

**Minutes**  
Town of Hideout  
Town Council Regular Meeting and Continued Public Hearing  
October 14, 2021

The Town Council of Hideout, Wasatch County, Utah met in Regular Meeting and Continued Public Hearing on October 14, 2021 at 6:00 p.m. electronically via Zoom due to the ongoing COVID-19 pandemic.

Regular Meeting and Continued Public Hearing

**I. Call to Order**

**1. October 7, 2021 No Anchor Site Determination Letter**

Mayor Rubin called the meeting to order at 6:03 p.m. and reminded participants there was no anchor site location due to the ongoing COVID-19 pandemic.

**II. Roll Call**

**Present:** Mayor Phil Rubin  
Council Member Chris Baier  
Council Member Carol Haselton (joined at 6:49 p.m.)  
Council Member Bob Nadelberg  
Council Member Ralph Severini

**Staff Present:** Town Attorneys Polly McLean (joined at 6:54 p.m.) and Cameron Platt  
Town Administrator Jan McCosh  
Town Planner Thomas Eddington  
Town Clerk Alicia Fairbourne  
Director of Engineering and Public Works Timm Dixon  
Public Works Director Daniel Allen  
Public Works Supervisor Kent Cuillard

**Others Present:** Kathleen Shepley, Kris Campbell, Mary Freeman, Ken Block, Carol Tomas, Glynnis Tihansky, and others who may have logged in using a partial name or using only a phone number.

**III. Approval of Council Minutes**

**1. October 16, 2020 Meeting Minutes DRAFT**

Council Member Severini felt more content should be added to the minutes due to the importance of the meeting as it related to the Silver Meadows Annexation. It was decided to defer the approval of the minutes to the November 10, 2021 Town Council meeting.

#### **IV. Continued Public Hearing**

- 1. Ratify and adopt the Official Zoning Map of the Town of Hideout to reflect existing zoning - CONTINUED TO NOVEMBER 10, 2021 MEETING. NO ACTION WILL OCCUR DURING THIS MEETING AS IT IS STILL UNDER REVIEW BY PLANNING COMMISSION AND IS ON THE PLANNING COMMISSION AGENDA FOR OCTOBER 21.**

Mayor Rubin explained the Zoning Map was still under review from the Town Planner and Planning Commission, and therefore, the item would be deferred to the November 10, 2021 Town Council meeting.

#### **V. Public Input - Floor open for any attendee to speak on items not listed on the agenda**

Mayor Rubin opened the floor to public comment at 6:10 p.m. and instructed participants on the process to comment via Zoom meeting.

There being no public comments, Mayor Rubin closed the public input portion of the meeting at 6:11 p.m.

#### **VI. Agenda Items**

- 1. Reschedule of November 11, 2021 Meeting to November 10, 2021 due to Veteran's Day**

Mayor Rubin explained the Regular Town Council Meeting fell on November 11, 2021, which was a Federal Holiday, and asked Council if they were available to reschedule the meeting to November 10, 2021 at 6:30 p.m.

Council Member Nadelberg noted he would be out of the country and may not be available to join. Council Members Severini and Baier did not have a conflict. When Council Member Haselton joined the meeting, it was agreed to reschedule the November 11, 2021 meeting to November 10, 2021 with a start time of 6:30 p.m.

- 2. Extension of Council Vacancy to November 10, 2021 meeting**

Two constituents had submitted a letter of interest for the Council vacancy, however neither candidate was available for this meeting. Mayor Rubin extended the vacancy to the November 10, 2021 Town Council meeting at which time the candidates would be interviewed and one would be chosen to fill the vacancy.

- 3. Presentation regarding redistricting**

Mayor Rubin introduced Ken Block, a Hideout resident who was working with the Park City Leadership Class 27 to present redistricting drawings to the Utah Independent Redistricting Commission.

Mr. Block provided a background on the Park City Leadership Class 27, which was comprised of residents of Summit and Wasatch Counties who met with current and past City and County Mayors and Council Members of the cities included in Wasatch and Summit Counties. He introduced Kris Campbell, who had performed extensive research regarding the redistricting in Wasatch and Summit Counties.

Mr. Campbell explained Hideout was part of House District 54, which was represented by House Representative Mike Kohler, and Senate District 26, which was represented by Senator Ron Winterton. He noted House District 54 included Wasatch County, Park City, and Hideout, but did not include Kamas or Francis. Regarding Congressional Districts, Wasatch County was in a different Congressional District than Summit County. Part of the Redistricting Commission's discussions were to possibly make Summit County and Wasatch County its own House District, and if that were to transpire, he asked which District Hideout would belong in. He discussed the notion of Communities of Interest, which would be comprised of residents in a contiguous area who shared common interests. He encouraged neighbors to discuss with each other and form a Community of Interest which could then be drawn on a map and submitted for presentation to the Utah Independent Redistricting Commission. Mr. Campbell explained this was a new process, and the maps would need to be submitted by October 22, 2021. The maps would be compiled and presented to the Commission on November 1, 2021. The Commission would present their findings to the Legislature for consideration.

Council Member Severini asked what type of content was preferred. Mr. Campbell explained by following the link provided, a map could be drawn outlining the various Communities of Interest. Additionally, the link to the Utah Independent Redistricting Commission was provided in order to submit comments to the Commission (*Clerk's note: links provided in the meeting materials*).

Discussion continued regarding providing information and gathering feedback from residents in a timely manner. It was determined a one-question survey would be made available to residents through the Hideout website and subsequently submitted to the Commission for consideration prior to the deadline.

Council Member Haselton joined the meeting at 6:49 p.m. and Town Attorney Polly McLean joined at 6:54 p.m.

Mayor Rubin thanked Messrs. Block and Campbell for their time and information.

#### **4. Update regarding noxious weeds**

Mayor Rubin presented the 2021 Noxious Weed Report and explained a letter was sent to land and property owners in Soaring Hawk, Golden Eagle, Overlook Village, Reflection Ridge, Reflection Lane, Silver Sky, Forevermore Court, and Glistening Ridge, as well as developers and Homeowners Associations (HOA's) which explained weed control was required. He reviewed out of the two hundred seventy-four (274) lots listed with individual owners, only thirty-six (36) reports were returned noting weed control was performed. Of the eight (8) developers and HOA's only four (4) reports were returned.

He expressed concern stating the letter was not effective. Council Member Baier stated Staff should take advantage of feedback received and implement processes in which the letter is sent several times starting in March each year, as well as provide further clarification. Town Administrator Jan McCosh explained the Town now had enforcements in place to impose citations and fines once the time to respond had passed. Council Member Baier asked the letter be updated and emailed well in advance – possibly starting in the Winter months – to give time for owners to be properly notified. It was also mentioned if the letter was not responded to, the cost would be included on the owners' property tax assessment bill.

Council Member Haselton noted a free calendar, Best Practices for Weed Control, was available from Wasatch County which showed the various regional weeds and the best time for remediation. She suggested obtaining and distributing a copy of the 2022 calendar. Council Member Baier added her thoughts in which a link should be provided in the letter for more information regarding weed control.

Council Member Baier commended Staff Member Carol Kusterle on her work and noted each year the Town showed improvement regarding weed control. Mayor Rubin agreed and added the HOA's cooperation had improved as well.

## **5. Discussion of Council compensation**

Mayor Rubin stated the discussion of Council compensation had been reviewed during several prior Council meetings. Additional information had been provided for this meeting showing the population and compensation for Mayors, Council Members, and Planning Commissioners from numerous cities and towns throughout the state. He asked each Council Member to review the compensation charts and provide feedback via email if a proposal should be made to the Budget Committee and how much they felt was warranted. Council Member Baier noted future growth should be taken into consideration when determining a dollar amount. Mayor Rubin agreed and stated the potential for growth was approximately three thousand (3,000) units, or six thousand (6,000) residents. Council Member Baier added various positions – Mayor and Planning Commission Chair – may justify a higher compensation due to working more hours and increased responsibility.

Ms. McCosh discussed the threshold of pay to become eligible to be entered into the Utah Retirement System (URS), noting the maximum pay was just over \$21,000 per year. It was noted to be eligible for health insurance, one would have to work over twenty (20) hours per week. Council Member Baier noted only the Mayor's position would possibly exceed that threshold. Mayor Rubin stated staff was being added to the various town departments in order to alleviate some of the demands and hours worked in the Mayor's position.

Council Member Severini noted he was on the Budget Committee and pointed out the Town's revenue intake was approximately \$1.5 million dollars per year. He expressed concern of exceeding two percent (2%) of the Town's revenue and asked Town Clerk Alicia Fairbourne to provide the budgets of towns with populations ranging from two thousand (2,000) to six thousand (6,000) for the Budget Committee to review in January. Mayor Rubin and Council Member Baier supported Council Member Severini and thanked Ms. Fairbourne for pulling the data together.

## **6. Discussion regarding on-street parking ordinance**

Mayor Rubin introduced the new Director of Public Works, Daniel Allen, and stated previous employers of Mr. Allen included South Jordan City and Summit County and he had extensive experience in Public Works and operations. He explained Public Works Staff would report to Mr. Allen.

Director of Engineering and Public Works Timm Dixon, Town Attorney Cameron Platt, and Mr. Allen had been working to modify the Town's street parking ordinance. Mr. Dixon explained edits were made to the on-street parking ordinance which included:

- Provide for parking on one side of the street, utilizing T-O Engineers' recommendation
- Snow removal emergency routes, including priority streets and timeframe of snow removal from each street
- Parking restrictions
- Resident visitor parking
- Construction parking versus resident parking

Council Member Baier noted construction parking during the Winter months would be an issue and should be the top priority. She expressed concern regarding the safety of the residents, especially during snowfall when the construction vehicles could protrude onto the road while snowplows were trying to pass. Council Member Severini agreed, noting the subject would be somewhat controversial to the residents. He suggested offering a survey to gather opinions of the residents. Mayor Rubin suggested Staff focus specifically on plow routes and devising a construction parking plan as the first two items of priority. Mr. Dixon stated he would share a snow removal emergency route plan with the Council. He and Mr. Platt had a construction plan which could be provided to Council in the upcoming week. Discussion continued regarding the existing provisions regarding construction parking and reinforcing Town Code to developers and contractors during construction meetings. Council Member Baier suggested purchasing additional signage to provide clarification for parking.

Mayor Rubin thanked Messrs. Allen, Platt, and Dixon for their work and looked forward to the final revision.

#### **7. Discussion and possible adoption of an Ordinance for administration of employees with management positions.**

Mr. Platt presented an Ordinance for administration of employees with management positions and explained the Town had a history of involving Council on hiring managers, key employees, and contracted Staff, and would like to formalize the practice. He noted Council should be included in the decision of employee termination as well. Mayor Rubin noted this would codify the definition of management positions and contracted employees.

Council Member Baier noted Hideout worked under a Town Administrator instead of a Town Manager and asked that the language be updated.

Discussion ensued of which positions should be included in the Ordinance. Ms. McLean noted language in the Ordinance which included managers, supervisors, and professional services employees, and stated those were generic roles. She further explained the Ordinance could be amended if additional positions were added. Council Member Baier stated Staff should be somewhat protected for continuity purposes when newly elected officials enter office. Mayor Rubin agreed Staff should be retained and processes and systems should be documented, and Council should be involved when separation of employees occur.

There being no further questions or comments from Council, Mayor Rubin asked for a motion to adopt the Ordinance with the aforementioned update.

*Motion: Council Member Nadelberg moved to adopt Ordinance 2021-O-14 establishing that advice and consent of Council is required for hiring, engaging or terminating management positions, with the modification of the listed position from Town Manager to Town Administrator. Council Member Baier made the second. Voting Yea: Council Members Baier, Nadelberg, Severini. Abstaining from voting: Council Member Haselton. Motion passed.*

**VII. Closed Executive Session - Discussion of pending or reasonably imminent litigation, personnel matters, and/or sale or acquisition of real property as needed**

There being no further public business, Mayor Rubin called for a motion to enter into an Executive Session.

*Motion: Council Member Nadelberg moved to close the public portion of the meeting and enter into an Executive Session to discuss pending or reasonably imminent litigation, personnel matters, and/or the sale or acquisition of real property as needed. Council Member Baier made the second. Voting Yea: Council Members Baier, Nadelberg, and Severini. Abstaining from voting: Council Member Haselton. Motion passed.*

At 8:12 p.m., Mayor Rubin closed the public meeting and entered into Executive Session.

**Present:** Mayor Phil Rubin  
Council Member Chris Baier  
Council Member Carol Haselton  
Council Member Bob Nadelberg  
Council Member Ralph Severini

**Others Present:** Town Attorney Polly McLean  
Legal Counsel for Utah League of Cities and Towns Dani Cepernich

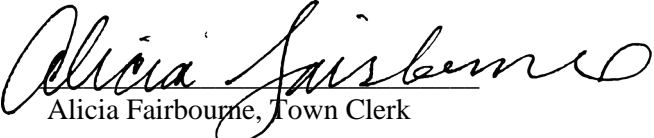
**VIII. Meeting Adjournment**

At 9:10 p.m., Mayor Rubin called for a motion to close the Executive Session and adjourn the meeting.

*Motion: Council Member Nadelberg moved to close the Executive Session and adjourn the meeting. Council Member Haselton made the second. Voting Yea: Council Members Baier, Haselton, Nadelberg, and Severini. Motion passed.*

The meeting adjourned at 9:10 p.m.



  
Alicia Fairbourne, Town Clerk