



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

January 30, 2020

The Council of Park City, Summit County, Utah, met in open meeting on January 30, 2020, at 3:00 p.m. in the City Council Chambers.

Council Member Henney moved to close the meeting to discuss property, personnel and litigation at 3:00 p.m. Council Member Joyce seconded the motion.

RESULT: APPROVED

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

CLOSED SESSION

Council Member Joyce moved to adjourn from Closed Meeting at 4:00 p.m. Council Member Gerber seconded the motion.

RESULT: APPROVED

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

WORK SESSION

Discuss City Employee Compensation Study:

Brooke Watters and Jolene Weston, Human Resources, and Lia Santos, Principal and David Paul, Senior Analyst of Mercer Corporation, presented this item. Santos explained the focus that Mercer had in compensation studies. Council Member Gerber asked if they took cost of living into consideration. Santos stated they took cost of labor into consideration more than cost of living.

Santos indicated the study would be performed for fulltime employees only. She gave examples of different nuances that cities had that she would take into account in the study. She indicated Mercer used published compensation survey data as well. The benefits offered by the City would be analyzed as part of the study. It was important to define peer groups before beginning external market comparisons. Santos noted the report would be finalized prior to the budget process.

Paul stated he was impressed with the entire management team, and in his experience with Mercer, the Park City managers were the most proactive of any firm Mercer had as

clients. He indicated total compensation included bonuses. They didn't study all benefits, such as dogs at City Hall, but they would take note of that incentive for employees. He stated Park City was very innovative in its strategy for attracting employees. His goal was to give a competitive salary range, and where in the range Park City ranked.

Council Member Joyce asked if Mercer would look at life balance incentives, such as four-10 hour work weeks or working remotely one day per week. Santos stated there were cultural considerations, and she could look at that.

Council Member Worel read of a City that removed the educational requirement if applicants had experience in that field in order to attract employees. She asked if Mercer would be looking at job qualifications. Santos indicated they would look at educational requirements and noted Park City had very good job descriptions. Watters stated that was a good internal project for HR and they could look at that.

Jolene Weston introduced Andrew Kaplan, who worked on putting together the Blue Ribbon Commission, and she thanked him for his work. Santos stated it reflected well on the City that they invested in their employees and contracted this compensation study.

The Council went into recess so they could attend the Sundance Festival Bonfire and Storytelling event located at the Flagpole Parking Lot, 557 Swede Alley.

STUDY SESSION

Historic District Grant Program Review:

Caitlyn Barhorst, Historic Preservation Planner, presented this item. She indicated some revisions were being made to the Historic District Grant Program. The mission statement had been updated and she reviewed new amounts that would be set aside for repairs and disbursements. She also discussed the goals for the program, as well as eligibility requirements.

Barhorst proposed to use funds for projects that could be completed within the next fiscal year. She noted there was a cap of \$25,000 for grants. Council Member Gerber clarified there was approximately \$127,000 per year that could be dispersed. She asked why the work completion date was set at June 1st. Barhorst indicated the applicant had 20 months from application approval until the completion due date. Tyler explained the June 1st deadline was for staff to complete paperwork prior to the end of the fiscal year.

Council Member Worel asked how staff would determine residency from applicants. Erickson explained most requirements were eliminated in the interest of preservation.

Mayor Beerman reviewed that the mission statement stated the grant applied to structures on the Historic Sites Inventory, and indicated there were structures that needed to be preserved that weren't on that inventory. Barhorst indicated that wording would be removed. Council Member Joyce asked if the grants made a difference since the amount was small. Barhorst stated window restoration and roofs were some projects that could be funded with these grants.

Council Member Joyce was uncomfortable using these funds for City projects. Erickson gave examples of a barn or some trams on Treasure Hill as possible structures on City property that could qualify. Mayor Beerman asserted there were funds that couldn't carry over to the next year, and those could be used for these kinds of City projects. Council Member Joyce favored Mayor Beerman's proposal.

Tyler stated there would be a lot of interest if mine sites were deemed eligible for these grants. Sally Elliott detailed the repairs needed on some of the mines. Council Member Joyce requested that the map of historic structures be made available to the public on the City website. Erickson explained the history of historic preservation in Park City.

Elliott stated she was encouraged to apply for special service contracts, but her applications were never accepted. She asked about this application process and stated she would email staff for help.

REGULAR MEETING

I) ROLL CALL

Attendee Name	Status
Mayor Andy Mayor 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

II) APPOINTMENTS

1. Consideration to Appoint Deanna Rhodes, Diego Zegarra, Joseph Lair, Claire Marlin, and Jeremy Sheppe to the Blue Ribbon Municipal Employee

Compensation Commission:

Brooke Watters, HR Manager, presented this item and explained the Blue Ribbon Commission was being formed to help with the City employee compensation study. There was much interest and a selection committee was formed, with the above listed individuals being selected. Council Member Gerber asked how many applicants there were. Watters stated there were 11 applicants, but two didn't live within the City boundaries.

Council Member Joyce asked about the makeup of the selection committee, to which Terri Orr indicated it was she and Andrew Kaplan. Council Member Joyce expressed his hope that there would be people with big business experience, and asked if the committee could be expanded to include those types of people. Council Member Doilney stated he talked with Kaplan earlier today and stated Kaplan was on the previous commission when a compensation study was performed. Mayor Beerman agreed with Council Member Joyce and requested a few people that were from the lodging or big restaurant community join the Blue Ribbon Commission.

Orr thought Mercer's role would accomplish what Council was asking. Dias felt it was reasonable to ask for a couple representatives from big businesses in town, and the names could be approved by the Mayor. Mayor Beerman stated when consultants performed studies, many in the community challenged the recommendations because the consultants were not from the area. Having a blue ribbon commission gave the process a third party that could confirm or contradict the findings from Mercer. Council Member Doilney favored having a business person from the community sit on the commission as well.

Mayor Beerman opened the meeting for public input.

Joseph Lair stated he was one of the commission appointees and indicated he used to work for American Stores before they were acquired by Albertsons. He had the experience the Council was looking for.

Council Member Henney moved to appoint Deanna Rhodes, Diego Zegarra, Joseph Lair, Claire Marlin, and Jeremy Sheppe to the Blue Ribbon Municipal Employee Compensation Commission as well as look to recruit another one or two people to fill positions to round out the commission with a focus on large employers. Council Member Joyce seconded the motion.

RESULT: APPROVED

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

III) COMMUNICATIONS AND DISCLOSURES FROM COUNCIL AND STAFF

Council Questions and Comments:

The Mayor and Council reviewed the meetings, events and activities they participated in since the last meeting. Mayor Beerman stated he would be travelling to Courchevel with the exchange students in two weeks, and indicated Margaret Plane and her husband would be going as well. He also noted the Joint City/County meeting scheduled for February 5th was postponed, but schedules would be coordinated for a new meeting date.

Staff Communications Reports

1. **On Board Transit Survey Update:**
2. **Downtown Business Improvement District - Trash and Administration Contracts:**

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

Mayor Beerman opened the meeting for public input on items not being discussed on the agenda.

Allison Florence supported the affordable housing, transportation and social equity issues that Council was tackling. She gave examples of living by people with different socio-economic statuses and she indicated she liked it. She thought human connection was important. She also favored density and felt it promoted all three of these issues.

Mayor Beerman closed the public input portion of the meeting.

V) CONSENT AGENDA

1. Request to Authorize the City Manager to Execute Contract Change Order No. 1 to the Construction Agreement with Rowser Construction LLC, in a Form Approved by the City Attorney, for an Amount of \$14,025.00 for Guardrail Installation on Royal Street, Norfolk Avenue, and Deer Valley Drive:

2. Request to Approve the 2020 Legislative Platform:

Council Member Gerber moved to approve the Consent Agenda. Council Member Worel seconded the motion.

RESULT: APPROVED

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

VI) OLD BUSINESS

1. Consideration to Approve Ordinance 2020-09, an Ordinance Amending the Land Management Code of Park City, Utah, Amending Master Planned Development Requirements, Section 15-6-5; Master Planned Affordable Housing Development, Section 15-6-7; and Defined Terms, Section 15-15:

Hannah Tyler, Senior Planner, presented this item and reviewed the changes requested by Council at the last meeting.

Council Member Gerber asked if it would be better in Section 15-6-5(c) to say two acres instead of less than two acres. Mayor Beerman asked staff to review the language to make it consistent with regard to the two acre verbiage.

Council Member Worel asked that language be added that before a fee-in-lieu was granted, it should be determined that there was sufficient parking in the surrounding area or a parking area should be constructed in another location. She thought without this consideration there wouldn't be enough parking for the neighbors. Council Member Gerber felt that suggestion went against the point of reduced parking. She suggested a residential parking permit system for surrounding streets if parking was reduced. Tyler indicated one of the requirements for the fee-in-lieu option was being close to transit, and it was thought many who would live there wouldn't have a vehicle and would use transit.

Glidden stated parking and height were topics that staff would look to other entities as examples and come back to Council with more information. Tyler stated if this ordinance was passed it wouldn't be perfect, but staff would come back with updated amendments for this section of code.

Mayor Beerman agreed with Council Member Gerber that the purpose for the reduced parking was to eliminate vehicles. Having the housing location close to transit was the benefit. Council Member Joyce agreed and thought people who couldn't park their cars shouldn't live there. Council Member Worel thought some people needed a car for their jobs. Council Member Joyce thought prohibiting vehicles could be location specific. Council Member Gerber stated parking was not free, and people without vehicles could have more affordable housing as a result of not having a car. Council Member Henney felt not having parking was inclusive for people who didn't have cars.

Council Member Joyce asked for a definition of being on a transit route and a definition for the length of a block within the ordinance.

Mayor Beerman opened the public hearing. No comments were given. Mayor Beerman closed the public hearing.

Council Member Joyce moved to approve Ordinance 2020-09, an ordinance amending the Land Management Code of Park City, Utah, amending Master Planned Development Requirements, Section 15-6-5; Master Planned Affordable Housing Development, Section 15-6-7; and Defined Terms, Section 15-15, with the amendment of making verbiage consistent regarding the split for two acres. Council Member Henney seconded the motion.

RESULT: APPROVED

AYES: Council Members Doilney, Gerber, Henney, and Joyce

NAY: Council Member Worel

2. Cross Country Concessionaire Program Discussion:

Logan Jones and Heinrich Deters, Trails and Open Space Department, presented this item. Jones reviewed the history of the Golf Course Winter Concessionaire program. Now that the City acquired the Armstrong Snow Ranch Pastures, the proposal was to expand the Nordic course. Mayor Beerman asked if the course would be managed by the concessionaire, to which Jones affirmed. Mayor Beerman asked if snowshoeing would be allowed. Deters stated it would be for Nordic skiing and snowshoes, Nordic skiing would have an associated fee, but snowshoeing would not have a fee.

Jones asked how to incorporate residential access to the public open space. Mayor Beerman suggested McPolin Barn was open space and a fee shouldn't be charged. He suggested, if this was approved, that the City might want to reduce the rent or subsidize the grooming of the course. He also thought residents could show their IDs and get a season pass. Deters favored that suggestion.

Council Member Doilney thought there should be clear lines since there would be access questions for the Armstrong property as well. He indicated if one part had free access, there would be requests for free access to other areas. Council Member Joyce stated there were many areas for free skiing. The concessionaire was doing work to make the track acceptable. There were no dogs and bikes, and there were restrooms, which was attractive to users.

Council Member Doilney stated Option Two was to offer a reduced cost to those living within the school district boundaries, and he thought that option could be tested to see how it worked. Council Member Henney didn't have anyone tell him they should ski there for free. Although free skiing would be nice, he didn't think it was needed by the community. Council Member Gerber thought it would be consistent to charge a reduced rate for residents like was charged at the MARC and the Ice Rink.

Council Member Worel thought it would be confusing to charge for some areas, but not other areas. Council Member Joyce favored a local discounted pass and thought it would be consistent. Council agreed.

VII) NEW BUSINESS

1. Consideration to Approve Ordinance 2020-06, an Ordinance Approving the 322 Park Avenue Plat Amendment Located at 322 Park Avenue, Park City, Utah:

Mayor Beerman disclosed this property was two lots away from his residence. Alex Ananth, Planner, presented this item and indicated two lots would be combined to form one lot.

Mayor Beerman asked why this lot wasn't combined when the original approval was given. Erickson stated the utility pad was installed prior to Parkite's redevelopment, so Parkite didn't need the redevelopment in that location. Council Member Henney asked why the Planning Commission didn't have any comments, even though it was a four to one vote. Ananth stated there was a complaint about the structural integrity of the retaining wall. Planning Commission directed staff to do a site visit, and she thought that might have affected that one vote.

Mayor Beerman opened the public hearing. No comments were given. Mayor Beerman closed the public hearing.

Council Member Henney moved to approve Ordinance 2020-06, an ordinance approving the 322 Park Avenue Plat Amendment located at 322 Park Avenue, Park City, Utah. Council Member Gerber seconded the motion.

RESULT: APPROVED

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

2. Consideration to Continue an Ordinance Approving 802 Empire Avenue Subdivision, Located at 802 Empire Avenue, Park City, Utah:

Mayor Beerman opened the public hearing. No comments were given. Mayor Beerman closed the public hearing.

Council Member Gerber moved to continue an Ordinance Approving 802 Empire Avenue Subdivision, Located at 802 Empire Avenue, Park City, Utah to March 19, 2020. Council Member Henney seconded the motion.

RESULT: CONTINUED TO MARCH 19, 2020

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

3. Consideration to Approve Ordinance 2020-10, an Ordinance Approving a One Year Extension of the March 8, 2018 Approval of the Alice Claim Subdivision and Plat Amendment Located at the Intersection of King Road, Ridge Avenue, and Sampson Avenue, Park City, Utah:

Alex Ananth, Planner, Corey Legge, Engineering Department, and Jerry Fiat, applicant, were present for this item. Ananth stated this was a request to extend the subdivision approval for one year. The original approval gave the applicant two years to record the plat, but they needed more time to make improvements. In looking at the property, there had been no changes. Staff recommended approval.

Council Member Joyce disclosed he was on the Planning Commission during the approval process for this subdivision. The Planning Commission required additional improvements prior to approving the plat and that was the reason for the two year approval period, yet the owner still didn't meet the deadline.

Fiat stated the Engineering Department went through many changes in the last couple years and his project was delayed. His permit was denied because some conditions weren't met. He finally got the permit in September, but had to stop for the winter. He noted if this extension was denied he could bond and proceed in the spring.

Council Member Joyce asked Legge if all the applicant's issues had been taken care of. Legge stated the permit was issued August 14th, which was late in the season, but they got sewer laterals in before winter.

Mayor Beerman opened the public hearing. No comments were given. Mayor Beerman closed the public hearing.

Council Member Joyce moved to approve Ordinance 2020-10, an ordinance approving a one year extension of the March 8, 2018 approval of the Alice Claim Subdivision and Plat Amendment located at the intersection of King Road, Ridge Avenue, and Sampson Avenue, Park City, Utah. Council Member Henney seconded the motion.

RESULT: APPROVED

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

4. Consideration to Approve Ordinance No. 2020-11, an Ordinance Approving a One Year Extension of the March 8, 2018 Approval of the Ridge Avenue Subdivision, Amending Lot 1, Located at the Intersection of King Road, Ridge Avenue, and Sampson Avenue, Park City, Utah:

Alex Ananth, Planner, reviewed that this was also an extension request associated with the previous extension request.

Mayor Beerman opened the public hearing. No comments were given. Mayor Beerman closed the public hearing.

Council Member Joyce moved to approve Ordinance No. 2020-11, an ordinance approving a one year extension of the March 8, 2018 approval of the Ridge Avenue Subdivision, amending Lot 1, located at the intersection of King Road, Ridge Avenue, and Sampson Avenue, Park City, Utah. Council Member Henney seconded the motion.

RESULT: APPROVED

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

5. Consideration to Approve Ordinance 2020-08, an Ordinance Amending the Parking Code of Park City, Utah, Amending Section 9-10-03 Anti-Idling AND Approve Resolution No. 01-2020, an Anti-Idling Resolution for Motorized Vehicles in Park City, Utah, and Declaring Park City, Utah to be an idle-Free City:

Luke Cartin and Celia Peterson, Environmental Sustainability, presented this item. Peterson stated Park City was the first city in Utah to pass an anti-idling ordinance. State law changed the requirement to cities only needing to issue one warning prior to issuing a citation instead of the previous requirement of three warnings. This ordinance was updated to be consistent with State law. Peterson explained the anti-idling resolution was being updated as well to reflect the current law and noted the outdoor temperature language was eliminated.

Council Member Worel asked if State law prohibited idling on private property such as grocery store parking lots. Peterson stated citations could be issued for public parking lots, but not at private residences. She noted outreach was being performed with taxis so they knew of the ordinance.

Council Member Henney felt the intent of the state law had changed. Peterson indicated because of poor air quality, the State wanted to take active measures, including the passage of this law. Mayor Beerman stated there were 11 air quality bills that passed in the State Legislature last year.

Council Member Gerber asked if stronger language could be used in the ordinance and resolution, and requested the word “encourages” be changed to “prohibits.”

Mayor Beerman asked if Uber and taxis could lose their licenses if they didn't follow this law. Margaret Plane stated Transportation Network Companies (TNC) were licensed through the State and the City couldn't enforce that. Council Member Doilney suggested escalating the fines for those with multiple citations. Peterson stated the fine structure had to follow the parking fee schedule.

Council Member Joyce indicated there used to be a tiered fine that really escalated with multiple violations, but the State Legislature prohibited the drastic increases. Plane clarified the State prohibited doubling and tripling fines, but they didn't set a minimum or maximum threshold.

Mayor Beerman opened the public hearing.

Mike Sweeney stated as he walked through his parking garage, he told drivers to turn their cars off. He thought the public should help with education and enforcement.

Mayor Beerman closed the public hearing.

Council Member Gerber moved to approve Ordinance 2020-08, an Ordinance amending the Parking Code of Park City, Utah, amending Section 9-10-03 Anti-Idling AND approve Resolution No. 01-2020, an Anti-Idling Resolution for Motorized Vehicles in Park City, Utah, and Declaring Park City, Utah, to be an idle-Free City, amending the language from "encourages" to "prohibits" idling longer than one minute. Council Member Doilney seconded the motion.

RESULT: APPROVED

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

6. Consideration to Authorize a Change Order with Lake|Flato Architects for Additional Architecture and Engineering Design Services for the Arts and Culture District, Not to Exceed \$338,000, in a Form Approved by the City Attorney:

Matt Dias, City Manager, indicated Nate Rockwood was leaving the City to work for Midvale City. He expressed appreciation from all in the City for all the work Rockwood did with the Bonanza Flat and Treasure Hill bonds, as well as his work on the Arts and Culture District project. Dias also introduced David Everitt, and noted he was a project manager working on the Arts and Culture District.

Rockwood reviewed the process of hiring the architect and the scope of the contract. The City was ready to present the Arts and Culture District Master Planned Development (MPD). He noted he went above and beyond with this project and he knew the community would be pleased with the result. The change orders would include additional time needed to complete the first phase of the scope. This project included affordable housing, transit, and environmental sustainability. Mayor Beerman explained the design was approved by the three entities, but it needed to be engineered to see if it would work.

Rockwood noted he talked to Prospector Square HOA about the proposed bridge over Bonanza Drive and they supported it. He reviewed the timeline for the MPD and indicated there should be a lot of outreach and public presentations with the community.

Council Member Joyce asked for an update on where the financing was coming from, construction estimates, etc. as part of the MPD process. Rockwood stated he would leave a funding plan with Everitt. Council Member Joyce stated financing the project should be part of the community presentations.

Mayor Beerman opened the meeting for public input. No comments were given. Mayor Beerman closed the public input portion of the meeting.

Council Member Joyce moved to authorize a change order with Lake|Flato Architects for additional architecture and engineering design services for the Arts and Culture District, not to exceed \$338,000, 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

VIII) ADJOURNMENT

IX) PARK CITY HOUSING AUTHORITY

I) ROLL CALL

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

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

Chair Beerman opened the public hearing for matters not on the agenda. No comments were given. Chair Beerman closed the public hearing.

III) NEW BUSINESS

1. Review the Intermountain Healthcare (IHC) and Physician Holdings' Third Amendment to the Housing Mitigation Plan to Fulfill its Affordable Housing Obligations:

Jason Glidden, Affordable Housing Manager, Morgan Bush, IHC, and Bill Pidwell, Physicians Holdings, were present for this item. Glidden stated he needed clarification from a previous approval for the IHC/Physicians' Holdings deed restrictions on 12 units that were deed restricted for affordable housing. As staff looked at lease agreements, it was discovered there was a master lease with Steins, in which they paid a fee to the owner above and beyond the affordable rent paid by the tenants. He needed approval by Council that this employer fee was acceptable. He noted if these units were rented to individuals instead of an employer, the owner would be required to rent at the affordable rate.

Council Member Gerber asked if the deed restriction was the same as the City deed restriction. Glidden stated the deed restriction was the same in that there was a cap of rent charged, but there was a fee for the master lease. Council Member Gerber asked if a cap could be placed on the extra fee for a master lease. Glidden thought there should not be a cap because the market would correct any excess fees. Council Member Gerber felt the owner was getting paid twice and it wasn't increasing the affordable housing inventory. Council Member Joyce asserted the owner could turn the units into market rate units if the deed restrictions weren't in place.

Council Member Gerber thought a master lease fee was a good idea, but indicated it shouldn't be for companies that had housing obligations. In this case, Steins was paying a master lease for units that were already deed restricted. She hoped to put a value on a deed restriction. Council Member Henney knew this was not creating additional housing stock, but he favored this model and thought this was what the City was trying to accomplish. Council Member Doilney agreed and liked creative methods of adding to the affordable housing inventory. Council Member Worel was in favor of this model as well since the units would remain affordable to renters. Council Member Joyce thought this model could be replicated as big companies looked for affordable housing for their employees.

Mayor Beerman stated Council Member Gerber had a valid concern, but the City goal was to create deed restricted units. The proposed model made sense, but the Rail Central Condos were affordable just because of their size. So in that sense, the City was undoing its ability to get additional stock. He felt the City didn't have the right to get in the middle of economics if a business found a cost effective way to meet its affordable housing obligation.

Glidden stated options were brought to Council for affordable housing, and Council could weigh-in on a case-by-case basis. Mayor Beerman knew the private market would be helping the City meet its housing goals, but Council had final say.

Chair Beerman opened the public hearing.

Mike Sweeney stated he was in on this project from the beginning, and indicated this was the mechanism they came up with to make the project work. He stated he was committed to affordable housing projects, and he would be coming to Council in the near future with his projects.

Chair Beerman closed the public hearing.

Bush stated additional density to his facility was granted so his obligation increased by 20 units. He would be finding another partner to achieve this obligation. He favored this model and felt it met the City's goal.

Council Member Joyce moved to uphold the Intermountain Healthcare (IHC) and Physician Holdings' Third Amendment to the Housing Mitigation Plan to fulfill its affordable housing obligations. Council Member Doilney seconded the motion.

RESULT: APPROVED

AYES: Council Members Doilney, Henney, Joyce, and Worel

NAY: Council Member Gerber

IV) ADJOURNMENT

With no further business, the meeting was adjourned.

Michelle Kellogg, City Recorder

PARK CITY MUNICIPAL CORPORATION

COMPENSATION STUDY & ANALYSIS: *PROJECT OVERVIEW FOR PARK CITY CITY COUNCIL*

JANUARY 2020

Lia Santos
Principal

David Paul
Senior Analyst

Atlanta

DRAFT



INTRODUCTION

- Park City Municipal Corporation (“PCMC” or “Park City”) partnered with Mercer in **strengthening its rewards programs** so that it is both aligned with the external market and internally equitable.
- To assess and strengthen the program, PCMC asked Mercer to review and benchmark approximately 125 PCMC positions to the external market, including both cash compensation and primary benefits.
- The purpose of this report is to provide a high-level overview of the project for Park City’s City Council on January 30, 2020.

PROJECT APPROACH

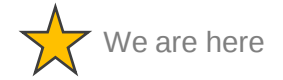


Discuss Change and Communication Plan Throughout Project

<i>Plan Project & Gather Data/Information</i>	<i>Define Methodology</i>	<i>Understand Positions</i>	<i>Conduct External Comparisons</i>	<i>Develop Final Report</i>
PLAN PROJECT & EXECUTE Key Activities ✓ Facilitate kick-off meeting ✓ Set up secure project site for sharing data and information ✓ Connect with Core Project Team to clarify data Deliverables ✓ Detailed data/information request ✓ Draft project plan	DEFINE METHODOLOGY Key Activities ✓ Define methodology for compensation and benefits study ✓ Identify sources and characteristics of external comparative data ✓ Final detailed project plan with roles, responsibilities and timeline Deliverables ✓ Final detailed project plan with roles, responsibilities and timeline	UNDERSTAND JOBS TO BE INCLUDED IN STUDY Key Activities ✓ Determine best approach for identifying and describing jobs ★ Develop interview questionnaire and participate in key interviews Deliverables • Position Matrix for each position to be included in the study (~125)	EXTERNAL MARKET COMPARISONS Key Activities • Develop custom survey instrument, where needed for certain positions, to gather desired data/information for each position • Develop peer group and compile data from external sources Deliverables • Internal and external data for each job	DEVELOP FINAL REPORT Key Activities • Draft final reports of comparisons to external market(s) • Review draft reports with Core Project Team Deliverables • Final report of findings and related recommendations
<i>Dec 2020 – Jan 2020</i>	<i>Jan 2020</i>	<i>Jan 2020 – Feb 2020</i>	<i>Feb 2020 – Mar 2020</i>	<i>Mar 2020 – Apr 2020</i>

PROJECT TIMELINE*

DRAFT



Week Beginning:

12/9 12/16 1/6** 1/13 1/20 1/27 2/3 2/10 2/17 2/24 3/2 3/9 3/16 3/23 3/30 4/6

Kick
Off

Gather Data &
Information

Define Methodology

Understand Positions

Conduct External Market Comparison

Develop Final Report

COMPENSATION AND BENEFITS ELEMENTS

- This study will analyze three primary cash compensation elements, as available, for each benchmark job:
 - Base salary
 - Target annual incentive (short-term incentive or “STI”)
 - Target total cash compensation (TTC)
 - Since PCMC does not offer long-term incentives (e.g. stock), Mercer will not include this in the study
- This study will also include a high-level competitive analysis of PCMC’s benefit offerings versus the market. The benefits covered include:
 - Retirement
 - Health: Medical, Dental, Vision
 - Paid-Time Off
 - Disability
 - Tuition Reimbursement
 - Voluntary Benefits

COMPENSATION AND BENEFITS ELEMENTS

REWARDS ELEMENTS DEFINED

				Element	Description	Strategic Role	Risk Profile
Total Rewards	Total Remuneration	Total Direct Compensation	Total Cash Compensation	Base Salary	Fixed based on level, tenure, and experience	• Predict cash flow • Address key skills • Signal career progression	Low
				Annual Incentives (STI)	Variable based on achievement of annual objectives	• Policy implementation • Operating decisions • Short-term focus	Moderate
				Long-term Incentives (LTI)	Variable based on long-term performance objectives for employee and company	• Motivate long-term focus • Align with shareholders	Moderate to High
				Benefits	Satisfy employee health, welfare, and retirement needs	• Security • Tax effective pay delivery	Low
				Perquisites	Additional privileges	• Time efficiency/ convenience • Status	Low
				Opportunities & Careers	Skill growth and promotion opportunities	• Build institutional knowledge • Develop future leaders	Variable

COMPENSATION & BENEFITS ELEMENTS

SAMPLE BENEFITS COMPARISON – SUMMARY

Benefits Element	CLIENT Alignment to Market	Rationale
Retirement		Cap on service considered in pension plan and modest employer contribution to defined contribution plan yield low market positioning
Medical		Low employee cost and lower out-of-pocket maximum and deductibles than peers
Dental		CLIENT aligned with market
Vision		CLIENT aligned with market
Paid-Time Off		Vacation accrual and maximum days are well below market median
Disability		Long-term disability coverage level is well above market median
Tuition Reimbursement		CLIENT aligned with market
Voluntary Benefits		CLIENT aligned with market

KEYBelow Market
Median PracticeAligned w/Market
Median PracticeAbove Market
Median Practice



MERCER

MAKE TOMORROW, TODAY



HISTORIC DISTRICT GRANT PROGRAM STUDY SESSION, JANUARY 30, 2020

MISSION STATEMENT

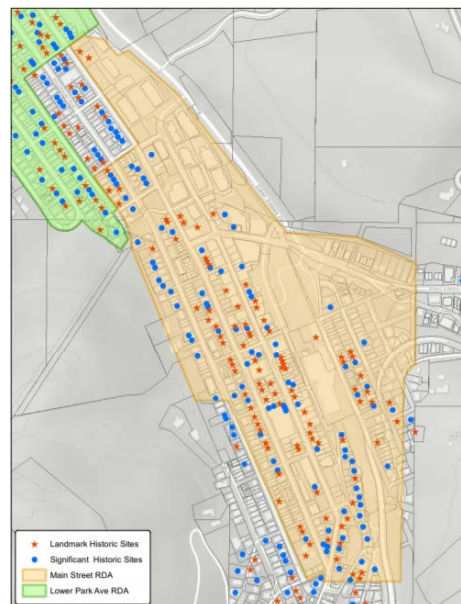
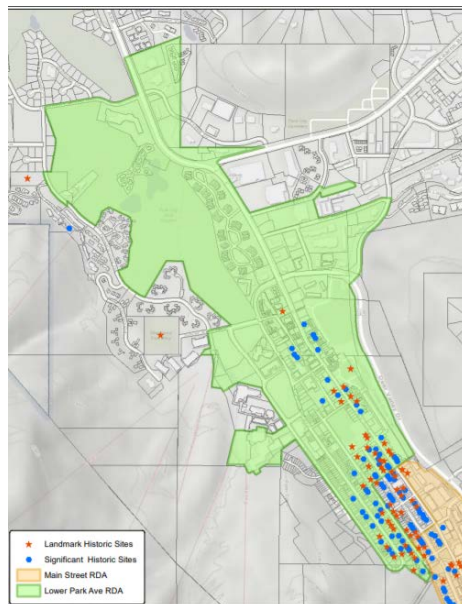
The Park City Historic District Grant Program is designed to financially incentivize the Preservation, Rehabilitation, and Restoration of Historic Structures and Sites on the City's Historic Sites Inventory in order to support a community that honors its past and encourages Historic Preservation.



FUNDING SOURCES

Main Street RDA	\$30,000
Lower Park Avenue RDA	\$50,000
General Fund	\$47,136

**Funds from each fiscal year do not rollover to the next fiscal year.*



— DISPURSEMENT AMOUNTS —

- Grants over \$25,000 require City Council review, while disbursement amounts up to \$25,000 can be awarded by the HPB without City Council review.
- If the applicant chooses to apply for an amount greater than \$25,000, City Council, with HPB's recommendation, can review and approve lifting the cap for that particular project.
 - For example, a project located within the RDA boundary is also qualified for General Funds and are eligible for a larger total amount.



GRANT CATEGORIES

CATEGORY A. REPAIR

- Not to exceed \$5,000
- Administered by staff
- Awarded per the definition of either:
 - *Emergency Repair Work*; or
 - *Ordinary Repairs and Maintenance*
- Continuous, case-by-case review timeline

CATEGORY B. COMPETITIVE

- Exceeding \$5,000
- Awarded by HPB or City Council
- Awarded per the definition of either:
 - *Preservation*; and/or
 - *Rehabilitation*; and/or
 - *Restoration*.
- Annual application deadline

ANNUAL GOAL

- Mine Sites;
- Historic Accessory Buildings;
- Historic wood window restoration;
- etc.

ELIGIBILITY



— HISTORIC PRESERVATION EASEMENT —

HPB RECOMMENDS

- Funds of no more than \$5,000 would require a 5-year lien. Should the property be sold within 5 years, the applicant is responsible for repaying a prorated amount.
- Disbursement of up to \$20,000 would require a 5-year lien and disbursements of \$20,000 or greater would trigger a Preservation Easement.

STAFF RECOMMENDS

- Eliminating the 5-year Lien requirement for all projects; and
- Requiring a Historic Preservation Easement (see Exhibit F for an example) for grant amounts of \$25,000 or greater.
- Adding additional “points” to the evaluation criteria if the applicant were to propose dedicating a preservation easement for their project.

OWNERSHIP

- The previous Grant program gave a different reimbursement based on ownership.
- HPB and staff recommend **no** preference to primary residents.



2020 FISCAL YEAR

- Because funds remain available for the 2020 fiscal year, staff recommends an expedited grant application cycle this year only.
- Staff proposes the potential of opening applications to:
 - Projects completed within 2020 fiscal year; and
 - Projects that could be completed prior to June 30, 2020, the end of the 2020 fiscal year.
- Priority will be given to applications already filed with the Planning Department while the grant program was under revision.
- Only projects under Category A Repair will be accepted, with a maximum of \$15,000 awarded by staff.
- An HDDR approval is required.
- 2020 Timeline:
 - March 1, 2020: Applications open
 - March 31, 2020: Applications close
 - April 15, 2020: Staff decision and awarded projects notified
 - June 1, 2020: Work complete for final inspection



2021 FISCAL YEAR

- Only projects under Category A Repair will be accepted, with a maximum of \$15,000 awarded by staff.
- An HDDR approval is required.
- This year will not award money to projects already completed.
- Timeline:
 - April 1st 2020: Applications open
 - July 1st 2020: Applications close
 - August 2020: HPB Review
 - Late August/ Early September: City Council Review
 - August/ September: awarded projects notified
 - June 1st 2021: Work complete for final inspection



———— **QUESTIONS?** ————



EVALUATION CRITERIA

Application (0-10 points)

- Is the proposed project described thoroughly? (0-5 points)
- Is the budget clear, complete, and reasonable (to be evaluated by the Chief Building Official)? (0-5 points)

Project Management (0-15 points)

- Readiness of the applicant to initiate and complete the project. (0-5 points)
- Administrative capability of the applicant. (0-5 points)
- Can the work be completed under the proposed project schedule (to be evaluated by the Chief Building Official)? (0-5 points)

Project (0-60 points)

- Will the grant funding allow for work to be completed that may not otherwise be done in terms of Preservation of the Historic Site? (0-15 points)
- Is the proposed project consistent with the Park City General Plan? (0-10 points)
- Is the proposed scope of work consistent with the Design Guidelines for Historic Residential or Commercial Sites? (0-10 points)
- Does the proposed scope elevate the Historic character and/or integrity of the Site by removing non-historic features and additions? (0-10 points)
- Does the project proposal involve the selected Grant goal? (0-10 points)
- Does the project propose to follow the Secretary of the Interior's Standards for Rehabilitation? (0-10 points)

Community (0-10 points)

- Community impact of the proposed project (0-5 points)
- Demonstrated community interest and support via letters submitted with the application (0-5 points)



DEFINITIONS

- ***Emergency Repair Work:*** work requiring prompt approval because of an imminent threat to the safety or welfare of the public or to the structure or site. The scope of the approval for emergency repair work shall only be to the extent related to stabilizing or repairing the emergency situation.
- ***Ordinary Repairs and Maintenance:*** work done on a Building in order to correct any deterioration, decay, or damage to a Building or any part thereof in order to restore same as or nearly as practical to its condition prior to such deterioration, decay, or damage.



DEFINITIONS

- **Preservation:** *the act or process of applying measures necessary to sustain the existing form, integrity, and materials of a Historic Property. Work, including preliminary measures to protect and stabilize the Property, generally focuses upon ongoing maintenance and repair of Historic materials and features rather than extensive replacement and new construction.*
- **Rehabilitation:** *the act or process of making possible a compatible Use for a Property through repair, alterations, and additions while preserving those portions or features which convey its Historical, cultural, or architectural values.*
- **Restoration:** *the act or process of accurately depicting the form, features, and character of a property as it appeared at a particular period of time by means of removal of features from other periods in its history and Reconstruction of missing features from the restoration period.*



— ELIGIBLE AND INELIGIBLE WORK —

- Eligible work includes interior/exterior repair, Rehabilitation, Restoration, or Preservation, including Historic architectural features, structural elements, and mechanical systems.
- Depending on the conditions and project scope, examples of eligible work include, but are not limited to:
 - o Repairing/ Restoring/ replacing windows
 - o Repointing Masonry
 - o Repairing or replacing roofs
 - o Exterior paint
 - o Electrical updates*
 - o New furnace, A/C, boiler, etc.*
 - o Insulation upgrades*
 - o Reconstruction of Historic Porches
 - o Restoration of Historic features (siding, windows, etc.)
 - o Historic Preservation Plan

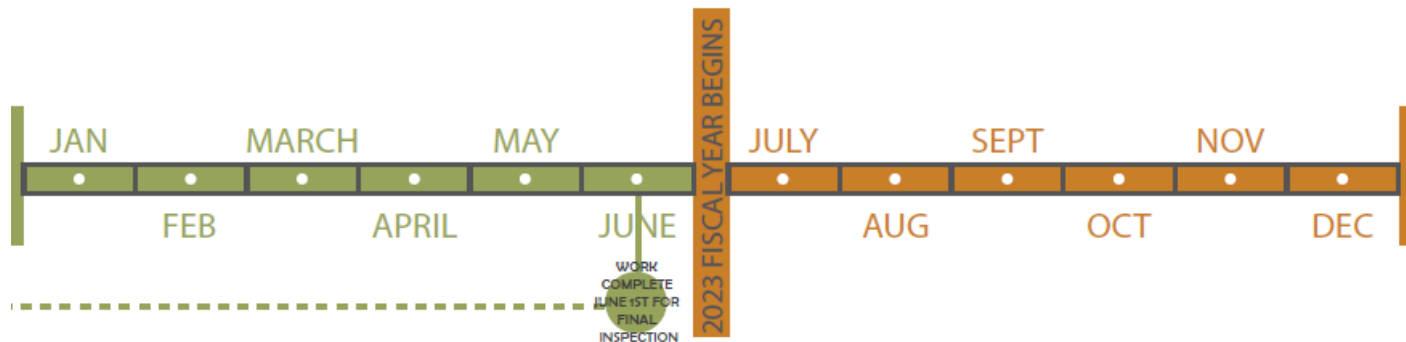
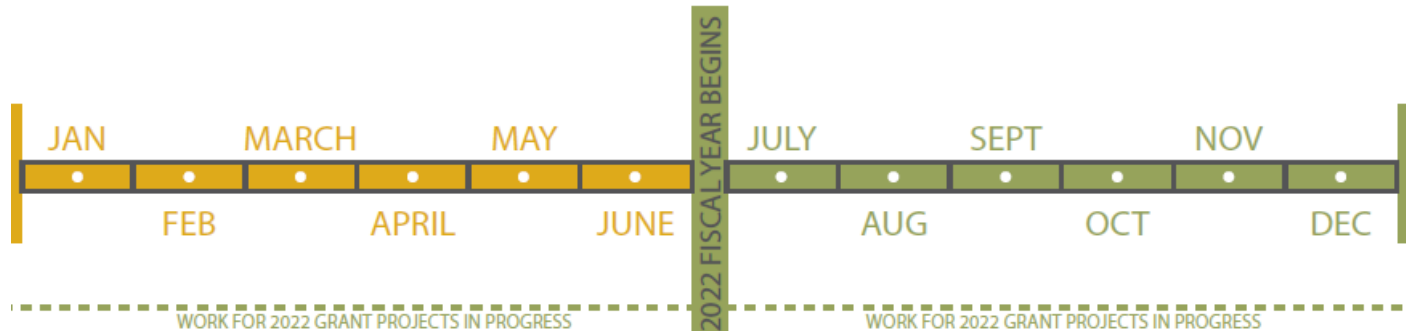
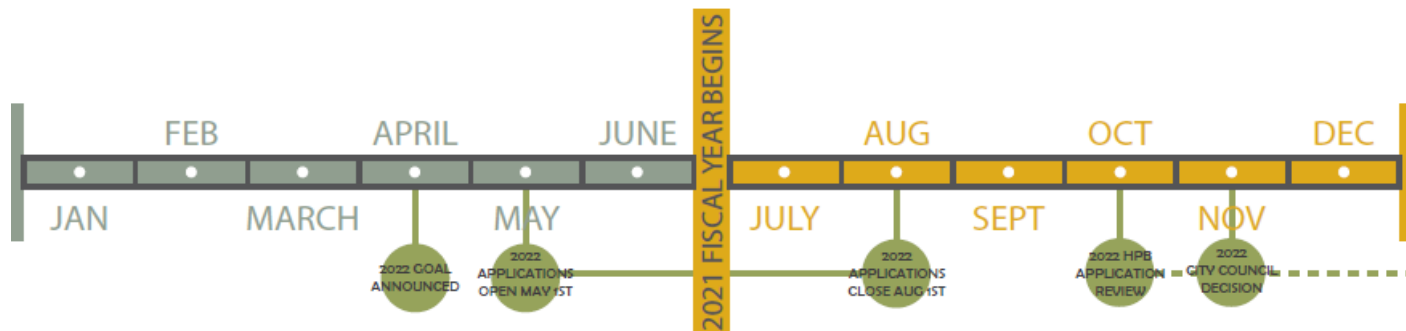
**Divergence from the previous grant program is the inclusion of system upgrades such as electrical insulation and HVAC work. This is consistent with the National Park Service recommendations for Historic Preservation, but also City Council's Sustainability goals.*



OWNERSHIP

- The previous Grant program gave a different reimbursement based on ownership.
- From the previous guide: Primary residents (either homeowner or a full time renter) may be awarded up to fifty percent (50%) of total eligible construction costs, while homes which are used as a secondary-home or nightly rental may be awarded up to forty percent (40%) of total eligible construction costs. Commercial property owners are eligible for up to fifty percent (50%) total eligible construction costs.
- HPB and staff recommend **no** preference to primary residents.





An aerial photograph of a mountain town, likely Park City, Utah, covered in a thick layer of snow. The town's buildings, mostly multi-story structures with dark roofs, are densely packed in the lower half of the frame. In the background, steep, snow-covered mountains rise, with some rocky patches visible. The overall atmosphere is cold and wintry.

LAND MANAGEMENT CODE AMENDMENTS 15-6

City Council Meeting
January 30, 2020



COUNCIL DIRECTION ON JANUARY 16, 2020

- 15-6-5(C) Setbacks: Clarify 15-6-5(C) Setbacks to ensure that parcels less than two (2) acres in area can use the underlying Zone Required Setbacks without a discretionary approval by Planning Commission.
- 15-6-7(G) Open Space: Amend the minimum required Open Space to 20% with no Usable Open Space requirement.
- 15-15 Defined Terms: Remove the proposed Usable Open Space definition from LMC 15-15 Defined Terms.



15-6-5(C): ZONE REQUIRED SETBACKS

C. SETBACKS.

1. The minimum Setback around the exterior boundary of an MPD shall be twenty five feet (25') for Parcels ~~one (1)~~ two (2) acres or larger in size. The Planning Commission may decrease the required perimeter Setback from twenty five feet (25') for MPD applications ~~one (1)~~ two (2) acres or larger to the zone required Setback if it is necessary to provide desired architectural interest and variation.
2. For parcels ~~less~~ greater than ~~one (1)~~ two (2) acres in size and located inside the HRM, HR-1, HR-2, HR-L, HRC, and HCB Districts, the minimum Setback around the exterior boundary of an MPD shall be determined by the Planning Commission in order to remain consistent with the contextual streetscape of adjacent Structures.
3. For parcels less than two (2) acres in size, the minimum exterior boundary Setbacks shall be Zone Required Setbacks. For parcels less greater than one (1) two (2) acres in size and located outside of the HRM, HR-1, HR-2, HR-L, HRC and HCB, the minimum Setback around the exterior boundary of an MPD shall be determined by the Planning Commission Commission and shall be no less than the zone required Setback.
4. In all MPDs, for either the perimeter setbacks or the setbacks within the project, the Planning Commission may increase Setbacks to retain existing Significant Vegetation or natural features or to create an adequate buffer to adjacent Uses, or to meet historic Compatibility requirements.
5. The Planning Commission may reduce Setbacks within the project boundary, but not perimeter Setbacks, from those otherwise required in the zone to match an abutting zone Setback, provided the project meets minimum Uniform Building Code and Fire Code requirements, does not increase project Density, maintains the general character of the surrounding neighborhood in terms of mass, scale and spacing between houses, and meets open space criteria set forth in Section 15-6-5(D).



15-6-7(G) OPEN SPACE

G. OPEN SPACE. ~~All Master Planned Affordable Housing Developments shall contain a~~ minimum of twenty percent (20%) Open Space as defined in LMC Chapter 15-15. ~~fifty percent (50%) of the Parcel shall be retained or developed as open space. A reduction in the percentage of open space, to not less than forty percent (40%), may be granted upon a finding by the Planning Commission that additional on or Off-On-~~Site amenities, such as playgrounds, trails, recreation facilities, bus shelters, significant landscaping, or other amenities are encouraged. ~~will be provided above any that are required. Project open space may be utilized for project amenities, such as tennis courts, Buildings not requiring a Building Permit, pathways, plazas, and similar Uses.~~ Open sSpace may not be utilized for Streets, roads, or Parking Areas.

The Planning Commission may decrease the required Open Space for projects located within 300 feet (300') of a Public Use, including, but not limited to a public park, Recreation Open Space, public trail, public school, or Public Recreation Facilities.



Nordic Concessionaire Program Discussion



Image: Jans.com

The Background...

- **1981:** Golf Course winter concessionaire program established
- **1990:** McPolin Open Space purchased & incorporated as part of the “fee area”
- **1999-2004:** The City performed 100% of grooming
- **2009:** The City, through RFP process, conveyed all grooming efforts onto concessionaire
- **Oct. 2019:** Staff analyzed costs and adjusted contract figures to cover costs of owning/operating pro shop and grass repairs due to winter use
- **Nov. 2019:** One year concessionaire agreement with Jans LTD
- **Nov. 2019:** Voters approved bond initiative to purchase Armstrong Snow Ranch Pastures

Current Concessionaire Provides:

- Nordic track preparation/grooming
- Lessons
- Tours
- Rentals
- Retail sales
- Ski tuning services



Nordic Concessionaire Program Discussion



Goals:

- Establish access to recently purchased open space
- Provide for growth of Nordic skiing
- More skiing on “low snow” seasons
- Ensure 3km minimum track

How does council wish to incorporate residential access to public open space as part of the upcoming RFP?

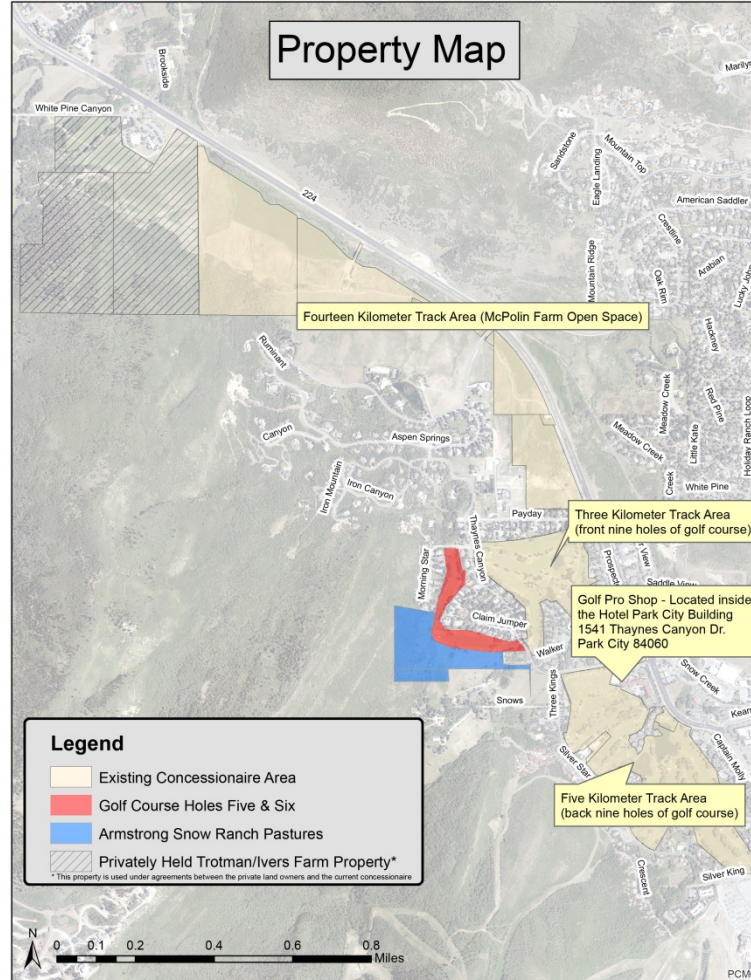
Nordic Concessionaire Program Discussion



Image: Ross Downard



Nordic Concessionaire Program Discussion



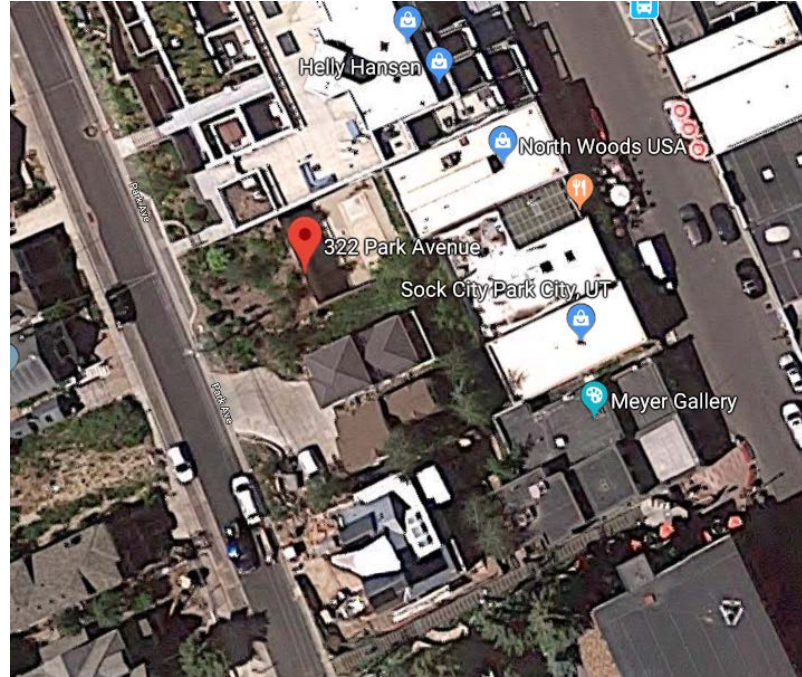
322 Park Avenue

Plat Amendment



Background

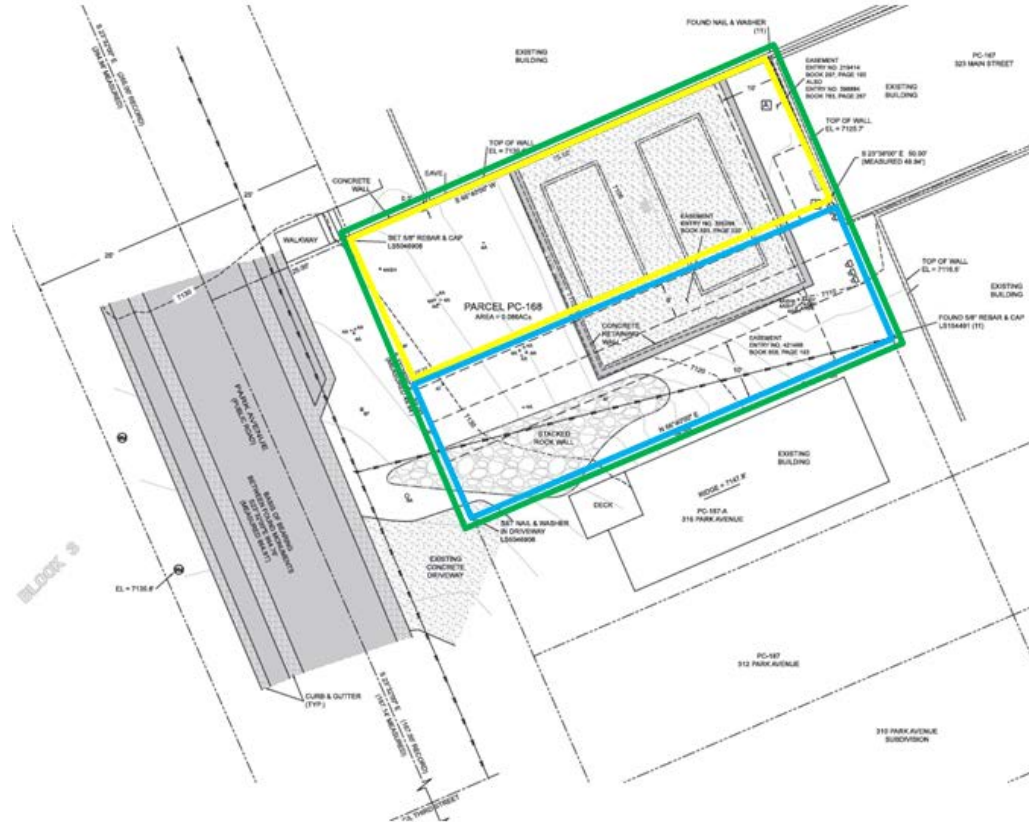
- Combine 2 lots into one larger lot
- Rear portion of site constrained with utility pad and retaining walls
- Easements further complicates lots
- HR-2A
- No project proposed for site at current time



Photos of Site



Existing Conditions Site Plan



LOT 1
12' WIDE PUBLIC SNOW STORAGE EASEMENT
LOT ONE TO BE ABANDONED
SUBDIVISION
30' MAH STREET
37' MAH STREET
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Staff Findings and Conditions

Staff finds there is good cause for this Plat Amendment that will combine two smaller lots into one larger lot, resolve having an existing structure cross lot lines and potentially allow for a Single Family Dwelling or other Use with a Conditional Use Permit. Any future development will be subject to the LMC and Design Guidelines for Park City's Historic Districts.

Staff recommends the City Council review the Plat Amendment, hold a Public Hearing, and consider approving the Plat Amendment based on the Findings of Fact, Conclusions of Law, and Conditions of Approval subject to the Ordinance.



An aerial photograph of a mountain town covered in snow. The town features numerous buildings with snow-laden roofs, interspersed with snow-covered trees. In the background, a winding road or path is visible on a steep, snow-covered slope. The overall scene is serene and wintry.

Alice Claim Subdivision and Plat Amendment

Extension of Time Request

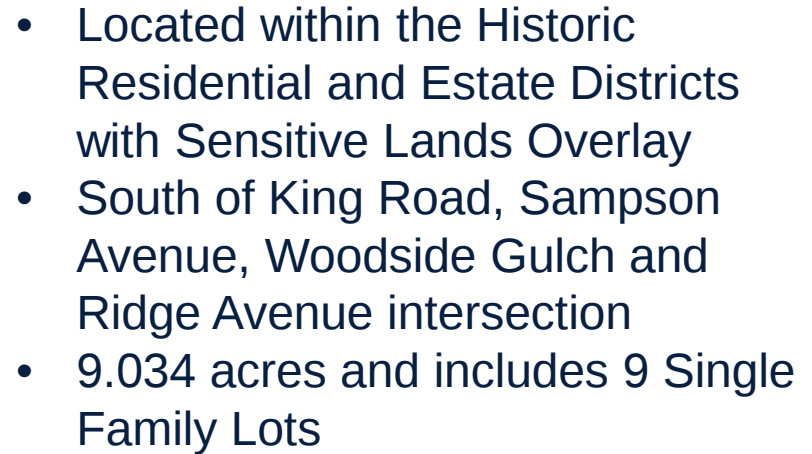


Background

- March 8, 2018 CC approved Ordinance 2018-08 Alice Claim Subdivision and Plat Amendment
- Condition of Approval #2 requires recording of Subdivision and Plat Amendment within 2 years
- Other COA require infrastructure to be completed prior to plat recordation
- Applicant has been working to satisfy the COA and is seeking a one year extension of time until March 8, 2021



Site Plan



Additional Info.

- Per [LMC 15-7.1-6\(C\)\(5\) Final Subdivision Plat](#), applicants may request time extensions of City Council approvals by submitting a request in writing to the Planning Department prior to expiration of the approval
- The City Council may grant an extension to the expiration date when the applicant is able to demonstrate no change in circumstance that would result in an unmitigated impact or that would result in a finding of non-compliance with the Park City General Plan or the Land Management Code in effect at the time of the extension request



Recommendation

- Staff recommends that the City Council hold a Public Hearing and consider approving a request for a one year extension of time for the Alice Claim Subdivision and Plat Amendment, based on the Findings of Fact, Conclusions of Law, and Conditions of Approval as found in the attached Ordinance



An aerial photograph of a mountain town covered in snow. The town features numerous buildings with snow-laden roofs, interspersed with evergreen trees. In the background, snow-covered mountain peaks are visible under a clear sky. The text is overlaid on the upper portion of the image.

Ridge Avenue Subdivision

Amending Lot 1 Plat Amendment

Extension of Time Request

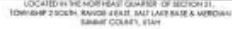


Background

- March 8, 2018 CC approved Ordinance 2018-09 Ridge Avenue Plat Amendment
- January 29, 2019 CC approved Ordinance 2019-09 One Year Extension of the 3/8/18 approval
- Condition of Approval #2 of Ordinance 2019-09 requires recording of Subdivision and Plat Amendment by March 8, 2020
- Applicant has been working to satisfy the COA and is seeking a one year extension of time until March 8, 2021



Site Plan



- Located within the Historic Residential Low Density District
- Applicant amended the Ridge Avenue Plat to adjust Lot 1
- Swapped a 2057 sf triangular portion of Lot 1 with a corresponding 2,057 sf triangular portion of Lot 9 and Lot 8 of the approved Alice Claim Subdivision and Plat Amendment



Additional Info.

- Per [LMC 15-7.1-6\(C\)\(5\) Final Subdivision Plat](#), applicants may request time extensions of City Council approvals by submitting a request in writing to the Planning Department prior to expiration of the approval
- The City Council may grant an extension to the expiration date when the applicant is able to demonstrate no change in circumstance that would result in an unmitigated impact or that would result in a finding of non-compliance with the Park City General Plan or the Land Management Code in effect at the time of the extension request



Recommendation

- Staff recommends that the City Council hold a Public Hearing and consider approving a request for a one year extension of time for the Ridge Avenue Subdivision Amending Lot 1 Plat Amendment, based on the Findings of Fact, Conclusions of Law, and Conditions of Approval as found in the attached Ordinance



Idling update

January 30, 2020



Ordinance

- Updates Municipal Parking Code 09-10-03 to reflect **H.B. 148 Vehicle Idling Revisions**
- State legislation **reduced required warnings** from three to one
- Parking and Police **retain the ultimate discretion** on whether or not to issue a citation after one warning



Resolution

- Updates Resolution 33-09 to align with Parking Code updates **to not conflict** with Ordinance update
- Removes outdated information
- Removes outside temperature exemptions
- Did not remove exemption for health and safety



Outreach

- E-mail notification of Ordinance updates to For Hire taxi services, Lodging Association, Restaurant Association, and HPCA
- Newsletters
 - Chamber of Commerce
 - City News
 - Recycle Utah Green Business network
- This Green Earth, 1/14/2020
- PSAs on KPCW through Sundance
- Feedback: several drivers didn't know the current Ordinance exists, concern for waiting for passengers in cold weather







ARTS AND CULTURE DISTRICT

ARTS AND CULTURE DISTRICT

JANUARY 20, 2020



Design and Development – Change Order



- Additional Services: due to complexity and additional design team coordination in the MPD design process: **\$125,000**

The design process has required additional collaboration meetings, presentations, and board reviews. This will allow Lake|Flato to prepare the final MPD package and present to the community and work through the MPD review process.

- Park City requested “high quality district renderings for public release”: **\$18,000**

Staff requested additional high quality renderings for presentation to the community, partner boards and Council. These renderings are in addition to the numerous technical renderings included in the MPD package. Renderings will be instrumental and suitable for print and other visual media publications.

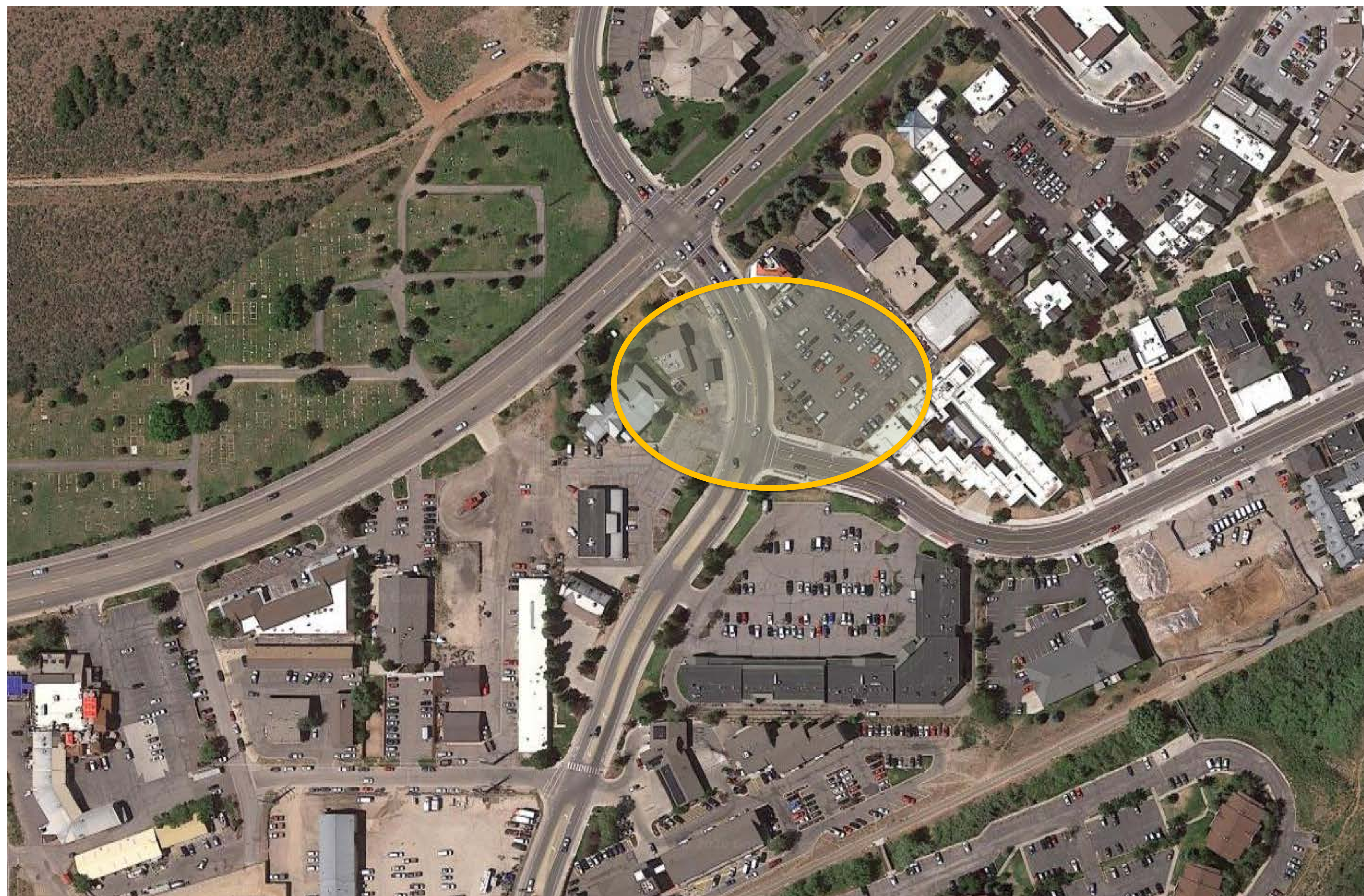
- Additional connectivity options to adjoining areas, including architectural concept and engineering and feasibility design of a pedestrian/bike connection over Bonanza Drive to the Prospector area: **\$195,000**
- **Total combined Change Order: \$338,000**

el times, traffic and nearby places





ARTS AND CULTURE DISTRICT





Timeline

- Final MPD Draft
 - Reviewed by partner boards
 - Public presentations and outreach to Community
 - MPD submitted for Planning Commission Review 6-8 month public process
- Continuing Support for District progress:
 - David Everitt – City Project Manager & Coordinator
 - Park City Owner Representative Consultants
 - Robb Woulfe – Communication & Activation Plan



Intermountain Healthcare (IHC) and Physician Holdings' Third Amendment to the Housing Mitigation Plan

Park City Housing Authority

January 30, 2020

Housing Obligation Background

IHC/USSA/Burbidge Obligation	90.47 AUEs	Notes
Park City Heights 28 townhomes	(44.78)	In Progress
USSA deferral	(10.71)	Deferred
Summit County Health/People's Health Clinic transfer	(5.830)	Deferred
Physician Holdings transfer	(5.830)	4.996 AUEs outstanding
Peace House land lease	(12.50)	Completed
Peace House funding contribution	(4.00)	Completed
TOTAL	6.82	IHC remaining AUEs

- On April 18, 2019 – accepted:
 - 12 Empire Avenue (9.5775 AUEs)
 - 10 Rail Central (2.2385 AUEs)
 - These affordable units satisfy housing obligations (IHC 6.82 AUEs & PH 4.996 AUEs) triggered by their developments.

1440 Empire Background

- Built to satisfy Bonanza Park's projected housing obligation (replaced by Arts & Culture District).
- A Condition of Approval for the CUP for 1440 Empire Ave, #10 states:

“If the Multi-Unit Dwelling is used to fulfill a future affordable housing obligation, then the project must meet the deed restriction and requirements of the Affordable Housing Resolution in effect at the time of the obligation.”
- All 12 units were master-leased to Steins, who rents to their employees, adhering to the deed restricted rental amount

Viewpoint

- Several ways to meet a housing obligation
- No specific prohibitions on master/bulk lease fee, provided occupant is held harmless
- **PROS:**
 - Creates more affordable rental supply
 - Deed restrictions run with the property
 - Creates a new model that could be duplicated to create more deed restricted unit to go towards City's housing goals
 - Requires annual compliance reporting to ensure affordability
- **CONS:**
 - May actually reduce existing supply of affordable rental supply (instead of adding, it utilizes existing stock)
 - May only work for large businesses as small business may not be able to afford additional charge.