



Salt Lake County Bicycle Advisory Committee (SLCBAC)

Mission and strategic thinking components: Advise the County Mayor on all things bicycle related that promote safety, education, economic development, inclusive long-term planning, and a linked active transportation system Countywide.

Vision: Bicycle Salt Lake County

Advocate county-wide for:

1. Thinking and acting strategically as a united community of interest to develop a linked active transportation infrastructure;
2. Searching for and leveraging both alternative and traditional long-term sources of capital for infrastructure development;
3. Cooperatively developing and implementing a long-term success strategy for Salt Lake County that includes: education, safety, connectivity, and economic development;
4. Cooperatively developing an incremental infrastructure plan that strategically places "low hanging fruit" into a long-term plan. The plan should include strategies for funding (see 2 above), new development, re-development, and maintenance.

Meetings: 1st Wednesday of each month 5:30 to 7:30 pm. Meet in the Utah Extension Service Conference Room 1st floor South Building of the Salt Lake County Government Complex 2100 south and State.

For more information contact:

A.J. Martine Chair
ajmartine801@gmail.com



*City Council Meeting November 14, 2013
Planning Update*

1. General Plan

- Public hearing held on October 17th and November 7th.
- Draft plan and maps are available on the website.
- PC recommended approval on November 7th.
- City Council public meeting on November 14th.
- Staff mailed a flyer to every resident this week.
- Created a page on the website with all the Plan information and density powerpoint.

2. Planning Commission approvals November 7th

- Herriman Towne Center
 - ✓ Garbett site plan and elevations for townhomes (232 units) on 134th
 - Updated elevations include brick
 - ✓ McArthur Townhomes
 - 76 units east of the Rec Center
 - Same elevations being built south of Silver Crest

3. Applications on Planning Commission November 21st

- Bach apartments in HTC; 304 units, south of the future park and ride
- Rose Basin Rezones
 - ✓ Hamilton 27 acres
 - ✓ DeHaan 9.68 acres
- Mascaro nonconforming use
- Amendment to HTC design guidelines

4. Other

- Appeal of fencing in Boss subdivision reversed by Appeal Authority.
- *Top 5- Update of the entire Land Use Ordinance*
- *Top 5- Training for City Council/Planning Commission*

Engineering Projects Update November 14, 2013

TYPE	ID	Project	% Complete	% Spent	Status
ROADS/TRANSPORTATION	1	Transportation Master Plan and Impact Fee Update	40%	22%	Update to Council 11/14. Open house planned for 12/04.
	2	13400 South Asphalt Overlay	100%	80%	Collars were completed 11/14. Project is now complete.
	3	7530 West Roadway	Design: 98%	Design: 97%	ROW negotiations ongoing. Plan to pave in Spring 2014 per developer's progress.
	4	Traffic Signal at Mirabella and Rosecrest Drive	25%	0%	Scheduled to be in operation by the beginning of the school year for 2014.
	5	5600 West Road from Herriman Parkway to Main Street	45%	0%	Construction is ongoing for drainage, utilities and walls.
PARKS/TRAILS	6	Black Ridge Asphalt Trails	100%	90%	Work has been completed.
	7	Trails from Lookout Ridge to The Cove	Design: 95%	Design: 0%	Construction is on-hold due to private property owner approval.
	8	Asphalt Trails at 13400 South & 6000 West Triple Crown and 6300 West Cove Trail	Design: 5%	0%	Determining the trail alignment and gathering survey data.
	9	Pee-Wee Ball Field at Butterfield Park	Design: 25%	0%	Finalizing site layout, reviewing utility needs and verifying drainage plan.
WATER	10	5 MG Culinary Water Tank	Design: 50%	Design: 20%	Negotiating with Kennecott for property purchase on the south side of 11800 South.
	11	John D. Stillman Well	90%	80%	Startup planned for December 15 th .

HR SERVICE, INC.
Employee Satisfaction Survey
Cost: \$1,500 (was not budgeted)

The Process:

- Herriman HR will send an email to employees and give them information on the survey, the third party administrator, and the timeline. HR Service, Inc. (HRSI) has a suggested letter
- We provide email addresses to HRSI so they can send the survey link to employees
- Sample survey is approximately 61 questions and can be tailored completely to capture the concerns or queries we are interested in. The survey takes about 15 minutes
- HRSI will send survey to the employees. They use Survey Monkey but customize the survey according to our needs. They can track participation levels by percentage according to date of completion
- We send a reminder email to employees to remind them to take the survey and make sure the survey is complete by the timeline
- Once survey is done, HRSI will pull together reports and data, (quantitative answers and essay answers). See attached sample survey.
- HRSI will analyze the data and give it back in a report with a link to review comments and scores, and a spreadsheet that shows the percentage scoring grades tied into results
- Deliverables:
 - Review employee problems, challenges, concerns and opportunities for improvement with recommended solutions to address them
 - Report of employee perceptions on critical areas like pay, benefits, management, training, recognition, communications, teamwork, work environment, their job, etc.
- HRSI suggests that we share the data with employees (removing extremely harsh comments)
- After survey we pick two or three priority challenges to focus on and improve. Additional fees (\$600 per topic, for additional help from HSI) charged for help beyond the survey
- HRSI will help us form a team based on the challenges to improve and determine the root cause of the major problems with HSI facilitating and helping to determine how to address the challenges
- HRSI owns data from the survey
- HRSI keeps the data and would like to do a similar survey next year to show comparison and improvement
- No specific benchmarking data because the survey is completely customized
- HRSI can give benchmarking information based on benefits and pay compared to other entities they have surveyed

PROS of HRSI

1. The survey is completely custom (not a template) and tailored to our specific needs and requirements
2. HRSI is local and available to follow-up and help focus on improvements and facilitate focus groups
3. Less expensive

CONS of HRSI

1. No specific benchmarking abilities other than survey information they have already performed with other companies and employees

Herriman City - Employee Opinion Survey

[Exit this survey >>](#)

1. Introduction

Read each statement and check the box using your mouse that most accurately expresses your level of agreement with the statement. There are essay questions throughout as well allowing you opportunity to make comments and recommendations.

Your survey response will be completely confidential and anonymous. Please be open and honest in completing this survey. No attempt will be made by anyone to identify specific individuals, including senior management. Your response and comments will be compiled with others into one final report.

If you have questions, call (801) 685-8400.

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2. Products and Services

1. The Company's products or services are high quality and top of the line.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

2. Innovation is encouraged and reinforced by the Company.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

3. Our Company puts the customer first and is always looking for better ways to meet their needs.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

4. My co-workers are committed to doing high quality work.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

5. The following suggestions will improve our service or product:

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3. Environment

1. I feel that I have control over the job I do.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

2. The Company and my supervisor help me feel secure in my job.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

3. The work environment helps me be productive on the job.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

4. I am comfortable referring others to work at this organization.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

5. My work environment is positive and productive free from negativity, and backbiting.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

6. My work area is safe and clean, adequately lighted, cooled or heated.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

7. The following suggestions will improve the overall work environment and culture:

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4. Strategy

1. I understand the organization's strategy, purpose and overall objectives.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

2. I understand how what I do impacts the overall organization's strategy, objectives and purpose.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

3. I suggest the following to improve how strategy and objectives are communicated and shared with employees:

4. The following suggestions would help the organization achieve its strategy, objectives and purpose:

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5. Performance Management

1. I know what is expected of me at work.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

2. My job performance expectations and how they are measured are realistic and achievable.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement scale	<input type="radio"/>				

3. My supervisor provides me regular positive and constructive feedback that helps improve my performance.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

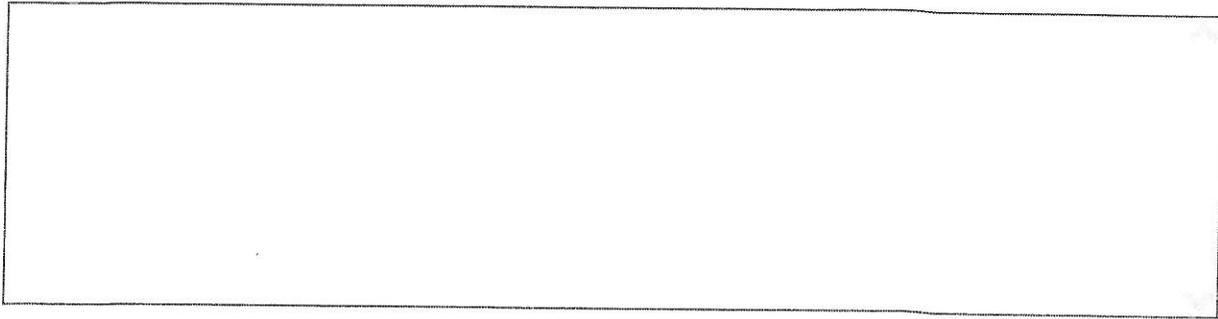
4. The Company and my supervisor engage in activities that help me develop skills and abilities.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

5. My supervisor helps me to identify and build upon my strengths.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

6. The following suggestions will improve how performance is defined, tracked, reinforced or communicated:



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6. Training, Development and Resources

1. I have received the training needed to meet the requirements of my job.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

2. During the past year, I have had opportunities at work to learn and grow.

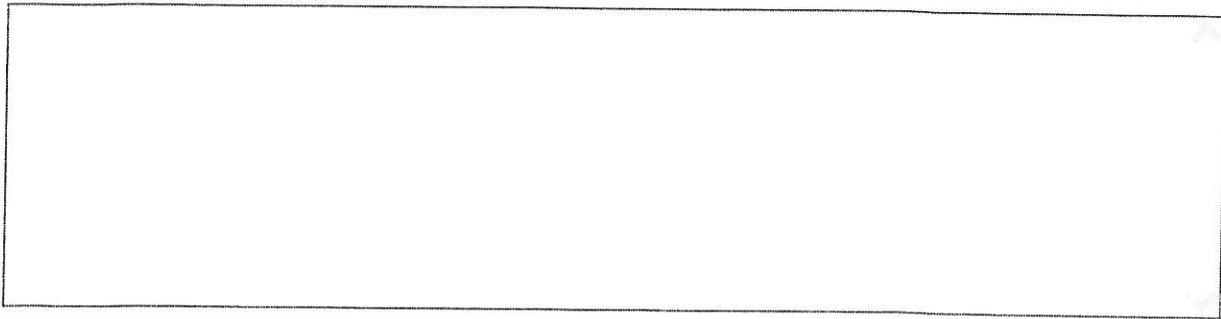
	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

3. There are clear methods for me to learn, grow and develop at this organization.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

4. Employees need training in the following areas:

5. Employees development and career planning would improve by doing the following:



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7. Engagement

1. I feel engaged and motivated to do my best work.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

2. People at work are accountable and take responsibility to do the right thing even when nobody is looking.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

3. I enjoy my job and feel that I add value to the organization or customer.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

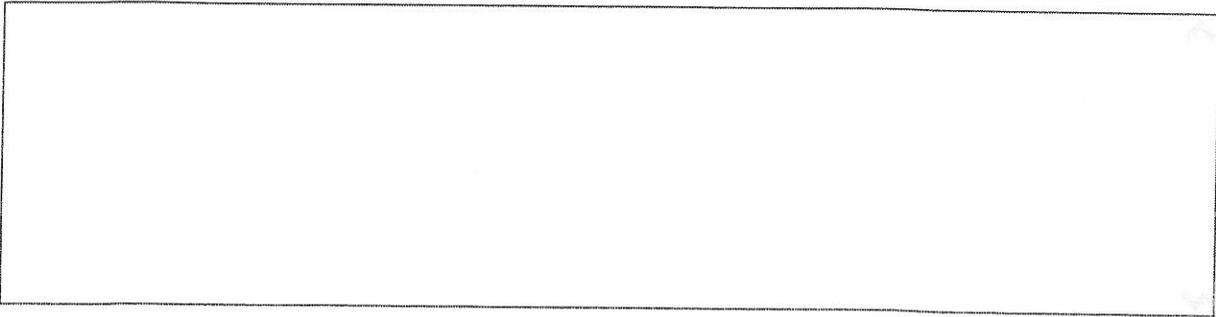
4. Even if I were offered comparable position with similar pay and benefits at another organization, I would stay with this Company.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

5. I feel like my opinion is appreciated and that I have a voice in the Company.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

6. The following suggestions will improve engagement, morale and motivation:



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8. Team Work

1. My team works well together with little conflict.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

2. There is strong cooperation and teamwork between departments.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

3. The following would improve teamwork:

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9. Communication

1. Communication from the Company is clear and open.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

2. Changes and priorities are clearly communicated so I know how I am impacted.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

3. Communications between departments and team members is clear and effective.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

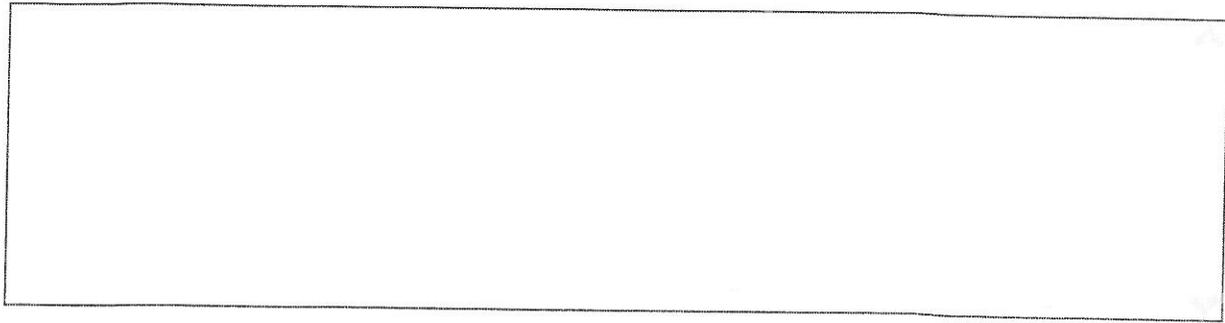
4. My supervisor is easy to talk with. S/he listens to me.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

5. I am comfortable discussing my concerns openly and honestly with my supervisor.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

6. The following suggestions will improve communications:



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10. Relationships, Consistency & Fairness

1. The Company treats work teams and departments in a fair and consistent manner.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

2. The Company keeps good relationships with employees and really cares about me.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

3. My supervisor is fair and consistent in how he or she treats employees.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

4. The following will improve consistency and fairness:

5. Employee relations would improve by doing the following:

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Exit this survey >>

11. Recognition

1. When I do a good job, it is noticed and recognized by my supervisor.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

2. The Company does a great job at noticing, recognizing and rewarding good performance.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

3. The following suggestions will improve recognition efforts at the Company:

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12. Leadership

1. I feel my supervisor truly cares about me.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

2. My supervisor listens to my concerns and opinions.

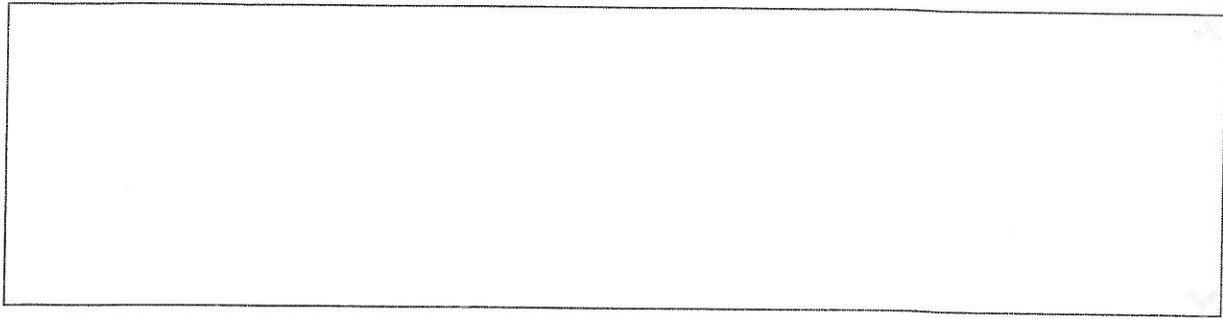
	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

3. My supervisor treats employees with respect.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

4. The following changes would help senior managers:

5. The following changes would help my supervisor:



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13. Compensation and Benefits

1. The Company is fair and consistent with their pay practices.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

2. I understand the process used in determining pay rates at our organization.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

3. I am satisfied with our employee benefit programs.

	Strongly Disagree	Disagree	Sometimes Agree	Agree	Strongly Agree
Agreement Scale	<input type="radio"/>				

4. I recommend the following pay or benefit changes:

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14. General Ideas & Suggestions

1. The following suggestions will help improve our overall business:

2. Please share any thoughts, comments or ideas not covered in this survey.

<< Prev

Done >>

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**SHRM People InSight
Employee Satisfaction Survey**

Cost: \$1,975 (based on number of employees) and has not been budgeted

The Process:

- Meeting on Wednesday, November 20, 9:00 am to discuss details of survey and do an overview with Justina from SHRM
 - The meeting with Justina will be a 30 – 40 minute information session providing sample questions and reports
 - After the meeting with Justina, and if we proceed with SHRM, we provide email addresses to SHRM and they will send out information and an invitation to the employees to participate, as well as inform them that this survey is administered by a third party.
 - Justina will then send an email as well as a sample of the questions and reporting device to HR
- SHRM has their own survey device (not Survey Monkey). 100 question survey on a table format. It takes 10 – 15 minutes to complete electronically (paper copies available also)
- Participation in the survey is anonymous
- Each employee is given a unique link and a password while maintaining their anonymity
- SHRM will send 2 – 3 reminders to the employees to complete the survey
- SHRM will provide update report detailing how many employees have completed the survey
- The survey can be slightly tailored
 - Two free deletions on the survey
 - \$200 per deletion after the first two free deletions
 - \$200 per addition
- The information is benchmarked against 10,000 US employees based on similar size, industry, and management
- Information is returned in easy graphs that report the outcome

Pros of SHRM

1. Benchmarking against 10,000 U.S. employees in the same industry
2. SHRM has their own survey device, not Survey Monkey
3. SHRM has their own survey already to go with minimal changes

Cons of SHRM

1. Changes (additions or deletions) to the survey are expensive (it is a template)
2. We are not sure we will get the questions we want addressed
3. No additional help, advice, or information available after the survey
4. SHRM is based in Virginia, not locally
5. SHRM People Insight has been difficult to reach

SHRM® PEOPLE INSIGHT

An Employee Job Satisfaction & Engagement Survey Service

Now more than ever, organizations understand that performance is driven by their chief resource: their people. Success for an organization hinges upon its ability to *engage its workforce*. To retain top performers, organizations must develop talent management strategies that are based on their employees' specific needs. Since 2002, SHRM has conducted employee job satisfaction surveys to help organizations evaluate their talent management strategies and workforce engagement.

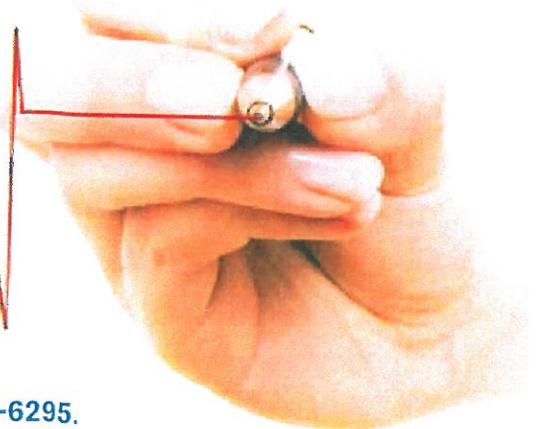
Why should my organization use SHRM® People InSight?

- **Results.** → SHRM's survey methodology offers a thorough analysis of 35 aspects of job satisfaction and 34 aspects of employee engagement most commonly linked to organizational performance.
- **Ease.** → SHRM administers the online survey to your employees and sends you a final, comprehensive report within 10 business days.
- **Granularity.** → Using the data in your report, you can compare your employees' ratings of "importance" versus "satisfaction" for each aspect.
- **Customization.** → Your report includes data from the overall employee population at your organization, as well as breakdowns by individual departments or business units. You may opt to include additional questions to SHRM's core questions, thereby customizing the survey to meet your organization's needs.
- **Benchmarking.** → Your results are benchmarked by industry, by similarly sized organizations and against our database of 10,000 U.S. employees.

**SCHEDULE A
BRIEF DEMO
TODAY!**



To view sample questions and reports, e-mail peopleinsight@shrm.org or call +1-703-535-6295.



What does People InSight deliver?

- Information on what your employees believe is important for creating and maintaining job satisfaction and engagement.
- Insight on what you're doing right and where you can improve with respect to employee job satisfaction and engagement.
- Comparative data, so you can benchmark your results against other U.S. employers based on organization size and industry.

What areas does People InSight explore?

- Engagement Opinions
- Engagement Behaviors
- Conditions for Engagement
- Career Development
- Employee Relationship with Management
- Compensation and Benefits
- Work Environment

Is People InSight available to organizations with employees outside the U.S.?

Yes, provided you want to benchmark the survey results from your global employees against data on U.S. employees.

How can I be sure that my industry is included in People InSight?

SHRM's database covers 10,000 U.S. employees in 22 major industries and more than 100 sub-industries (based on NAICS codes). Most likely, your particular industry is included. If you are unsure of your organization's industry, please contact us.

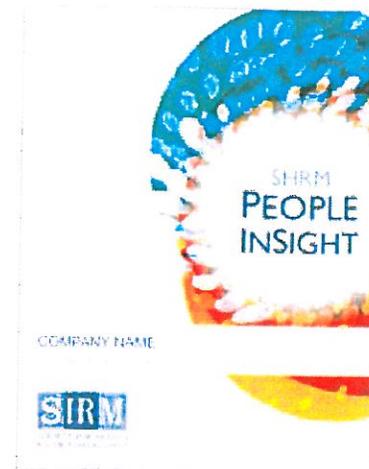
People InSight is affordably priced for small and mid-sized organizations.

For questions and ordering information:

www.shrm.org/peopleinsight • **+1-703-535-6295** • peopleinsight@shrm.org

What is SHRM?

The Society for Human Resource Management (SHRM) is the world's largest association devoted to human resource management. Representing more than 250,000 members in over 140 countries, the Society serves the needs of HR professionals and advances the interests of the HR profession. Founded in 1948, SHRM has more than 575 affiliated chapters within the United States and subsidiary offices in China and India. Visit SHRM Online at www.shrm.org.



“The service was just what we needed and very timely. The turnaround for the report was fast; I was able to get the data in my hands quickly...it worked for us!”

*Mary Kay Bonilla
MSU Great Falls College*



Comment Form

One of the most important parts of our **City Meeting** is the opportunity for citizens to speak. In an effort to maintain an orderly meeting and to insure the rights of others, we ask that the following rules be followed.

1. This comment form must be completed and submitted by everyone who wishes to make any comments to any item on or off the agenda.
Whether you are the applicant/representative or if you just wish to comment for or against the item.
Please submit this form to the CITY RECORDER before the start of the meeting.
2. Clearly state your name (please spell last name) and address for the record.
3. Observe the (*2 minutes*) time limit given for each remark.
4. Speak only to the Chairman and Council members of tonight's meeting.
5. Follow directives that may be given by the Chair.

In addition to these rules, each speaker is encouraged to be specific in their remarks.

NAME: KURT WALKER DATE: 11/14/13
(Please Print Clearly)

PHONE NUMBER(s): 801-302-9018 Email: KWALKER@MOUNTAIN
ADDRESS: 5756 ARUNDRIDGE DR VALLEYTIME.COM

SHORT Summary of your comment /remarks tonight: THE CITY NEEDS TO
TAKE FURTHER ACTION TO MANAGE/REMOVE THE DEER
POPULATION WITHIN THE CITY. THEY ARE DANGEROUS
AND DISTRUCTIVE

(Please use the backside of this paper if you do not have enough space for your summary).

NOTE: All citizens attending tonight's meeting will be expected to respect the rights of others by refraining from any open display of support or opposition to the remarks of any speaker, or open demonstration thereof. Anyone not complying with these rules of procedure may be asked to leave the meeting.

I have read and agree to abide by the rules listed.

Signed by: [Signature]
(This form is not complete unless signed)



HERRIMAN CITY

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NAME: Steven Malone DATE: 11-14-13
(Please Print Clearly)

PHONE NUMBER(s): 801-531-5696 EMAIL: malonesp@me.com

ADDRESS: 5337 Mountain Vista Drive West Jordan UT 84081

SHORT Summary of your comment /remarks tonight: Representing Salt Lake County Bicycle Advisory Committee.
here to introduce the committee and to solicit
Residents to volunteer as Board Members

(Please use the backside of this paper if you do not have enough space for your summary).

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NAME: Glen Larson DATE: 11/14/13
(Please Print Clearly)

PHONE NUMBER(s): 801 999 8094 Email: glen.larson9@gmail.com

ADDRESS: _____

SHORT Summary of your comment /remarks tonight: Master plan

General Master Plan Updates

(Please use the backside of this paper if you do not have enough space for your summary).

NOTE: All citizens attending tonight's meeting will be expected to respect the rights of others by refraining from any open display of support or opposition to the remarks of any speaker, or open demonstration thereof. Anyone not complying with these rules of procedure may be asked to leave the meeting.

I have read and agree to abide by the rules listed.

Signed by: _____
(This form is not complete unless signed)