



PARK CITY COUNCIL RETREAT MINUTES
1255 PARK AVENUE
PARK CITY, SUMMIT COUNTY, UTAH 84060

May 21, 2021

The Council of Park City, Summit County, Utah, met in open meeting on May 21, 2021, at 9:00 a.m. in the Park City Library Community Room.

STRATEGIC PLANNING RETREAT

ROLL CALL

Attendee Name	Status
Mayor Andy Beerman Council Member 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

FACILITATED DISCUSSION

Social Equity and Affordability:

Ken Fisher, Recreation Manager, Jason Glidden, Housing Manager, Adriane Juarez, Library Director, Officer Franco Libertini, Enrique Sanchez, Community Outreach Specialist, and Police Chief Wade Carpenter presented this item. Fisher showed a video promoting the MARC and indicated recreation was about building community and enriching people's lives.

Glidden discussed the housing solutions goal. He stated since 2020, his team added 79 affordable units to the inventory. His team looked at the affordability of HOA fees and found other ways to create more affordability. A new section of the City code was created to incentivize developers to build affordable housing. He also noted a bilingual housing specialist was hired who helped 20 families apply and receive rental assistance.

Glidden stated 300 new affordable units were in different stages of development and his team was looking at affordable dwelling unit (ADU) requirements to further grow the inventory. He also stated the department was looking at housing for seniors and the neuro-diverse population.

Juarez discussed supporting the underserved in the community. She indicated the library did a good job in helping the underserved by offering services to all. Library fines were eliminated, new programs were implemented, including a "Reading to End Racism" group that met in the coffee shop, and more. Some initiatives that were being planned or expanded, included having a coffee shop run by people with all abilities, making a sliding scale for fees based on income, starting an LGBTQ+ book club, and more.

Officer Libertini spoke in Spanish and Sanchez translated to English as they discussed the fear that immigrants faced as they arrived in the City with a lack of understanding of the language and culture. They worked long hours for little pay and usually didn't have time to plan for the future. They also feared the police because the police were oppressors in their countries of origin. With these circumstances, immigrants didn't feel represented in the community or in local government. Officer Libertini discussed the goal of feeling connected in the community and stated it was helpful working with nonprofits in town. This goal encompassed the LGBTQIA+ community as well. His team was submitting an MEI card that scores the City on its efforts working with underprivileged groups. Officer Libertini and Sanchez stated social equity was a lot of work and they hoped everyone would have a voice in the community.

Chief Carpenter discussed the diversity and inclusion goal and stated the real goal was to create trust. The Police Department wanted to make sure the resources were available to help those who didn't speak English. A Facebook group was set up and Facebook Live implemented to get messaging out to the Latinx community. Efforts were made to educate that segment of the community on the laws and how to interact with officers. The department implemented a Spanish Citizens Academy. There was also an effort to make City boards and commissions reflective of the community makeup. Chief Carpenter reviewed future initiatives his team was working on, including hiring a diversity liaison, renovating the City Park building to make it a hub for youth, and adding amenities in the parks to build community.

Council Member Joyce indicated other critical priorities had measurable goals, but Social Equity was harder to measure, and asked how the City would know it was making progress. Fisher stated a lot of small actions had a big impact. There were many examples of helping the underserved. Council Member Gerber stated if the rec programs had all white people, then the City knew it was not meeting the goal.

Council member Gerber expressed frustration that Housing only got 10 minutes in this presentation. She was not okay with Housing being meshed with Social Equity, and thought it deserved its own focus. Mayor Beerman stated Housing would come back to

Council for a deeper discussion. Council had discussed Housing a lot recently, and he wanted to hear all the efforts being made to increase social equity. Council Member Doilney agreed with Council Member Gerber that Housing was the umbrella for all the strategic pillars. It was easy to get stuck in what the City wasn't doing, and he thought it was critical to keep the positivity in what the City was doing. He was grateful to hear the Social Equity presentation and that the City was moving forward. Council Member Gerber liked the conversation on Social Equity, but wanted a separate discussion into Housing in general. Council Member Joyce indicated there would not be deep discussions on any of the pillars and he thought the taskforces would be having the deep conversations. He realized Social Equity and Housing would need separate taskforces. Council Member Worel was excited to see Housing broadened to include other groups such as seniors and those with other abilities. She thought these groups needed to be part of the Housing conversation. Council Member Doilney suggested that a representative from all the other taskforces be part of the Housing taskforce so those perspectives could be part of Housing. He wanted Housing to be for everyone. Glidden stated other groups in Summit County should also participate on the Housing Taskforce. He acknowledged housing for seniors was a difficult conversation, but suggested the seniors currently had big houses and those could possibly be fit for affordable housing as seniors chose to downsize.

There was discussion on creating opportunities for underserved people to participate on boards. Council Member Worel asked what could be done to reduce the barriers with the Latinx community. Officer Libertini stated people from the Latinx community would not go to a municipal building and therefore would not see notices for open board positions. The City had to go to the people and communicate the opportunities. People weren't home until 7:00 p.m. or later because they worked. Any community engagement would need to provide an activity for the kids and food for the family.

Chief Carpenter stated other communities were in awe at the progress Park City was making with affordable housing. Council Member Henney stated the presentations made at the retreat were the drafts of what staff was doing based on direction received at past retreats. He asserted Council would never diminish the importance of affordable housing because this was a current challenge and would be a challenge going forward. He stated a lot of work had been done, but there was a lot of work yet to be done. He thought progress was made when the social equity murals were painted on Main Street, and he hoped for more opportunities that would peel back social equity to the origins. With regard to affordable housing, he hoped that the City, employers, and the private sector could work together to find solutions. He did not see the City as the entity to promote senior housing. Council Member Gerber indicated she was not sure that future councils would have affordable housing as a priority, but she wanted this Council to set the goal so that future Councils would have to discuss it in public if they decided to change the goal. This was why she wanted measurable goals.

Council Member Doilney requested a discussion on who the affordable housing was geared towards. Council Member Joyce noted there were different niches that wanted

housing. The City was currently only building affordable housing. Council Member Gerber stated the Area Median Income (AMI) could be expanded to reach different segments of the community. Council Member Doilney thought there were ways to accommodate the seniors who wanted to downsize and gave an example of the seniors letting seasonal employees use their big homes when the seniors moved into the small apartments at the Arts and Culture District. Council Member Gerber favored every project going forward having a mix of groups and AMIs in order to build community. Glidden summarized Council wanted to define who housing was built for, the AMI, and why the City was building affordable housing. He thought Council should also discuss the why, such as building the economy, and should discuss where it should be built.

Council Member Joyce thought the goal of the retreat was to go out and explain to the community what the priorities were. He felt the goals for each pillar were unclear. The accomplishments and goals presented by staff were good, but the branding needed to be changed to include the goals.

Mayor Beerman stated in 2018, the community wanted to make Social Equity a critical priority. The Council retreat that year was hard because social equity was difficult to measure. He stated the presentation today showed a lot was being done. The Council might not see the measure of success today, but it would show up in future generations. He was disappointed the murals were left out of the conversation because they were meant to portray peace, love, and unity, and they became a political issue. He asked Council if other projects should be delayed so social programs could be advanced. Fisher stated the Social Equity pillar didn't have a department. In 2018, Council made it clear that the City shouldn't own Social Equity and that nonprofits should run that pillar. He asked how much ownership the City wanted to take in Social Equity. Council Member Gerber stated some nonprofits requested a nonprofit hub in the Arts and Culture District so Social Equity could be more coordinated. She thought that might move the needle for the nonprofits. Mayor Beerman still believed Social Equity could be owned by the community, but thought the City could play a bigger role alongside the nonprofits.

Council Member Joyce indicated there was a need for a program that offered childcare, tutoring, and dinner from 5:00 p.m. – 9:00 p.m. daily in order to help move Social Equity forward. Chief Carpenter stated when Officer Libertini was shifted from patrol to community outreach, there was a void in the Police Department. But he saw the good that came from having somebody in this liaison position who would find those gaps. Glidden stated if Social Equity was a critical priority, the City should take the lead.

Council Member Doilney stated the people moving here in the top one percent of the income bracket didn't need the services, but the City was concerned about the 99% of people that did need the services. He thought the City should take on more responsibility in all areas. Council Member Henney stated the nonprofits did so much good in the community and they were active and vibrant in building community. He noted the community was generous in giving to nonprofits and giving back to the

community. Council Member Gerber stated the national arena talked about systems of oppression and she thought it was the City's responsibility to break down those systems. Some people politicized the murals, but she was proud the message was on Main Street. Having a Social Equity priority helped the City to progress, however awkwardly, and hopefully it would progress smoothly in the future. Council Member Doilney pointed out there were four murals and only the "Black Lives Matter" mural received attention. Council Member Henney stated the murals were a beacon of belonging, welcome, and hope.

Dias stated staff was torn because they felt they were moving forward with systemic change, but mistakes had been made. The Police Chief and businesses were caught off guard with the murals. He stated staff learned from that experience and going forward staff would perform outreach and welcome input prior to those events. Mayor Beerman agreed with Dias and felt this was an unfinished conversation. Council Member Worel stated she was vocal about the process being flawed. There was no mechanism for the community to have the conversation and there was still no mechanism. She was excited for the cohort which the Community Foundation was doing. She thought the City needed to provide tools for the community to have the conversation. Council Member Joyce stated people were not going to come forward and admit they were racist. Council Member Doilney indicated that some of the public complained about the process because they couldn't complain about the message on the mural. Chief Carpenter stated he talked to Police Chiefs all over the country and the main goal was to hire officers to protect the community. It was good to know the plans of the Council so the police could support them. He had to relate the perspective of the Council regarding black lives matter to his department because his officers were seeing the hate aimed towards the police across the country. He emphasized the need for communication.

Mayor Beerman asked how Council could talk to these groups. Council Member Worel stated an outcome from the cohort was the ability to have the conversations so people would feel welcome and know their voices mattered. Currently, they felt like there would be retaliation or public shaming if they voiced their opinions. Council Member Worel didn't know how to include the people that didn't see value in social equity, and noted they were left out of the outreach process. She was encouraged that since Social Equity was made a critical priority, there had been more conversations and awareness on social equity.

Mayor Beerman opened the meeting for public input.

Lynn Ware Peek stated much had been learned since Social Equity was made a critical priority. Although initially the Council wanted the community to be the hub, she thought the City should be the hub because the City would always be here while community members moved in and out of town.

Rich Wyman via Zoom asked why five police officers always showed up for any situation, and noted that increased presence would only escalate a situation. Mayor Beerman stated he would put Wyman in contact with Chief Carpenter.

Mary Christa Smith stated she was proud of the community, Council, and staff for taking up the Social Equity initiative. She could see that it was now in conversations everywhere she went. She indicated employers and the School District were focused on equity. She thought there could be many social equity hubs, including the Chamber of Commerce, the School District, the City, and others, but the leadership of the City was essential.

Sarah Berry via Zoom thought bigger conversations should be had. She appreciated Dias admitting mistakes had been made regarding the murals and wished that statement had been made a year ago. As a community of mostly white people, people were missing the message of the Black Lives Matter people. The mural wasn't a surprise because someone knew what the mural would be. The people were angry with the process, but not the message. Council Member Joyce explained the Council went to Park City Summit County Arts Council and asked for racial equity murals, and then the Arts Council hired artists. The artists then conveyed their interpretation of racial equity. Council Member Henney stated this was an event where the City did not censor artistic expression on a theme.

Angela Moschetta via Zoom stated she was offended, disgusted and disappointed with what she heard today. She thought some of the Council had a lack of humility that would help the community. She thought if Council wanted to put the messages out there as value statements, they were seen as messages of pain. She stated Council chose to make decisions while only consulting white people and indicated not everyone was in the same place. Mayor Beerman asked Moschetta to refrain from personal attacks. When she continued, he stopped her comment.

Jocelyn Scudder, Arts Council, via Zoom stated she didn't appreciate the conversation that led one of the artists to identify as a certain race. She reviewed the history of the process in creating the murals. She stated the artists acted as their own representatives. They collaborated and made the coordinating murals. She thought there was a lot of trauma at the time and hoped her timeline brought context to the situation.

Mayor Beerman closed the public input portion of the meeting.

Dias stated lessons were learned from this experience. The Council and City represented all in the community and everyone should be heard, whether they were agreed with or not. He thanked Council for having the courage to have this conversation.

Authentic Local Culture:

David Everitt, Katrina Kmak, Gretchen Milliken, and Jenny Diersen presented this item. Everitt stated this pillar was about the City's identity although all the strategic pillars contributed to the City's authentic local culture. Diersen displayed a picture of the opera house in the City and reviewed how it burned down, was rebuilt, then a snowstorm caved in the roof, and it was again rebuilt, and now stood as the Egyptian Theatre. She stated this was a symbol of how a City evolved. Everitt stated the history of mining helped make Park City authentic. He was impressed with the civic engagement and the community involvement, the businesses and nonprofits, and the access to outdoors.

Milliken stated 50% of Planning applications were Historic District reviews, which said something about the attraction of the Historic District today. She was impressed with the preservation ordinances and codes that helped to preserve the City's history. She noted there were preservation grants, work on the Daly West Headframe, and updating the Historic Sites list. Kmak reviewed some accomplishments of the library and virtual connections made during the pandemic. Diersen highlighted the arts in the community and what the City did to support artists. Two public art projects were completed. The Utility Box Art - Phase Two was an upcoming project. She stated events were very important to the community and they were being brought back safely.

Heinrich Deters, Trails and Open Space Manager, stated the outdoors was part of the community. He reviewed the properties that were bought and designated as open space, indicated Nordic skiing was implemented on the golf course during winter months, and stated trails were built, many with easy grades for all users. Fisher indicated he submitted a budget request to have outdoor ice on the tennis courts during the winter, and noted the courts were lit and people would be able to skate until 10:00 p.m. On warm days, the fences could be locked to ensure safety.

Diersen stated the businesses and nonprofits were high risk during the pandemic and the City was essential in helping them open and serve the community. Council awarded grants and implemented car-free Sundays, free parking, and other programs to help businesses. Some goals moving forward were special service contracts, extending library leases, adding a one percent incentive for private developers to be used for public art, and implementing a local history appreciation month. Other goals included providing a space for artists in affordable housing, implementing a trailhead congestion management program, offering owners of ski era structures the opportunity to be on the Historic Sites Inventory, focusing on sustainable tourism, and being an Olympics venue in 2030 or 2034. Everitt also suggested having a tourism dividend or other form of direct benefit for residents. Diersen referred to other goals such as constructing a community reflection/memorial garden, having a destination and community impact management program, and having a mining site tourism initiative to tell the story of the community. Everitt stated a nightly rental management program was needed as well as expanding the dark store ordinance to include the entire City. Everitt asked if staff was trying to do too much. He suggested reprioritizing with the community and stakeholders so the focus was on quality over quantity.

Council Member Doilney indicated trails that would connect with mines combined the old with the new in the community. Council Member Gerber stated people made the local culture authentic. This was a City where people worked really hard and played really hard. The workforce was the local community and it was being lost because the workforce couldn't afford to live here. Council Member Worel wondered how to welcome tourists and take care of residents at the same time. She met with Jennifer Wesselhoff, Chamber of Commerce Director, and found she created sustainable tourism, and indicated the City could support the Chamber in its sustainable tourism efforts.

Council Member Joyce didn't want Park City's history to be lost. He stated events began as local events, but they were now full of tourists. He didn't see any effort to recapture local events. He thought something was being lost because of this trend. Everitt suggested a day at the ski resorts for locals and workforce only. Council Member Doilney thought City efforts to help residents with parking or other means could be a way to preserve local culture. Council Member Joyce felt the efforts being made were not what the residents wanted. Council Member Worel liked the neighborhood art projects and thought those would build community. Mayor Beerman thought block parties were key and stated one positive thing about the pandemic was that neighbors had connected. He liked the ice rink at City Park suggestion and the trails along with the mines, and suggested adding more hiking trails. He also liked the memorial garden proposal.

Council Member Henney stated Authentic Local Culture wove communities together and one thing that didn't bind communities was nightly rentals. He indicated relationships were important to local culture and they were being lost with commercialism. The high cost of living was another component fracturing the community.

The Council went into recess for lunch. Upon returning, the following was discussed:

FACILITATED DISCUSSION

Environmental Leadership:

Luke Cartin, Clint McAfee and Heinrich Deters presented this item. McAfee indicated there were several water conservation and water filtering projects in progress to improve water quality. He displayed the water projects completed from the \$75 million bond. He noted that in finding and stopping water leaks, as well as conservation efforts, water usage had declined by 50%. He reviewed the Spiro Mine Tunnel project and those efforts to decrease water loss. The Public Utilities Department was currently focused on the new water treatment plant, which was very advanced and would move the City forward.

Deters stated most of Park City was open space and he reviewed the efforts for weed and fire mitigation, conservation easements, agriculture leases, etc. Some future projects included heightened weed mitigation with non-chemical methods.

Cartin reviewed some Sustainability accomplishments included a solar project in Tooele that would benefit the City, electric vehicle infrastructure upgrades around town, and the community renewable program in conjunction with 16 other cities and three counties. He discussed land sequestration efforts and energy efficiency studies and implementation. The goal was to rapidly become a self-sufficient, sustainable community by 2030, which included zero waste. He stated sustainable efforts were incorporated in events, planting trees, efforts with trails and open space such as the transit to trails pilot program, funding for HOAs to mitigate weeds and wildfires, and water conservation.

Council Member Joyce asked if the City could work with landscaping companies to offer a service that would teach residents how to conserve water in landscaping. Mayor Beerman suggested giving assistance to xeriscape and adding that cost to the individual's water bill over the next 10 years, using the City's bonding capacity to fund that project. McAfee stated he could look into those options.

Council Member Joyce asked if Rocky Mountain Power was ready to accommodate the charging surge as electric vehicles became more common. Cartin stated there was a program to balance the electricity in the area by reducing some areas while charging electric vehicles.

Council Member Gerber supported the goal of planting a tree for every resident and having the residents plant them on their own properties, and suggested getting a variety of trees. Cartin indicated GIS staff had mapped out the City to see the best locations for planting trees. Council Member Henney stated over the years, different organizations had tried this project and he asked if the City would facilitate the tree distribution. Cartin indicated Boise, Idaho had this program and he was learning from them. Council Member Doilney stated the efforts to increase environmental leadership had been going on for years and the City could see progress being made. It gave him confidence as other pillars were beginning to be worked on.

Wrap Up, Inclusions, and Takeaways:

Dias summarized Council accepted the final Vision 2020 report, but work was needed on the statement that "Everyone has a SEAT at the Table," along with adding goals to the pillars. He indicated staff would slow down with Authentic Local Culture goals to see what would work best. There were minimal liaison assignment changes. Housing would be a focus and in the next couple months there would be several work sessions on this topic. Other measurements should be noted by the City to see progress and set goals. Also, tools were needed to see progress with Social Equity. Mayor Beerman wanted to know what it would take to move the needle in Social Equity and stated his focus was social infrastructure to support equity. Dias stated the last takeaway was that in the next 60 days, taskforces would be created for each strategic pillar. The Council liaisons could meet with staff and others and work on better ways to measure success or implement projects. The Council agreed to the following liaison assignments: Social Equity and Affordability - Council Member Doilney; Environmental Leadership - Council

Member Joyce; Authentic Local Culture - Council Member Henney; Transportation Innovation - Council Member Worel; Housing - Council Member Gerber.

Council Member Henney thought the retreat was great and noted Council had a substantive discussion. These conversations set the tone for future discussions in the community. He was impressed with Officer Libertini's presentation in Spanish which gave Council Member Henney the perspective of an immigrant who didn't understand English. He was also impressed to hear Chief Carpenter getting emotional when talking about the community and his department. Council Member Worel agreed. Was impressed with staff, the things that were accomplished and the goals that were set. She was concerned about staff's time for accomplishing these goals. Council Member Doilney stated so much good was being done in the City and most people didn't know all that was accomplished. Council Member Gerber indicated Council and staff spent a year talking to the community about the visioning process and then the City had to refocus to take care of the community during the pandemic, and yet there was still so much that got accomplished. The accomplishments were great, but there were still goals and the City still needed to stay focused and move forward. Council Member Joyce thanked staff for this retreat and stated it was so valuable for Council to see the whole picture.

Mayor Beerman stated this was an outstanding retreat. There were a lot of things on the City's plate and yet staff took the time to prepare and present their accomplishments and goals. The community had high expectations and he had confidence in the team that was in place and felt that Council could push for more. Council would ask for timelines and additional resources might need to be allocated. He indicated the focus was on locals and neighborhoods. The City should seek balance, engage the community, tell its story, continue to innovate and be leaders, and be tactical and smart in addressing challenges. He didn't think anyone wanted to pause in doing more. It might be a great time to plan and prepare and be ready to move if the City couldn't move at the present. He was elected to Council 10 years ago and he could see the great progress made during that time. He was impressed and stated it was an honor to be here.

ADJOURNMENT

With no further business, the meeting was adjourned.

Michelle Kellogg, City Recorder