PARK CITY COUNCIL MEETING MINUTES
445 MARSAC AVENUE
PARK CITY, SUMMIT COUNTY, UTAH 84060

June 17, 2021

The Council of Park City, Summit County, Utah, met in open meeting on June 17, 2021, at 4:00 p.m. in the City Council Chambers.

WORK SESSION

FY2021-22 City Manager's Recommended Budget: Operating Budget, Council Compensation, and Fee Schedule Presentation and Review:
Mayor Pro Tem Doilney stated Mayor Beerman was not feeling well, but he would participate in the meeting to the extent possible.

Jed Briggs and Penny Frates, Budget Department, presented this item. Briggs discussed the General Fund balance and indicated the State Legislature increased the cap from 25% to 35%. He thought many cities were contemplating increasing their balances incrementally over time until they reached 35%. Briggs noted sales tax numbers were very strong, resulting in a large fund balance. He displayed a chart showing the fund balance since 2013. Council Member Henney stated this was a reserve balance and asked why the FY 2021 balance was higher than 25%. Briggs responded the law went into effect in May, so the balance did not exceed the cap. He stated the City was in a good position, having $9,000,000 in reserves.

Council Member Joyce was grateful the economy did well during the pandemic and that the vaccine had been created within a year. He asserted the City's funds would have been drained if the pandemic had lasted two to three years and proposed setting a goal to reach the 35% reserve cap by a certain time. He thought there should be a conversation on using some of the reserves for big projects, such as the Olympics. Council Member Henney considered the reserve fund as a disaster fund, but he was open to discussing this further. He hoped to understand the goals and purposes of the reserve fund. Council Member Joyce clarified this was referred to by the State as a General Fund balance, which was different from a reserve fund. Dias stated this year the City had the same policy, but he would set up a work session to discuss the protocol moving forward.

Mayor Pro Tem Doilney asked what prompted the State to raise the cap. Dias stated some municipalities had big sales tax revenue increases and they were hitting the 25% threshold. He thought the 35% cap was an interim solution and would be revised.

Frates reviewed energy saving projects at Mine Bench and noted there was a utility bill savings of $50,000. There was no increase in insurance premiums or retirement benefits. There were reduced expenses in Transportation due to limited Transit service. Briggs discussed the changes in the Transportation Fund based on the City/County separation and indicated the City would have significant savings from the separation.

Frates reviewed the changes in the Fee Schedule. Council Member Worel referred to the MARC adding a sliding scale fee for users based on Summit County AMI and stated requesting financial information from people was sensitive. She requested a staff report on how that would be implemented. Council Member Gerber asked if the minimal Golf fee increases could be further increased to build funds. Frates stated she would get an answer from Vaughn Robinson.

Brooke Watters, HR Manager, indicated a pay plan study was performed by Mercer in 2019. The results were received in 2020 and then COVID-19 slowed down the process. There was an internal committee and an external blue ribbon commission that were formed to analyze the results. Lia Santos, Mercer, stated the pay and benefits study was very comprehensive. She indicated COVID impacted about 15% of the survey entities. Watters indicated Mercer also performed a staff gender analysis regarding pay, and very few pay variances were found. Those variances were looked at and the discrepancy was due to longevity and not based on gender. She reviewed that the survey results showed some positions were under-paid, most were in line with competitors, and a few were above the standard pay scale. Overall, they found Park City was competitive with the benefits that were offered.

Watters stated it was a struggle attracting and retaining employees due to the strong job market, low unemployment, high home prices in the area, competition with work-from-home companies, and the continued rise in wages. She noted Park City had a 22% turnover rate in 2020, which was 10% higher than the average for the City. Mayor Pro Tem Doilney noted statistics from the State Economic Resiliency Committee showed the need for a higher wage in Park City to compete with the wages and cost of living in the Salt Lake Valley.

Clint McAffee, Internal Pay Plan Committee member, stated the committee felt staff was the City's most important asset. He reviewed the committee looked at pay at the 50th and 75th percentiles and they recommended pay at the 75th percentile. The reasons were high expectations from the Council and the community, unique work conditions based on the City's mining history, extreme weather conditions, the expectation to achieve high goals, and the current market being very competitive as well as the learning curve needed when employees left. They recommended a one-time pay increase to get to the 75th percentile that would be reached over a two-year period. Raises would be based on performance. He noted the study was already two years old and action should not be delayed.

The Council members were sensitive to the need of attracting and retaining employees. Council Member Worel talked to hotel management this week and they were offering a signing bonus for entry level employees, and she asked if the City had considered bonuses. Watters stated her team looked at this for police officers and building inspectors, and they would consider signing bonuses. Council Member Joyce indicated it was expensive to lose an employee and to start from the beginning with recruiting and training. He thought retaining employees was important. He thought the plan was a good start and it should be looked at quarterly instead of waiting until the next budget cycle. He suggested coming back with a budget amendment in a few months. Mayor Pro Tem Doilney hoped the City could create good work environments to retain people. He thought the 22% turnover rate was not just a job change, and noted several employees had life changes. Council Member Gerber indicated wages in the area went up 18% this year, and this study was two years old. She suggested increasing wages to the 75th percentile in one year instead of the recommended two year step increase.

Council Member Henney agreed with what was said. He was glad the City was looking at the competition, and stated the City needed to be a place employees found favorable. He wanted to know if the 75th percentile was the right number. Council Member Joyce wondered if this was enough, and he asked Watters to come back with the right number. He did not feel good about the proposed increases. McAffee stated the committee was trying to balance what was going on in the area, but things were changing fast. They were worried about shocking people or looking greedy. He was willing to go back to take another look prior to next week. Council Member Joyce stated the City was about to explode with events and people. Dias stated the information was a good set of data. To implement the increases in one year would add $800,000 to the budget. He would bring this information back next week with the final budget. He appreciated the Council's comments tonight supporting the City employees.

Deanna Rhodes, spokesperson for the Blue Ribbon Commission, stated the commission members had applied to be on the commission. The committee met six times, via Zoom, to discuss the pay plan as community members. The committee agreed the data was valuable and she supported the recommendations.

Discuss City Council Protocols:
Michelle Downard, Resident Advocate, presented this item and reviewed that the Council protocols were just best practices for Council. She noted the suggested protocol of creating an autoreply for emails to Council and creating a Council member rotation for regular events so there was equal opportunity to participate in those events.

Council Member Joyce stated he had suggested a Council rotation for transparency during election cycles. Council Member Henney thought that was a legitimate point and asked if the rotation should be temporary based on elections or as a permanent rotation. Council Member Worel stated half of Council was campaigning every other year and she hoped a rotation wouldn't create a burden for those not campaigning. Mayor Beerman indicated a best practice was more flexible and Council worked well adjusting to the other members' schedules and obligations. Council Member Worel asked Linda Jager how Coffee with Council would be programmed going forward, to which Jager stated it would be a hybrid of in-person and virtual attendance. Mayor Pro Tem Doilney favored the Coffee with Councils that were a question/answer format. Council Member Gerber stated these events could be attended with staff. Council Member Henney thought there was value in the roundtable discussions, which were different than Coffee with Council, and wanted to see those continue.

Regarding autoreply, the Council thought it would be a good practice to let people know their emails had been received. Council Member Worel asked what the next step would be beyond the autoreply. Council Member Gerber suggested Council could respond to questions, but the autoreply would be sufficient for those stating their positions on a topic without expecting an answer. Council Member Henney stated he could continue responding to those emails from people with questions. Mayor Pro Tem Doilney thought some emails would be better answered by staff and Council Member Henney could forward those to the appropriate department. Council Member Gerber suggested Council Member Henney could also forward emails that could be answered best by another Council member. Mayor Beerman indicated an autoreply was essential and he was grateful Council Member Henney was willing to continue with the more in-depth email responses.

REGULAR MEETING

I) ROLL CALL

Attendee Name	Status
Mayor Andy Beerman Mayor Pro Tem Max Doilney Council Member Becca Gerber Council Member Tim Henney Council Member Steve Joyce Council Member Nann Worel Matt Dias, City Manager Margaret Plane, Special Counsel Michelle Kellogg, City Recorder	Present
None	Excused

II) COMMUNICATIONS AND DISCLOSURES FROM COUNCIL AND STAFF

Staff Communication Reports:

1. Park City Soils Management Facility Update:

2. FY 2021 Fraud Risk Assessment:

3. Neighborhood Traffic Management Program- Iron Mountain Trailhead Update:

4. Fire and Fireworks Restrictions:

Council Questions and Comments:
Council Member Worel indicated the Summit County Health Department was cautioning people to check for ticks. She attended lunch at the Senior Center. She noted the Friends of the Library was holding a pop-up book sale on July 2-3.

Council Member Henney stated he and Mayor Pro Tem Doilney did a Walk and Talk in the Snow Creek area and he felt it was very effective. He indicated the last Coffee with Council was on the City/County Transit separation and there was a very good response from the public. He attended a Park City Fire District meeting where they discussed the agreement they made with the City for fire inspections. He discussed the Fireworks staff report and stated the State was in a severe drought. He asked if the declaration had authority to shut down heavy equipment and other risks that would create a fire should these conditions continue through the summer. Dave Thacker, Building Official, stated the declaration had language that enabled staff to enforce risky situations. Council Member Henney asked about regulating machinery that could spark. Thacker stated dew point was something he looked at when implementing restrictions.

Council Member Joyce attended the last Joint Transportation Advisory Board (JTAB) meeting before the Transit separation. He talked to many people about running for office and he saw a number of good people turn away from the opportunity because of the amount of time involved. He indicated the liaison responsibility was tremendous. He hoped the job description for Mayor and Council could be trimmed or that these positions would not be inclusive. He suggested scaling back the liaison role.

Council Member Gerber agreed and thought it was time to look at Council's liaison roles. She attended the Historic Park City Alliance (HPCA) meeting and noted the businesses were hurting from lack of employees. She felt this would be an issue for a few years. She also noted she talked with several families who had children who came out as LGBTQIA+ and they were happy to see the Pride flags up around town. She suggested keeping one Pride flag up all year as a symbol of hope and support for that group.

Mayor Pro Tem Doilney attended the Department of Alcoholic Beverage Control (DABC) meeting and talked with the new leader about how laws were enforced and the morale. He stated leadership mattered, and noted he was pleased the federal government enacted the Juneteenth holiday.

Mayor Beerman supported the idea of keeping Pride symbols up around town. He attended Charlie Sturgis' retirement party, noting Sturgis was the head of Mountain Trails Foundation. He updated Council on the future Olympics committee meeting and indicated some athletes were added to the board. The new chairman was Catherine Raney-Norman. He stated Park City was assured a seat on the committee. He also stated the City received formal notice that it would receive ARPA funding which amounted to a little over $1,000,000. He also stated the Mountain Towns Conference was held last year with the four biggest resorts being in attendance. He received word that these resorts just committed to a unified climate compact and he noted the Mountain Towns Conference was the seed that brought this about.

Matt Dias, City Manager, stated the Juneteenth federal holiday was passed today and he wondered if the City should close tomorrow. As he talked to department heads, they felt tomorrow should be open, but that holiday should be observed beginning next year. Council Member Worel asked if it could be a floating holiday, to which Dias affirmed that was possible, but the intent was to honor the emancipation. Mayor Pro Tem Doilney supported the rolling holiday and did not think it was responsible to take tomorrow as a holiday. Council Member Gerber thought the community was trying to understand the origins of the holiday, and she suggested sending staff something to acknowledge the day. She also hoped to do something bigger next year. Council Member Joyce did not favor closing tomorrow, but he agreed a note could go out acknowledging the day. Council Member Henney agreed with Council Member Joyce.

Jonathan Weidenhamer, Economic Development Manager, asked if there were questions on the Soils Repository facility. Council Member Joyce stated he preferred that deep information be sent out instead of a postcard telling people where to go look for more information. Council Member Gerber indicated most people didn't have long attention spans and she suggested putting information in bullet points. Council Member Worel agreed and stated many populations did not use social media. Mayor Pro Tem Doilney thought a lot of information could fit in bullet points. He liked the way residents received water data. Council Member Joyce indicated many who lived in condos did not receive water bills so the information might be sent separately.

III) PUBLIC INPUT (ANY MATTER OF CITY BUSINESS NOT SCHEDULED ON THE AGENDA)

Mayor Beerman opened the meeting for anyone who wished to comment or submit comments to the Council on items not included on the agenda.

Rich Wyman noted the death of his friend Joy Tlou and suggested the City do something to honor him. Council Member Henney stated there was a community celebration for him tomorrow. Regarding the Olympics, he stated the 2002 Olympics were amazing, but he thought the Olympics had changed Park City. He cautioned Council to think about the problems that came with the Olympics, such as lack of affordable housing. He stated Tuesday there would be a discussion on the proposed soils management facility and he hoped to see representation from alternative points of view. He thought that would give the panel credibility. Mayor Pro Tem Doilney stated the point of the panel was not to have a debate, but rather to have experts discuss what was happening on that site. Wyman asked if Weidenhamer, Council Member Joyce, and Sally Elliott were experts. Council Member Joyce explained their roles on the panel.

Matt Dias asked if Council would like to add a member to the panel. Council Member Joyce stated that would be appropriate at a future event, but not at Tuesday's meeting. Council Member Henney agreed. Council Member Worel thought there would be value in having someone at the table who knew the history. Council Member Gerber wanted the meeting to stay factual and not political.

Mayor Beerman closed the public input portion of the meeting.

IV) CONSIDERATION OF MINUTES

Consideration to Approve the City Council Meeting Minutes from May 20, 21, and 27, 2021:

Council Member Gerber moved to approve the City Council meeting minutes from May 20, 21, and 27, 2021. Council Member Worel seconded the motion.

RESULT: APPROVED
AYES: Council Members Doilney, Gerber, Henney, Joyce, and Worel

V) CONSENT AGENDA

1. Request to Authorize the City Manager to Enter into a Three (3) Year Contract with an Option of Two (2) One-Year Extensions, in a Form Approved by the City Attorney's Office, with Farnsworth & Johnson PLLC, in an Amount Not to Exceed $27,500; and with Gilmore Bell PC, in an Amount Not to Exceed $38,000 to Provide Park City's Bond Counsel Services:

2. Request to Authorize the City Manager to Execute a Relocation Agreement with Lumen Technology, in a Form Approved by the City Attorney, in an Amount Not to Exceed $85,485.89 to Relocate their Fiber Optic Line at the Quinn's Junction Park and Ride Lot:

3. Request to Authorize the City Manager to Execute a Professional Services Agreement, in a Form Approved by the City Attorney, with Stanley Consultants Inc. in an Amount Not to Exceed $1,089,444.00, in a Form Approved by the City Attorney:

Council Member Henney moved to remove Item One from the Consent Agenda. Council Member Joyce seconded the motion.

RESULT: APPROVED
AYES: Council Members Doilney, Gerber, Henney, Joyce, and Worel

Council Member Henney moved to approve Items Two and Three on the Consent Agenda. Council Member Worel seconded the motion.

RESULT: APPROVED
AYES: Council Members Doilney, Gerber, Henney, Joyce, and Worel

1. Request to Authorize the City Manager to Enter into a Three (3) Year Contract with an Option of Two (2) One-Year Extensions, in a Form Approved by the City Attorney's Office, with Farnsworth & Johnson PLLC, in an Amount Not to Exceed $27,500; and with Gilmore Bell PC, in an Amount Not to Exceed $38,000 to Provide Park City's Bond Counsel Services:
Council Member Henney asked why the contracts were "in an amount not to exceed," when Council didn't know what bonds it would seek. Plane stated the agenda language included the "not to exceed" verbiage and that was not how bond counsel worked. She suggested wording to approve this item.

Council Member Joyce moved to approve the selection of bond counsel and approve the scope of services and fee schedules as provided in the agenda. Council Member Henney seconded the motion.

RESULT: APPROVED
AYES: Council Members Doilney, Gerber, Henney, Joyce, and Worel

VI) NEW BUSINESS

1. Discuss Transit Separation Interlocal Agreement:
Sarah Pearce, Deputy City Manager, Kim Fjeldsted, Transit Manager, and Jerry Benson, Transit Consultant, were present for this item. Pearce stated the City's Transit service was strong. In the future, more ideas would be explored to move Transit forward, including microtransit. Benson stated Transit operated a fare-free system for over 40 years. He reviewed the past interlocal agreements with the County in 2006,

2009 and 2016. Going forward there would be two Transit entities and it was the right move to serve the needs of Summit County residents.

Pearce reviewed the points of the separation agreement, including Transit taxes, the transfer of the Kimball Junction Transit Center to Summit County, and the transfer of five diesel buses and eight new electric buses to High Valley Transit (HVT). Park City would only run the bus routes within City limits, but would continue running the White route through April, 2024. Paratransit would be a shared service between the entities. Also, each entity would seek its own grants. She stated JTAB would no longer meet, HVT would have its own board meetings, Park City Transit would report to Council, and staff from both Transit entities would meet regularly to coordinate service.

Council Member Gerber asked if the service on the White route could be changed after 2024 or would HVT be required to maintain a similar service at that point. Pearce stated Park City Transit would maintain the current service standards and in 2024, HVT would be required to maintain the current standards of service for that route as well.

Council Member Worel asked if paratransit was the same as the mobility bus, to which Fjeldsted affirmed. Council Member Worel asked how those who lived by Kimball Junction would get a ride into town and which Transit service they would contact. Fjeldsted stated HVT would bring them into town, then Park City Transit would take them back.

Council Member Joyce reviewed the process that led up to the separation and he was surprised this separation happened so quickly. He noted the guiding principle was to keep the separation clean and simple. He indicated HVT was impressed with the condition of the buses. Council Member Henney stated he was on JTAB for seven years and he agreed it was amazing how far the County and City had come in the last year. He thought staff did amazing work to make the separation a success. Mayor Pro Tem Doilney thought the public would ultimately receive better service. Council Member Gerber thanked Pearce for navigating the separation, and stated she was excited for improvements to come with the Park City service. Council Member Worel stated Transportation was an important pillar. There were plans for long range Transit, short range Transit and walkability. She suggested creating a committee or commission to oversee transportation. Dias thought that would be a good thing for the taskforce to assess and bring a recommendation to Council. He didn't think the City would get credit for the separation, but this was an example of admitting when there was a better way to do things. It took humility and leadership to understand the City's capabilities and limitations. Mayor Beerman thought the Transit separation was a great thing.

Mayor Pro Tem Doilney opened the meeting for public input. No comments were given. Mayor Pro Tem Doilney closed the public input portion of the meeting.

2. FY2021-22 City Manager's Recommended Budget and Fee Schedule:
Council Member Gerber indicated Council was putting a great demand on the Communications team and she noticed there was not a request for staff for that department. She also noted affordable housing projects were intense, and the team only asked for $40,000. Dias stated the Housing team felt they had the resources and were using outside expertise for some projects. They received a new fulltime employee (FTE) mid-year last year which helped greatly. With regard to Communications, staff would like to request a Communications FTE because Lynn Ware Peek would be retiring this summer. Her position would be replaced and Dias also wanted to hire a writing and technical communications specialist. He could bring this back next week if Council approved of the changes.

Council Member Joyce asked how this new position ranked in Budgeting for Outcomes because he wanted to make sure other needs were not left out. Dias indicated this was a priority and explained the Communications Department would split the City departments into thirds so each staff member was involved in helping departments with their communications needs. Council Member Worel related this request to the IT Department's staff requests and noted the world had changed and additional resources were needed. Mayor Beerman stated over the last few years, the City had ramped up its outreach and communication, and now it was expected by the community. He was grateful Council Member Gerber initiated the request.

Mayor Pro Tem Doilney opened the public hearing. No comments were given. Mayor Pro Tem Doilney closed the public hearing.

Council Member Joyce stated the payroll plan was discussed in the work session. He reviewed a pay study was done and Council wanted to get staff up to a standard. There was high attrition and he didn't want that to happen again this year. Staff proposed a two-year step to get the pay to an adequate level and Council asked staff to bring back a one-year step to reach that level.

Council Member Henney moved to continue the FY2021-22 City Manager's Recommended Budget and Fee Schedule to June 24, 2021. Council Member Gerber seconded the motion.

RESULT: CONTINUED TO JUNE 24, 2021
AYES: Council Members Doilney, Gerber, Henney, Joyce, and Worel

3. Consideration to Set the Date of June 24, 2021, for a Public Hearing on Ordinance 2021-27, an Ordinance Establishing Compensation for the Elected and Statutory Officers for FY 2022:
Council Member Joyce indicated Mayor Beerman and the City Council would not have a salary increase for FY 2022.

Mayor Pro Tem Doilney opened the public hearing. No comments were given. Mayor Pro Tem Doilney closed the public hearing.

Council Member Gerber moved to set the date of June 24, 2021, for a public hearing on Ordinance 2021-27, an ordinance establishing compensation for the elected and statutory officers for FY 2022. Council Member Joyce seconded the motion.

RESULT: APPROVED
AYES: Council Members Doilney, Gerber, Henney, Joyce, and Worel

4. Discuss Roadway Capital Projects and Construction Challenges:
John Robertson, City Engineer, presented this item and indicated there were some challenges with projects planned for this summer. He stated contractors were busy and were short-staffed, and they also had a hard time getting materials and supplies. All the projects planned for the summer had challenges with utility relocation, entity coordination, and more. The Rossie Hill project did not receive any bids. Some contractors expressed concern with bidding because they were uncertain about material costs and the timeline constraints for the projects. He proposed delaying the bidding of the projects until fall and thought he would have better luck receiving bids. He also proposed to add to the bid to build in changes in material costs, so the contractors would have an assurance they wouldn't lose money on the project.

Robertson indicated the Rossie Hill project included adding stairs, so that portion of the project would move forward. The bus shelters would go out to bid with the construction happening in 2022. The Quinn's Junction project was moving forward with utility lines being relocated closer to the onramp so the project could proceed next spring.

Council Member Joyce hoped Robertson would take advantage of any opportunity to get projects done this year. Robertson stated he would continue to have conversations with contractors. Mayor Beerman asked if some in-house work could be done while the project was delayed, to which Robertson affirmed. Mayor Beerman asked that Robertson meet with Rossie Hill residents so he could hear their concerns. Robertson stated a meeting had been planned for July 12th.

Mayor Pro Tem Doilney opened the meeting for public input.

Sean Kelleher, Rossie Hill resident, indicated the Rossie Hill project had been delayed for five years. He stated the road condition was very bad and he hoped something would be done soon.

Mayor Pro Tem Doilney closed the public input portion of the meeting.

5. Consideration to Authorize the City Manager to Sign a Second Addendum to the Professional Services Agreement between Park City Municipal Corporation and GTS Development, LLC for Owner's Representative Services through June 1, 2022, with an Amount Not to Exceed $1,710,980.00, for a Total Amount Not to Exceed $2,780,364.96, Inclusive of Previous Payment:

David Everitt, Deputy City Manager, presented this item and indicated this was a second addendum to the original contract. The owner's representative would deal with the City's component of the Arts and Culture District as well as deal with the entire site and work with the other partners to move the project forward. He acknowledged the timing wasn't ideal since the Gordo Soils Facility was an issue with some residents, but what was being proposed was continuing with the services in anticipation of a Council decision in the next few months. He stated this was a month-to-month agreement. If the Council decided to not move forward or to scale back the project, the contract had flexibility to scale back this contractor's work as well.

Council Member Worel asked what the pass-through expenses would be, to which Everitt stated $5,000-$15,000 per month, depending on how intense the engagement was.

Mayor Pro Tem Doilney opened the public hearing.

Jeremy Rubell asked if there was a minimum fee the City would pay until Council decided. Everitt stated there was a fee around $100,000 per month. Rubell asked what services were being performed to which Everitt referred him to the staff report, but noted they included design revisions, discussions with stakeholders, and more.

Mayor Pro Tem Doilney closed the public hearing.

Council Member Worel referred to Page Three of the staff report and indicated community engagement was part of the service as well as a pass-through expense, and asked why both were listed. Everitt stated if there was a need outside what they could provide, the City could look for an outside contractor to provide the specific service.

Council Member Joyce expressed concern about approving this because the design was not firmed up yet, the soil repository was in question, and it wasn't certain the partners were going to commit to the project. He indicated there needed to be answers to these problems. Council Member Worel clarified if no work was performed, the City would not have to pay. Council Member Gerber asked if all work could be put on hold. Everitt stated moving forward would show the partners that the City was committed. There was still a lot of work needed on utilities coordination. Council Member Gerber asked if the scope could be reduced. Everitt stated GTS was doing work outside of the contract and this amount was part of the addendum, but that could be resolved.

Council Member Worel asked if there was a penalty if services were discontinued, to which Everitt indicated there was no penalty. Council Member Joyce wanted to stop spending until a decision was made. Council Member Worel asked if GTS was the contractor who provided the numbers and estimates if Council wanted revisions. Everitt affirmed and suggested adding a provision in the contract to limit the hours used for so many months. Council Member Henney stated the work had been done and it was up to Council to move forward, but Gordo had to be resolved first. He supported paying GTS what was owed and having them pause until Council made a decision. Council Member Gerber favored authorizing some budget to keep discussions with partners and work on shell building options, but have a very reduced scope. Council Member Worel agreed with Council Member Gerber and asked Everitt to come back with what GTS needed to do. Council Member Joyce favored going with Everitt's suggestion to scale back for the next few months.

Mayor Beerman thought back payment should be made to GTS. He stated a lot had been asked of Everitt and he needed to rely heavily on GTS, and he thought Everitt would continue to need them. Everitt confirmed he would return with a revised second addendum that reduced scope for the next three months, with an amount reflective of that scope. Council asked for a three-month addendum.

Council Member Gerber moved to continue the authorization of the City Manager to sign a second addendum to the professional services agreement between Park City Municipal Corporation and GTS Development, LLC for owner’s representative services through June 1, 2022, with an amount not to exceed $1,710,980.00, for a total amount not to exceed $2,780,364.96, inclusive of previous payment to a date uncertain. Council Member Worel seconded the motion.

RESULT: CONTINUED TO A DATE UNCERTAIN
AYES: Council Members Doilney, Gerber, Henney, Joyce, and Worel

6. Consideration to Authorize the Mayor to Execute a Lease for Annex at the No Name for the 2021 Main Street Dining Deck Program, in a Form Approved by the City Attorney:
Mayor Pro Tem Doilney opened the public hearing. No comments were given. Mayor Pro Tem Doilney closed the public hearing.

Council Member Gerber moved to authorize the Mayor to execute a lease for Annex at the No Name for the 2021 Main Street Dining Deck Program, in a form approved by the City Attorney. Council Member Henney seconded the motion.

RESULT: APPROVED
AYES: Council Members Doilney, Gerber, Henney, Joyce, and Worel

VII) ADJOURNMENT

With no further business, the meeting was adjourned.

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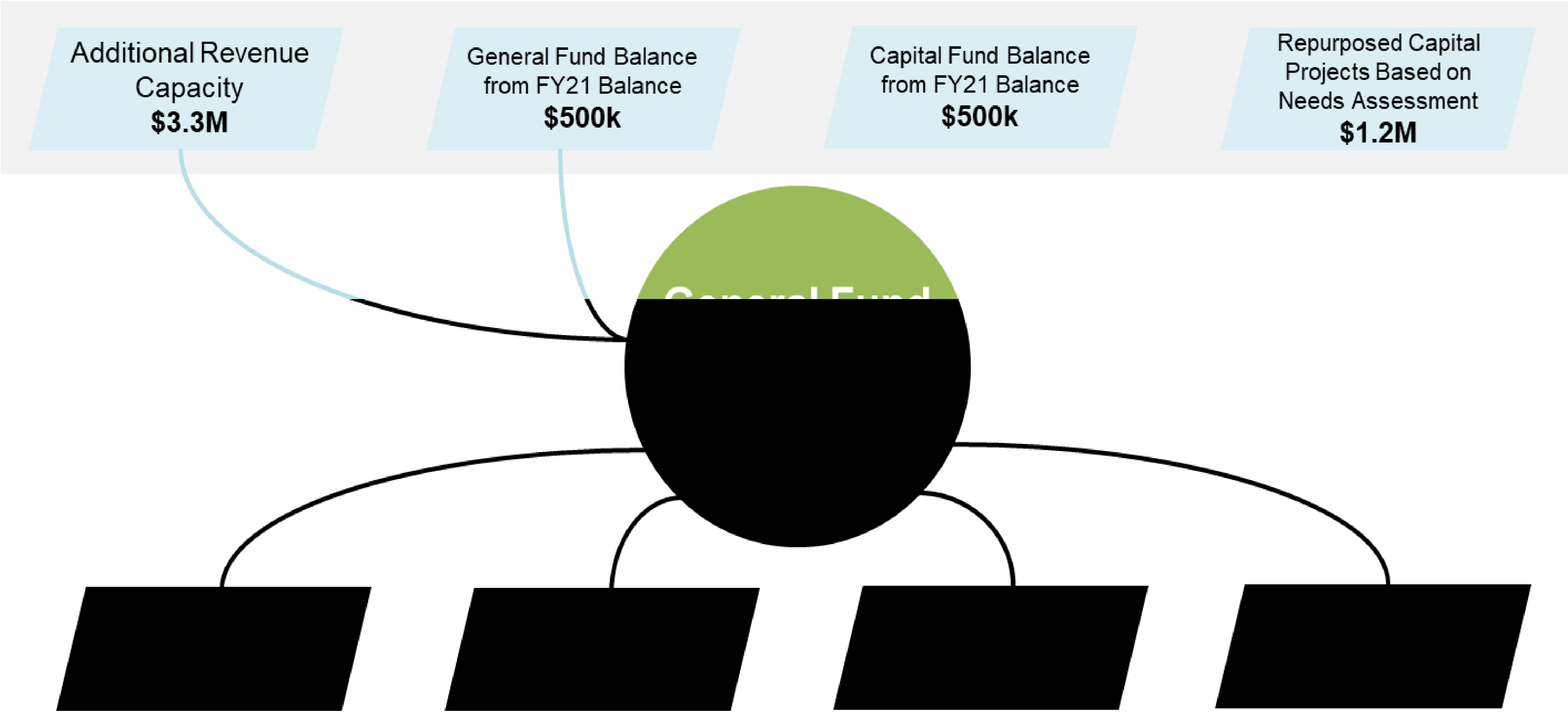
Michelle Kellogg, City Recorder

FY22 Budget Update

Budget Calendar

- May 13 - Presentation and adoption of Tentative Budget – strategic budget overview, timeline, and update of long-term budget strategy and revenue projections
- May 27 - Capital Budget & Capital Projects review – 5-year Capital Improvement Plan, Walkability, ARCST, and RDA
- June 17 - Operating wrap-up; General Fund balance, Personnel (pay plan, health insurance, retirement); Fee Changes, and Elected & Statutory Officer Compensation
- June 24 – Presentation & Adoption of Final Budget

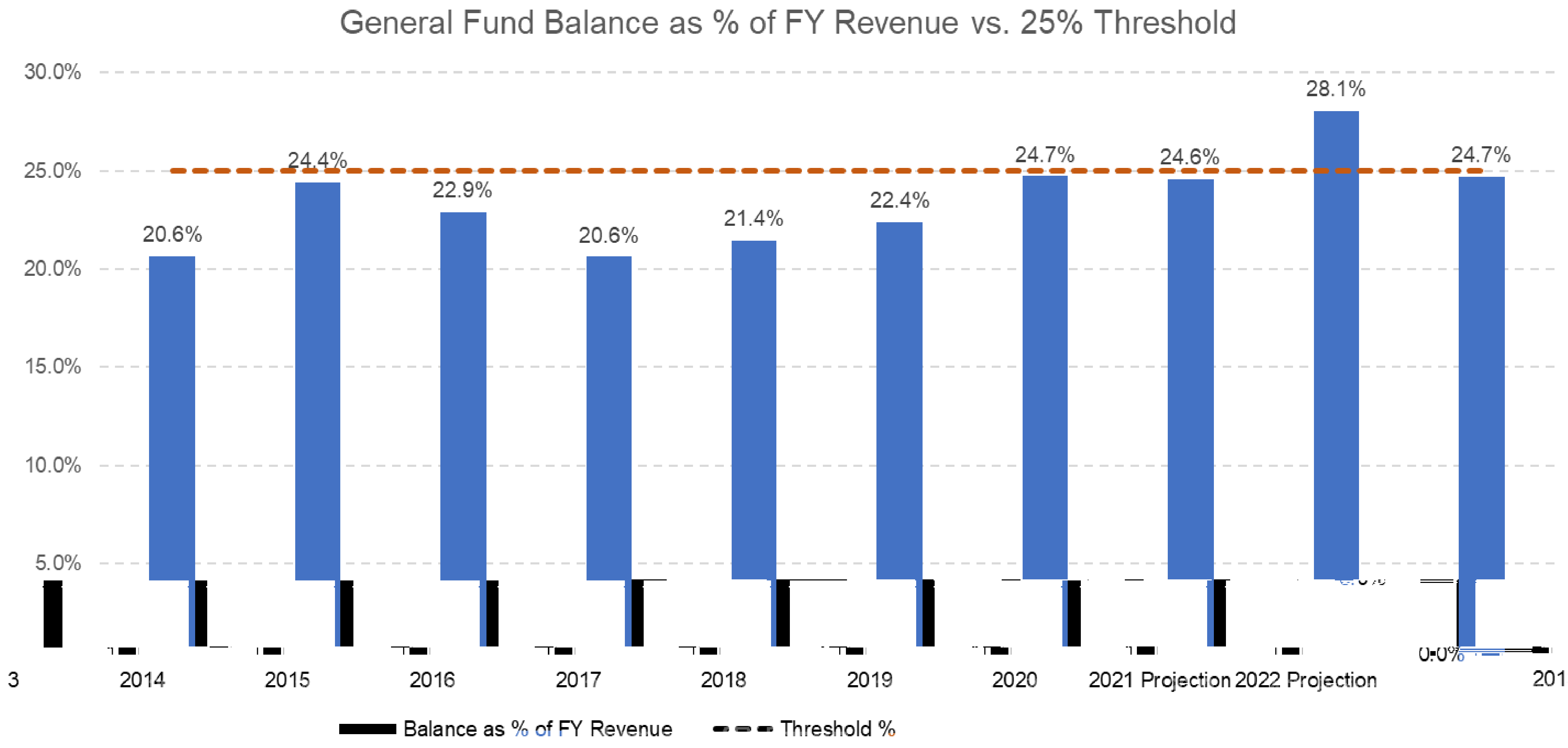
General Fund



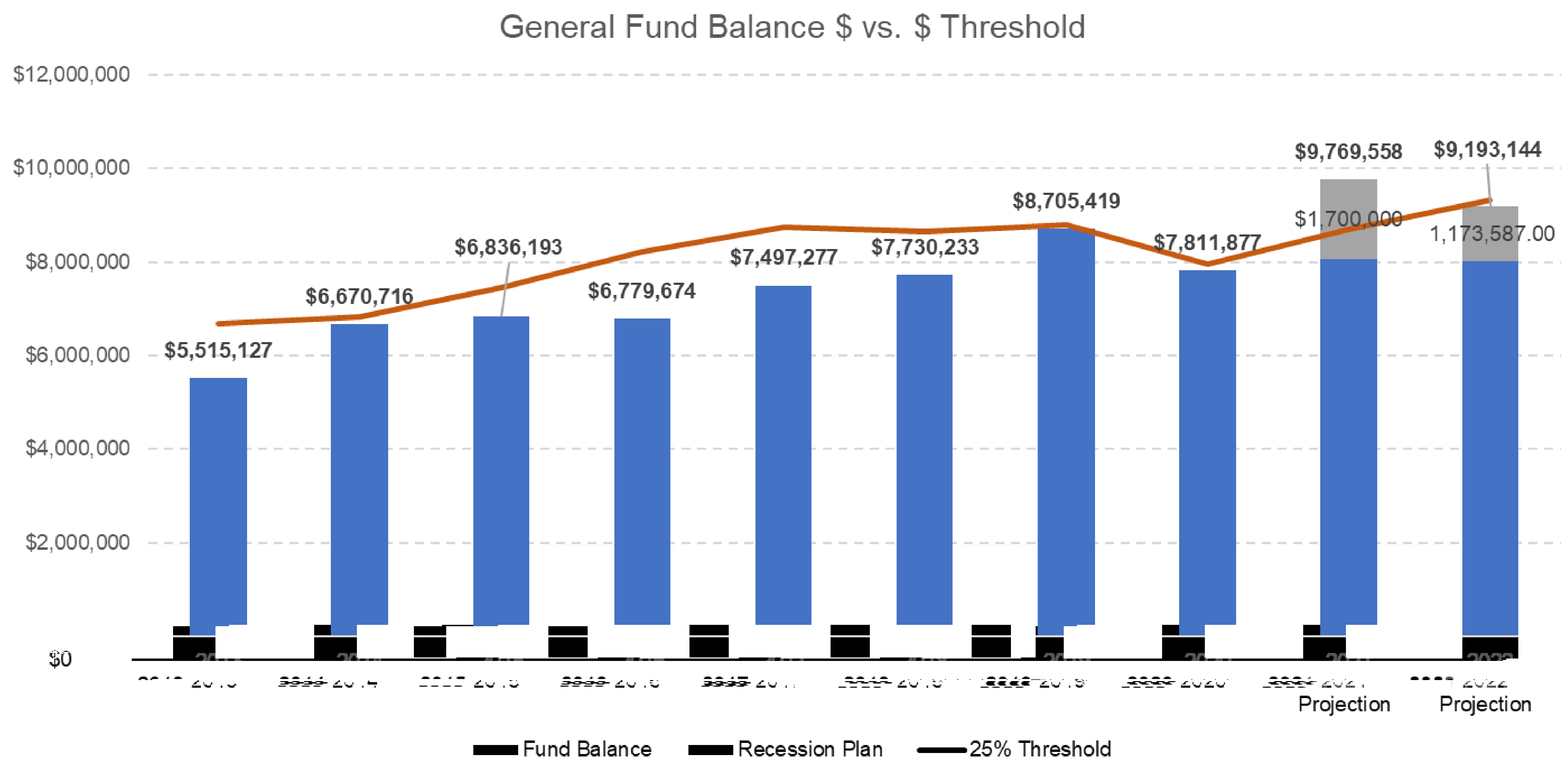
Fund Balance

- Largest and second largest fund balance in PCMC history
- Usage: assists with cash flow issues, fund emergency expenses or cover revenue shortfalls
- Legislature increased max threshold from 25% to 35% of City’s revenue
- City is planning to hold steady at 25% for FY22, but is increasing fund balance by $1.4M over FY20
- Plan is to utilize $500k of fund balance targeted for FY21 revenue shortfall
- Most cities in the state do not have an immediate strategy to move to 35%

Fund Balance



Fund Balance



FY22 Operating Budget

- Utilities – Overall budget decrease of $22k, based on three-year average. Conservation project at Mine Bench resulting in savings of $50k in utilities and supporting our carbon neutral goal
- Health Insurance premiums – No increase for FY22
- Retirement benefits – No increase in FY22
- Transportation Operations - $2.4M reduction vs FY21 budget
    - Personnel Budget - $2M
    - Materials, Services and Supplies - $415k

Transportation Fund

Revenues	Normal	FY22	FY24	FY26
Transit Sales Taxes	$7,163,936	$10,004,747	$10,511,237	$11,043,369
Federal Grants	$2,100,000	$2,100,000	$1,100,000	$1,100,000
Other Revenue	$630,500	$650,000	$674,173	$699,037
SC Contribution	$6,425,047	$0	$0	$0
	$16,319,483	$12,754,747	$12,285,410	$12,842,406

Expenses				
Base PC Transit	$11,815,041	$9,246,045	$9,809,129	$10,406,505
10 White	$2,630,812	$2,712,178	$0	$0
Federal Grant SC Distribution	$1,192,194	$0	$0	$0
248 Express	$0	$0	$1,500,000	$1,591,350
	$15,638,047	$11,958,223	$11,309,129	$11,997,855
+/-	$681,436	$796,524	$976,281	$844,550

FY22 Fee Schedule Changes

- **Public Utilities** – 3% increase to Storm Water ESU and water fees, excluding the Energy Surcharge. 10% increase to Water Irrigation Meters base rates to equalize amounts for meter base rates between the Irrigation Meter Class and the Multi-Family/Commercial Meter Class

- **MARC/Recreation** – Added Sliding Fee Scale to User Fees, based on Summit County AMI, added Youth Clinic and Pickleball fees

- **Ice** – Proposed changes to multiple activities, many of which have not increased since FY16. Consolidating and streamlining fees for ease of communication to patrons

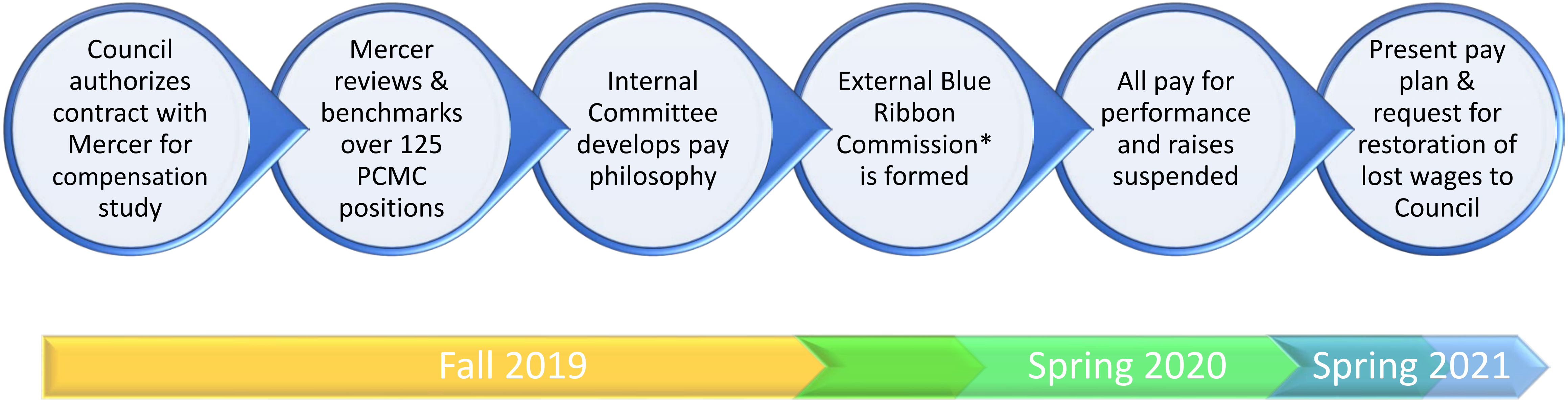
- **Parks** – Changes to Field prep, bleachers, cleaning services and banner installation

- **Golf** – Minimal increase to Golf Cart fees to help offset new fleet

- **Library** – Correct typo in the Room Rental table

- **Executive** – Updating date and reference numbers to align with state code language in the Compiling Documents section, no change in fees

Pay Plan Process 2020



**The Blue-Ribbon Commission sought applications in January 2020 where it was posted on Social Media and on our website. The applications were reviewed by Terri Orr and Andrew Caplan in February 2020 where they were presented to the Council for approval. We had our first kickoff meeting in March 2020.*

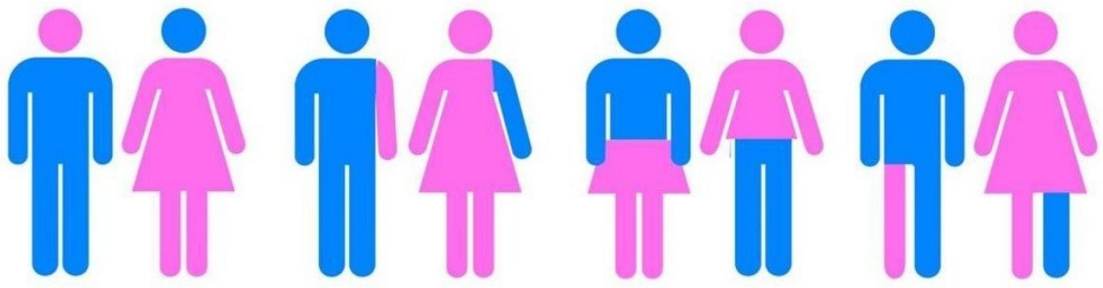
Lia Santos, Principal

Mercer reviewed and benchmarked 125 PCMC jobs, covering 281 employees, to the external market.

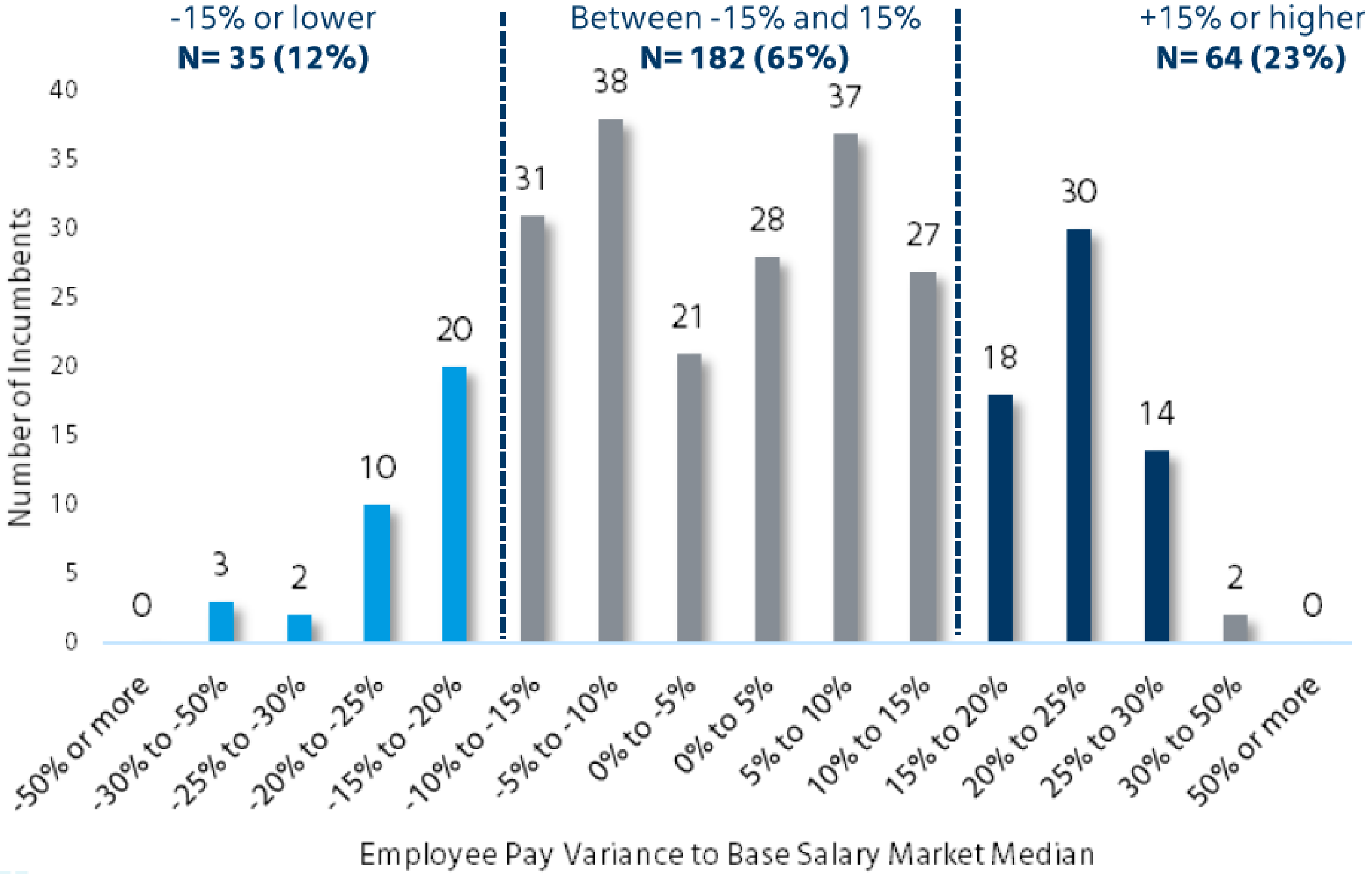
Gender Analysis Update

In addition to compensation, Mercer was tasked with evaluating differences in pay amongst gender groups.

- Examination of all city positions where multiple genders are present: Code enforcement, HR Generalists, IT Coordinators, Recreation Coordinators, Parks IV, Senior Police Officers, Parking Officers, Transit Operators & Supervisors.



Compensation Benchmarking Results
Competitive Range – Base Salary



MERCER

Local Job Market

- The City concerns about job market include:
  - 2.8% unemployment
  - Housing crisis in Summit, Wasatch and Salt Lake counties - Median home price in Park City - $1.5M
  - Competition with "work from home" out of state employers due to COVID culture changes
  - Average wages in Summit County continued to rise during 2020 and may move rapidly, post COVID-19.
  - 22% Employee Turnover in 2020

Internal Committee

Clint McAffee, Public Utilities Director
Brooke Watters, Human Resources Director
Jonathan Weidenhamer, Economical Development Manager
Ken Fisher, Recreation Director
Luke Cartin, Environmental Sustainability Manager
Margaret Plane, Special Counsel
Troy Dayley, Public Works Director
Wade Carpenter, Chief of Police

Internal Committee

Market definition 75th percentile

FY 2022 recommendation to implement an adjustment to the general fund of approx. 66% of needed adjustments; Resulting in average increases of 4.66%.

Recommend 2-year phased approach

Community Comparisons

- Summit County
  - 3% Adjustments and 4% COLA for most employees
  - Total $1.4 million
  - 2.8% increase to operating budget
- Other cities/counties/State of Utah
  - Average increases 4%
- PC School District
  - Lump sum increases last year between $8-17K
  - Four-year contract guaranteeing 2.5% wage growth each year
- PCMC
  - Recommend 2-year phased approach to reach 75th percentile
  - FY22 average increase of 4.66% which is in line with State average and less than neighboring areas

FY22 Proposed Changes

Pay Plan Changes by Fund		
Fund 11 GENERAL FUND	$	1,067,330
Fund 51 WATER FUND	$	165,984
Fund 52 STORM WATER FUND	$	114,803
Fund 57 TRANSPORTATION	$	139,542
Fund 58 PARKING FUND	$	37,484
Fund 62 FLEET SERVICES FUND	$	4,637
Total	**$**	**1,529,780**

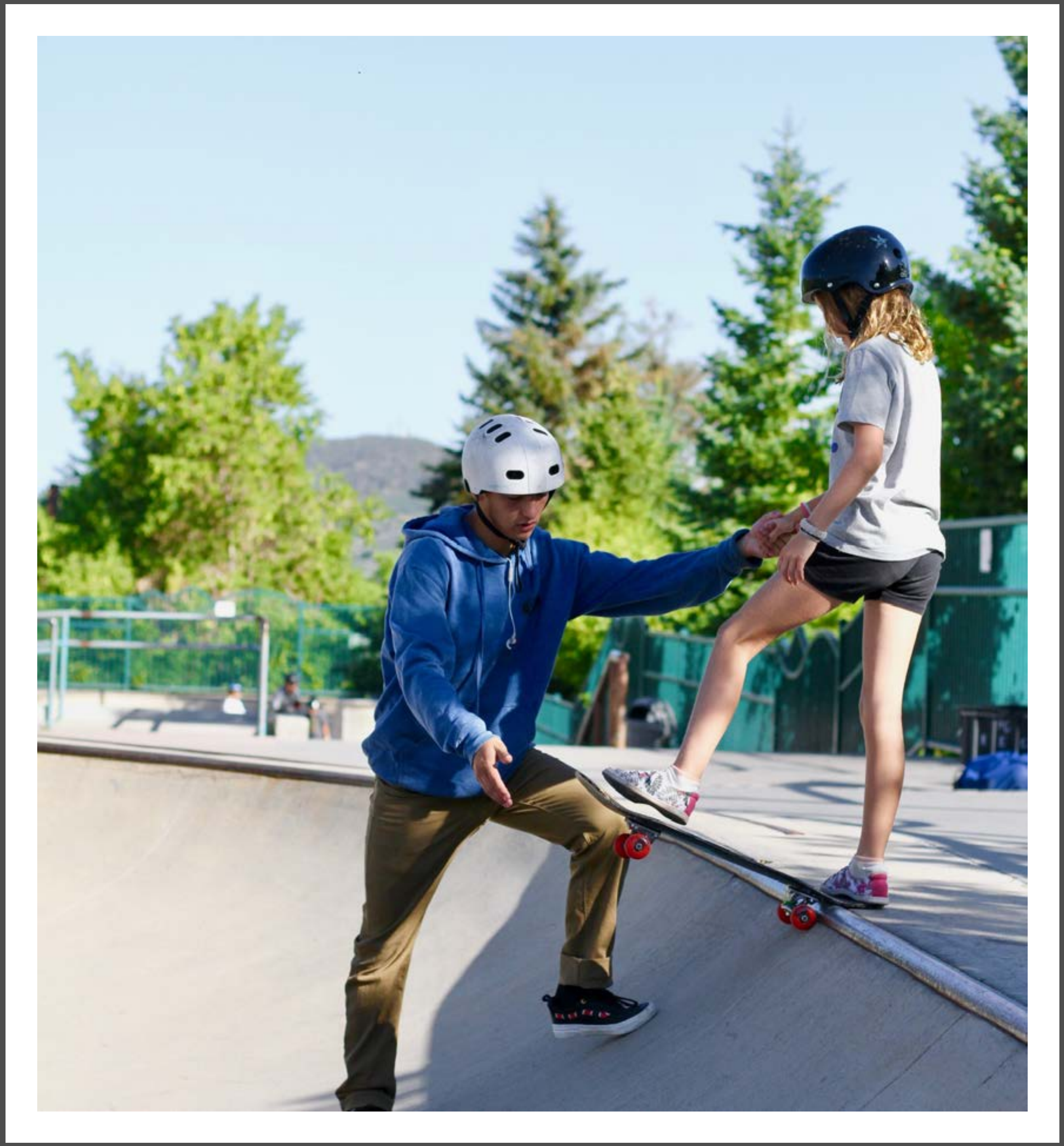
Blue Ribbon Commission

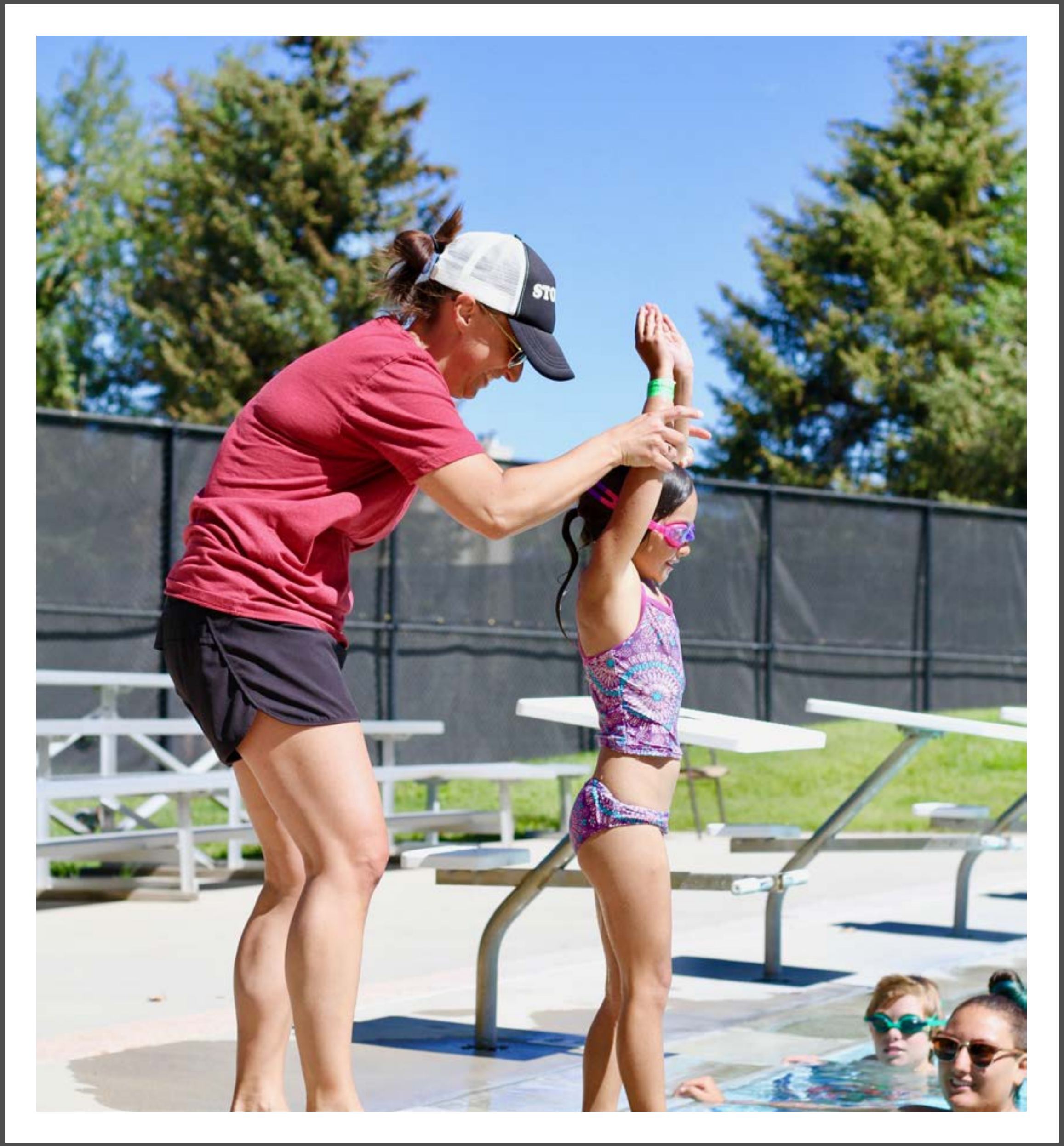
Deanna Rhodes, Executive Director, CONNECT Summit County
Jamie Lodermeier, Senior Human Resources Business Partner, Vail Resorts
Michelle O'Brien, Vice President of Human Resources, Stein Erickson
Jeremy Sheppe, Attorney and Owner, Park City Home Care
Diego Zagarra, Vice President of Equity and Impact, PC Community Foundation
Claire Marlin, (retired) Park City Police Department
Joe Lair, (retired) Deer Valley Resorts

Future Compensation Plans

- Current pay process is under re-evaluation under guidance from Mercer and the Internal Compensation Committee. A new process will be presented this fall for use in the 2022-2023 budget process

- Internal Compensation Committee is examining a structure to include additional municipalities from the intermountain west, professional organizations when data is needed, and will likely maintain the 75th percentile pay philosophy adopted this cycle.





Creating Regional Transit by separating into two systems Park City Transit and High Valley Transit

Park City Transit

3 Million Riders per Year

Strong Public Support

Industry leader in emission-free electric buses

Our system has enabled us to host the Olympics, World Cups, the Sundance Film Festival, Kimball Arts Festival, and many other events while also providing important public transportation for our workforce

The Future is Bright for Park City Transit!

Major Planning is underway with the Short Range Transit Plan

- **Reimagining our system**
- **Learning from High Valley Transit's on-demand**
- **Exploring microtransit and other innovative ideas**

Separation Goals

- ✓Support the launch of a regional transit system
- ✓Ensure smooth transition and continued customer service
- ✓Enable independent operations
- ✓Eliminate cumbersome invoicing, sharing of federal funds
- ✓Determine fair and reasonable separation terms

History/Background

- Park City has operated a fare-free system for more than 40 years
- 20-year partnership with Summit County to provide services to the surrounding area outside City limits.
    - In 2006 – Signed an ILA to provide transit services to the wider County region
    - In 2009 - ILA amendment to include Iron Horse bus garage
    - In 2016 - A second ILA to address the Additional Mass Transit Tax (2nd Quarter)
- Working collaboratively for over a year on the separation

Main Areas Analyzed and Recommendations

Transit Taxes

- 2nd Quarter tax distributed based upon the point of sale

Assets

- Facilities – Kimball Junction Transit Center to Summit County. Iron Horse bus garage and Old Town Transit Center remain Park City owned.
- Vehicles – transfer 5 diesel buses and 8 new electric buses to HVT

Routes

- PC Transit to provide service within Park City Municipal boundaries
- PC Transit to operate the 10 White Electric Express through April 2024
- HVT will focus on regional service, connecting key Wasatch Back destinations
- Paratransit – shared operations

Federal Grants

- Parties will independently seek their own federal grant funding

Miscellaneous Operational Items

Future Coordination and Opportunities for Public Feedback

- JTAB held its last meeting on June 15th
- HVT has formed its own board and holds public meetings regularly
- PC Transit to provide frequent reports to the Park City Council
- Staff from both systems will meet and communicate regularly

Public Feedback

Both transit services welcome public feedback through the following channels:

Park City Transit
(435) 615-5350
https://www.parkcity.org/departments/transit-bus/transit-feedback-form/-fsiteid-1
Park City Paratransit:
(435) 615-5353
TTY (435) 615-7041 or 711
TTY En Espanol (888) 346-3162
pcmobility@parkcity.org

High Valley Transit
(435) 246-1538
hi@highvalleytransit.org
Valley Transit (Paratransit)
(435)246-1538
TTY 711
valleyride@highvalleytransit.org

Next Steps

- Receive council feedback and answer questions
- Finalize the remaining details on the ILA
- Return to Council on June 24, 2021, for final approval and adoption

Questions/Feedback from Council