

KAYSVILLE CITY COUNCIL
November 18, 2021

Minutes of a regular Kaysville City Council meeting held on November 18, 2021 at 7:00 p.m. in the Council Chambers in Kaysville City Hall at 23 East Center Street, Kaysville, UT.

Council Members present: Mayor Katie Witt, Council Member John Swan Adams, Council Member Michelle Barber, Council Member Mike Blackham, Council Member Andre Lortz, and Council Member Tamara Tran

Others Present: City Manager Shayne Scott, City Attorney Nic Mills, City Recorder Annemarie Plaizier, Information Systems Manager Ryan Judd, Public Works Superintendent Josh Belnap, Sgt. Jeremy Owens, Parks and Recreation Director Cole Stephens, Abbigayle Hunt, Perry Oaks, Stephen Lyon

OPENING – 7:00 P.M.

Council Member Blackham opened the meeting with a prayer and led the audience in the pledge of allegiance.

PRESENTATIONS AND AWARDS

PROCLAMATION DECLARING NOVEMBER 27, 2021 AS SMALL BUSINESS SATURDAY

Mayor Witt read a proclamation declaring November 27, 2021 as Small Business Saturday and encouraged residents to support small businesses on Small Business Saturday, and throughout the year.

DECLARATION OF ANY CONFLICTS OF INTEREST

No conflicts were disclosed.

CONSENT ITEMS

Council Member Lortz made a motion to approve the following consent items:

- a. A Resolution adopting the Davis County Natural Hazard Mitigation Plan.
- The motion was seconded by Council Member Barber.

The vote on the motion was as follows:

Council Member Barber, yea
Council Member Blackham, yea
Council Member Adams, yea
Council Member Tran, yea
Council Member Lortz, yea

The motion passed unanimously.

ACTION ITEMS

A RESOLUTION ADOPTING AND APPROVING A POLICY ESTABLISHING A PARENTAL LEAVE POLICY

Nic Mills said that the council reviewed this proposed resolution enacting a paid parental leave policy and recommended that the policy be changed so that birthing parents be given six weeks of paternity leave, and non-birthing or adoptive parents be given three weeks. In the past five years, we have had two part-time employees that have given birth and would have qualified for the full six weeks. We have an additional employee that will give birth in 2022.

Council Member Barber made a motion to approve a Resolution adopting and approving a policy establishing a Parental Leave Policy, seconded by Council Member Adams.

The vote on the motion was as follows:

Council Member Blackham, yea
Council Member Adams, yea
Council Member Tran, yea
Council Member Lortz, yea
Council Member Barber, yea

The motion passed unanimously.

Mayor Witt thanked all of those who have been working on this policy and the council for having a good discussion about this topic. We will be trendsetters by approving this and it makes good common sense to want to take care of our employees and their families.

A RESOLUTION AMENDING SECTION 2.17 “RETIREMENT” OF THE KAYSVILLE CITY PERSONNEL RULES AND REGULATIONS

Shayne Scott explained that over the past year, an effort was made to evaluate Kaysville City benefits and other non-payroll related benefits. One recommendation that came from this is to incentivize an employee that may desire to retire but continues to work due to health insurance requirements. The proposed change to the personnel manual allows retiring employees to be compensated for up to two years of health insurance benefits available to all other city employees, and for their spouse, as long as they are retiring with an official filing with the Utah Retirement System, the employee provides at least three months’ notice of retirement, and that the employee doesn’t qualify for any other employer or government-funded health insurance coverage.

Council Member Lortz made a motion to approve a Resolution amending Section 2.17 “Retirement” of the Kaysville City Personnel Rules and Regulations, seconded by Council Member Tran.

The vote on the motion was as follows:

Council Member Adams, yea
Council Member Tran, yea
Council Member Lortz, yea
Council Member Barber, yea
Council Member Blackham, yea

The motion passed unanimously.

A RESOLUTION AMENDING SECTION 4 OF THE KAYSVILLE CITY PERSONNEL RULES AND REGULATIONS REGARDING THE CITY'S PAID LEAVE POLICIES

Shayne Scott explained that the city recently discussed some potential changes to the personnel policy regarding leave. Staff received direction to explore the potential of transitioning to a paid time off policy instead of concurrent vacation and sick leave policies. This resolution would amend the City's existing policies and remove some antiquated leave policies.

Council Member Blackham said that these decisions would not affect the Council and asked if employees had been notified of this proposal and if they had provided any input.

Shayne Scott responded that it started out just being looked at administratively, but it was taken to the employee morale committee as well as presented to the department heads. Department heads were asked to speak to the employees about this. It was also mentioned at a recent staff meeting.

Council Member Tran made a motion to approve a Resolution amending Section 4 of the Kaysville City Personnel Rules and Regulations regarding the city's Paid Leave Policies, seconded by Council Member Lortz.

The vote on the motion was as follows:

Council Member Tran, yea
Council Member Lortz, yea
Council Member Barber, yea
Council Member Blackham, yea
Council Member Adams, yea

The motion passed unanimously.

WORK ITEMS

A DISCUSSION ABOUT KAYSVILLE CITY'S PAID HOLIDAYS

Shayne Scott explained that in 2021 the Federal Government recognized Juneteenth as a Federal Holiday to be celebrated on June 19th each year. Because of this, several Kaysville City employees have asked how this affects our Holiday schedule, if at all. Some option the council could consider include adding an additional holiday to the already accepted holidays. Currently there are twelve, and this would be adding a thirteenth holiday. The council could also do nothing and Juneteenth would not be celebrated as a Kaysville City Holiday. Finally, the council could also swap

Juneteenth for another existing holiday. For example, Columbus Day might be a holiday that could be exchanged for Juneteenth.

Mayor Witt commented that if this is a Federal Holiday it only makes sense for Kaysville to recognize it as well. We shouldn't swap out any other holidays for it.

Council Member Blackham said that he would prefer to not add another holiday. With all the time employees already have available to take off, it doesn't seem necessary to add another holiday.

Council Member Barber asked if this had been discussed with the employee committee.

Shayne Scott responded that it had not been yet. This was brought up by some employees that wondered what the city would do with the holiday.

Council Member Barber made a motion to move this item to an action item, with the direction that Staff obtain feedback from the employees in regard to swapping Juneteenth for another holiday, seconded by Council Member Adams.

The vote on the motion was as follows:

Council Member Lortz, yea
Council Member Barber, yea
Council Member Blackham, yea
Council Member Adams, yea
Council Member Tran, yea

The motion passed unanimously.

A RESOLUTION APPOINTING A REPRESENTATIVE TO SERVE ON THE GREAT SALT LAKE SCENIC BYWAY COMMITTEE

Shayne Scott explained that the Great Sale Lake Scenic Byway Committee has requested that the city appoint a member to serve on this committee and to do that by resolution. Mayor Katie Witt, who will not be Mayor in January, has expressed interest in serving on this committee on behalf of the city. This is more than acceptable to city staff.

Council Member Lortz made a motion to move this item to an action item, seconded by Council Member Barber.

The vote on the motion was as follows:

Council Member Barber, yea
Council Member Blackham, yea
Council Member Adams, yea
Council Member Tran, yea
Council Member Lortz, yea

The motion passed unanimously.

UPDATES TO CHAPTERS 2, 3 AND 4 OF TITLE 9 “PUBLIC WORKS” OF THE KAYSVILLE CITY ORDINANCES

Josh Belnap explained that for the last couple of years, Public Works has spent considerable time working with outside consultants, other municipalities, elected officials, Community Development staff and the City Attorney to review the city’s construction standards and ordinances regarding the city’s streets, storm water and drinking water infrastructure. In addition to changes that have already been adopted regarding Low Impact Development (LID), summer water usage and the city’s construction standards, Staff has also identified the proposed changes to Title 9 as well as the excavation permit. These proposed changes are aimed at better protecting the longevity of newly paved or surfaced streets, and enhancing water quality for both storm drain and drinking water.

Council Member Blackham suggested that there be clarification on the excavation permit regarding which standards would be required for street cuts with asphalt less than four years old, and asphalt that is older.

Council Member Blackham made a motion to move this item to an action item, with the suggested clarification as mentioned. The motion was seconded by Council Member Adams.

The vote on the motion was as follows:

Council Member Blackham, yea
Council Member Adams, yea
Council Member Tran, yea
Council Member Lortz, yea
Council Member Barber, yea

The motion passed unanimously.

CALL TO THE PUBLIC

Nothing was brought under this item.

COUNCIL MEMBER REPORTS

Council Member Adams said that as part of Kaysville Gives, the City Council would be participating in the “Fill the Fire Truck” event on December 4th from 10:00 a.m. to noon at the Kaysville Fire Station. Residents can also start to obtain gift tags of items that are needed for the Kaysville Gives program.

CITY MANAGER REPORT

Shayne Scott said that tonight the Jazz team was recognizing a young man that was part of Kaysville’s Jr. Jazz program.

Council Member Barber added that one of the Recreation employees had sent a picture of the

young man to the Jazz and they invited him to the game. This is a great example of how our staff supports the kids in the community.

ADJOURNMENT

Council Member Blackham made a motion to adjourn the City Council meeting at 7:38 p.m., seconded by Council Member Adams and passed unanimously.