



## COUNCIL AGENDA MINUTES \*AMENDED #1

Thursday, February 13, 2014  
Approved February 27, 2014

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### 5:00 PM ~ WORK MEETING: *(front conference room)*

**Attendance:** Mayor, Carmen Freeman

**Council Members Present:** Mike Day, Matt Robinson, Craig B. Tischner and Coralee Wessman-Moser

**Staff Present:**  
John Brems, City Attorney  
Cindy Quick, Deputy City Recorder  
Brett geo. Wood, City Manager  
Gordon M. Haight II, Asst. City Manager  
Shauna DeKorver, Finance Director  
Cheeryl Jeppson, Human Resource Director  
Monte Johnson, Operation Director  
Bryn McCarty, Planning Supervisor  
Blake Thomas, City Engineer  
Justun Edwards, Water Director

#### Review of tonight's agenda ~ *Carmen Freeman, Mayor*

Mayor, Carmen Freeman called the Herriman City Council meeting to order at [5:08:04 PM](#) and welcomed those in attendance. He briefly reviewed the agenda. He reviewed the process of approving the minutes. The council discussed timely approval of the RDA meeting minutes. Mayor Freeman requested the RDA meeting minutes to be part of the next city council meeting and get them approved. Gordon Haight explains that they cannot bring the RDA minutes to the city council meeting because the RDA is a separate board. Cindy Quick explains that she can post the minutes with verbiage that shows Waiting Formal Approval on them so that they are available for review quickly. Mayor Freeman recognizes and welcomes Ken Spencer and continues to the next topic.

#### Additional:

##### Riverton City Senior Center ~ *Carmen Freeman, Mayor* [5:15:54 PM](#)

Mayor Freeman explains that Mayor Applegarth informed him that this senior center pulls from a number of communities. Mayor Applegarth asked if the city would like to donate to the Riverton City Senior Center. He mentioned that Bluffdale donated \$20,000. Mayor Freeman expresses appreciation for Mayor Applegarth and informed the council that approximately 60 residents who participate in the Senior Center are Herriman residents. Matt Robinson asks if we can use the CDBG money. Bryn McCarty explains that we can, but the money has to be requested from them. The Senior Center would have already had to provide a proposal to the county. Bryn expresses that this same question was brought up last year and it was explained to them then, but they still did not see an application from them this year. Coralee Wessman-Moser explains that this center is a Salt Lake County facility. She surmises it's the right thing to do to help them with transportation needs and feels the center should be given a clear explanation of how to apply for the CDBG money.

Mike Day believes the city should make a good will gesture and donate. A donation could be made after July 1, 2014. All council members present felt that this was an important donation to make. Mayor Freeman further expressed that Mayor Applegarth was on board to have the trax line come through Herriman as well as the tunnel to Tooele.

▪ **Budget Amendment** ~ *Shauna DeKorver, Finance Director* [5:25:45 PM](#)

Shauna DeKorver orients the council regarding amendments to the budget and passes out a list for their review. Mayor Freeman asks Gordon Haight to go through the presentation that he's prepared for the regular meeting. Gordon reviews the presentation with the council.

The Park Master Plan - Gordon explains that the Park Master Plan needs to be updated and that \$70,000 will also incorporate a new park impact fee. Initially he requested \$80,000 but direction was received for a smaller package, so \$70,000 is for consultant and financial work.

Blackridge Summer Prep – Gordon explains the need to have summer preparation before the reservoir opens. This \$35,000 is being requested earlier before the summer opening. The original request has not changed, however, this will be for buying materials and the rest of the work will be done in the fall. A short discussion about the need for a foot wash station took place at this time.

Street Light Conduit for 5600 W from Main Street to Herriman Parkway – Gordon explains that the park strip is very narrow through this area (only about 2 feet). The city is looking at putting the conduit under the sidewalk, which will be paid for by the developer. However, it was not intended to pay for the conduit for the future street lighting. If the council chooses to install street lights here, it will require significant funding. The \$40,000 will provide boxes on one side of the road with the conduits in place so that street lights could be installed in the future. This way the concrete won't have to be cut to install the street lights.

Waterline Relocation for 5600 West – Gordon explains that \$140,000 is the city's burden to relocate this line.

Updated Impact Fee Analysis for Storm Drain – Gordon explains that \$10,000 is for the SLR Annexation to get the impact fee adopted.

Employee Relations – Gordon explains that \$2,500 is for employee relations.

Towne Center Street Light Incentive Program \$50,000 – Gordon explains that the developer suggested a way to lessen the impact to the city would be street lights over a multi-year period. The developer would be charged up-front and that money would go into the street light fund and then an allocation would be issued for a set amount of street lights. This would be funded by the city through this incentive program. He reiterated that this would be done over a multi-year period.

CDA Sales Tax Study – Gordon explains that John believes the CDA Sales Tax Study is a better option. With this option you'd take a tax increment from a commercial area that would be used as they collect it and pay it back. The RDA would allocate the \$200,000 from the tax increment over so many years as it came into the city. The RDA would assign that money to be paid to the city street light fund. The street light fund would then provide a set amount of street lights. Matt Robinson questions if this money can only be used in this area. John Brems specified that if the money is collected from this area then it needs to be used in this area. Gordon explains that he will have further discussions with John Brems because he has already committed to start doing the Street Light Incentive Program this year. Coralee Wessman-Moser comments that the CDA seems like the right thing to do. Gordon turns the time over to Cathryn for the rest of this presentation.

Building Department Budget Increase - Cathryn Nelson reviews the summary of the requested budget amendment for the building department. A brief discussion of the first slide took place. The current budget is \$45,000 the projected total we are going to need is \$115,000.

Billing for Plan Review by Contract Services (Sunrise Engineering) – this shows the projects covered in the past year and a half.

Projects expected before July 1, 2014 – this illustrates a significant amount of projects BEFORE July 1, 2014. This impacts the plan review services.

Billing for Building Inspection by Contract Services (Sunrise Engineering) – this is showing Contract Services for the past year and a half. Dramatic increase after Jesse Bullock (our previous building inspector) leaves. Increases have been significant due to the loss of Jesse but also because of a significant increase as well.

Total number of permits issued by month – this slide includes every single permit issued. For every permit issued we do roughly 8.3 inspections for each permit issued.

Permits issued by month with projected total for 2014 - This slide shows the anticipated permits that we will be issuing this year and those we've issued in the past. Mayor Freeman comments that it's his understanding South Jordan is slowing down on high density permits which may bring more permits to the city. This illustrates that the city expects to exceed our highest year in 2005.

Projected permit issuance – shows the projected permits we anticipate.

Number of inspections by month – this slide illustrates the number of inspections by month showing permits completed by city inspectors, building official and contract inspectors.

Projected number of inspections – shows the number of inspections the city expects to have for city inspectors, building official and contract inspectors. The plan is to maintain this department through July 1, 2014. Cathryn explains that there are problems using contract services. The one she sees mostly is an issue with ownership. Any problems end up with the city building official. She finds that she is pulled into more problems because of contract inspectors.

▪ **Employee Survey ~ Cheeryl Jeppson, Human Resources Director/Ken Spencer 6:06:47 PM**

Cheeryl briefly reviews the history of the employee survey requested from the council. She introduces Ken Spencer and turns the time over to him. Ken Spencer reminds the council that the reason for having this survey is for feedback from the employees. He explains that he has gone to great lengths to keep the data confidential. He asks the council to remember that the results are the employees' perception and that's their reality.

Ken's data has been color coded. Yellow means opportunity to improve. Red signifies an area that needs improvement. Blue shows areas of good performance. Several categories were reviewed.

Services – High Quality, Puts Customer First and Co-Worker Quality these were all areas that scored high. Innovation is an area that scored lower.

Comments made – needs to hire more people, under staffed or over worked, make employees more accountable and empowered.

Matt Robinson asked how many participated. 68 responded, that's 92%.

Overall Environment – How do I feel about the amount of control I have over my job, Job Security, Work Environment and would I refer others to work here. These all scored about a 3.5. Job Satisfaction and Work Area scored higher and positive work environment.

Mike Day asks Ken to explain the difference between work environment and positive environment. Ken explains that the work environment would be whether or not I like my desk, the tools I have, etc. and positive environment is focused on people.

Comments made (what can we do better) – atmosphere of fear, lack of trust and follow through, lack of empowerment to do the job, equity and treatment of others.

Do I understand Herriman City purpose and objectives? Have the top five goals been discussed with me? How do I align my job with the purpose and objectives? Herriman employees scored well in this area.

Comments made – provide clear and concise goals and objectives, regular department team meetings.

Performance Management – clear expectations, expectations realistic, receiving feedback from supervisor, does feedback build on my strengths.

Comments made – provide feedback on my strengths not just weaknesses, solution oriented feedback, written job descriptions.

Training and Development – Training Met, Resources, Work Load, Job Fit, Growth Opportunities, Promotional Opportunities.

Comments made –how can I progress, advancement availability, computer operating skills, management training.

Overall Engagement – (great scores) engaged and motivated, job enjoyment value, accountable and responsible, commitment to stay. (lower score) is my opinion heard.

Comments made – employees have no input, consistency across employee levels for disciplines, open to new ideas, listen to employees.

Ken asks council to be thinking how to respond to this survey to show employees they've been heard. Matt Robinson responds that doing the survey does not guarantee things will change. Mayor Freeman explains that the council needs to look and see what areas we need to work on. Ken suggests working on two or three areas to make a meaningful difference. Mike Day suggests making changes to things we do often.

Team Work – how well do we get along, how well are complaints resolved, do I feel accepted.

Comments made – integrating departments (more of that), get rid of favoritisms, communicate between departments more.

Communications – from Herriman, about priorities before it's impacting them, between departments, from supervisor, comfortable being open.

Comments made – wants to know the big picture as well as the little things, open lines of communication, conflict resolution, supervisor follow through, consistency in fairness, Herriman shows they care, supervisor fairness and consistency. More consistent on promotion, make people accountable, follow policies and procedures.

Ethics – reviews ethic requirement, ethic training, complaining without fear of reprisal (lowest scores on the whole survey), Comments made – set clear concise ethical standards, set policy guidelines and follow through, more checks and balances needed.

Recognition – supervisor vs. Herriman City.

Comments made – more positive feedback, award productivity, leadership – supervisor listens, confidence in senior management, respectful.

Compensation and Benefits – (scored high)

Comments made – post level of pay for positions available, women are not paid as well as their male counterparts and clarification on what is needed for a raise.

Summary of the Highest Scored Areas – benefits, alignment of job, high quality service, putting customer first and having clear expectations.

Summary of the Lowest Scored Areas – fear of complaining without reprisal, creating a positive work environment, being listened to and opinions heard, resolving complaints consistently and positively, Herriman City recognition.

Ken explains that they will go into more detail with comments in the closed meeting.

A brief discussion of how to utilize this data took place between council and staff.

Council Members thank Ken, Cheeryl and staff for their efforts in bringing about this survey.

Council Member Coralee Wessman-Moser suggests that a meeting take place so that the employees can see these results and know that the council has seen it as well. This is generic enough that it can be presented to the employees.

[6:43:00 PM](#) Mayor Freeman reports about the legislature. He explains that it looks like the transportation bill is dead. His understanding is the speaker wants iPads and electronic equipment for the schools and it's going to be taken out of the transportation fund. Mayor Freeman still feels like roads are a big issue because they are maintained through the general fund.

He reported that the prison seems like a hot item on the legislature.

He asks Brett to report about the EDC Utah meeting.

[6:46:55 PM](#) Brett Wood informed the council that EDC Utah liked the packet and the tour the city took them on. EDC Utah told us that the city needs to have a 40,000 square foot building to bring business here. He felt excited showing them what Herriman has to offer.

Coralee Wessman-Moser briefly explained the outline of the day and that EDC Utah watched the city's commercials and they thought they were great. Regarding the 40,000 square foot building EDC Utah expressed that they know of companies that want to locate but they have 10 or fewer vacancies where the companies would be close to tech/transportation corridors. So they were underscoring that if a developer can partner with someone to build an office building along the Mountain View Corridor in Herriman, it will be filled quickly.

Brett Wood continues that we had a lot of attention from EDC Utah this year.

Coralee added that EDC Utah will be at ICSC this year.

[6:51:43 PM](#) Coralee asks Clint Smith to report about transportation funding. Clint Smith feels that we should require our representatives to follow through with what they asked us to do. We did what they asked of us and we received nothing. He feels our representatives should go back to the legislature with a new funding source. Matt Robinson expressed that we should share a video about debt with our representatives.

- Other

## 7:00 PM ~ GENERAL MEETING:

<b><u>Attendance:</u></b>	Mayor, Carmen Freeman
<b><u>Council Members Present:</u></b>	Mike Day, Matt Robinson, Craig B. Tischner and Coralee Wessman-Moser
<b><u>Staff Present:</u></b>	John Brems, City Attorney Cindy Quick, Deputy City Recorder Brett geo. Wood, City Manager Gordon M. Haight II, Asst. City Manager Shauna DeKorver, Finance Director Cheeryl Jeppson, Human Resource Director Cathryn Nelson, Building Official Monte Johnson, Operation Director Bryn McCarty, Planning Supervisor Blake Thomas, City Engineer

### 1. Welcome- [7:02:04 PM](#)

Mayor, Carmen Freeman called the Herriman City Council meeting to order and welcomed those in attendance.

- 1.1. [7:03:50 PM](#) Invocation:  
Brayden Hamilton offered the invocation tonight.
- 1.2. [7:02:54 PM](#) Pledge of Allegiance/Flag Ceremony:  
Beau Petty with Troop 1021 presented the colors for the flag ceremony tonight along with Troop 1425.
- 1.3. [7:04:13 PM](#) Roll Call:  
Mayor, Carmen Freeman asks for the minutes to reflect all members of the City Council are present at tonight's meeting.
- 1.4. [7:04:22 PM](#) Recognitions:  
Mayor Freeman asks for recognitions from council.  
  
Coralee Wessman-Moser gave recognition to 13 Life scouts in the Crown Rose area who are working on their Eagle Scout projects. Later this year they will receive their award together and they've invited the council to attend. She also reports that Herriman High, Fort Herriman Middle and Copper Mountain Middle School combined for a Monster Band that she attended and they did a fantastic job.  
  
Mayor Freeman expresses condolences to Talia Shae Cowley Graham and her family. Talia passed away on Monday.  
  
Mayor Freeman recognizes Melissa Hughes, in the Hamilton Ridge Area, she was voted Salt Lake County Mother of the Year and her step-mother, Melanie Stoker was voted Utah Mother of the Year. Coralee Wessman-Moser also congratulates the DARE graduation children from Butterfield Canyon Elementary.
- 1.5. [7:06:45 PM](#) Citizen Comments: *(A time for citizens to address council with issues NOT listed on tonight's agenda)*  
Mayor, Carmen Freeman opens the meeting for citizen comments. He calls for any person(s) who wish to speak to the council to come to the podium, state their name and address and to speak about issues that are not listed on tonight's agenda.  
  
David Watts, 14461 Windom Road, representing 70 individuals from the Rosecrest Village Community Association. He reads a prepared statement regarding deep concern about the proposed changes being made to the Rosecrest Village Plat 3. They oppose these changes. (statement is attached to these minutes).

Mayor Freeman responds that this issue will be before the planning commission and residents can voice their concerns to the commission during that meeting.

Matt Robinson compliments David regarding his presentation to the Planning Commission. He was very well prepared and very respectful.

Joshua Casto, 14669 Rock Canyon Circle. Joshua reviews the top five goals of Herriman City. He asks a question about the vision of the city and asks what young people like him can do to help.

Mayor Freeman explains that the city just completed a 20 year plan and expresses that he can be part of those decisions that are being made. He requests that Joshua share his opinions and concerns to the city.

Coralee Wessman-Moser reports on the City Council Retreat in January. She explains that the vision of the city was discussed during that meeting. The council wants the community to be a place the residents can call home.

Mike Day responds that the council wants Herriman to be a place where the residents feel comfortable. He encourages Joshua to stand up and make a difference in his school and neighborhood and also encourages him to vote and let his voice be heard.

Mayor Freeman adds that a few voices really do make a difference. A few voices have been very impactful on the boards he's been a part of in the past and in this community as well.

Joshua Clay Bolton, 14519 Rygate Drive informed the council that his feelings are the same as David Watts. He invited the council to come to a walk-through tomorrow morning with his community. The walk-through is at 8:30 am at the clubhouse on Rygate Drive in the Rosecrest Village area.

Mike Day comments regarding the Planning Commission meeting. He attended the meeting and he appreciated how the commission listened. Mike is aligned with their direction.

Mayor Freeman asks if there are any further comments from residents tonight, being none he closes the Public Hearing portion of the meeting at [7:21:10 PM](#).

## 2. APPROVAL OF MINUTES:

- 2.1. [7:21:11 PM](#) Electronic/Paper Minutes: January 15, 16, 23 and February 6, 2014  
**\*December 12, 2013**

Council Member Coralee Wessman-Moser **MOVED** to approve the electronic and draft written minutes of January 15, 16, 23 and February 6, 2014 and December 12, 2013. Council Member Craig Tischner asks if that is with the changes in the minutes of the 12<sup>th</sup> (December 12, 2013). Council Member Coralee Wessman-Moser states, yes, there was one sentence submitted and I'm fine with that.

Council Member Mike Day **SECONDED** the motion.

Mayor, Carmen Freeman asked if there are any questions, comments or concerns regarding the motion.

Being none, he calls for a vote.

Councilman Mike Day	Yes
Councilman Matt Robinson	Yes
Councilman Craig B. Tischner	Yes
Councilwoman Coralee Wessman-Moser	Yes
Mayor, Carmen Freeman	Yes

Vote passed.

Motion carried.

## 3. PRESENTATIONS:

- 3.1. [7:21:50 PM](#) Employee Survey ~ *Cheeryl Jeppson, Human Resources Director/Ken Spencer*

Mayor Freeman briefly describes that the council felt it important to reach out to the employees to ascertain how the city is functioning and to provide employees an opportunity to voice their opinion. The Mayor and council are committed to Herriman employees in keeping this information confidential and the Mayor and City Council will be responsive.

Council Member Matt Robinson believes Herriman is the best community in the state. However, we know we have opportunities to do better. As a council we wanted to ask those who work here for their feedback and what we could be doing better. The data is very helpful and healthy and he expresses thanks for those who participated. There were over 90% who participated.

John Brems explains that the data Ken Spencer has collected is his data and it's not ours and it will not be subject to GRAMA.

Mayor Freeman turns time over to Cheeryl Jeppson.

Cheeryl Jeppson expresses that the city has always considered our employees to be our greatest asset. This survey was a great opportunity to hear from them. She wanted to note that there were also compliments provided in the survey. She informed that it's been a great pleasure working with Ken Spencer and introduces him to the council. Cheeryl turns the time over to Ken Spencer for his presentation.

Ken Spencer presents a PowerPoint to the council and public and briefly explains each slide. Please see the PowerPoint he presented during the meeting for further detail.

Mayor Freeman explains that the council was able to go through this presentation in the work meeting prior to this meeting and had a rather lengthy discussion about this data. He thanks Ken for the information provided.

#### 4. CONTINUED BUSINESS:

- 4.1. [7:37:16 PM](#) Discussions and consideration of **Ordinance No. 14-05** "Text Change to Title 5 Chapter 1, Animal Control, regarding dog tethering and dog breeding." *(cont. from January 23, 2014) ~ Brett geo. Wood, City Manager*

Brett Wood briefly reviews this ordinance and explains that public comment was received during the January 23<sup>rd</sup> city council meeting. Two different viewpoints were heard. This ordinance will align with Salt Lake County ordinances if it's passed. The city has received several complaints about dogs being chained up for hours. Brett asks council if they have any further questions regarding this ordinance.

Coralee Wessman-Moser explained that discussion about this ordinance has already taken place. She wants residents to understand that this ordinance will be complaint based enforcement. The ordinance does align with Salt Lake County.

Craig Tischner asks if the ordinance states class B. He explains there is other enforcement in place for the animals that can't get to water.

Brett explains Craig is referring to animal cruelty ordinances. However, this ordinance isn't cruelty to animals it just lets a dog exercise at least once a day.

Coralee Wessman-Moser further explains that residents can have their animal on a chain as long as the chain has extensive movement.

Mayor Freeman feels that this is good ordinance and asks if there is any further discussion or concerns with the ordinance. Being none he asks for a motion.

Council Member Mike Day **MOVED** to approve this ordinance.

Council Member Matt Robinson **SECONDED** the motion.

Mayor, Carmen Freeman asked if there are any questions, comments or concerns regarding the motion.

Being none, he calls for a vote.

Councilman Mike Day	Yes
Councilman Matt Robinson	Yes
Councilman Craig B. Tischner	No
Councilwoman Coralee Wessman-Moser	Yes

Mayor, Carmen Freeman

Yes

Vote passed.  
Motion carried.

## 5. PUBLIC HEARING:

- 5.1. [7:42:23 PM](#) To consider amendments to the current year's budget for the period of July 1, 2013 through June 30, 2014. ~ *Shauna DeKorver, Finance Director*

Shauna DeKorver explains the process of budget amendments and informs that this has been posted and noticed. Tonight will be an opportunity for public comment. Shauna turns the time over to Gordon Haight for a PowerPoint presentation which is attached to these minutes. Amendments to the budget are to: Update the City Park Master Plan, Black Ridge Summer Prep, Street Light Conduit for 5600 W from Main Street to Herriman Parkway, Waterline Relocation for 5600 West, Updated Impact Fee Analysis for Storm Drain, Employee Relations and for a Towne Center Street Light Incentive Program. Gordon explains that a study was done for Cafe Rio and a similar study could be done each year. However, he recommends that we pull CDA Sales Tax Study off the list of amendments. Mike Day asks Gordon to reiterate. Gordon Haight answered that he's asking the council to go forward with a study to approve the \$50,000 for a street light incentive to bring a second grocery store into the city. Each grocery store generates point of sale sales tax. The grocery store also provides a great anchor for other businesses. The city will have a study done to make sure this is a good process. He recommends to the council to put the CDA Sales Tax Study on hold. Gordon then turns the time over to Cathryn Nelson, Building Official for the Building Department Budget Increase.

Cathryn Nelson reviews the Building Department Budget Increase amendment. She explains that there are two line items with a total budget amendment of \$76,000. Reviews each slide in the presentation explaining why the building department is asking for this increase. She knows this is not a permanent solution. She will request a more permanent solution with the budget for 2014-2015. Please see PowerPoint presentation attached for details.

- [8:00:57 PM](#) Mayor, Carmen Freeman declares the public hearing portion of the meeting open and calls for any persons wishing to express their concerns on this item to come to the podium to address the City Council members.

There were no public remarks on this item.

- [8:01:13 PM](#) Mayor, Carmen Freeman declared the public hearing closed.

- 5.2. [8:01:19 PM](#) Regarding monetary appropriations to outside entities. ~ *Shauna DeKorver, Finance Director*

Shauna details the monetary appropriations the city council agreed to give as donations as follows; \$500.00 to Herriman High School, \$300.00 to the American Legion Girls State program, \$2,200.00 to the Butterfield Scholarship program, \$3,000.00 to the Miss Herriman Scholarship Pageant, and \$9,800.00 to the Salt Lake Homeless Shelter.

- [8:02:44 PM](#) Mayor, Carmen Freeman declares the public hearing portion of the agenda open and calls for any persons wishing to express their concerns on this item to come to the podium to address the City Council members.

There were no public remarks on this item.

- [8:02:57 PM](#) Mayor, Carmen Freeman declared the public hearing closed.

- 5.3. [8:03:00 PM](#) Allocation of \$68,958.55 from the U.S. Department of Housing and Urban Development (HUD). Herriman City is considering allocating the funds for installation of the public facilities and improvements. ~ *Bryn McCarty, Planning Supervisor*

Bryn McCarty describes this item as an annual allocation of CDBG funds. She explains that she just received a new updated amount of \$65,000 and reminds the council that the total amount is subject to change. Last year money was allocated to build new ADA ramps at the park. The project will cost more than was budgeted. The council has a list of agencies who submitted proposals. Some agencies are here tonight to explain their requests.

Mayor Freeman asks how often we can roll these funds forward. Bryn McCarty explains that the contracts are two years. We had some left over from a project a couple years ago.

8:05:27 PM

Mayor, Carmen Freeman declares the public hearing portion of the meeting open and calls for any persons wishing to express their concerns on this item to come to the podium to address the City Council members.

Cathy Rickey, 154 E Ford Avenue, South Salt Lake. She is representing the Utah Micro-Enterprise Loan Fund - a private non-profit organization who gives loans to people who cannot qualify for bank financing for small businesses. A success story was presented to the council - Fire and Slice Pizza.

Coralee Wessman-Moser asks Cathy to address the rate of pay back for the loans.

Cathy responds that as the loans are paid back it becomes available to loan again. She comments that it's about 10-12%. Coralee asks what jobs have been created from these loans.

Cathy responds that she believes it's about 1,600 employees.

Coralee thanks Cathy.

Mayor Freeman thanks Cathy for coming here tonight.

Kelly Housley, 904 E 700 S, SLC, UT. She works with House of Hope at 857 E 200 S, SLC, UT. Kelly takes this opportunity to describe what her company offers as a Substance Abuse Treatment Provider for mothers. The money being requested tonight is to repair and upgrade some electrical at the four Salt Lake City residences as well as install a fence for a safety issues at one of the four residences. House of Hope is requesting \$364.22 from Herriman City. Mayor thanks and commends Kelly for this project and her good work.

Jessica Burnham, 210 S. Rio Grande Street. She is representing the Road Home - Utah's largest provider of homeless services. She takes this opportunity to describe her program and some statistics regarding homelessness. The reason for the request of \$325 is for rod iron gates and fencing. She further details their need to provide services to the homeless and thanks council for their consideration.

Mayor Freeman applauds Jessica for the work they are doing.

Roger Borgenicht, 218 E 500 S. He is representing the SIST – a non profit community design center. The program helps with medical home repairs for low income, accessibility and design for people with infirmities and disabilities. The program also is for 'Aging in Place' – focused on preventative safety improvements for people as they age so that infirmities do not become disabilities. Two years ago Herriman allocated funds to them and they did not spend all the funds. This program makes improvements in homes to help residents feel more secure. For example, installing grab bars in tubs and showers. SIST is requesting \$5,000 this year.

Daniel Schwartz, representing Haven - a treatment center for substance abuse. This program provides a safe, secure place for them to live with relatively low rent, only \$400/month. The George House is one of those buildings and the boiler system and plumbing is currently being updated. \$5,000 is being requested to upgrade each apartment and to keep rent low. This program is for males and females over the age of 18. Last year they served five residents from Herriman and 265 clients all together.

Mayor Freeman thanks him for his good work.

Jan Carter, 1472 Ramona SLC, UT. She is representing Odyssey House of Utah 344 E 100 S. Jan takes opportunity to describe two programs. One program is for transitional housing and one is for adult housing. This program is helping residents stay sober and offers them services for life. The funds she is requesting is to repave - completely excavate, then re-pave and paint again - the parking lot - \$4,188.

Last year they served 10 individuals from Herriman which is about 6% of their client base. She describes a boiler problem in the adult residential facility and for that they are requesting \$9,164.

Council Member Mike Day questions why there is such a difference in the amounts being requested.

Karen Wiley, 2001 S. State, Community Development Coordinator for Salt Lake County. Karen explains that they've gone to a combined application process. The risk in doing this is that they then had to only ask each one of the participating cities for the percentage of clients that they served from that jurisdiction. The amounts being asked for are directly commensurate with the number of people from your city that they serve.

Council Member Matt Robinson asks if there is any validation that the clients they serve are from the community they say they are from.

Karen Wiley responds that they get their last known address. Karen commends the city for their great staff.

[8:46:23 PM](#) Mayor, Carmen Freeman declared this public hearing closed.

## 6. FINANCIAL MATTERS: ~ *Shauna DeKorver, Finance Director*

6.1. [8:46:28 PM](#) Approval of Budget Amendment for the period of July 1, 2013 through June 30, 2014.

Shauna DeKorver asks the council to approve the budget amendments listed minus the \$20,000 as earlier expressed. Gordon informs the council that they will include the list in these minutes.

Council Member Matt Robinson **MOVED** to approve the budget amendments listed taking out the \$20,000 for the period of July 1, 2013 through June 30, 2014.

Council Member Coralee Wessman-Moser **SECONDED** the motion with an amendment requesting that the \$50,000 be subject to a study demonstrating the need for a tax incentive for a grocery store. (The Street Lighting Incentive amendment).

Council Member Craig Tischner **SECONDED** the motion.

Mayor, Carmen Freeman asked if there are any questions, comments or concerns regarding the motion.

Being none, he calls for a vote.

Councilman Mike Day	Yes
Councilman Matt Robinson	Yes
Councilman Craig B. Tischner	Yes
Councilwoman Coralee Wessman-Moser	Yes
Mayor, Carmen Freeman	Yes

Vote passed.

Motion carried.

## 7. PLANNING MATTERS: ~ *Bryn McCarty, Planning Supervisor*

*Rezoning:*

7.1. [8:48:10 PM](#) Discussion and consideration of **Ordinance No. 14-06** "16Z13 Scenic Development, Inc. – 2200 W Porter Rockwell Blvd. – Proposed Rezone from A-1 to C-2 and M-1 – Acres: 52 – Zone: A-1"

Bryn McCarty orients the council members, staff and audience members with site plans, aerial maps and other images that she has prepared for this ordinance. She is asking council to approve the rezone to all be M-1 which is light manufacturing.

Kim Rindlisbacher, representing Scenic Development, 14672 S 790 W. Kim takes this opportunity to describe a business park development they created in Bluffdale. This business park has attracted a wide variety of tenants – carpet dealer, insurance agents, timber manufacturing, Deseret news distribution facility, cross-fit gym, background check company and a small restaurant. The buildings will have an office in the front and a warehouse in the back. The M-1 zone works well for this type of development. Scenic Development has built several of these developments and feels like this area is a good fit. There are several easements in this area, but they have a plan to work around those areas.

Gordon Haight divulged that EDC Utah has a tenant interested for this area.

Council Member Matt Robinson **MOVED** to approve Ordinance No. 14-06 proposed rezone from A-1 to M-1.  
Council Member Coralee Wessman-Moser **SECONDED** the motion.  
Mayor, Carmen Freeman asked if there are any questions, comments or concerns regarding the motion.  
Being none, he calls for a vote.

Councilman Mike Day	Yes
Councilman Matt Robinson	Yes
Councilman Craig B. Tischner	Yes
Councilwoman Coralee Wessman-Moser	Yes
Mayor, Carmen Freeman	Yes

Vote passed.  
Motion carried.

Coralee Wessman-Moser adds her excitement for the type and quality of product in this development.  
Mayor Freeman thanks him for his flexibility to incorporate commercial.

## 8. COMMENTS FROM COUNCIL MEMBERS:

Mayor Freeman defers comments from the council to allow them to move forward and asks for a motion to adjourn.

## 9. UPCOMING EVENTS IN THE CITY:

Herriman Live Talent Show, Fort Herriman Middle School	Saturday, March 1, 2014
Community Fisheries Class (6 week program), Cove @ Herriman Springs	Mondays in April @ 6:00pm

## 10. FUTURE MEETINGS:

Next Regular Planning Commission Meeting:	Thursday, February 20, 2014 @ 7:00pm
Next City Council Work Meeting:	Thursday, February 20, 2014 @ 5:00pm
Next Regular City Council Meeting:	Thursday, February 27, 2014 @ 7:00pm

## 11. ADJOURNMENT: [9:00:39 PM](#)

Council Member Mike Day **MOVED** to close the general meeting and adjourn to the RDA Meeting.  
Council Member Matt Robinson **SECONDED** the motion.  
Voting was unanimous.

## 12. ADJOURNMENT TO CLOSED SESSION: *(Private)*

12.1. UTAH CODE §52-4-205 (1) (a) discussion of the character, professional competence, or physical or mental health of an individual.

At [9:03:50 PM](#) Council Member Coralee Wessman-Moser **MOVED** to meet in closed session to discuss Utah Code §52-4-205 (1) (a) discussion of the character, professional competence, or physical or mental health of an individual.

Council Member Mike Day **SECONDED** the motion.

Chair/Mayor Carmen Freeman called for a roll call vote.

Councilman Mike Day	Yes
Councilman Matt Robinson	Yes
Councilman Craig B. Tischner	Yes
Councilwoman Coralee Wessman-Moser	Yes
Mayor, Carmen Freeman	Yes

Vote passed.  
Motion carried.

Mayor asks for a five minute break before going into the closed session.

Council Member Matt Robinson **MOVED** to adjourn the closed session at 11:59 pm.

Council Member Mike Day **SECONDED** the motion.

Chair/Mayor Carmen Freeman called for any discussion on the motion.

Being none, he called for a vote. The motion passed unanimously.

Mayor Carmen Freeman declared the closed session adjourned.

*This document along with the digital recording constitute the official minutes for the  
Herriman City Council Meeting held on Thursday, February 13, 2014.*

*I, Cindy M. Quick, do hereby certify that I am the duly appointed, qualified, and acting Deputy Recorder for Herriman City, of Salt Lake County, State of Utah. I do hereby certify that the foregoing minutes represent a true, accurate and complete record of this meeting held on February 13, 2014.*

*Cindy Quick*

Cindy Quick, Deputy Recorder

13 February 2014

Hello, My name is David Watts and I live at 14461 Windom Rd. Today I am here representing approximately 70 individual homeowners that live in Herriman as a representative for the Rosecrest Village Community Association. We would like to Formally bring to the attention of the city council, our deep concerns regarding the proposed changes to the Rosecrest Village Plat 3, that was addressed by the Planning Commission on Feb 6<sup>th</sup>.

As a community, we strongly opposed the change and the planning commission directed the builder, DR Horton to come back to the city with additional proposals that did not include any additional units and that increased the useable open space in the community. Since that time, we have met as a community with DR Horton, and continue to have concerns regarding any future proposed changes that DR Horton will most likely bring to the City in an attempt to add more units to our community, as DR Horton made it quite clear that they intend to make another proposal that still increases the number of units in the plat.

Currently, DR Horton is making an effort to work with us as a community, and we are grateful for the effort, but we are still very concerned that they will continue to attempt to make changes to our community against the direction of the city planning commission. We would like to continue to show our good faith in DR Horton, and allow them the opportunity to work with us to find a positive resolution. However at this time, we are concerned that the builder will not do the same, or will attempt to avoid fulfilling the promises of their sales team, in an attempt to further increase their profits, at the expense of our community, and at the expense of Herriman as a whole.

At this time, we would like to formally request that the City Council continue to follow the progress of this conflict, as we feel that it may escalate to the involvement of the City Council in the near future, and would like to ensure that the Council is able to make a fair assessment on the situation from their own prospective.

We are not requesting any direct action at this time, as we hope that we can continue to work with DR Horton on a Good Faith basis. We again, thank the city for the time and effort already spent on this issue, and look forward to the positive resolution in the best interest of the City and its Residents.

A handwritten signature in black ink, appearing to read "David Watts", is written in a cursive style.



# **Proposed Budget Amendments Fiscal Year Ending June 30, 2014**

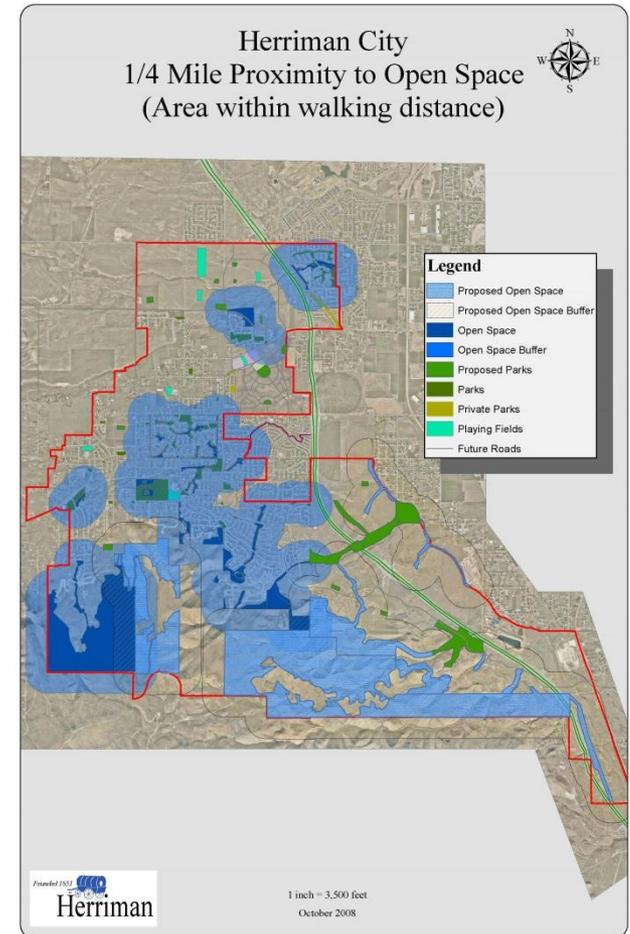
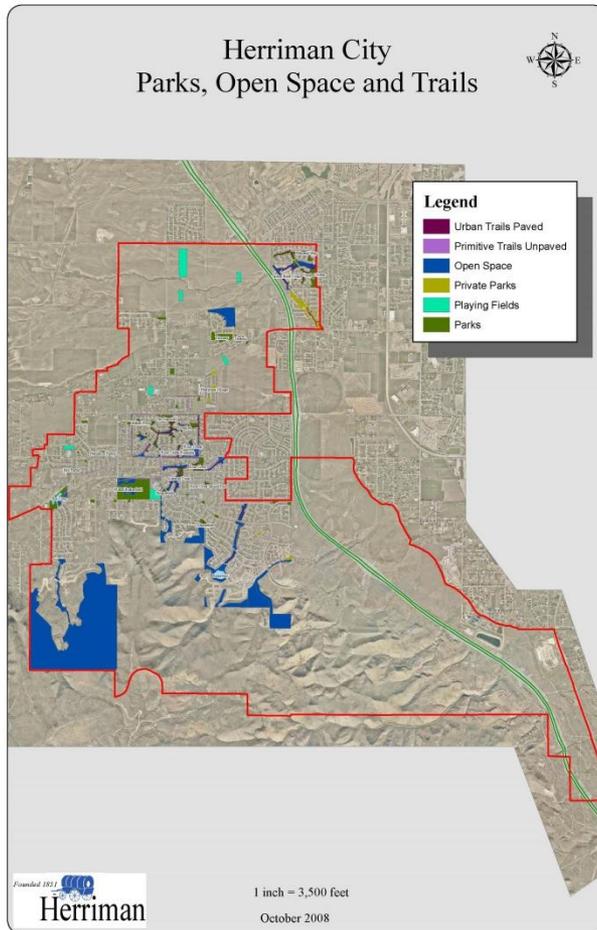
**City Council**

**February 13, 2014**

# Updated Park Master Plan

- Budget Impact:
  - \$70,000

- Funded from:
  - Park Impact Fees



# Blackridge Summer Prep

- Budget Impact:
  - \$35,000
  - Modifications to concessions
  - Railing Installation
  - Steps
  - Foot wash stations

- Funded from:
  - Park Impact Fees



# Street Light Conduit for 5600 W from Main Street to Herriman Parkway

- Budget Impact:
  - \$40,000
- Funded from:
  - Transportation Impact Fees



# Waterline Relocation for 5600 West

- Budget Impact:

- \$140,000

- Funded from:

- Water Enterprise





# Employee Relations

- Budget Impact:
  - \$2,500



- Funded from:
  - General Fund



# Towne Center Street Light Incentive Program

- Budget Impact:
  - \$50,000
  - \$200,000 total, \$50,000 per year for 4 years
- Funded from:
  - General Fund



# CDA Sales Tax Study

- Budget Impact:
  - \$20,000
- Funded from:
  - General Fund





# **BUILDING DEPARTMENT BUDGET INCREASE**

## Summary of Requested budget amendment

Plan Review and Inspection:	\$70,000
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Overtime:	\$6,000
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Total:	\$76,000
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# **PLAN REVIEW AND INSPECTIONS**

## **Contract Services (Sunrise Engineering)**

<b>Current budget:</b>	<b>\$45,000</b>
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<b>Projected total:</b>	<b>\$115,000</b>
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<b>Projected deficit:</b>	<b>- \$70,000</b>
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# Billing for Plan Review by Contract Services (Sunrise Engineering)

Plan Review	Hours	Total	Projects
July 2012	14	\$ 1,344.00	CVS Pharmacy
August	4	\$ 384.00	Auto Zone
September	2	\$ 192.00	
January 2013	36	\$ 3,456.00	Retail Shell & Well House
February	2	\$ 192.00	Cove Clubhouse
March	4	\$ 384.00	Jimmy John's
September	9	\$ 864.00	Dominoes
November	9.5	\$ 912.00	
December	1.5	\$ 144.00	
January 2014	4	\$ 384.00	

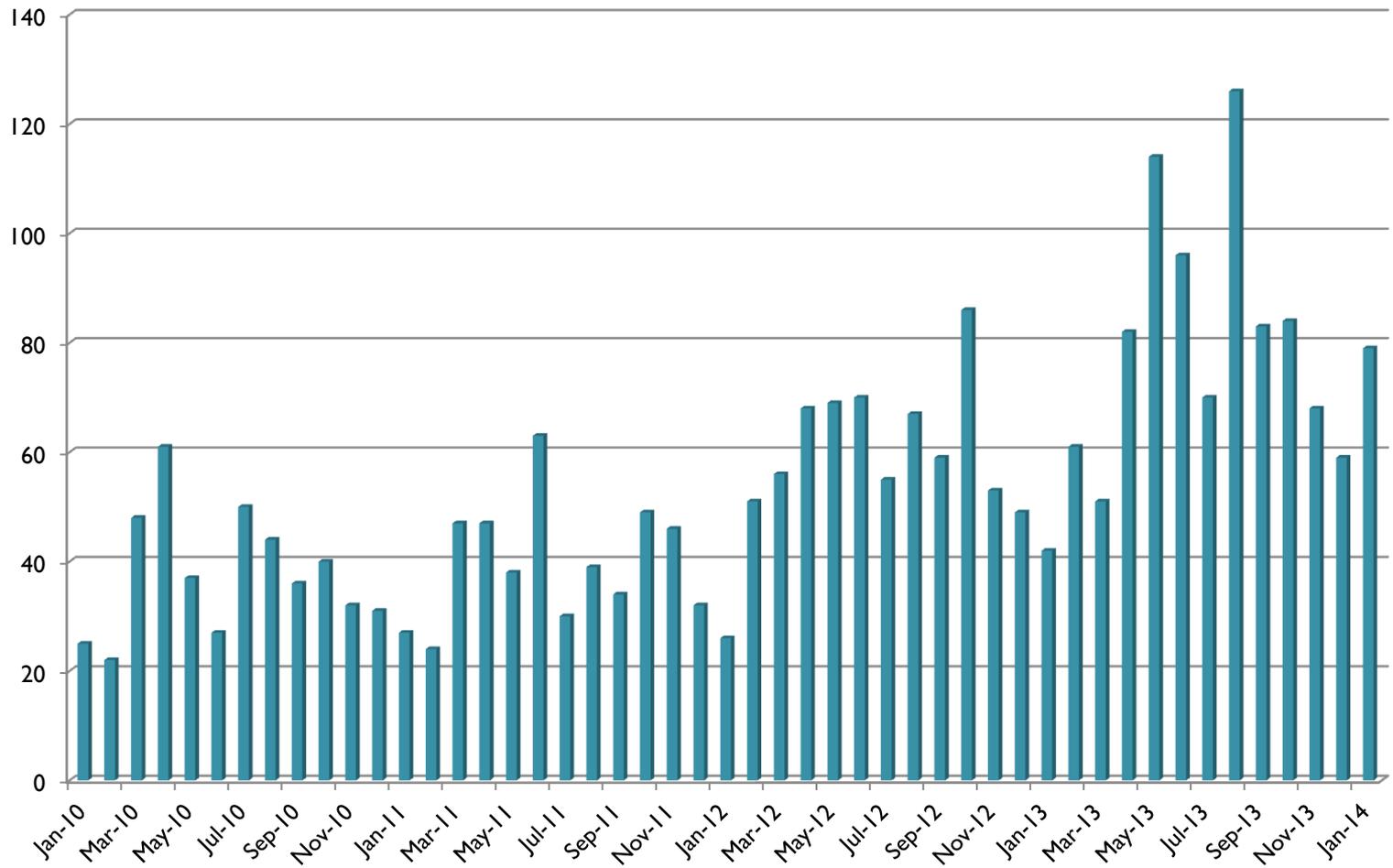
# Projects expected before July 1<sup>st</sup>

- Taco Bell
- Chicken fast food
- Grocery store
- Bach apartments – 3-4 buildings
- Garbett apartments – 3-4 buildings (15 in by July)
- McArthur multi-family and single family dwelling units
- Portables at Providence Hall church/seminary
- 4-story senior apartments
- 4-acre storage units

# Billing for Building Inspection by Contract Services (Sunrise Engineering)

Inspections	Hours	Total @53.00+	Mileage	Total @ \$0.42	Monthly Total
September 2012	5	\$ 265.00			\$ 265.00
December	44	\$ 2,332.00			\$ 2,332.00
January 2013	48	\$ 2,544.00			\$ 2,544.00
February	97.5	\$ 5,167.50			\$ 5,167.50
March	93.5	\$ 4,955.50	82	\$ 34.44	\$ 4,989.94
April	66.5	\$ 3,524.50	280	\$ 117.60	\$ 3,642.10
June	63.5	\$ 3,365.50	93	\$ 39.06	\$ 3,404.56
September	77.5	\$ 4,107.50	96	\$ 40.32	\$ 4,147.82
October	80	\$ 4,142.50	117	\$ 49.14	\$ 4,191.64
November <small>Jesse leaves</small>	170	\$ 9,010.00	344	\$ 144.48	\$ 9,154.48
December	157.5	\$ 8,347.50	424	\$ 178.08	\$ 8,525.58
January 2014	172.5	\$ 9,416.00	534	\$ 224.28	\$ 9,640.28

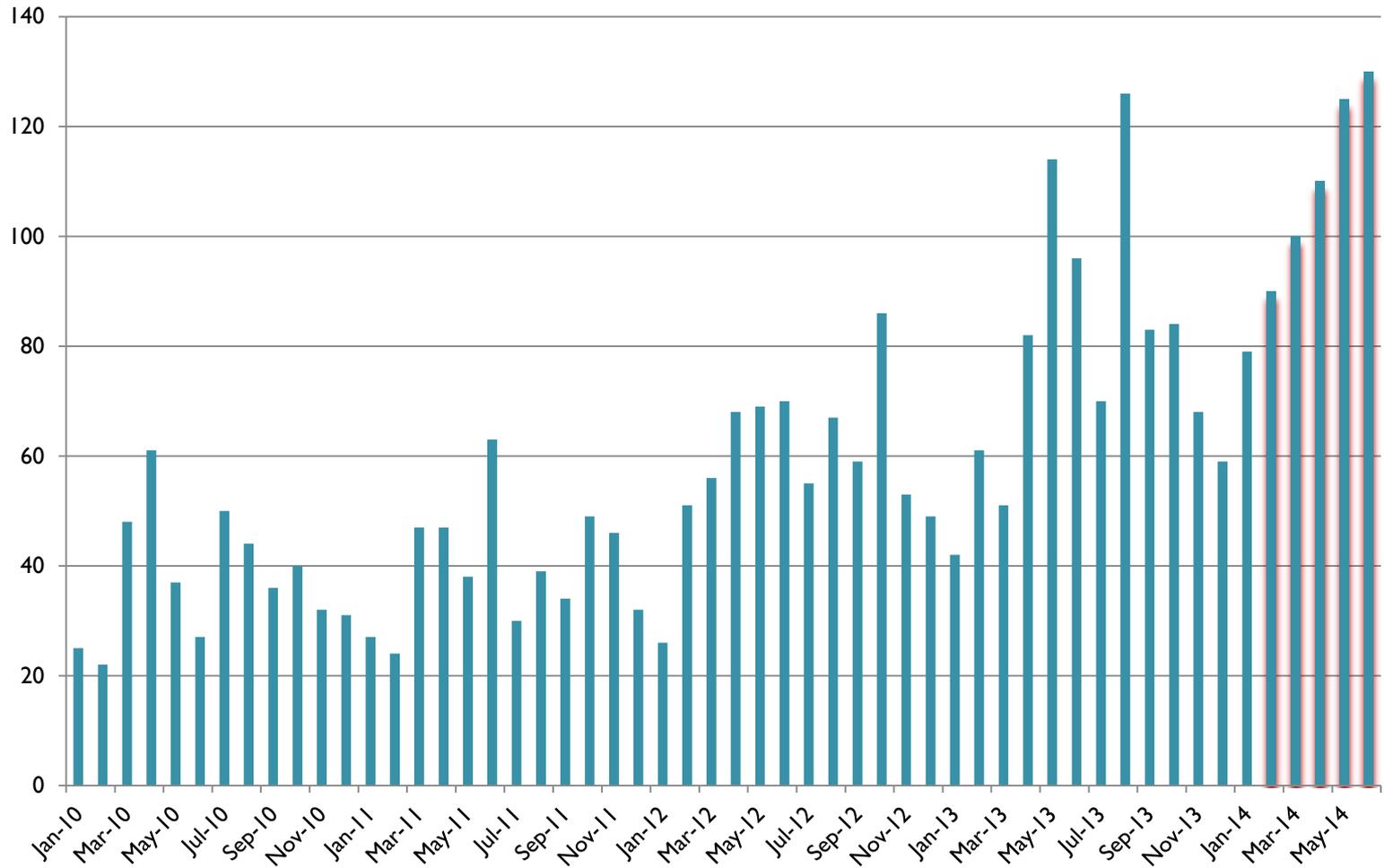
# Total number of permits issued by month



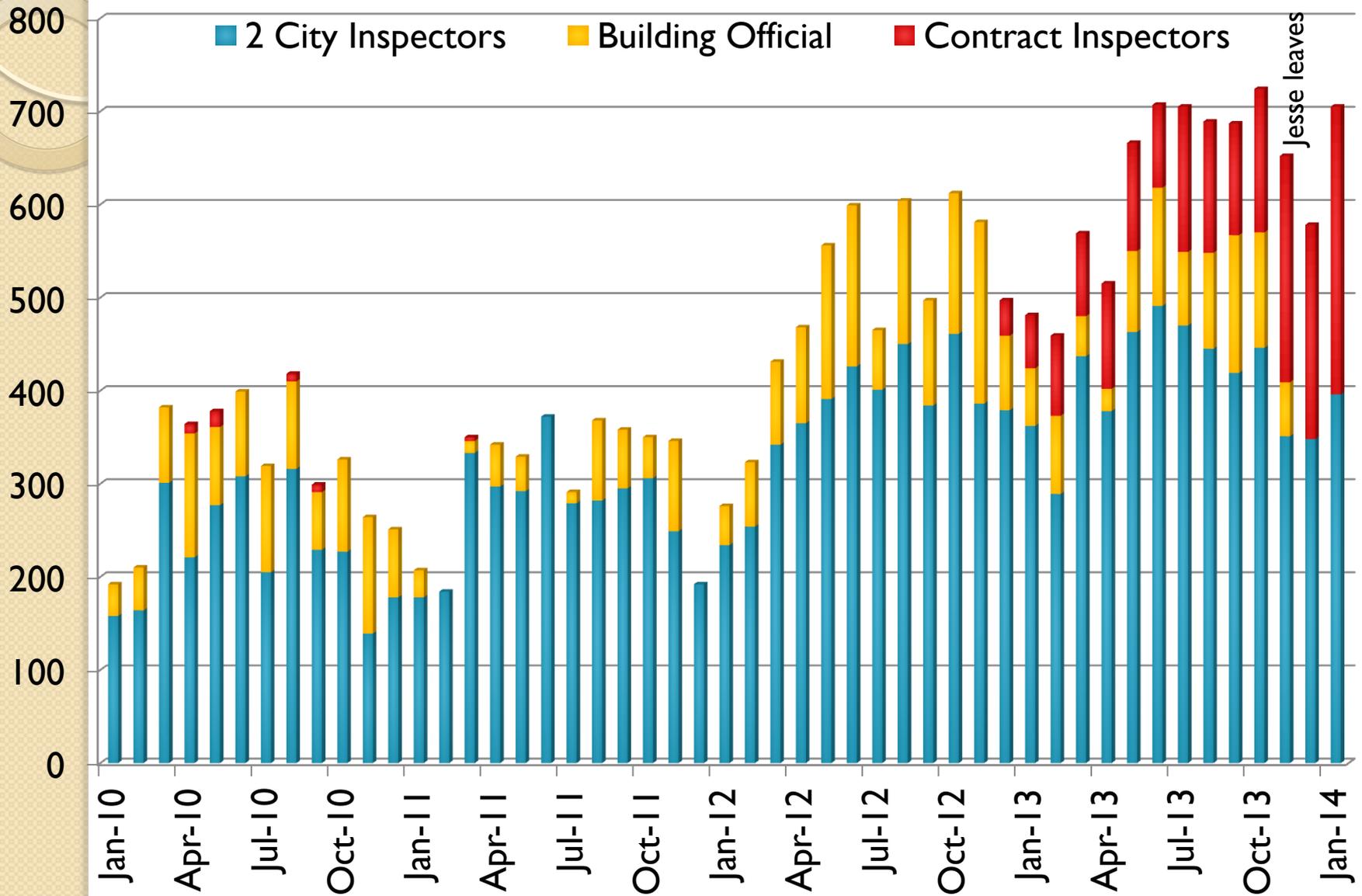
# Permits issued by month with **projected** total for 2014

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
January	89	91	55	27	27	25	27	26	42	79
February	93	61	44	20	14	22	24	51	61	<b>90</b>
March	135	110	75	23	15	48	47	56	51	<b>100</b>
April	111	59	45	24	14	61	47	68	82	<b>110</b>
May	103	101	66	26	32	37	38	69	114	<b>125</b>
June	79	67	69	29	18	27	63	70	96	<b>125</b>
July	79	56	52	17	25	50	30	55	70	<b>115</b>
August	138	74	52	20	32	44	39	67	126	<b>130</b>
September	73	54	43	9	25	36	34	59	83	<b>120</b>
October	115	67	35	21	28	40	49	86	84	<b>110</b>
November	114	63	31	16	17	32	46	53	68	<b>100</b>
December	144	52	17	9	22	31	32	49	59	<b>75</b>
<b>TOTAL</b>	<b>1273</b>	<b>855</b>	<b>584</b>	<b>241</b>	<b>269</b>	<b>453</b>	<b>476</b>	<b>709</b>	<b>936</b>	<b>1279</b>

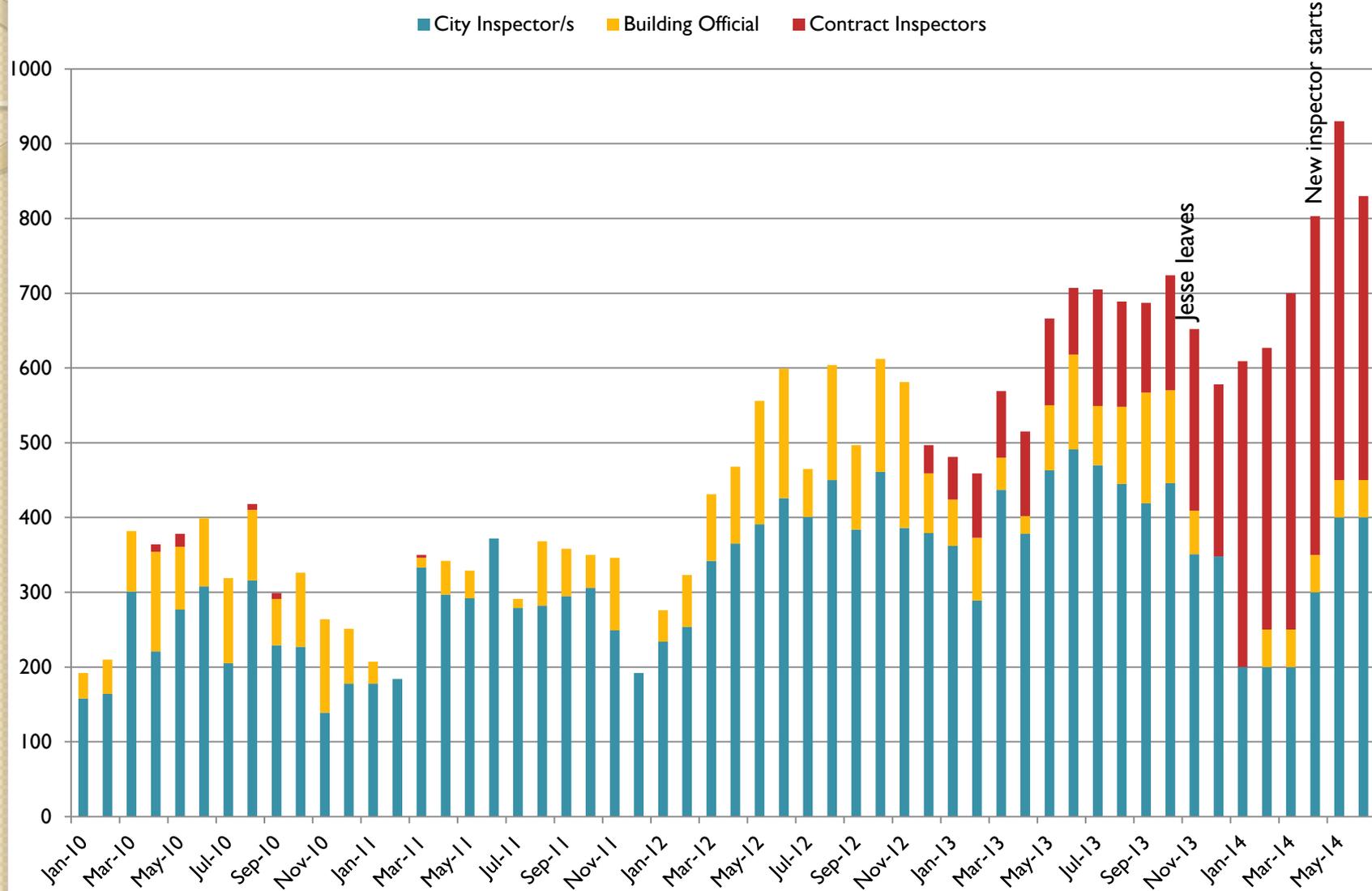
# Projected permit issuance



# Number of inspections by month



# Projected number of inspections



# OVERTIME

Current budget:	\$2,000
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Projected total:	\$8,000
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Projected deficit:	- \$6,000
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## Savings from Jesse's departure (4 months)

Salary + Benefits =	\$40,826
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# Summary of Budget Amendment

Item	Amount Requested
Park Master Plan Update	\$70,000
Blackridge Summer Prep <b>*+\$20,000</b>	\$35,000
5600 West Street Light Conduit from Main St to Herriman Parkway	\$40,000
5600 West Waterline Relocation	\$140,000
Update Impact Fee Analysis for Storm Drain	\$10,000
Employee Relations	\$2,500
Towne Center Street Light Incentive	\$50,000
CDA Sales Tax Study	\$20,000
Building Department Budget Increase <b>*+\$2,000</b>	\$76,000



# 2014 Employee Survey Results



*Presented by Ken Spencer, President & HR Coach*





# Why conduct opinion survey?





## What the survey is not?



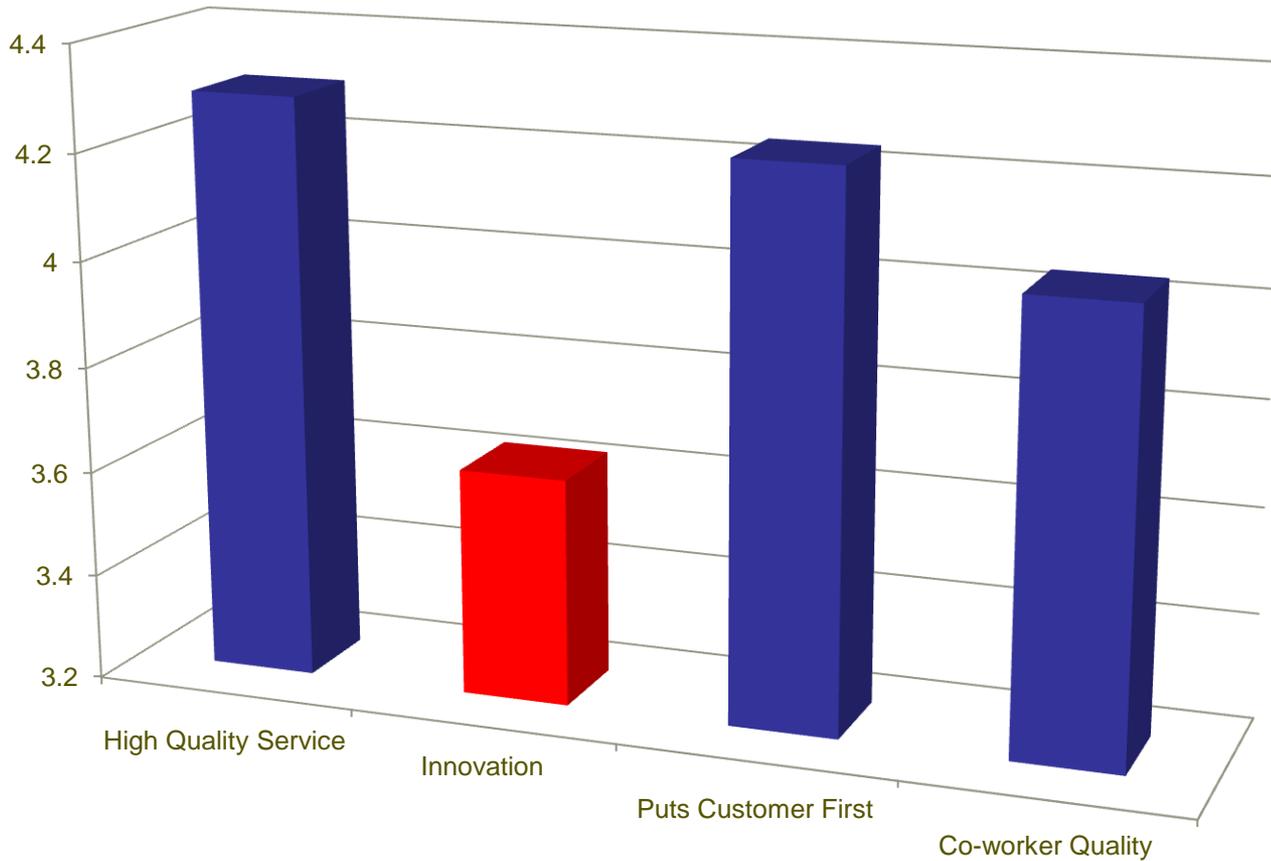


# Scoring & Color Coding

<b>Blue =</b>	<b>Good Performance</b>	<b>4+ of 5</b>	<b>80%+</b>
<b>Yellow =</b>	<b>Can Improve</b>	<b>3.27 – 3.97</b>	<b>65% - 79%</b>
<b>Red =</b>	<b>Needs Improvement</b>	<b>Below 3.27</b>	<b>Below 65%</b>

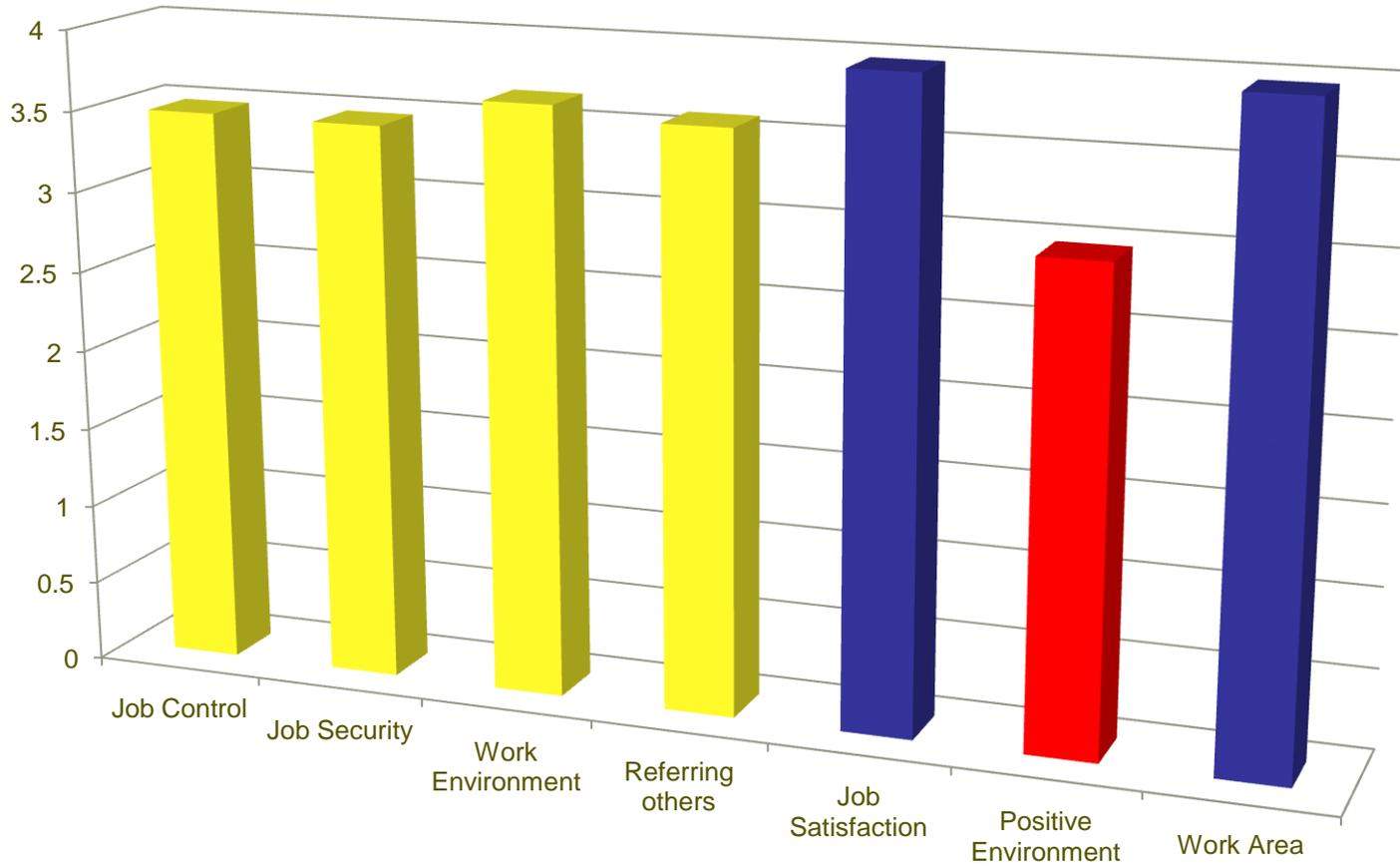


# Services



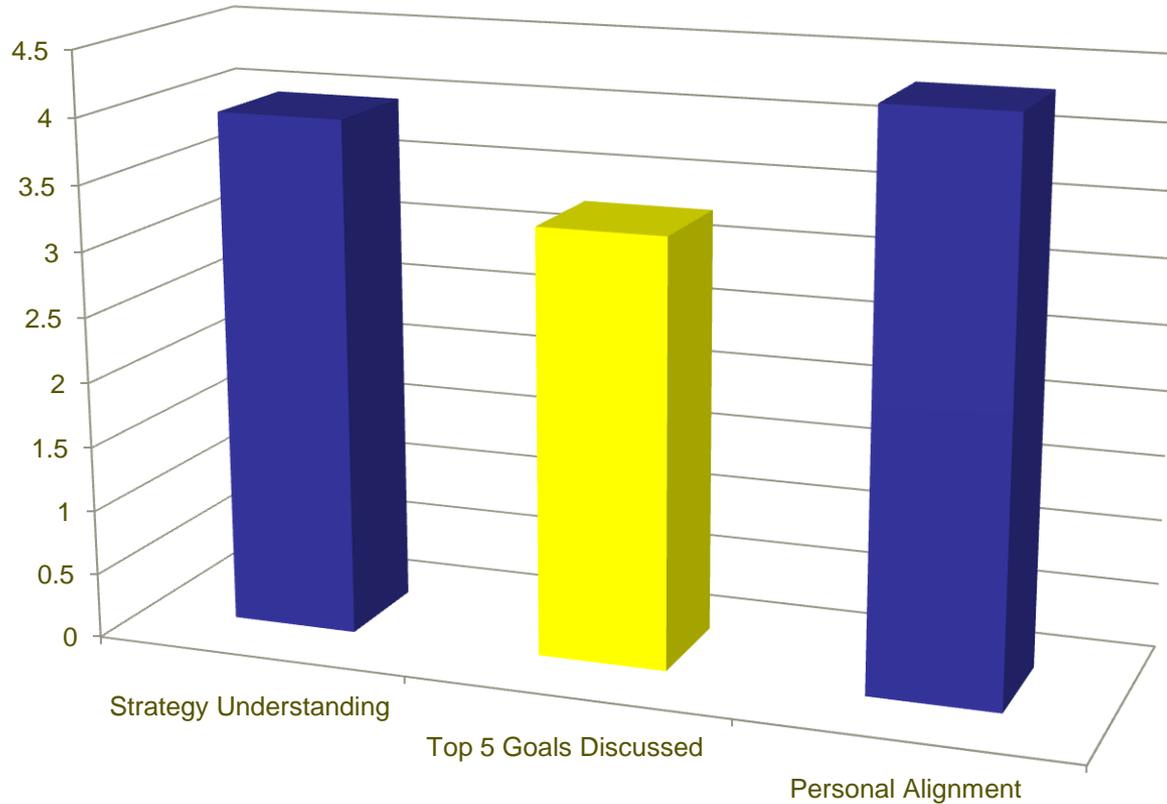


# Environment



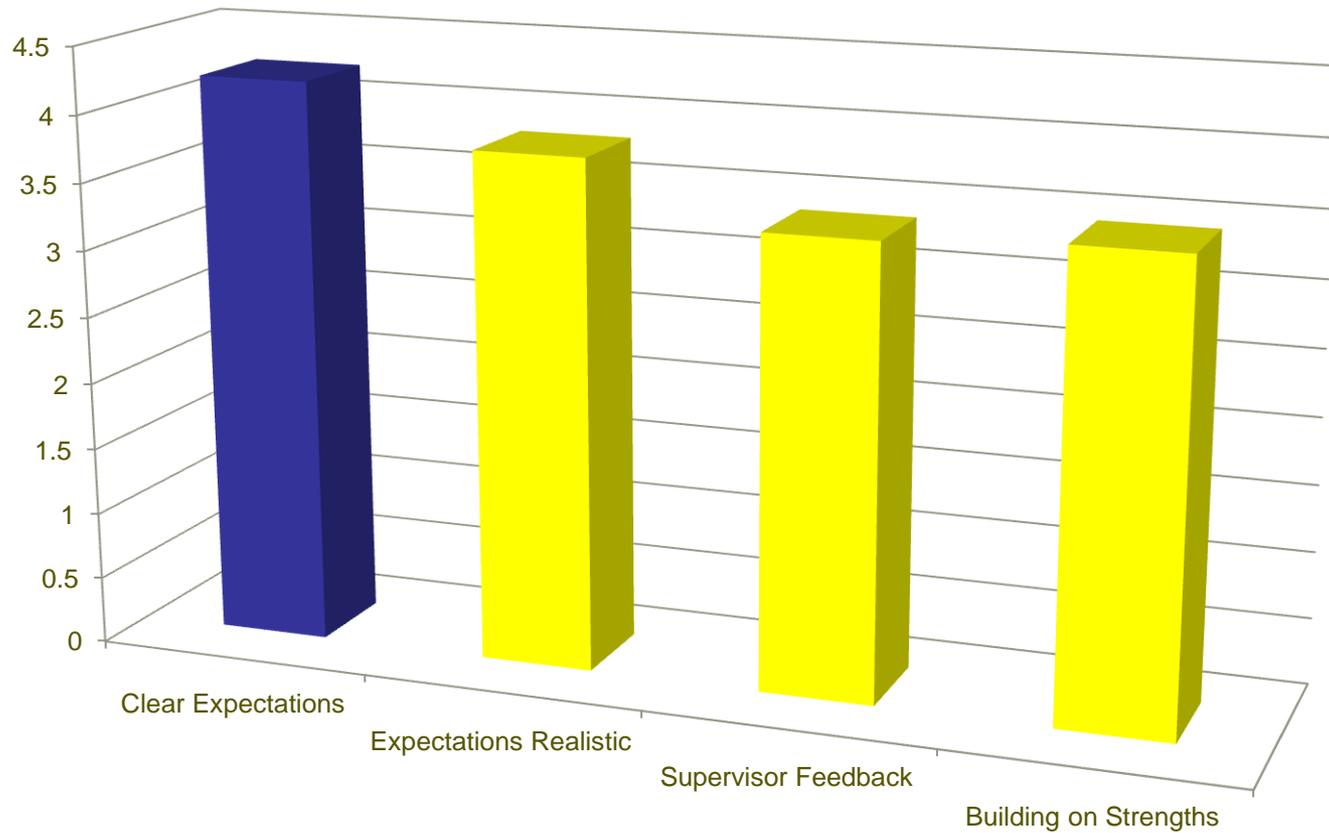


# Herriman City Purpose/Objectives



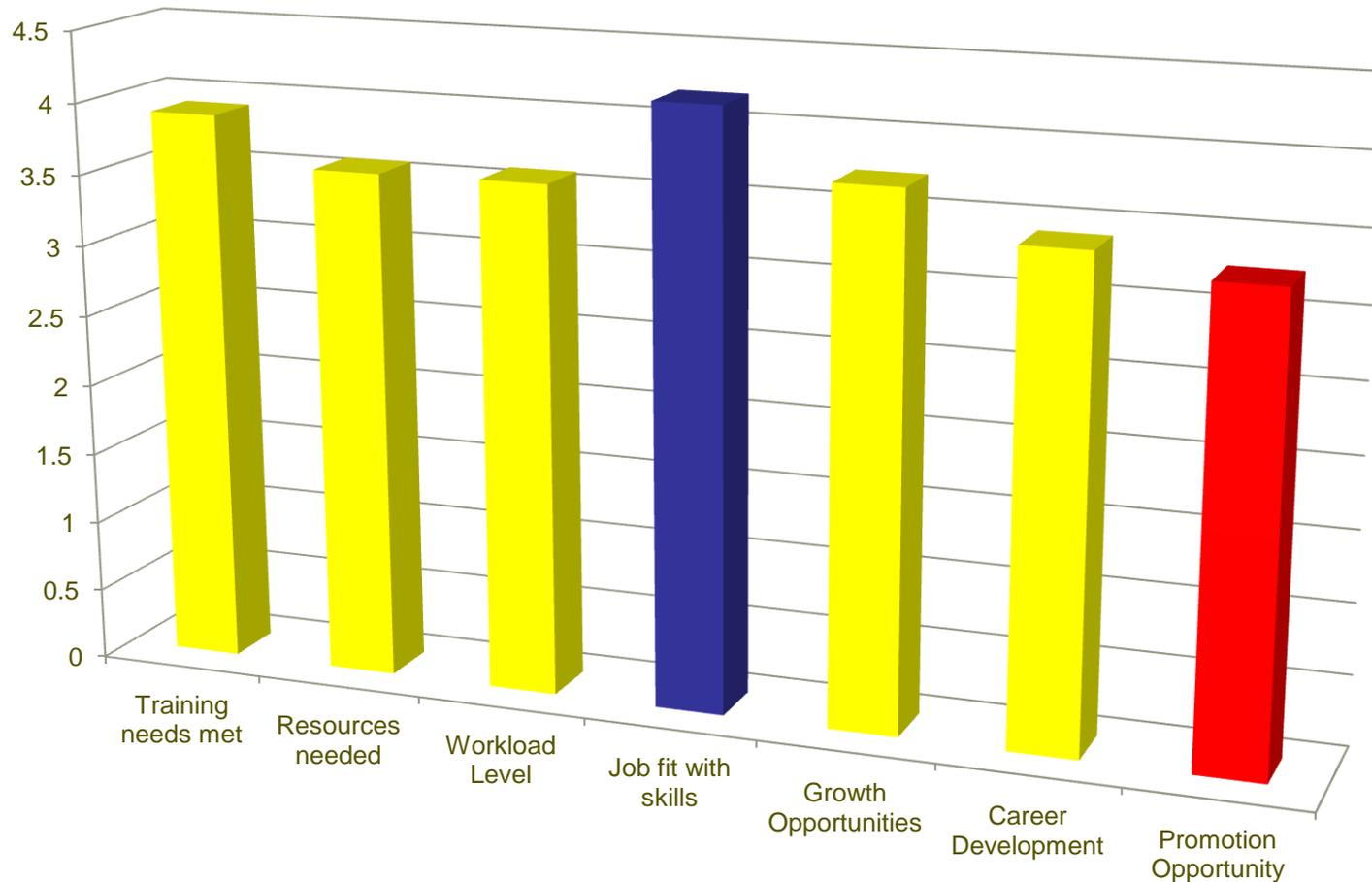


# Performance Management



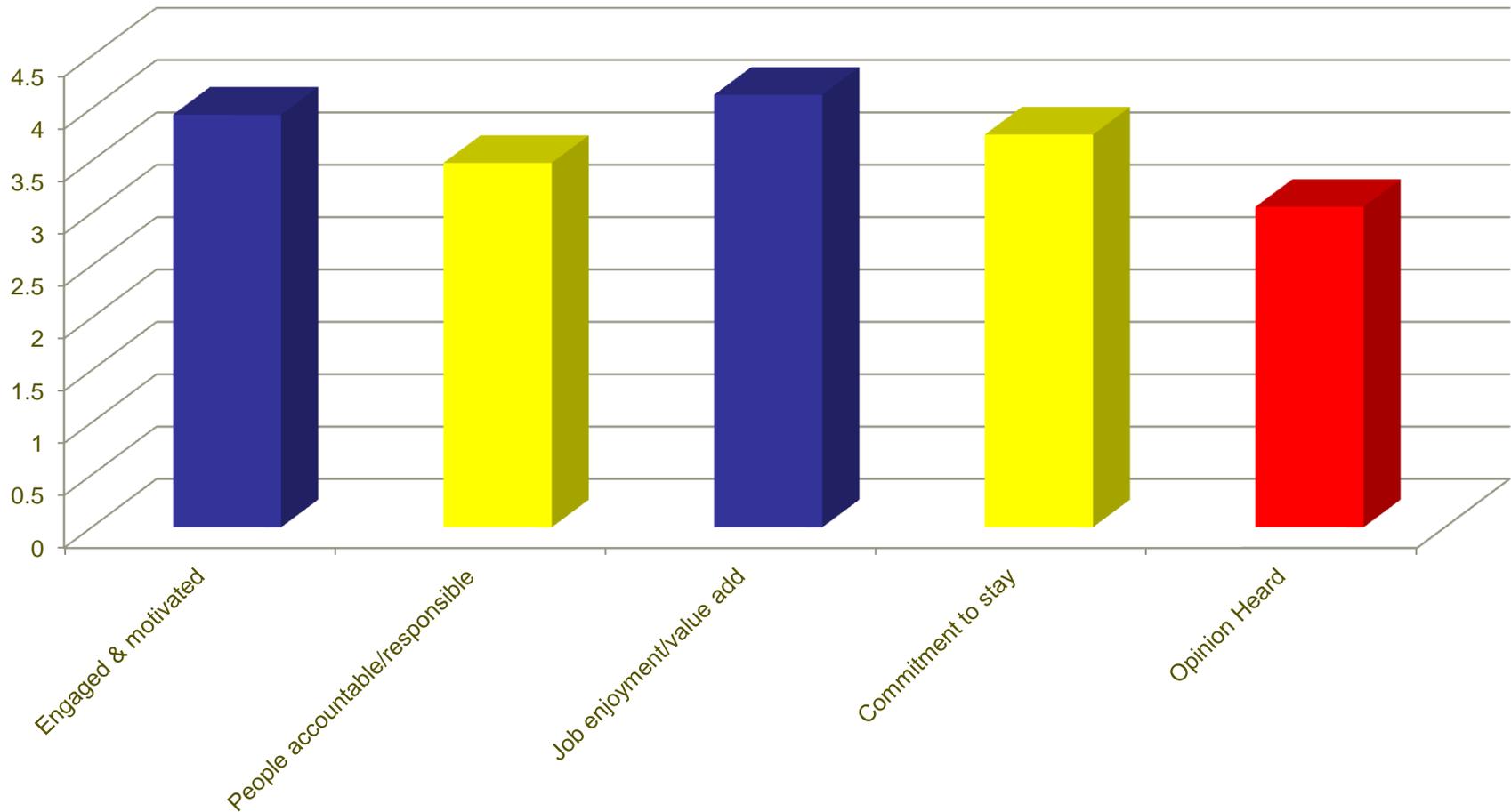


# Training & Development



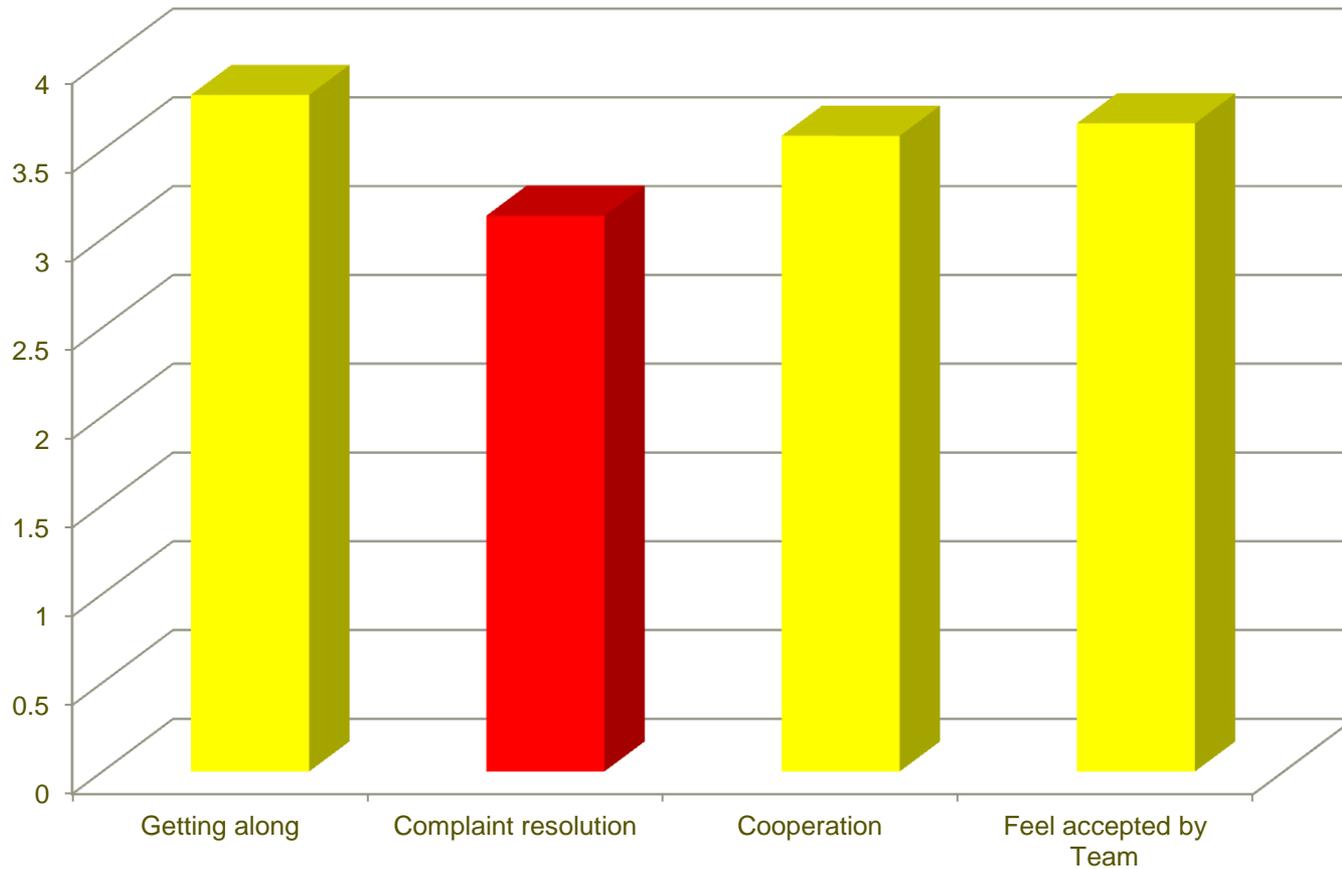


# Engagement



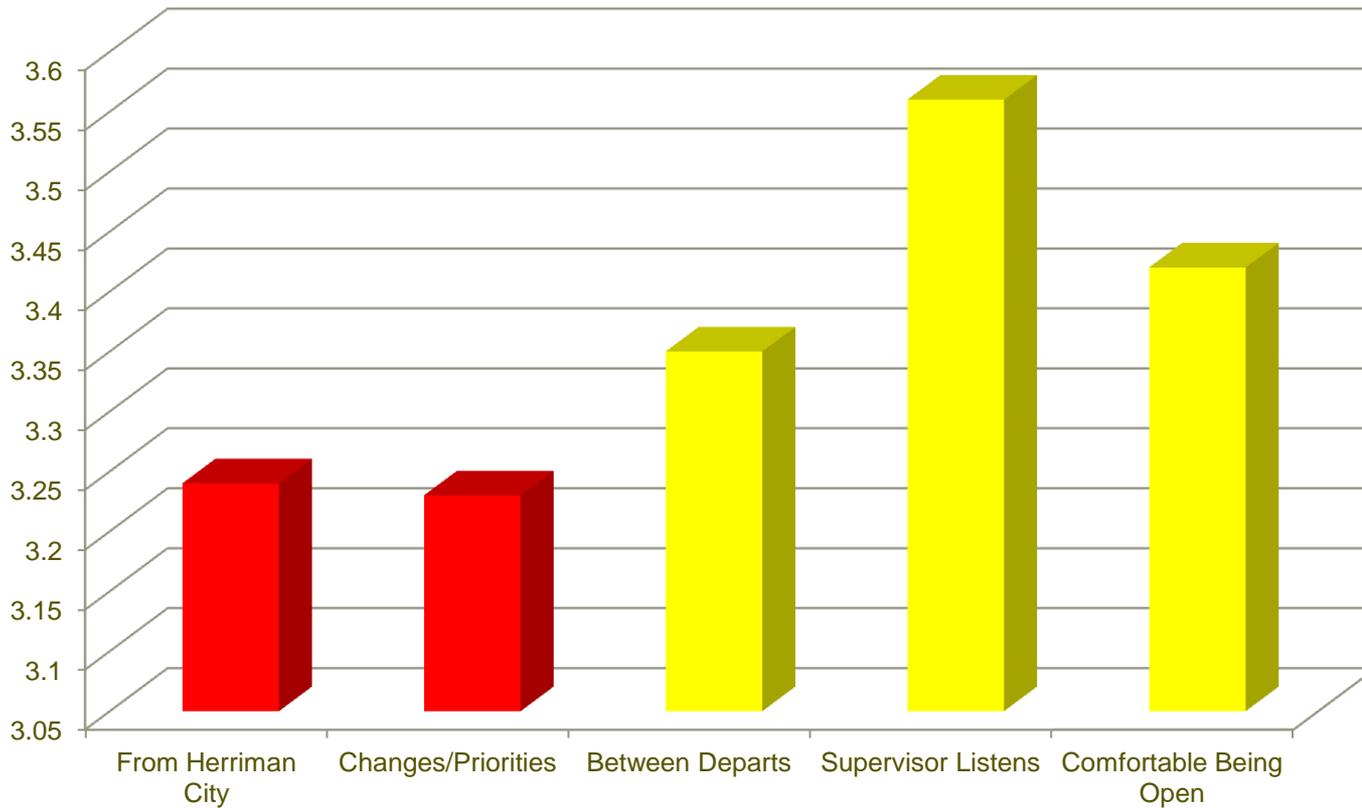


# Teamwork



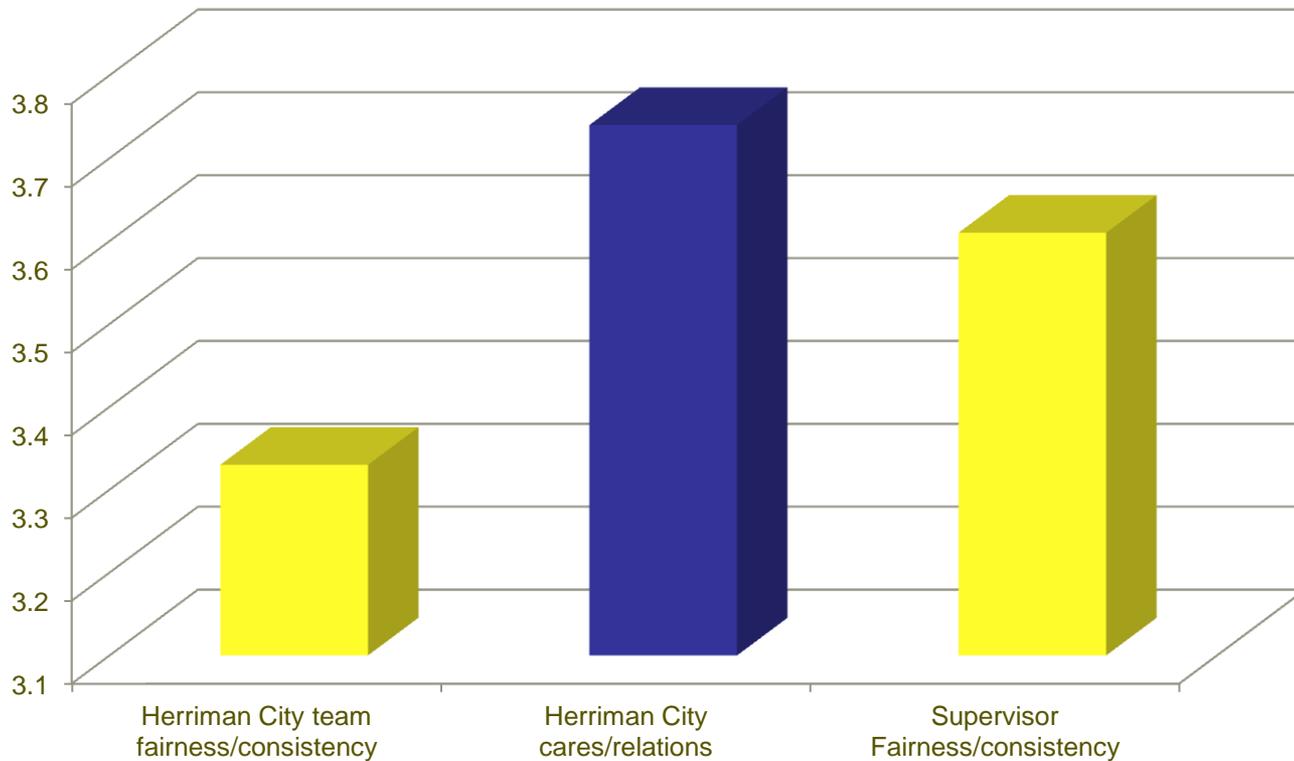


# Communications



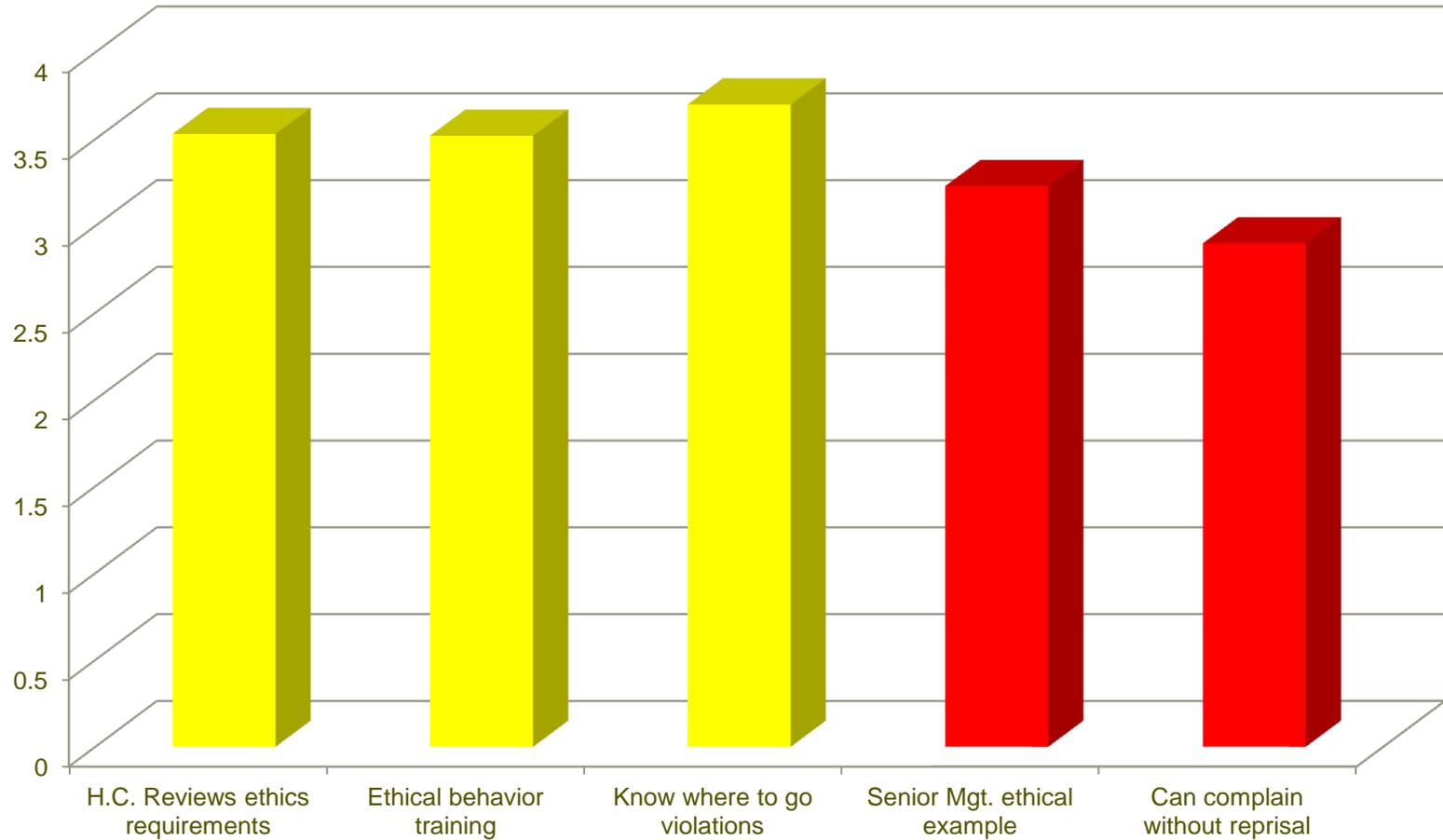


# Consistency & Fairness



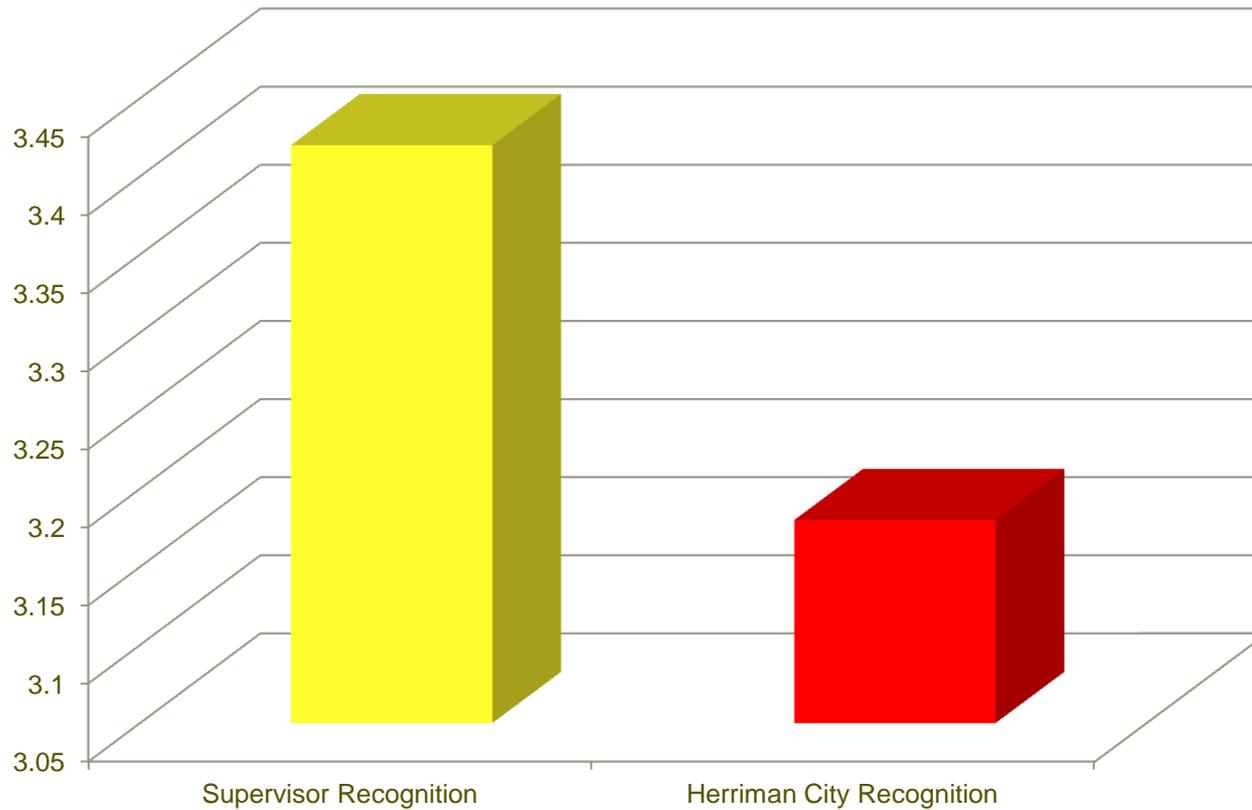


# Ethics



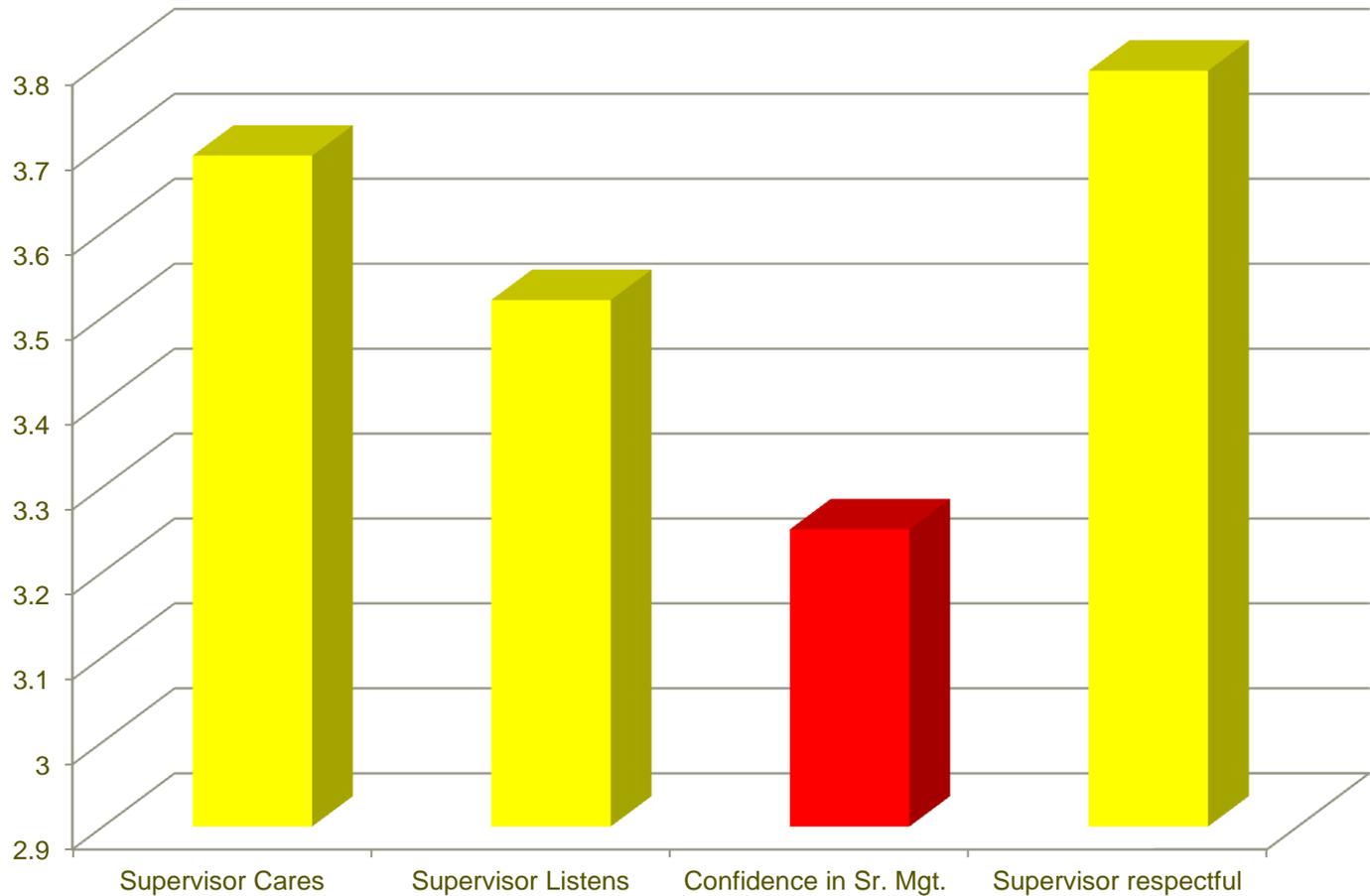


# Recognition



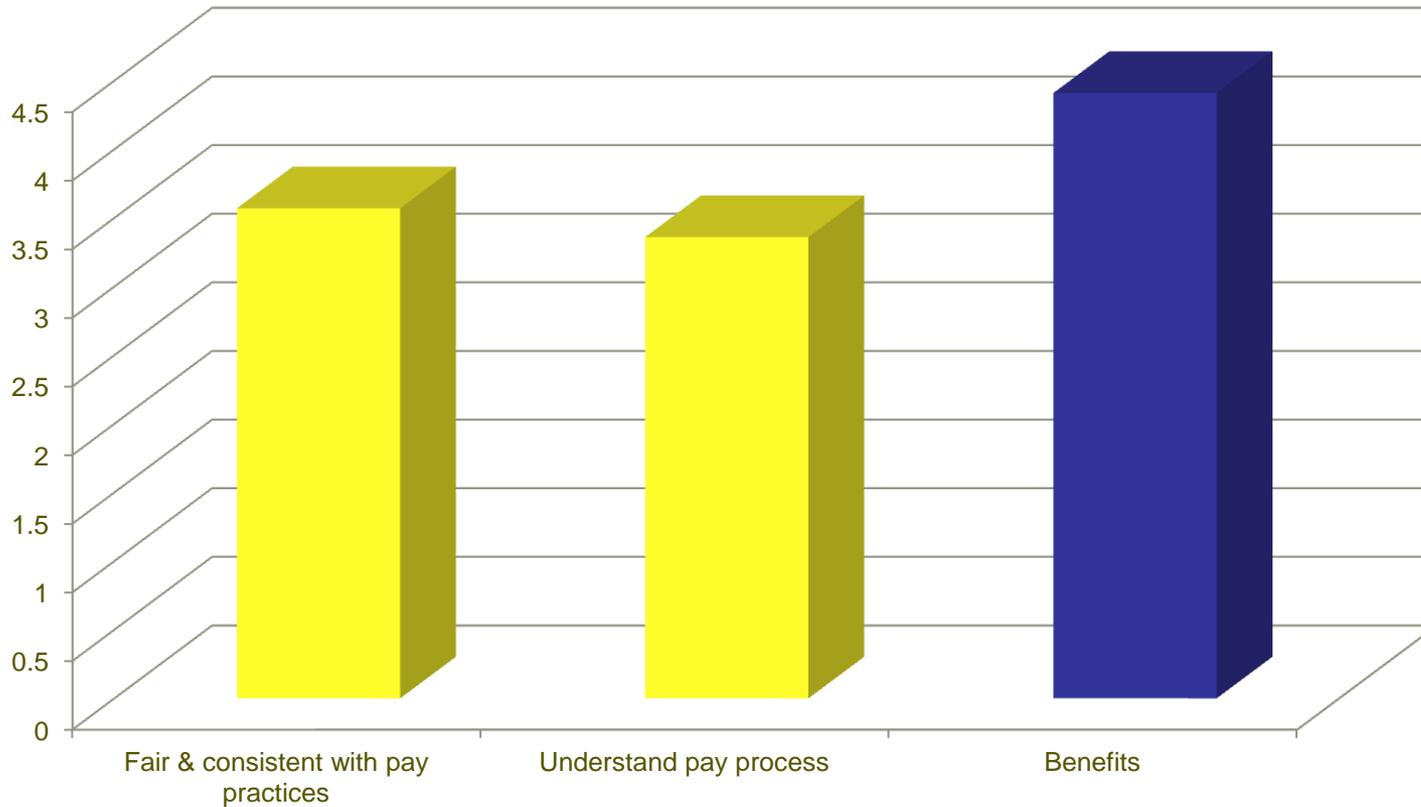


# Leadership





# Compensation & Benefits





## **Overall: Highest Scores**

😊 **Benefits – 4.41**

😊 **Alignment with purpose/objectives – 4.32**

😊 **High quality service – 4.3**

😊 **Putting customer first – 4.2**

😊 **Clear expectations – 4.23**



# Areas Needing Improvement

- Fear of complaining without reprisal or retaliation – 2.9
- Creating a positive work environment – 2.97
- Being listened to and opinions heard – 3.06
- Resolving complaints consistently and positively – 3.13
- Herriman City Recognition – 3.18



THANK  
YOU