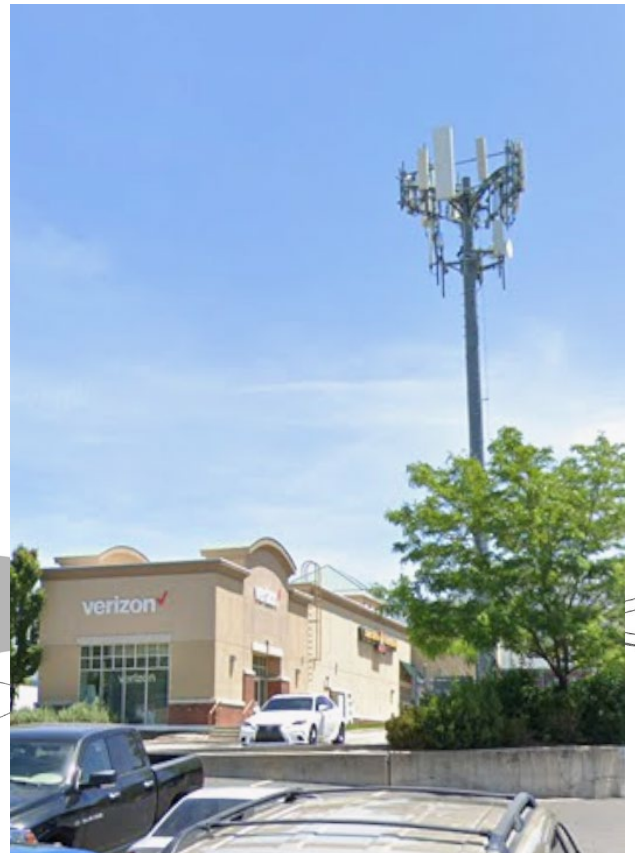


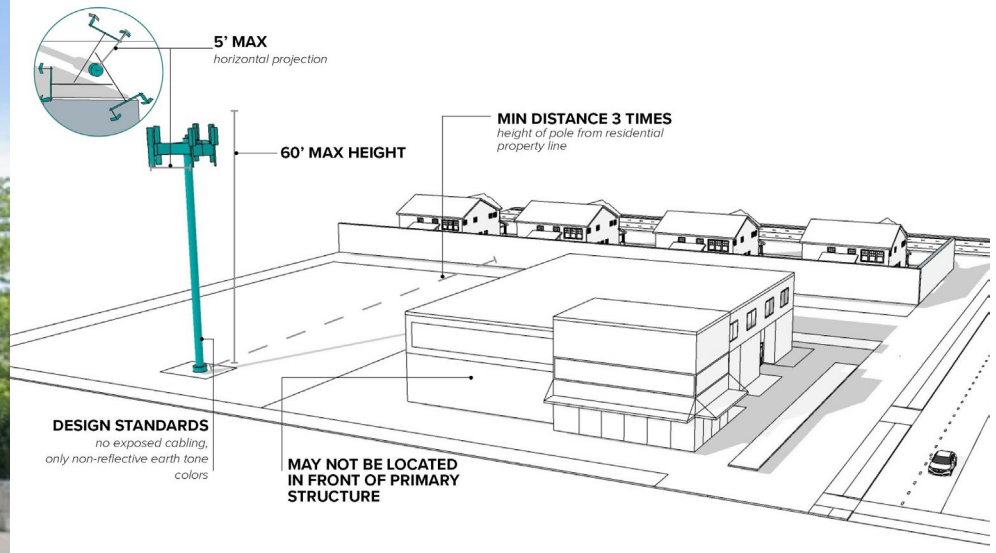


Promoting Quality Development

- Providing Flexibility in Wireless Telecom Design Standards to Facilitate the removal of the Cell Tower on the Corner of 3300 S and 1300 E







Promoting Quality Development

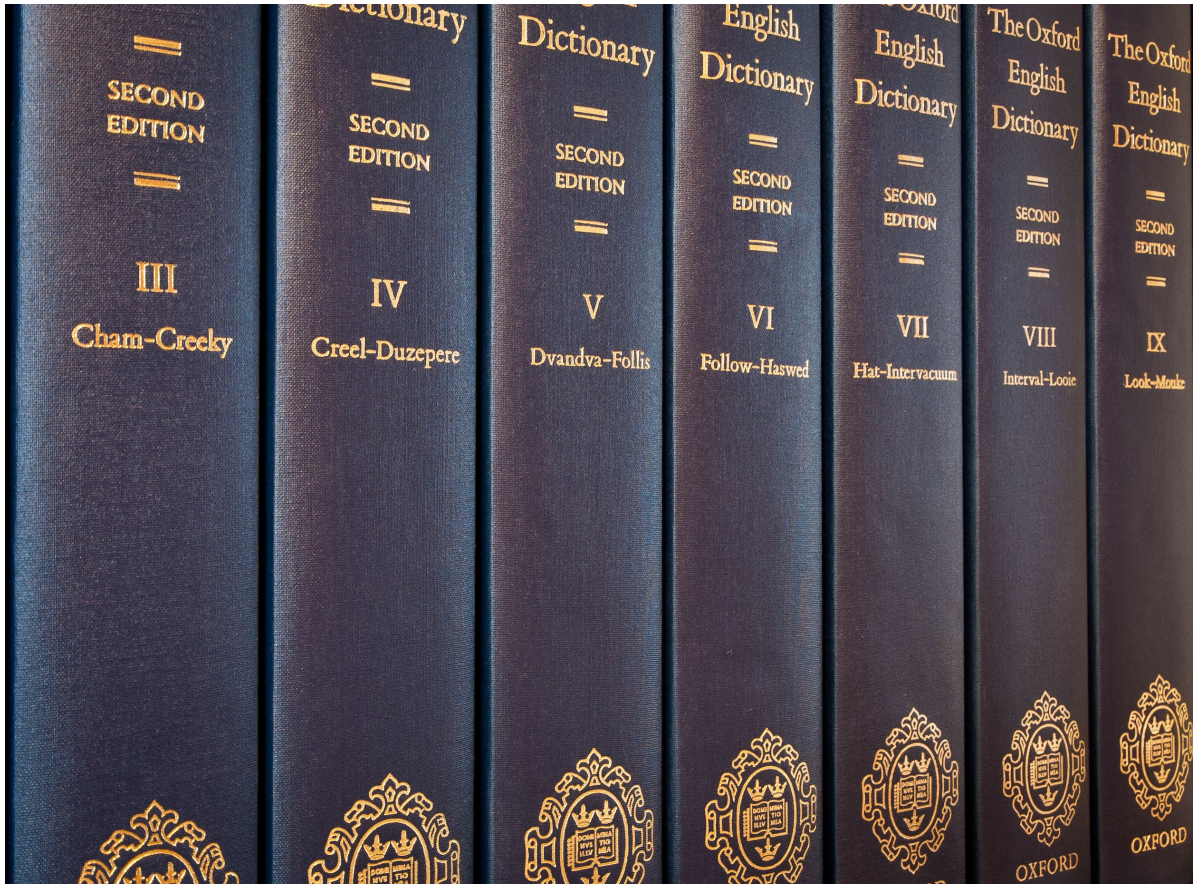
- Requiring Monopoles to be Stealth in the RM Zone.

- Increasing the standoff distance for an antenna on an existing monopole to facilitate replace on site at Evergreen Junior High School.



Definitions

- New or Updated Definitions for:
  - Ordinary Maintenance and Repair
  - Parking Lot
  - Recreational Vehicle (aligns with Title 14)

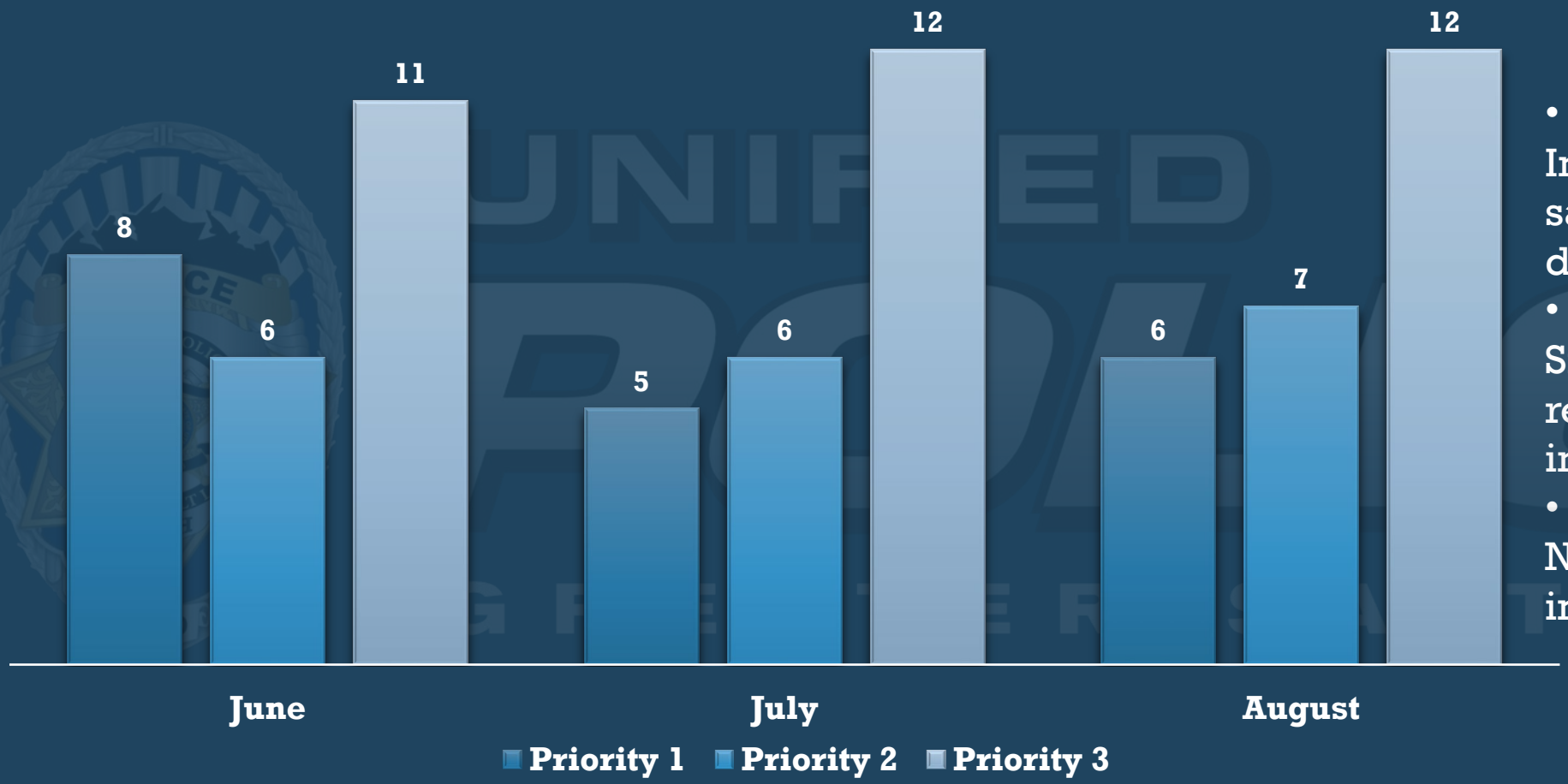


Public Comment

- We received limited public comment on these proposed changes.
- East Mill Creek Community Council recommended approval of the proposed changes.
- Planning Commission unanimously approved the proposal, with some changes that were included in this presentation and in the ordinance draft presented to the City Council.
- HousingConnect included a letter of support for the change to the balcony requirement, allowing for programmatic flexibility on their project.

MILLCREEK CITY – AUGUST 2026

POLICE RESPONSE TIMES
MILLCREEK-UPD

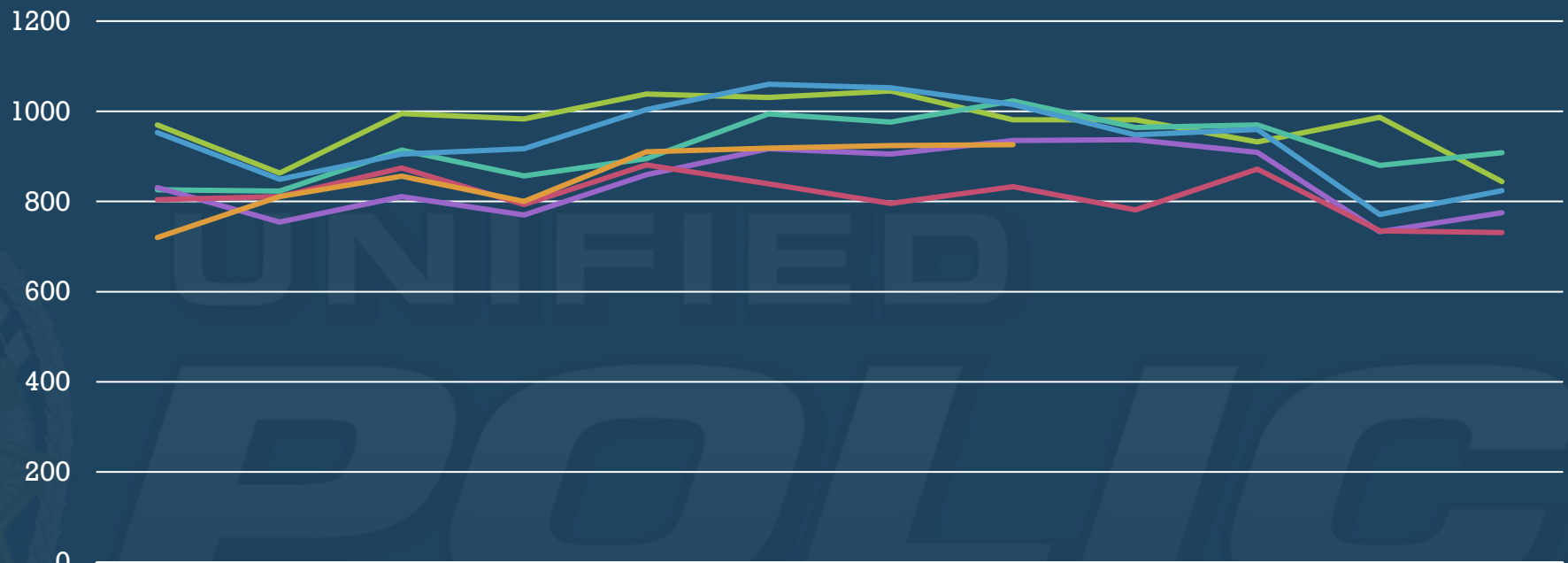


Time in minutes

- **Priority 1: (Emergency)** Immediate threats to life, safety, or serious property damage.
- **Priority 2: (Urgent)** Situations requiring a quick response but not posing an immediate danger to life.
- **Priority 3: (Routine)** Non-urgent calls that do not involve immediate risks.

MILLCREEK CITY

Millcreek Precinct Case Trend

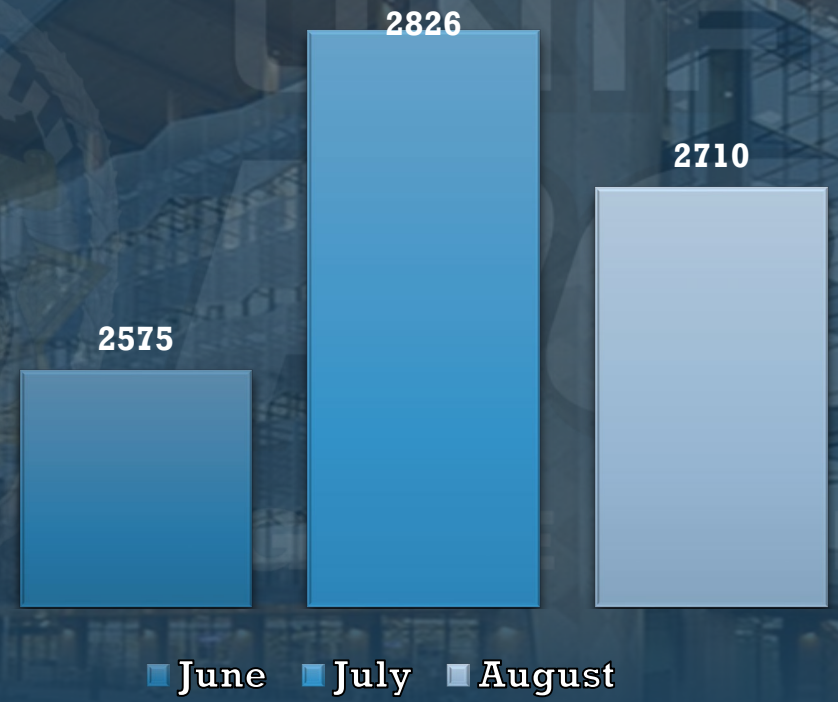


	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC
2021	970	863	995	983	1038	1031	1045	981	981	932	987	844
2022	826	823	914	857	895	994	976	1023	964	970	880	908
2023	953	849	905	917	1004	1060	1052	1015	948	960	771	824
2024	831	754	811	770	859	917	905	935	937	909	733	775
2025	804	811	874	793	881	839	796	833	781	872	735	731
2026	720	811	856	800	910	918	924	926				

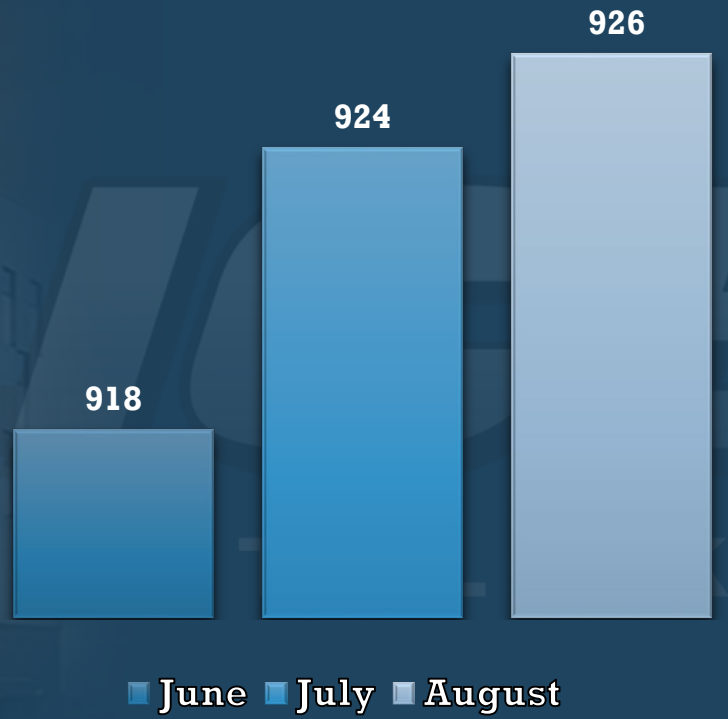
2021 2022 2023 2024 2025 2026

Millcreek City

Calls For Service



New Police Reports



- **TRANSIENT CALLS: 53**
- **MENTAL HEALTH CALLS: 50**

The Unified Police Department is wrapping up the final block of its department-wide mental health training. This block focuses on neurocognitive disorders, traumatic brain injuries, aging issues, substance use disorders, veterans, and individuals experiencing homelessness.

A key focus is training officers on best practices for safely and effectively working with individuals experiencing homelessness.

Millcreek's new Crisis Response Detective is helping lead this effort, with a primary focus on engaging with unhoused individuals in the city and taking a proactive approach to connecting them with appropriate resources and support.





MILLCREEK CITY - UPD TRAFFIC STATS

AUGUST 2026

- 352 Citations Issued
- 6 DUI Arrests
- 64 Accidents Reports
- 18 Hit and Runs







On August 4, 2026, the Unified Police Department and City of Millcreek hosted Night Out Against Crime, bringing residents, law enforcement, and community partners together for an evening focused on safety and community connection. The event featured family-friendly activities, community resources, and opportunities for residents to interact with officers in a relaxed and positive environment.

The event highlighted the importance of building lasting relationships between law enforcement and the community and working together to keep Millcreek safe and connected.

Congratulations to our new UPD Lieutenant, former Millcreek Sergeant Michael Mays!

Throughout his 24-year career, Mike Mays has worked for the city of Millcreek as a Sergeant for 10 of them. Mike has been a dedicated leader, mentor, and someone who has made a lasting impact on the people fortunate enough to work alongside him. We are grateful for the guidance, support, and leadership he has provided, and know his experience and commitment will serve UPD Investigations incredibly well and in his new role as Lieutenant. Thank you, Mike, for everything you've done for our team, the community of Millcreek, and for always being someone we could count on—congratulations on a well-deserved promotion!







Unified Police Investigations
August 2026
Millcreek Precinct

Assault 44	**Burglary** 5	**Drug Offenses** 28	**Domestic Violence** 61
Fraud 24	**Homicide** 0	**Larceny** 89	**Robbery** 1
	Sex Offense 9	**Stolen Vehicles** 12	

During the month of July, Millcreek Precinct detectives were assigned 69 cases, and 21 of those cases were submitted for charges to Holladay Justice Court or 3rd District

9/28/2026 City Treasurer's Report

given by: Silvia Catten, Millcreek Treasurer

Date	Shared or Pooled Cash Accounts	Amount
9/28/2026	Operating Account	$ 987,916
9/28/2026	PTIF	34,563,826
	Total of Shared Cash	**$ 35,551,742**

Tax revenues have different lag times from collection of the tax to distribution to the City.
With that understanding, my report on the major tax revenues are as follows:

General Revenue Sources Status / any concerns	Received as of 9/28/26	% of Estimated Revenues
Current Property Taxes Received	$ 130,355	1.09%
General Sales Taxes (1 months rev)	1,442,857	9.25%
Building Permits	305,803	30.58%
Total Gen Fund Revenue	3,868,669	8.76%
Report Any Revenue Anomalies		

Disbursements for the month of August 2026

General Fund Disbursements Status / any concerns	Quantity	Amount
Checks	186	$ 2,278,347
EFT / Bank Drafts	33	2,515,389
Direct Deposit	2 Payroll Periods	391,711
Report Any Expenditure Anomalies		
Total Disbursements - August 2026		**$ 5,185,447**

Millcreek City Council
Cheri Jackson, Mayor
Silvia Catten, District 1
Thom DeSirant, District 2
Nicole Handy, District 3
Bev Uipi, District 4

Millcreek City Hall
1330 East Chambers Avenue
Millcreek, Utah 84106
801-214-2700
millcreekut.gov

City Council Motion Sheet

Meeting Date: 28 September 2026

3.1. Discussion and Consideration of Ordinance 26-64, Rezoning the East 0.64 Acres of Property Located at Approximately 3496 South 1300 East and 3500 South 1300 East from the R-1-8 Single-Household Zone and R-2-8 Two-Household Zone to the R-2-6.5 Two-Household Zone; and Rezoning the Remaining Westerly 0.96 Acres of the Same Property from the R-1-8 Single-Household Zone and R-2-8 Two-Household Zone to the R-1-5 Single-Household Zone

Staff Recommended Motion - Adoption:

I move that the Council adopt Ordinance 26-64, rezoning the East 0.64 Acres of Property Located at Approximately 3496 South 1300 East and 3500 South 1300 East from the R-1-8 Single-Household Zone and R-2-8 Two-Household Zone to the R-2-6.5 Two-Household Zone; and rezoning the Remaining Westerly 0.96 Acres of the Same Property from the R-1-8 Single-Household Zone and R-2-8 Two-Household Zone to the R-1-5 Single-Household Zone

Alternative – Continuance:

I move that the Council continue Item 3.1 to a subsequent public meeting.

Alternative – Denial:

I move that the Council deny Ordinance 26-64.

3.2. Discussion and Consideration of Ordinance 26-65, Amending Title 18 of the Millcreek Municipal Code for the Purpose of Making Text Amendments to Title 18

Staff Recommended Motion – Adoption:

I move that the Council adopt Ordinance 26-65, Amending Title 18 of the Millcreek Municipal Code for the Purpose of Making Text Amendments to Title 18.

Alternative – Continuance:

I move that the Council continue Item 3.2 to a subsequent public meeting.

Alternative – Changes:

I move that the Council adopt Ordinance 26-65, Amending Title 18 of the Millcreek Municipal Code for the Purpose of Making Text Amendments to Title 18, with the following changes:

1. _____
2. _____
3. _____

Alternative – Denial:

I move that the Council deny Ordinance 26-65.