



# HIDEOUT, UTAH TOWN COUNCIL REGULAR MEETING AND CONTINUED PUBLIC HEARING

October 14, 2021

## Agenda

PUBLIC NOTICE IS HEREBY GIVEN that the Town Council of Hideout, Utah will hold its Regular Meeting and continued Public Hearing electronically for the purposes and at the times as described below on Thursday, October 14, 2021.

This meeting will be an electronic meeting without an anchor location pursuant to Mayor Rubin's October 7, 2021 No Anchor Site Determination Letter.

All public meetings are available via ZOOM conference call and YouTube Live.

Interested parties may join by dialing in as follows:

**Zoom Meeting URL:** <https://zoom.us/j/4356594739> To join by telephone dial: US: +1 408 638 0986

**Meeting ID:** 435 659 4739

**YouTube Live Channel:** <https://www.youtube.com/channel/UCKdWnJad-WwvcAK75QjRb1w/>

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### Regular Meeting

6:00 PM

#### I. Call to Order

- [1.](#) October 7, 2021 No Anchor Site Determination Letter

#### II. Roll Call

#### III. Approval of Council Minutes

- [1.](#) October 16, 2020 Meeting Minutes DRAFT

#### 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.

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

#### VI. Agenda Items

1. Reschedule of November 11, 2021 Meeting to November 10, 2021 due to Veteran's Day
2. Extension of Council Vacancy to November 10, 2021 meeting
- [3.](#) Presentation regarding redistricting
- [4.](#) Update regarding noxious weeds
- [5.](#) Discussion of Council compensation
6. Discussion regarding on-street parking ordinance
- [7.](#) Discussion and possible adoption of an Ordinance for administration of employees with management positions.

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

#### VIII. Meeting Adjournment

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Pursuant to the Americans with Disabilities Act, individuals needing special accommodations during the meeting should notify the Mayor or Town Clerk at 435-659-4739 at least 24 hours prior to the meeting.

### HIDEOUT TOWN COUNCIL

10860 N. Hideout Trail

Hideout, UT 84036

Phone: 435-659-4739

Posted 10/13/2021

**File Attachments for Item:**

1. October 7, 2021 No Anchor Site Determination Letter



October 7, 2021

DETERMINATION REGARDING CONDUCTING TOWN OF HIDEOUT PUBLIC MEETINGS  
WITHOUT AN ANCHOR LOCATION

The Mayor of the Town of Hideout hereby determines that conducting a meeting with an anchor location presents a substantial risk to the health and safety of those who may be present at the anchor location pursuant to Utah Code section 52-4-207(5) and Hideout Town Ordinance 2020-03. The facts upon which this determination is based include: The seven-day rolling percent and number of positive COVID-19 cases in Utah has been over 15.44% of those tested since September 30, 2021. The seven-day average number of positive cases has been, on average, 1992 per day since October 5, 2021.

This meeting will not have a physical anchor location. All participants will connect remotely. All public meetings are available via YouTube Live Stream on the Hideout, Utah YouTube channel at: <https://www.youtube.com/channel/UCKdWnJad-WwvcAK75QjRb1w/>

Interested parties may join by dialing in as follows:

**Meeting URL:** <https://zoom.us/j/4356594739>

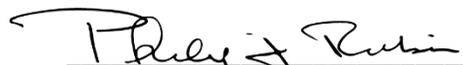
**To join by telephone dial:** US: +1 408-638-0986

**Meeting ID:** 4356594739

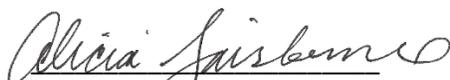
Additionally, comments may be emailed to [hideoututah@hideoututah.gov](mailto:hideoututah@hideoututah.gov). Emailed comments received prior to the scheduled meeting will be entered into public record.

This determination will expire in 30 days on November 6, 2021.

BY:

  
Phil Rubin, Mayor

ATTEST:

  
Alicia Fairbourne, Town Clerk



**File Attachments for Item:**

1. October 16, 2020 Meeting Minutes DRAFT

**Minutes**  
 Town of Hideout  
 Town Council Special Meeting  
 October 16, 2020

The Town Council of Hideout, Wasatch County, Utah met for a Special Meeting on October 16, 2020 at 7:00 p.m. All presenters and Council met electronically via Zoom meeting and viewers were invited to watch live via YouTube Live Stream due to the ongoing COVID-19 pandemic. No public comment was taken.

Special Meeting

**I. Call to Order and Reading of Mayor Rubin's No Anchor Site Determination Letter**

**1. Mayor Rubin's No Anchor Site Determination Letter**

Mayor Rubin called the meeting to order at 7:01 p.m. and read the No Anchor Site Determination Letter in its entirety.

**II. Roll Call**

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

**Staff Present:** Town Attorney Polly McLean  
 Town Planner Thomas Eddington  
 Town Clerk Alicia Fairbourne

**Others Present:** Nate Brockbank (developer), Bruce Baird (legal counsel for the developer), and Rob Mansfield (legal counsel for annexation purposes)

**III. Agenda Items**

**1. Continued Discussion and Possible Action on Ordinance 2020-10: An Ordinance Annexing the Silver Meadows Land which is described in Exhibit A.**

Mayor Rubin reviewed the process of an AMDA (Annexation Master Development Agreement) and noted part of the process was to ensure all parties understood and were comfortable with the language of the AMDA, and to address the issues and concerns presented in previous meetings.

Mayor Rubin acknowledged Hideout had received two letters; one of which was sent by Summit County and the other which was sent by Park City (*Clerk's note: both letters were made public and attached in the meeting materials*).

1 Mayor Rubin presented the revised Concept Plan of the proposed annexation area and asked Town  
 2 Planner, Thomas Eddington, to review changes made to the Concept Plan since the October 14, 2020  
 3 meeting. Mr. Eddington noted the following changes:

- 4 1. Concerns regarding the net square footage of the retail/commercial development were  
 5 clarified and made consistent with the language in the AMDA.
- 6 2. The Hideout General Plan was reviewed, and the Town Center residential developments were  
 7 made consistent with the General Plan to include varying heights of residential structures.
- 8 3. Residential parking concerns were addressed and made consistent with the General Plan to  
 9 include 50 percent of residential parking as structured parking (podium, structured, garage,  
 10 shared, underground, etc.) as to alleviate some of the need for asphalt or surface parking.
- 11 4. It was notated on the Concept Plan that twenty-one lots on the east side of Hideout could be  
 12 relocated into the single-family lots located further to the south side or incorporated into the  
 13 Town Center.

14 Mayor Rubin presented the Zoning Map and asked Mr. Eddington to explain what updates had been  
 15 made from the October 14, 2020 meeting. Mr. Eddington noted the following changes:

- 16 1. Changes in zoning from R20 (Residential 20, which is the highest density) to R6 (Residential  
 17 6) as maximum zoning with cluster opportunities.
- 18 2. Some zoning of R6 became R3 (Residential 3) – a slightly lower density with a cluster  
 19 component in the zoning.

20 Mayor Rubin presented the AMDA with updates made as a result of the October 14, 2020 meeting  
 21 and described each change.

22 Section 2.2.6.1 was discussed; language was added to clarify intention of the EPA (Environmental  
 23 Protection Agency) was to permanently cap the impoundments, which hold mine tailings, and long-  
 24 term maintenance would be provided.

25 Mayor Rubin reviewed Section 3.3, which described Affordable/Workforce Housing. He explained  
 26 the affordable housing units were to be built pursuant to the same schedule as the market rate  
 27 Residential Dwelling Units and twenty percent (20%) of building permits for Residential Dwelling  
 28 Units in each Phase must be for this type of housing.

29 Section 3.5 regarding the Phasing Plan, and Section 3.5.1 prioritizing the Town Center was noted as  
 30 added per prior discussion.

31 Discussion regarding Section 3.8 involving limits on commercial projects ensued. Mayor Rubin  
 32 reviewed language added regarding the subdivision of the commercial spaces and noted, with the  
 33 exception of a grocery store, no single leasable space could exceed 10,000 square feet unless  
 34 approved by the Administrator designated in Section 1.2.2.

35 Section 7.3 regarding Parks, Open Space and Trails, and Section 7.3.1 regarding charging a fee to  
 36 access the chair lift was discussed. It was determined the Parks, Open Space and Trails would be  
 37 open to the public and did not preclude charging a fee to access the chair lift.

38 Section 7.3.3.1 through Section 7.3.3.3 regarding the HOA (Homeowner's Association) fees on  
 39 deed-restricted affordable housing units was discussed. It was noted the HOA fees may not increase  
 40 on these units more than three percent (3%) per year, and only if the sixty-six percent (66%) of the  
 41 full membership of the relevant HOA votes for the increase. Section 7.3.3.3 was added which  
 42 described the limitations of the assessments against the affordable housing.

1 Discussion regarding Section 7.3.4.1 Alternatives to Chair Lift, ensued. It was determined Developer  
2 Nate Brockbank would provide the Town six hundred fifty thousand dollars (\$650,000.00) in the  
3 event a chair lift was either not feasible, or there was a better use of the anticipated costs of the chair  
4 lift. The alternative would be selected by Mr. Brockbank and Council.

5 Regarding Section 7.7 Land for Public Service Facilities and Town Hall, Ms. McLean asked for the  
6 language to be changed from “donate” to “dedicate” for consistency purposes, as well as change the  
7 wording from “up to three acres” to “approximately three acres” and added clarifying language for  
8 the use of the land.

9 Additional design standards were discussed, and language was added for clarification purposes.

10 At 8:33 p.m., Council Member Dwinell’s connection was lost. He was reconnected at 8:37 p.m.

11 Discussion regarding the designation of land for the school, community center, Town Hall, and  
12 Police and Fire Stations ensued. It was noted the developer would dedicate the sites to the Town on  
13 or before August 1, 2021 and limit the use of the land for which it was designated for, unless an  
14 extension of the AMDA was granted as a result of any litigation or other statutory grounds.

15 Mr. Eddington noted an error on the Zoning Plan presented, which would replace “NC”  
16 (Neighborhood Commercial) to “NMU” (Neighborhood Mixed Use). Mr. Baird noted the motion  
17 should state the correction.

18 Section 16 was discussed. Mayor Rubin noted the duties and obligations of the AMDA would be in  
19 effect for any future owner of the property.

20 Mr. Baird explained the AMDA was not “contract zoning” and was entered into by the Town as part  
21 of the statutory permission and obligation to annex any property which the Town would zone. The  
22 AMDA would not grant any zoning rights, but rather restrict zoning rights due to limits on what  
23 would otherwise be allowed to be zoned. He further stated there may be argument it would  
24 incentivize the zoning, which would be inaccurate due to the zoning being established during the  
25 annexation process and not the MDA (Master Development Agreement).

26 After the changes to the AMDA were discussed and agreed upon, Mayor Rubin presented Ordinance  
27 2020-10 and reviewed each section. Mr. Baird asked to make a change to Section 6 of the Ordinance,  
28 noting the Ordinance shall take effect immediately upon passage.

29 Mayor Rubin opened the floor for Council discussion.

30 Council Member Nadelberg thanked Mr. Brockbank for his time and efforts on the development and  
31 expressed his thoughts regarding how it would benefit the community. However, in reflecting on the  
32 public comments made in the Public Hearing meeting on October 12, 2021, he felt as if the  
33 constituents did not want a forced annexation. He spoke with residents who confirmed his theory.  
34 He acknowledged the letters sent by Park City and Summit County recognizing the needs of Hideout  
35 and noted their willingness to cooperate in regional development with the Town.

36 Council Member Dwinell extended his thanks to Mr. Brockbank and his team for not only this  
37 project, but every development within the Town. Council Member Dwinell mentioned several  
38 members of the staff had met with Summit County regarding regional development, which he felt  
39 had been productive meetings. He expressed his thoughts and concerns regarding pushing the  
40 annexation through during the shortened timeframe given by the legislature and would have liked to  
41 have the completed EPA (Environmental Protection Agency) study by the experts contracted  
42 through the Town prior to making his decision. He also expressed concern regarding the economic  
43 study and was unsure if the right balance of residential and commercial had been met in order for  
44 the development project to pay for itself. He discussed concerns of the traffic study and noted the

1 two new access points from SR-241 which were mentioned in a previous meeting were not  
2 guaranteed.

3 Council Member Dwinell mentioned the petition circulated by resident Kurt Shadle, which had over  
4 one hundred (100) signatures opposing the process of this annexation (*included in the October 12,*  
5 *2020 meeting materials*). He stated Summit County had indicated their support in addressing the  
6 needs of the Town and felt as though the opportunity for regional planning within the community  
7 could be accomplished if the town were to postpone the annexation.

8 Council Member Haselton indicated her belief that Hideout needed to annex into its boundaries in  
9 order to develop needed commercial and community buildings and space, however the proposed  
10 annexation land had previously been dedicated as open space by both entities in Park City and  
11 Summit County. She felt the law which enabled Hideout to start the annexation process was  
12 misrepresented in both houses of the legislature and did not give Hideout enough time to conduct  
13 the proper studies prior to it being repealed. She felt it was irresponsible to rush the annexation  
14 process through without the proper studies being conducted and was concerned about the residential  
15 density proposed. She also stated the majority of the Town's constituents had clearly spoken out in  
16 opposition of the annexation which should be considered.

17 Council Member Severini addressed several topics of contention between the entities and expressed  
18 his thoughts. He agreed with Council Member Dwinell regarding the economic and environmental  
19 risks and felt the Town did not have enough time to conduct the appropriate studies. He also felt as  
20 though constituents did not support the annexation.

21 Council Member Baier expressed her appreciation to the Mayor and other members of the Council  
22 for the time and effort put into the annexation proposal. She also thanked Mr. Brockbank and other  
23 staff members for their efforts and feedback. She appreciated the various discussions, letters, and  
24 public input received, and took all the comments into consideration. She mentioned she had spoken  
25 with several legislators, who gave her differing opinions on whether the sixty (60)-day window was  
26 left open intentionally or not. She did not feel as though Park City and Summit County would include  
27 Hideout in their regional planning, and therefore, felt as though Hideout should follow through with  
28 the annexation while the opportunity was available. She discussed the contaminated soil in other  
29 areas of development within Summit County and Park City and pointed out soil would have to be  
30 transported to an off-site repository as their own development progressed instead of depositing it on  
31 the Richardson Flat land. She also expressed her belief that, by developing the area, it could alleviate  
32 some traffic issues Park City was investigating solutions for by allowing visitors to park at the lot at  
33 Richardson Flat and riding public transit into Park City.

34 Council Member Dwinell agreed with Council Member Baier regarding the potential to alleviate  
35 traffic, and also agreed on the varying opinions by legislators regarding the intent of leaving the  
36 sixty (60)-day window open for annexation, and stated he also had conversations with four other  
37 legislators giving differing opinions. Regarding regional planning, he disagreed with Council  
38 Member Baier and felt Park City and Summit County would be true to their word and include  
39 Hideout in their planning and development process.

40 Mayor Rubin expressed his appreciation to everyone who worked on the process. He stated the Town  
41 had a goal of offering solutions by alleviating traffic into Park City and providing housing at different  
42 price points which were needed for the area. He expressed his support for the annexation and felt  
43 the project was valuable.

44 Mr. Brockbank gave comments regarding the development by Park City east of SR-248, which  
45 included seventeen hundred homes and over one million square feet of commercial property. He  
46 spoke personally with fifty (50) Town residents who were not opposed to the annexation but were

1 opposed to the process in which it was presented. He suggested Council pass the Ordinance and  
 2 allow a referendum to transpire in order for the citizens of Hideout to formally make the decision.  
 3 Mr. Brockbank offered to build the Town Hall and Community Center as part of the development.  
 4 He asked Council to take advantage of the opportunity to annex while it was available.

5 Council Member Baier thanked Mr. Brockbank for his comments and agreed Hideout would not be  
 6 part of regional development without the annexation. She noted the goals which were discovered  
 7 during the General Plan work with the community had not been met, and by annexing this property  
 8 and allowing commercial development, the goals could be met.

9 Council Member Dwinell inquired about the outcome of the referendum election. Ms. McLean stated  
 10 the annexation ordinance would be subject to the outcome of the referendum. Therefore, if the  
 11 referendum failed, it would repeal the annexation ordinance. Discussion regarding the logistics and  
 12 outcome of a referendum election ensued. Council Member Dwinell inquired about the ingress and  
 13 egress road from SR-248 and noted if those two access points were not addressed it would become  
 14 an issue. Mr. Baird stated the referendum would suspend the effectiveness of the MDA, and during  
 15 that suspension, feasibility studies could be conducted and solutions could be negotiated and added  
 16 to the MDA. Further discussion continued.

17 ***Motion: Council Member Nadelberg moved to adopt Ordinance 2020-10 annexing the Silver***  
 18 ***Meadows Annexation of approximately three hundred fifty (350) acres into the Town of Hideout***  
 19 ***boundary and amending the Official Zoning Map. Council Member Baier made the second.***  
 20 ***Voting Yea: Council Members Baier, Dwinell and Severini. Voting Nay: Council Members***  
 21 ***Haselton and Nadelberg. Motion passed 3 to 2.***

22 **2. Continued Discussion and Possible Action on authorizing the mayor to enter into an**  
 23 **Annexation and Master Development Agreement pertaining to the Silver Meadows**  
 24 **Annexation.**

25 Discussion continued regarding three additional items which would be added to the AMDA, which  
 26 included:

- 27 1. Section 7.7 Land for Public Service Facilities and Town Hall: The Town Hall and the  
 28 Community Center will be constructed to a design agreed upon by the Town, at the Developer's  
 29 expense.
- 30 2. Section 12.4 Secondary Access and Parking: If issues regarding the SR-248 connection and  
 31 parking along Richardson Flats road are not resolved to the Town's satisfaction by April 16,  
 32 2021 then the AMDA shall be null, void and terminated. *Note: this date was later discussed and*  
 33 *agreed to extend to August 31, 2021.*
- 34 3. Section 12.5 Condition Precedent: this AMDA shall not take effect until after the results of a  
 35 referendum, if any, are certified.

36 After the preceding language was added to the AMDA, Mayor Rubin asked for a motion to enter  
 37 into an agreement pertaining to the Silver Meadows Annexation.

38 ***Motion: Council Member Dwinell moved to authorize the Mayor to enter into an Annexation***  
 39 ***Master Development Agreement pertaining to the Silver Meadows Annexation incorporating***  
 40 ***the changes made during this meeting. Council Member Severini made the second. Voting Yea:***  
 41 ***Council Members Baier, Dwinell, Haselton, Nadelberg and Severini. None opposed. Motion***  
 42 ***passed.***

1 **IV. Meeting Adjournment**

2 There being no further business, Mayor Rubin called for a motion to adjourn.

3 ***Motion: Council Member Nadelberg made a motion to adjourn the meeting. Council Member***  
4 ***Dwinell made the second. None opposed.***

5 The meeting was adjourned at 11:42 p.m.

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Alicia Fairbourne, Town Clerk

DRAFT

**File Attachments for Item:**

3. Presentation regarding redistricting

**RSVP For Wed, Oct 20, 6-7:30pm:** <https://docs.google.com/forms/d/e/1FAIpQLScB8zzGcsePJSghZOI7peNunjVMPC95bGxm0kGxah9uJkAfow/viewform?fbzx=5398915910263898020>

**Leadership Park City Class 27 project:** [leadershippc27@gmail.com](mailto:leadershippc27@gmail.com)

**Community of Interest Map Drawing:** [representable.org/drive/map-your/](https://representable.org/drive/map-your/)

**Utah Independent Redistricting Commission:** [uirc.utah.gov](http://uirc.utah.gov)

**Legislative Redistricting Committee:** [redistricting.utah.gov](http://redistricting.utah.gov)

**State Representative, House District 54:** Mike Kohler, [mkohler@le.utah.gov](mailto:mkohler@le.utah.gov)

**State Senator, Senate District 26:** Ron Winterton, [rwinterton@le.utah.gov](mailto:rwinterton@le.utah.gov)

**File Attachments for Item:**

4. Update regarding noxious weeds



October 14, 2021

### Hideout 2021 Noxious Weed Report

A letter informing home and landowners of their responsibility for checking and treating their lots or parcels for noxious weeds was sent June 4, 2021. (Attached) The letter was emailed to the following owners, developers and HOAs:

**Individual Lot (including homes) Owners:**

Soaring Hawk  
 Golden Eagle  
 Overlook Village  
 Reflection Ridge  
 Reflection Lane  
 Silver Sky  
 Forevermore Court  
 Glistening Ridge

Note: It was determined in July, that for this season, Golden Eagle lot and parcel owners would not be required to report. However, 8 owners did report.

**Developers and HOAs:**

GCD – Shoreline Phases 2, 3, future phases  
 Advantage Management – Shoreline Phase 1  
 Holmes Homes / Community Solutions – Deer Waters, Deer Springs  
 Community Preservation Association/Sea-to-Ski – Rustler, Outlaw Golf Course, owned lots and parcels in Soaring Hawk and all Phases of Hideout Canyon  
 Solstice – Klaim Phase 1, future phases  
 Evergreene Management – Todd Hollow Apartments  
 Sundown Ridge – four lots  
 Town of Hideout

**Of the 274 Lots listed with individual owners, 36 reports were received.**

**Of the 8 Developers (including Town of Hideout) and HOAs, 4 reports were received** from GCD, Community Preservation Association, Town of Hideout, and Sundown Ridge.

**Carol Kusterle and Travis Bonner have documented heavy thistle infestations in the following areas:**

Outlaw Golf Course, especially the north side open areas, golf course maintenance shed area

Reflection Ridge

Reflection Lane, 5 individual owners began treating this summer

Shoreline future phases, especially Deadman's Gulch

Soaring Hawk, especially upper lots bordering open parcels

Based on the information in the letter emailed to home and landowners, developers, and HOAs, the Town could choose to notify those not reporting or adequately treating their lots or open areas. The Town would be within Town Code as per the letter (includes Town Code Section 50.4.100, 110) to do the treatment for these individuals and organizations next summer.

Excel Work sheet attached.

Thank you,  
Carol Kusterle

**File Attachments for Item:**

5. Discussion of Council compensation

## 2021 Review of Mayor Salaries and Health Benefits

Agency	Salary	Population	Retirement	Health Benefits	Additional Annual Compensation Reported
Fairfield	\$50/meeting	100			
Hatch Town	50.00/mo	134			
Howell Town	40.00/mo	245			
Rockville	\$1/year	273			
Wales	\$50/mo	315			
Laketown	\$1200/yr	325			
Tropic Town	\$0.00	530			
Mayfield	\$250/mo	560			
Ferron	\$500/mo	1,600			
Huntington	\$1500/mo	2,000			
Millville City	\$700/mo	2,050			\$50/mo gas allowance, + \$10/Council Meeting
Naples City	1157.33/mo	2,100			
Parowan	\$200/mo	3,033		Yes	If opted to take benefits, half of monthly premium is paid by the City
Beaver	\$1360/mo	3,200		Yes	Can receive health if paid with monthly stipend
Sunset	\$10,790/yr	5,200			Travel allowance \$1,125/yr
Brian Head	\$3,200/yr	7,000		No	
Price	\$18300/yr	8,273			
Ivins	\$15,009/yr	9,500			
Alpine	\$9,900/yr	10,477		No	
Woods Cross	\$12,000/yr	11,340			
Vinyard	\$18400/yr	19,000			
South Salt Lake	\$81,492/yr	25,000			
Syracuse	\$10,044/yr	32,000		Yes (Federally required only)	
Cedar City	\$21,995.60/yr	32,067		Yes	\$100/mo travel reimbursement
Tooele	\$95,502/yr	35,000			
Eagle Mountain	\$70,000/yr	36,000			
Bountiful	\$15,600/yr	44,000		Yes	
Spanish Fork	\$27,924/yr	44,000		Yes	
Murray	\$118,518/yr	49,000			
Logan	\$99,467/yr	52,000			
Herriman	\$14,500/yr	65,000		Yes	Additional fringe benefits offered (appreciation events, phone, computer, etc.)
Ogden	\$133,766/yr	88,000			
Sandy	\$127,572/yr	97,000			
West Jordan	\$105,000/yr	116,000			
Provo	\$120,000/yr	117,000	Yes	Yes	Effective 1/1/2022 - \$130,000/yr
Salt Lake City	\$146,578/yr	201,000			
Salt Lake County	\$164,930/yr	1,153,000			

## 2021 Review of Council Member Salaries and Health Benefits

Agency	Salary	Population	Retirement	Health Benefits	Additional Annual Compensation Reported
Fairfield	\$50/meeting	100			
Hatch Town	50.00/mo	134			
Howell Town	20.00/mo	245			
Rockville	\$1/year	273			
Wales	\$50/mo	315			
Laketown	\$598/yr	325			
Tropic Town	\$	530			
Mayfield	\$75.00/mo	560			
Ferron	\$200/mo	1,600			
Huntington	\$600/mo	2,000			
Millville City	\$300/mo	2,050			
Naples City	\$645.90/mo	2,100			
Parowan	\$141.67/mo	3,033		Yes	If opted to take benefits, half of monthly premium is paid by the City
Beaver	\$1245/mo	3,200		Yes	Can receive health if paid with monthly stipend
Sunset	\$6,110	5,200			Travel allowance \$270/yr
Brian Head	\$3,200/yr	7,000			
Price	\$12,300/yr	8,273			
Park City	\$23,435/yr	8,500			
Ivins	\$8,286/yr	9,500			
Alpine	\$4,800/yr	10,477			
Woods Cross	\$6,000/yr	11,340			\$50 per meeting to Council Member who attends Planning Commission meetings.
Vinyard	\$8,800/yr	19,000			
Payson	\$6,400/yr	20,000	Yes		\$600 travel + \$600 if using own phone
South Salt Lake	\$11,352/yr	25,000	Yes		
Syracuse	\$4,590/yr	32,000		Yes (Federally required only)	
Cedar City	\$14,996.80/yr	32,067		Yes	\$100/mo travel reimbursement
American Fork	\$6,000/yr	32,500			\$3000 travel allowance
Springville	\$12,228/yr	33,000			\$2500 for phone, travel, other expenses
Tooele	\$12,504/yr	35,000	Yes		\$8600 for RDA work and phone allowance
Eagle Mountain	\$15,600/yr	36,000			
Pleasant Grove	\$7,200/yr	38,000	Yes		
Spanish Fork	\$17,467/yr	40,000	Yes		
Bountiful	\$7,800/yr	44,000			\$2500 for phone, travel, other expenses
Bountiful	\$7,800/yr	44,000		Yes	
Spanish Fork	\$17,460/yr	44,000		Yes	
Draper	\$23,400/yr	48,000	Yes		
Murray	\$15,497/yr	49,000	Yes		\$4200 for expenses
Logan	\$15,605/yr	52,000			\$300 travel allowance
Herriman	\$14,500/yr	65,000		Yes	Additional fringe benefits offered (appreciation events, phone, computer, etc.)
Lehi	\$16,608/yr	66,000			\$1500 travel + \$900 phone
South Jordan	\$16,514/yr	74,000			Up to \$480 for phone
Layton	\$17,396/yr	77,000			
St. George	\$20,556/yr	87,000	Yes		\$1800 travel allowance
Ogden	\$18,090/yr	88,000	Yes		\$1150 clothing + \$1140 phone
Sandy	\$24,333/yr	97,000	Yes		
Orem	\$14,420/yr	97,500	Yes		
West Jordan	\$18,000/yr	116,000	Yes		
Provo	\$18,000/yr	117,000	Yes	Yes	Effective 1/1/2022 - \$21,000/yr + \$400/mo expenses. Chair receives an additional \$125/mo. Vice Chair receives an additional \$85/mo.
West Valley	\$21,580/yr	136,000	Yes		
Salt Lake City	\$36,660/yr	201,000	Yes		
Salt Lake County	\$42,856/yr	1,153,000	Yes		

**2021 Review of Planning Commission Salaries and Health Benefits**

<b>Agency</b>	<b>Salary</b>	<b>Population</b>	<b>Retirement</b>	<b>Health Benefits</b>	<b>Additional Annual Compensation Reported</b>
Fairfield	\$50/meeting	100			
Hatch Town	\$50.00/mo	134			
Howell Town	\$0.00	245			
Rockville	\$0.00	273			
Wales	\$0.00	315			
Laketown	\$240/yr	325			
Tropic Town	\$0.00	530			
Mayfield	\$0.00	560			
Ferron	\$50/meeting	1,600			
Huntington	\$50/meeting	2,000			
Millville City	\$25.00/meeting	2,050			
Naples City	\$75.00/meeting	2,100			
Parowan	(no input)	3,033			
Beaver	\$0.00	3,200			
Sunset	\$30/meeting	5,200			Chair paid \$40/meeting
Brian Head	\$700/yr	7,000			
Ivins	\$50/meeting	9,500			
Alpine	\$50/meeting	10,477			
Woods Cross	\$50/meeting	11,340			
Vinyard	\$30/meeting	19,000			
Syracuse	\$50/meeting	32,000			
Cedar City	\$25/meeting	32,067			
Bountiful	\$50/meeting	44,000			
Herriman	\$100/meeting	65,000			

**File Attachments for Item:**

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

## ORDINANCE #2021-O-14

AN ORDINANCE ESTABLISHING THAT ADVICE AND CONSENT OF COUNCIL IS REQUIRED FOR  
HIRING, ENGAGING OR TERMINATING MANAGEMENT POSITIONS

WHEREAS, the Town of Hideout (“Town”) has authority to hire managers, supervisors, and contract employees for professional services; and

WHEREAS, the Town has an interest in attracting and keeping quality managers, supervisors, and professional services employees; and

WHEREAS, historically the Mayor has requested input from the Town Council (“Council”) on hiring decisions for managers, supervisors, and professional services employees; and

WHEREAS, the Town desires to make this collaborative approach to hiring a regular formal practice.

NOW, THEREFORE, BE IT ORDAINED BY THE TOWN COUNCIL OF HIDEOUT, UTAH, THAT:

SECTION I: Amend Chapter 1.12 Officers and Employees of the Hideout Town Code to add Section 1.12.060 as follows.

## **1.12 OFFICERS AND EMPLOYEES**

### **1.12.060 MANAGEMENT POSITIONS**

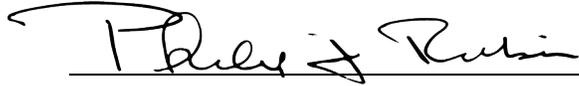
The mayor shall, as executive officer of the town, have charge of all managers, supervisors, full or part-time employees, and professional services employees. The mayor or designee shall hire or engage such personnel from time to time as the need arises and, in so doing, shall follow such rules, regulations and laws established for such hiring or termination.

Before taking action to hire or engage, or terminate a manager, supervisor, or professional services employee, the mayor shall:

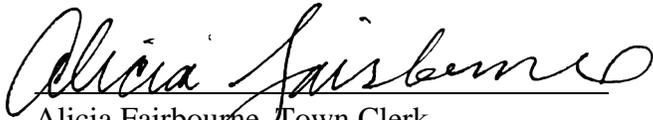
- A. In the case of hiring or engaging, notify the town council of the identity of the candidates and include at least one member of the town council in the hiring process. Once a final candidate is selected and recommended by the mayor, the town council shall give advice and consent to the hiring.
- B. In the case of termination, notify the town council of the reasons for recommending termination in a closed meeting. The town council shall give advice and consent to the termination.
  - a. The employee may present evidence or explanation to the council.
- C. No action to hire or terminate a manager, supervisor, or professional services employee shall take effect without a majority of the town council’s consent.
- D. This section shall apply to the Town Administrator, Town Planner, Town Attorney, Town Engineer, Town Clerk, and Town Treasurer and as provided in Hideout Code 1.12.010.

Section II: Effective Date. These amendments shall take effect upon publication.

PASSED AND ADOPTED by the Town Council of Hideout, Utah, this 14th day of October in the year 2021.

  
\_\_\_\_\_  
Phil Rubin, Mayor

ATTEST:

  
\_\_\_\_\_  
Alicia Fairbourne, Town Clerk

