



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

June 11, 2026

The Council of Park City, Summit County, Utah, met in open meeting on June 11, 2026, at 4:45 p.m. in the Council Chambers.

Council Member Miller moved to close the meeting to discuss property at 4:49 p.m. Council Member Zegarra seconded the motion.

RESULT: APPROVED

AYES: Council Members Ciraco, Miller, Parigian, Toly, and Zegarra

CLOSED SESSION

Council Member Zegarra moved to adjourn from Closed Meeting at 5:34 p.m. Council Member Miller seconded the motion.

RESULT: APPROVED

AYES: Council Members Ciraco, Miller, Parigian, Toly, and Zegarra

REGULAR MEETING

I. ROLL CALL

Attendee Name	Status
Mayor Ryan Dickey Council Member Bill Ciraco Council Member Molly Miller Council Member Ed Parigian Council Member Tana Toly Council Member Diego Zegarra Adam Lenhard, City Manager Margaret Plane, City Attorney Michelle Kellogg, City Recorder	Present
None	Excused

II. APPOINTMENTS

1. Re-Appoint Kara Beal and Molly Guinan, and Appoint Tori Stuart, Ariel Goos, and Alexandra Stoelze, to the Public Art Advisory Board with Terms Expiring June 30, 2029:

Council Member Toly moved to re-appoint Kara Beal and Molly Guinan, and appoint Tori Stuart, Ariel Goos, and Alexandra Stoelze, to the Public Art Advisory Board with terms expiring June 30, 2029. Council Member Miller seconded the motion.

RESULT: APPROVED

AYES: Council Members Ciraco, Miller, Parigian, Toly, and Zegarra

2. Re-Appoint John Frontero and Appoint Matthew Day to the Planning Commission for Four-Year Terms through 2030:

Council Member Ciraco moved to re-appoint John Frontero and appoint Matthew Day to the Planning Commission for four-year terms through 2030. Council Member Toly seconded the motion.

RESULT: APPROVED

AYES: Council Members Ciraco, Miller, Parigian, Toly, and Zegarra

John Frontero thanked the Council for trusting him and asserted that important decisions were made at the Planning Commission. Matthew Day thanked the Council for being appointed. He moved here 14 years ago and had served on the Appeals Panel prior to this appointment.

III. COMMUNICATIONS AND DISCLOSURES FROM COUNCIL AND STAFF

Council Questions and Comments:

There were no questions or comments made by the Council or staff.

Staff Communications Reports:

1. Fourth of July and America250 Celebration Updates and Reminders:

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

Mayor Dickey opened the meeting for any who wished to speak or submit comments on items not on the agenda.

Jocelyn Scudder 84060 invited all to the Latino Arts Festival starting tomorrow at Canyons Village. She thought it would be a wonderful display of the Latino heritage.

Sara Milligan 84060 opposed the current proposal for the Bonanza 5-Acre site. She didn't think the City needed more affordable housing in the densest part of town. She thought the land could be a park or a new City Hall. It was difficult to see the Council push the project through when there was growing opposition. She also didn't think there was a conversation on helping new residents belong in the community. She and her husband worked hard to be able to afford to live here. She pursued excellence and wanted the Council to do the same.

Maddy Hobbs 84060 stated she used to think process was boring, but now she thought process was the only thing standing between the Council and doing whatever they wanted. She heard a councilmember say they didn't want to hear about the 5-acre project anymore, but that's what they were supposed to do as a Council. Regarding the Council compensation, she stated Council voting to double their salary was something that should have been brought to the voters. The 5-acres had a process failure. She reviewed the results of the survey given three years ago, and 61% wanted open space. She thought the Council was ignoring the wishes of the respondents. A good process was getting the right information at the right time. Since Sundance and the Kimball Arts Center departed from the original vision for the site, she requested to run the surveys again. She encouraged all residents to share their opinions.

Suze Weir 84060 asked how the decision was made to spend \$2 million to decide how to widen SR248. She didn't think that money should be spent on a two-year study when people knew it needed to be widened.

Gib Berry eComment: "Attached is a geospatial screening exhibit related to the Deer Valley / Park City / MIDA area. I am not asking Park City to accept an interpretation from the map. I am asking that the material be placed in the record as supplemental screening information where City interests, public lands, former mining landscapes, open-space values, infrastructure planning, and potential cultural-resource review may overlap. My narrow process questions are: What City office or staff member tracks MIDA-related development impacts affecting Park City boundaries, open space, historic landscapes, trails, utilities, transportation, or adjacent sensitive terrain? If a project involves state/federal participation, permitting, funding, or approvals, who is responsible for confirming the applicable cultural-resource review pathway, including SHPO or Section 106 review where required? If Park City receives supplemental screening information from the public, what is the preferred method for placing it in the record without publicly disclosing any sensitive site-location information?"

Mayor Dickey closed the public input portion of the meeting.

V. CONSIDERATION OF MINUTES

1. Consideration to Approve the City Council Meeting Minutes from May 21 and 22, 2026:

Council Member Toly moved to approve the City Council meeting minutes from May 21 and 22, 2026. Council Member Miller seconded the motion.

RESULT: APPROVED

AYES: Council Members Ciraco, Miller, Parigian, Toly, and Zegarra

VI. CONSENT AGENDA

1. Request to Adopt Resolution 12-2026, a Resolution Adopting Revised Procurement Rules:

Council Member Ciraco asked if these rules were changed because of a bus procurement, to which it was affirmed. He asked that when it came back, that the Council should understand pairing with the State of Utah versus other states. Herdrich stated a reason behind that was that UTA did not sign onto the contract and the Federal government asked every state not to run their own procurement, so the City had to work with Washington to get the buses. Council Member Ciraco felt this was straight forward, but he didn't want to make this an automatic thing for non-standard purchases.

Council Member Parigian asked how the City knew it would get the best deal if an RFP was not issued. Herdrich stated most bus procurements took 12-18 months and it took a lot of staff time and a lot of time for the bus company. There were future purchases for cutaway buses where an RFP would be issued.

Council Member Ciraco moved to approve the Consent Agenda. Council Member Parigian seconded the motion.

RESULT: APPROVED

AYES: Council Members Ciraco, Miller, Parigian, Toly, and Zegarra

VII. OLD BUSINESS

1. Discuss Compensation for Elective Officials:

Sarah Mangano, Human Resources Director, was present for this item. Council Member Ciraco asked about the Colorado Association of Ski Towns (CAST) compensation survey results and noted some counties were included. Mangano stated she did not include Summit County because they were not a member of CAST and she also didn't include Whistler, Canada. Council Member Ciraco thought Summit County should have been included since they were a comparable entity. He also had hoped to see other comparable cities within Utah. Mangano stated she didn't have municipal compensation readily available. Council Member Ciraco thought Council compensation should be analyzed against other municipalities because the City had relations with other entities throughout the state and he didn't want to be overly compensated compared to them.

Council Member Toly stated she spoke with CAST members that were on the survey, and the entity that requested the survey was working on adjusting pay and had asked if

there was a pay philosophy of other CAST members. Mayor Dickey noted he did not request the survey results from CAST, but it was emailed to all CAST members last week, so he asked that it be included in this week's packet. Mangano admitted she didn't have all the resources that CAST used in the survey, but she felt there were a variety of factors included in a compensation study that CAST didn't use.

Mayor Dickey opened public input.

Matt Nagie 84060 stated the compensation proposal resonated with him because he ran for City Council in 2023 and there was a lot of conversation around the workload of the Council. He was a teacher at the time, and he wondered if a teacher would be able to serve on the Council. There was more to this conversation than compensation. He hoped to hear what it meant to be a council member. There were broader questions he would like answered.

Sara Milligan stated if the quickness of this decision was reflective of the 5-acres project, then the 5-acres needed to be reconsidered.

Charlie Sturgis, former Mountain Trails Foundation Director, stated there was a difference between the wage of a nonprofit and the cost of living in Park City. He didn't think the Council had the workload of a part-time position. With a budget over \$100 million, he didn't want to skimp on the Council's wages. To keep good people, you need to pay them as if they were in the private sector. You get what you pay for. The residents elected a good Council.

Joanna Kahn indicated she was married to a former Council member, Max Doilney, and she agreed that the job of the Council stayed on the Council's mind constantly. This was more than a part time job. She felt an obligation to share her family's experience. So many people were unable to serve on the Council because they could not afford it. They had to look at the value of the people serving on the Council.

Neil Hafer 84060 thanked the Council for looking at the compensation again after approving the raises. He didn't know why the Council didn't receive a raise in over 10 years. He hoped that Council would think about the future Council members and build in wages. He encouraged the Council to be transparent not only in wages but how much time was spent working for the City. He asserted the majority of people voted for you and they trusted you to make the City great.

Patricia Kipp 84060 stated Park City deserved a Council and Mayor that felt it was a duty to serve. This was not a career. Not everyone could afford to serve on the Council. Everyone on the Council made a choice to serve knowing the compensation. If they were going to make decisions, they should make it for future Councils or put it to a referendum because the raises that were approved were appalling. A council member told her that enriching themselves was not the goal. This service was not elitist and should not be a career.

Matias Alvarez 84098 stated his family moved here in 1962. The people who stuck around at that time learned to adapt. He supported the compensation change and he thought the government should move toward professional stewardship because of the nature of the City. He referred to the Blue Ribbon Commission study a few years ago and noted they studied the wages but not the job. This Council managed over a \$100 million budget and that affected everyone. He thought the residents were getting a deal. He heard comments that the Mayor and Council were figureheads and the City Manager ran everything. To that he related a parable that disagreed with those comments.

Andrea Begart 84060 was concerned with the way the raises were approved. She thought the residents should have a say in the Council's compensation. Park City was at the top of Council compensation compared to other resort cities. If there were any wage increases, they should be effective after the next election. She thought the way the raises were approved inflamed half the residents.

John Greenfield 84060 was pleased with the language he heard tonight and felt the conversation was respectful. He didn't think a pay raise should be on a consent agenda. He felt the consent agenda should be used conservatively. He reviewed the other commenters' comments. The last election was hard, and he apologized to Council Member Zegarra for his letter about him in the last election.

Will Segos 84098 indicated the Council did a hard job and it was underappreciated most of the time. It took courage to bring compensation up to where it should be.

Robert Gurs eComment: "I think it would be better if increases did not take effect until next term. Unusual for legislators to vote on their own pay (recognizing of course that they are likely to be re-elected). Also, I don't know if the PC Council has made a strong case as to why it needs to be nearly full time. Most cities of this size have very part time councilors and rely on city managers to handle city operations. Time consuming community outreach by councilors is important, and it obviously takes time to get up to speed on agenda issues and to provide oversight for staff. However, does PC's council micromanage too much?? Just a question."

Jeremy Rubell eComment: "The elected official compensation increase should be limited to a simple inflation adjustment. Math in the June 11 report shows some stretch logic to satisfy direction from the Park City Council (kudos to city staff, it's their job), but some components are loosely relevant and not the core issue anyway. This change fundamentally alters the nature of the role without having the real conversation regarding our local form of government. Our city already employs professional staff and a city manager with deep expertise and relevant education, compensated accordingly: strong salaries, excellent benefits, and guaranteed contracts. Compensation packages often exceed \$200,000 for managers, with executives approaching \$300,000, plus severance parachutes into the millions. Park City's elected officials are meant to represent the voice of the people and guide policy, not be experts in all aspects of

government administration to the point it's a full-time job. That's why the main qualification to influence hundreds of millions of dollars and our community direction is less about an accomplished resume and more about a perception of who cares most or who our friends' friends are. If we're turning elected officials into full-time professionals and sidelining the staff's expertise, then we should offset it by reducing staff pay. Fair's fair, although it's a really bad idea. Making elected office a career invites trouble: like temptation of bowing to influence to protect personal income, eroding true community interests. If you can't live here on the new full-time salary without a second job, then you can't serve. Or is having two jobs OK in that scenario? A family of four AMI is almost \$170,000. Seems this policy is one of unintended exclusion, impacting the "forgotten middle" and families. Plugging one hole opens up multiple new ones. If the goal is truly greater inclusion, get creative: Stagger meeting times for different worker shifts, hold occasional weekend or weekday meetings on slower days for hospitality workers, and keep remote attendance fully open. Money doesn't solve this. And let's be honest, a councilor adamant the raise is for inclusion tried to restrict remote attendance last year, despite many residents having to travel for work to afford living and raising families here. It's OK to exclude them? Quite the plot twist. If the massive raise is truly warranted, prove it's not self-serving. Implement it in two stages, announcing it before the next election cycles (June 2027 and June 2029), effective the following Jan. 1 before the elected take office. That way we'll see impacts on candidacy (good or bad) before it even takes effect instead of playing pick-a-number with taxpayer dollars. Doing it now isn't just a bad look. It's bad governance. And in case anyone would benefit from a refresher when an independent citizen committee researched this issue from 2022-2023, four public files are attached. Ryan Mayor Dickey and Tana Council Member Toly were both sitting councilors. Consider how that lands... we don't like the answer from experienced folks in our community who donated almost a year of their time studying the topic so we'll just do what we want. Please keep the role what it was meant to be: genuine public service."

Calvin Regan eComment: "I want to register my strong objection to the pay increases approved for the mayor and council. The initial proposal was excessive, and even the revised amounts remain far above what comparable resort towns of similar size pay their elected officials. At a time when residents are being told that affordability is a priority, the city continues to expand its budget and raise taxes. Affordability cannot be achieved through constant increases in spending. It is achieved by reducing expenses, something this city government rarely seems willing to do. Homeowners continue to shoulder higher tax burdens while the city grows its operational costs year after year. Other states are exploring ways to ease the financial pressure on residents. Florida, for example, is considering eliminating property taxes for primary homeowners. Whether or not that model fits Park City, it demonstrates that governments can think creatively about reducing taxes rather than defaulting to raising them. Serving in local government is a privilege. These positions are meant for individuals who want to give back to their community — not for those seeking long-term, career-style compensation. If the council is truly committed to bringing in more diverse voices and perspectives, then term limits for both councilmembers and the mayor should be implemented. Term limits ensure

regular turnover, fresh ideas, and broader representation. Our nation's early leaders understood the importance of stepping aside. George Washington had to be persuaded to serve a second term, and although he would have easily won a third, he refused. He believed his service was complete and that new leadership was essential to a healthy republic. That principle — voluntary transition and renewal — became a defining feature of American democracy. Park City should embrace that same spirit. If we want a government that reflects the full diversity of our community, we must create a structure that encourages new voices, not one that incentivizes long-term incumbency and escalating compensation. Park City's previously approved elected-official compensation levels materially exceed those paid in comparable Western destination resort communities. While Park City faces legitimate housing, growth, tourism, and governance challenges, peer communities with similar or greater tourism intensity generally compensate mayors between approximately \$20,000 and \$50,000 annually and council members between approximately \$10,000 and \$40,000 annually. Park City's approved compensation places it well above the median and likely above the 90th percentile of comparable resort-town elected-official compensation. The strongest comparator in my view is Jackson, Wyoming. Even Jackson's compensation of roughly \$50,000 for the mayor and \$41,000 for council members remains dramatically below Park City's previously approved new compensation structure. I feel the council was tone deaf in approving these raises for themselves. The job is part time - regardless of what people may say. The argument about not getting good people to run for office because of the pay - that is a red herring - plenty of good people of all backgrounds run and will continue to run. Some because they are passionate, some because they want the power of the position. We don't need our tax dollars being spent to increase pay of part time politicians. Fewer politicians is always better for the people."

Mayor Dickey closed public input.

Council Member Miller asked if wages could be set for future councils. Margaret Plane, City Attorney, stated the Council could pass an ordinance but they couldn't bind a future council. Council Member Zegarra affirmed the process could have been better. The intent was not to rush the raises through, but it could have been discussed more. He stated there was no standard, but he was grateful for staff's efforts to report on a methodology.

Council Member Parigian agreed City issues were always at the top of mind of the Council. He related that people came to him with arguments and he had to be the fact checker and historian and reply to all of them to set the record straight. He thought tonight the Council was trying to correct their mistake from a couple of weeks ago and have a more detailed discussion on the Mayor and Council compensation. He thought some entities didn't give themselves raises because they saw that other entities hadn't increased raises. He wanted to break out of that circle of comparison and vote on a substantial raise for future councils. He wanted to take the 2015 salary and apply the cost-of-living index for each year for their current raise. Then they could schedule a compensation review in the fall and talk about everything, such as part time versus full

time, what entities should be comparable, etc. He wanted to be responsive to the community and continue as a liaison and respond to emails, but he could do less if that was what the community wanted.

Council Member Miller made her decisions on affordability, and she voted to increase the wages now because they could not bind future councils. She felt the correct number for Council compensation was the number that would allow future Council members to survive. If it was not competitive, being a Council member would be a luxury option.

Council Member Toly stated she talked about this her entire time on Council. She could be on the Council because she had a business and didn't have a mortgage. But being on the Council forced her to hire a manager for her business. The conversation was why the Council role was undervalued. She called all the resort towns in Utah and they agreed this was a hard conversation. She reviewed questions not asked by the CAST survey or the Blue Ribbon Commission. With regard to the City's budget, it ranked next to large cities such as Sandy and Murray. There was not a metric that worked with Park City's. She suggested that the Council could look at factors such as budget, workload, AMI, philosophy of elected officials, ratio of property tax to sales tax, number of employees, state and legislature structure of a city governance, home cost, model of the County Council, how the mayor was elected, and types of council government. The County Council was the closest comparable and they earned \$70,000. She stated this was not put on a Consent Agenda. The state required a public hearing and that's what happened a few weeks ago. She thought a wage philosophy was needed, such as comparing the wages to the AMI for the City. Council Member Toly indicated the AMI for a single person in the City was \$117,000. She suggested having Council make a percentage of the AMI since that was a good indicator of what people in the City were earning. She supported increasing the Council's wages with a merit raise consistent to the recommendation in the staff report of \$34,373 to \$37,657.

Council Member Ciraco reviewed that he supported a 10% raise but not a raise at the level approved three weeks ago. He asserted there was no shortage of people filing to run for Council. There was no service without sacrifice. When he was younger, he could not serve, but now he was able to serve. Nobody should quit their job to serve on the Council because this was not a job. He was not opposed to Council getting a raise and noted the healthcare payout had increased tremendously, and he considered that a raise. He supported 10% after the next election cycle. Council Member Parigian added the staff COLA increase should be incorporated into the Council wage increase annually. Mangano indicated the years that staff received COLA, the Council also received it.

Council Member Zegarra agreed that service was a sacrifice. He felt the wage of \$34,373 to \$37,657 was a sacrifice. He would love to consider livability and affordability. He supported the \$37,657 as displayed in the packet effective now. Council Member Ciraco wanted to dispel the notion that because he was 50 that he couldn't understand

someone in their 20s. Anyone voted into office was capable to do it. Nothing was more valuable than someone's vote.

Mayor Dickey indicated talking about your own pay was awkward. There were many folks who couldn't afford to do this job and he wanted to attract a broad set of candidates. There was an entire demographic missing from the Council. He felt higher pay would attract a broad set of candidates. There was no good time to increase Council wages and he agreed the conversation should have not been rushed. He asked to apply Council wages the same as staff wages, including COLA and merit. He felt that was reasonable.

Council Member Ciraco stated the people ages 20-35 wouldn't be on Council because of the expensive costs of campaigning. Also, regarding the time commitment, he offered to take more responsibility like more liaison roles from other members because he had the time. Council Member Toly didn't want to give up her duties. She loved being on Council and wanted public service to be valued. Council Member Miller supported \$37,657 that Council Member Zegarra proposed. She agreed with Council Member Toly that this topic should be discussed in depth in the fall. Council Member Ciraco felt the people did value the Council because the raises were the top of the state.

Mangano reviewed the City had grown significantly since 2015 so comparables were hard to figure. She explained how she arrived at the numbers in the report. Mayor Dickey felt the numbers in the report were reasonable.

Council Members Zegarra and Miller supported \$37,657. Council Member Parigian supported \$31,964, and requested a future discussion on a compensation policy for future councils. Council Member Ciraco supported \$31,964 but wanted it to go into effect after the next election. Council Member Toly supported \$34,373. After some discussion, Council Members Miller, Zegarra, and Toly supported increasing Council wages to \$34,373 and bringing it back to include in the final budget. Mangano asked for direction on Mayor compensation. Council Member Parigian asked if the 1.94x Council pay was satisfactory to the rest of the Council. Mayor Dickey stated the mayor was much more work than Council. Council Member Toly asked to bring that back in the fall as well. The majority of the Council wanted to keep the Mayor's wage at 1.94x of Council wages, which would be 66,663.62.

VIII. NEW BUSINESS

1. Public Hearing for Ordinance 2026-15, an Ordinance Adopting a Revised Budget for Fiscal Year 2026 and a Final Budget for Fiscal Year 2027 for Park City Municipal Corporation and its Related Agencies and Authorizing the Computation of the Property Tax Rate at a No Tax Increase Rate:

Hans Jasperson, Penny Frates, and Jessica Morgan, Budget Department, presented this item. Morgan reviewed additional items to the adjusted FY26 budget and an adjustment for the FY27 budget. She noted additional revenue was received from a

library grant, state funds were received for the Police Department, library donations, and increased backflow prevention money. There was also updated construction costs for 516 Marsac Avenue. The Lower Park RDA had an interfund transfer for the senior center that would go into the FY27 budget.

Jasperson asked the Council about the Arts Council Director position that was discussed last week and noted the job description was included in the packet. He knew the Council was concerned with this ongoing expense and he suggested various ways of funding the position. Council Member Toly asked to discuss the position at the next joint Council meeting with the County Council. The Council supported \$32,500 in the budget for that position.

Jasperson reviewed the softball field dugout project and stated that project was in the design phase to be brought up to code. Council Member Parigian indicated nothing was wrong with the backstop and dugout, but for insurance purposes a roof was needed. Troy Dayley, Public Works Director, stated they would bring the dugout up to code by installing additional uprights in the backstop and putting a mesh fabric roof over the dugout in the case of a foul ball. Utah Risk Management Agency (URMA), the City's insurance company, required the roof. He stated there was an engineering expense to design it so the total cost could be \$2,000 over the grant received.

Mayor Dickey opened the public hearing. No comments were given.

Council Member Miller moved to continue Ordinance 2026-15, an ordinance adopting a revised budget for Fiscal Year 2026 and a final budget for Fiscal Year 2027 for Park City Municipal Corporation and its related agencies and authorizing the computation of the property tax rate at a no tax increase rate, to June 25, 2026. Council Member Parigian seconded the motion.

RESULT: CONTINUED TO JUNE 25, 2026

AYES: Council Members Ciraco, Miller, Parigian, Toly, and Zegarra

2. Consideration to Adopt Resolution 11-2026, a Resolution Amending the Fee Schedule:

Hans Jasperson, Budget Analyst, noted an additional change since this item was last discussed. The Stormwater fee had a 3% inflationary increase. He noted the Planning Team looked at other cities for options around the Affordable Master Planned Development fees and also appeals fees. If the Council wanted a discussion on that, they could come back at a future meeting.

Council Member Parigian advocated for a refund to the appellant if they won the appeal. Ward indicated the question of a successful appeal could be complicated. They had numerous appeals that were referred to the Appeal Panel that were overturned. Currently, the appeal fee was for the time spent processing the appeal. If actual costs were recouped the cost would be \$2,700, but the fee was set at \$500, and it had been

\$500 since 2010. They did research with other jurisdictions and found that one jurisdiction had a baseline fee and if the costs were less than the baseline, the remainder was refunded. Council Member Parigian felt if entities didn't change the comparables, other entities wouldn't change it. He suggested waiting until all appeals were exhausted to see who won, and then determine a refund. Ward noted staff could provide more information or analysis before a decision was made. Mayor Dickey asked for a staff communication report on the appeal process so the Council could decide if they wanted a future work session on this.

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

Council Member Miller moved to adopt Resolution 11-2026, a resolution amending the Fee Schedule. Council Member Toly seconded the motion.

RESULT: APPROVED

AYES: Council Members Ciraco, Miller, Toly, and Zegarra

NAY: Council Member Parigian

IX. ADJOURNMENT

PARK CITY REDEVELOPMENT AGENCY MEETING

ROLL CALL

Attendee Name	Status
Chair Ryan Dickey Board Member Bill Ciraco Board Member Molly Miller Board Member Ed Parigian Board Member Tana Toly Board Member Diego Zegarra Adam Lenhard, Executive Director Margaret Plane, City Attorney Michelle Kellogg, Secretary	Present
None	Excused

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

Chair Dickey opened the meeting for any who wished to speak or submit comments on items not on the agenda. No comments were given. Chair Dickey closed the public input portion of the meeting.

NEW BUSINESS

1. Consideration to Approve Resolution RDA 02-2026, a Resolution Adopting the Fiscal Year 2026 Revised Budget and the Fiscal Year 2027 Budget for Park City Redevelopment Agency:

Hans Jaspersen, Budget Analyst, stated the Main Street RDA expired and the funds needed to be spent by end of this calendar year.

Chair Dickey opened the public hearing. No comments were given. Chair Dickey closed the public hearing.

Board Member Toly moved to approve Resolution RDA 02-2026, a resolution adopting the Fiscal Year 2026 Revised Budget and the Fiscal Year 2027 Budget for Park City Redevelopment Agency. Board Member Ciraco seconded the motion.

RESULT: APPROVED

AYES: Board Members Ciraco, Miller, Parigian, Toly, and Zegarra

ADJOURNMENT

PARK CITY MUNICIPAL BUILDING AUTHORITY MEETING

ROLL CALL

Attendee Name	Status
Chair Ryan Dickey Board Member Bill Ciraco Board Member Molly Miller Board Member Ed Parigian Board Member Tana Toly Board Member Diego Zegarra Adam Lenhard, Executive Director Margaret Plane, City Attorney Michelle Kellogg, Secretary	Present
None	Excused

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

Chair Dickey opened the meeting for any who wished to speak or submit comments on items not on the agenda. No comments were given. Chair Dickey closed the public input portion of the meeting.

NEW BUSINESS

1. Consideration to Approve Resolution MBA 01-2026, a Resolution Adopting the Fiscal Year 2027 Budget for Park City Municipal Building Authority:

Chair Dickey opened the public hearing. No comments were given. Chair Dickey closed the public hearing.

Board Member Parigian moved to approve Resolution MBA 01-2026, a resolution adopting the Fiscal Year 2027 Budget for Park City Municipal Building Authority. Board Member Ciraco seconded the motion.

RESULT: APPROVED

AYES: Board Members Ciraco, Miller, Parigian, Toly, and Zegarra

ADJOURNMENT

With no further business, the meeting was adjourned.

Michelle Kellogg, City Recorder

Budget Preview

FY27 Final Budget

FY26 Revised Budget

PARK CITY

1884

Budget Adjustments

Adjustments to Revised FY26 Budget

- Increased IMP0586 Housing Ongoing Asset Improvement by \$200K based on updated construction cost estimates for 516 Marsac
- Increased Library operating budget by \$6K to reflect a state grant received
- Increased LIB0019 Library Development and Donations by \$17,547 to reflect revenue received

Adjustments to FY27 Budget

- Increased Lower Park Avenue RDA Operating Fund interfund transfer to the Capital Fund by \$3,472,221 for Senior Center

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Main Street restaurants in a form approved by the City Attorney. Council Member Gerber seconded the motion.

RESULT: APPROVED

AYES: Council Members Dickey, Doilney, Gerber, and Toly

ABSTAINED: Council Member Rubell

3. Discuss Blue Ribbon Council Report on Mayor and Council Compensation:

Sarah Mangano, HR Manager, and Bill Humbert, Greg Hembrock, Stephen Pettise, and Trent Rentfrow, Blue Ribbon Commission members, were present for this item.

Mangano reviewed Council asked for a Blue Ribbon Commission to analyze Council compensation against similar cities and recommend salary adjustments accordingly. She indicated they did not evaluate compensation based on work performed since that service could not be valued. The commission evaluated comparable cities. She noted compensation was not commensurate with housing prices to any of the cities analyzed. She also reported that in surveying council members, time spent on city duties varied by council member.

Hembrock discussed Wasatch and Summit Counties and why these entities were outliers in the study and not comparable to Park City. Humbert stated those entities were so much bigger, which was another reason for being an outlier. Hembrock indicated 13 cities met the criteria for being comparable. Within those cities, Park City was in the 75th percentile.

Hembrock stated the commission looked at the time commitment. Other areas of consideration were the Council members' personal styles, goals, familiarity of their role, and their other obligations. The commission recommended that the City maintain the current salary and benefits level, implement an annual cost of living increase and rebalance voluntary Council commitments to reduce barriers to entry. For time commitment, they recommended using staff for liaison assignments, so Council members could focus their energy on their priorities. Also, for certain City projects, one Council member could be the lead who informed the other members.

Mayor Worel opened the public input. No comments were given. Mayor Worel closed the public input.

Council Member Doilney was impressed with the commission and their understanding of the Council's concerns. He thought the position should be focused on issues important at the moment and be flexible to switch attention as needed.

Council Member Toly disagreed that the counties were outliers and felt they did similar things. She thought similar cities were Aspen and Jackson. She also didn't think Council's role was defined because the required meetings was not the role. She didn't

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SUMMIT COUNTY, UTAH

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think the recommendation was the solution if the City wanted to attract diverse people to run for Council.

Council Member Dickey thanked the commission for their time. He thought the objectives for setting a salary included being fair to the people asked to do the work and allowing the broadest set of people who could serve. The work was driven by the size of the budget and complexity of the issues. He thought the counties were the best comparables. Also, the resorts being in town was a factor. He would value it based on the issues. He differed on the valuation. For compensation, he thought the bottom and top wage earners were fine, but the middle group of residents with fixed schedules and needed income were excluded from running for office. He recommended a wage increase.

Council Member Gerber thought it was an impossible job to compare. Other communities had complex issues as well. She asked what the required meeting time included, to which Mangano stated it was the average scheduled meeting time for Councils. Council Member Gerber stated after being on Council for a time, she realized she didn't have to attend budget meetings, but she wanted to be part of how to help them. There were opportunities to be more efficient with Council's time. She was comfortable with the recommendations. Council Member Rubell thought the report was well written.

Mayor Worel indicated she asked for the commission hoping to reduce a barrier to running for Council. She had hoped for a different outcome. She asked if they saw any other barriers to running for Council. Humbert stated the cost to run for office was a barrier. He suggested a nonprofit could help subsidize campaign costs. Pettise stated there was a lot of time involved in running for office. He asked the commission what it would take dollar wise to get a diverse group and the members thought it would take a salary of \$100,000-\$120,000, which was a big gap from the current \$25,000. Council Member Doilney noted the living wage was lower in Summit County and it wasn't affordable living in 84060. The number of hours spent in a meeting varied depending on the Council member. He was open to a wage increase although he was happy with where the Council was at.

Mangano stated this was a highly contested conversation and many municipalities were having this discussion. She explained how some councils handled compensation on a three-year scale. Hembrock noted they discussed attracting diverse candidates, but they couldn't come up with a solution. They also tried to look at quantifiable data and stated it was difficult trying to find equal comparisons.

Council Member Gerber thought it was important to talk about time commitment. There were meetings in the middle of the day, which would exclude many professions from being on Council. She suggested putting the day meetings all on one day. Council Member Toly asked if the commission looked at other parts of service like emails,

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phone, talking to public, etc. Humbert suggested condensing the packet by providing a summary of each item. He also suggested taking a time management class.

4. Review and Approve 2023 City Council Liaison Assignments:

Michelle Downard, Resident Advocate, stated the Council discussed liaison assignments annually and the scope was described in the packet. These roles had varied commitments and Council could discuss revising them. She also asked Council to look at the liaison list in the packet and discuss the revisions. She stated the revisions did not reflect the importance of the organizations and stakeholders.

Council Member Dickey referred to the City Council Liaison Guide and felt a Council member should not be the conduit to keeping organizations apprised of the goings on of the City. Organizations should keep up on issues. Council Member Gerber stated most organizations were aware of things that affected them.

In looking at the Liaison List, Mayor Worel asked if Special Events needed a liaison. Jenny Diersen thought it was helpful since events were under Council approval. Council Member Dickey explained since Special Events and Economic Development were separated, the liaison role could be divided. Dias stated Economic Development was covered through other liaison roles such as Lodging, HPCA, etc. Council Member Gerber indicated liaisons were involved in approving Economic Development grants. They also had meetings with business owners and helped with issues such as resort shuttles using Hillside. Dias stated when issues like those arose, liaisons could be assigned for those purposes, but it didn't need to be ongoing. Mayor Worel noted they were redefining the department and staff should be given time to work that out.

Mayor Worel stated the LGBTQ+ Taskforce had grown and were successful now and didn't need a liaison. Council Member Rubell thought it made sense to have a point of contact on Council for this group. Browne Sebright would be the primary liaison and Council Member Rubell the alternate.

Council Member Toly stated the Trails and Open Space committee was working on a master plan and she was involved in this. It was decided that Council Member Toly would work on Trails and Open Space and all the trails organizations would be consolidated to have one liaison.

Council Members Gerber and Dickey were on Housing committees. Council Member Gerber wanted to keep both liaison roles for all the Housing organizations. Council Member Dickey stated he was liaison to both critical priority groups and suggested he would still be involved in Housing but someone else could join. Council Member Gerber felt continuity was key, to which Council Member Dickey agreed.

Council put Mountainlands Associated Governments (MAG) with Seniors. Council Member Toly stated the Public Art Advisory Board (PAAB) meetings were difficult for

Blue Ribbon Commission

Report on Mayor and Council Compensation



Call to Action

On June 16, 2022, City Council tasked staff with reviewing compensation for the Mayor and Council before the next budget and election cycle.

Our mission was to obtain compensation and benefits information from similar cities and make a salary recommendation to Council based on this information.



Commission

A citywide communication was launched to seek volunteers from the City to participate on this commission.

The Commission is comprised of the following residents:

- Bill Humbert – Talent Attraction Expert
- Greg Hembrock - Senior Vice President in Health Care
- Stephen Pettise – Vice President and Consultant in Food Service Industry
- Trent Rentfrow – Senior Vice President in Finance and HR



Data Collection

Comparable Cities

- Aspen, CO
- Vail, CO
- Steamboat Springs, CO
- Breckenridge, CO
- Telluride, CO
- Jackson, WY
- Big Sky, MT
- Dillon, MT
- Truckee, CA
- South Lake Tahoe, CA
- Mammoth Lakes, CA
- Killington, VT
- Stowe, VT
- Ludlow, VT
- Sedona, AZ
- Taos, NM
- Ketchum, ID
- Bend, OR
- Summit County, UT
- Wasatch County, UT
- Heber City, UT

Research Topics

- Housing Costs
- Population
- Budget
- Departments
- Compensation
- Benefits
- Time Commitments



Data Collection

Comparable Cities

- Aspen, CO
- Vail, CO
- Steamboat Springs, CO
- Breckenridge, CO
- Telluride, CO
- Jackson, WY
- ~~Big Sky, MT~~
- Dillon, MT
- Truckee, CA
- South Lake Tahoe, CA
- Mammoth Lakes, CA
- ~~Killington, VT~~
- ~~Stowe, VT~~
- ~~Ludlow, VT~~
- Sedona, AZ
- Taos, NM
- ~~Ketchum, ID~~
- ~~Bend, OR~~
- Summit County, UT
- Wasatch County, UT
- Heber City, UT

Research Topics

- Housing Costs
- Population
- Budget
- Departments
- Compensation
- Benefits
- Time Commitments



Outliers

- Summit County & Wasatch County, Utah
 - Summit County changed Government Form in 2007
 - Wasatch County changed Government Form in 2000
 - Both moved from 3-person Commission to 5 person Council at large
 - Lost executive roles, but did not change compensation levels
 - Budget does not reflect Special Services Districts.

Outliers (cont.)

Summit and Wasatch
Counties are over 4x
greater population and
10x greater in land

Special Service Districts
include: Motor Vehicles,
Fire, Health, ABC, Court,
Trash, Water, Sewer,
Recreation,

Wasatch and Summit
work with all towns,
municipalities and
unincorporated areas in
their jurisdiction

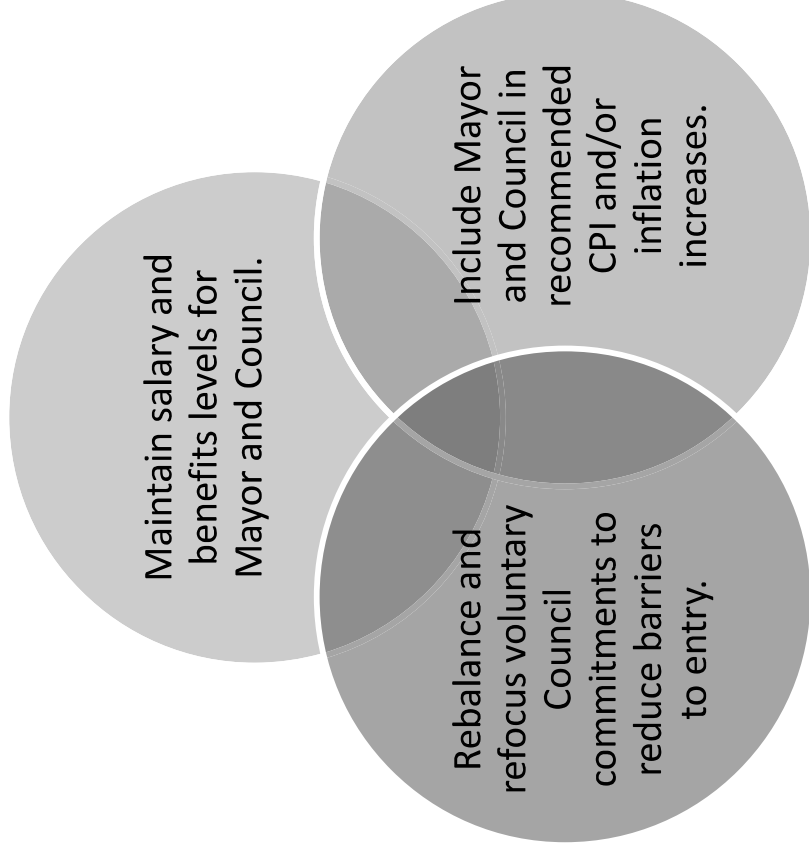
Results

Municipality	Base Salary	Retirement	Health Benefits	Meeting Time Requirement	Committee Time Requirement	Population	Budget
Aspen, CO	\$ 32,400.00	no	yes	288	Varies by role	6,949	\$ 172,000,000.00
Vail, CO	\$ 7,500.00	no	no	156	Varies by role	4,694	\$ 95,300,000.00
Jackson Hole, WY	\$ 36,000.00	no	yes	208	Varies by role	10,760	\$ 115,000,000.00
Steamboat Springs, CO	\$ 10,250.00	no	no	147	Varies by role	12,336	\$ 122,000,000.00
Truckee, CA	\$ 9,288.00	no	no	208	Varies by role	16,561	\$ 101,847,644.00
South Lake Tahoe	\$ 10,735.00	\$	20,606.00	105	Varies by role	21,330	\$ 121,086,073.00
Mammoth Lakes, CA	\$ 8,820.00	\$	11,527.00	108	Varies by role	8,263	\$ 104,544,000.00
Breckenridge, CO	\$ 12,000.00	no	yes	156	Varies by role	4,945	\$ 196,000,000.00
Dillon, MT	\$ 2,880.00	no	\$ 3,120.70	108	Varies by role	3,880	\$ 14,082,266.00
Sedona, AZ	\$ 6,600.00	no	no	130	Varies by role	9,697	\$ 105,745,040.00
Taos, NM	\$ 24,156.80	yes	yes	108	Varies by role	6,557	\$ 70,275,154.00
Telluride, CO	\$ 14,916.00	no	no	133	Varies by role	2,595	\$ 196,000,000.00
Heber City, UT	\$ 15,000.00	no	no	120	120.00	17,290	\$ 76,410,745.00
Park City, UT	\$ 25,855.92	no	yes	288	Varies by role	8,757	\$ 169,900,000.00

Defining the Role

- Time Commitment
 - Responsibility not a “job”
 - Hours vary by official
 - Designation between required and voluntary
- Elected Official Responsibility Execution
 - Personal style
 - Goals and ambitions
 - Familiarity with role and government
 - Other obligations

Recommendation



Time Commitment

Utilize professional staff to attend meetings and provide summaries instead of regular Council attendance.

Manage the expectation of Council attendance at liaison meetings, i.e. Attend Board meetings quarterly v. monthly; Meeting and time management training.

Reconsider required liaison assignments and activities to reduce the position's time commitment.

Focus energies on City specific entities, those critical to City operations and Council critical priorities.

Organize Councilmembers' participation in specific areas to ensure subject matter expertise.



Population	Full-time residents
Municipality Budget	To include Operating Expenses, Capital Expenses, Debt (if applicable)
Average 1 Bedroom Apt	Rent and Purchase
Average 3 BDR house	Rent and Purchase; Under 3000 sf
Type of Government	We are 6 member Council with City Manager

BRC Member	Municipality	Full Time Population	Municipality Budget	Purchase		Rent		Type of Government	Transit	Water	Police	Fire	School District	Airport	Other
				Average 1 Bedroom Apt	Average 3 BDR House	Average 1 Bedroom Apt	Average 3 BDR House								
Bill	Aspen, CO	6,949	\$ 172,000,000.00	\$ 85,000.00	\$ 6,000,000.00	\$ 6,500.00	\$ 30,000.00	City Manager	X	X	X		X		Art Cntr
Bill	Vail, CO	4,694	\$ 95,300,000.00	\$ 645,000.00	\$ 1,200,000.00	None available	None available	City Manager	X		X	X			
Bill	Jackson, WY	10,760	\$ 115,000,000.00	\$ 650,000.00	\$ 3,000,000.00	\$ 2,750.00	\$ 4,000.00	City Manager	X	X	X	X		X	Cultural Cntr
Bill	Steamboat Springs, CO	12,336	\$ 122,000,000.00	\$ 500,000.00	\$ 1,500,000.00	\$ 3,950.00	\$ 5,500.00	Home Rule	X		X	X		X	
Bill	Breckenridge, CO	4,945	\$ 196,000,000.00	\$ 749,000.00	\$ 1,300,000.00	\$ 2,700.00	\$ 38,000.00	Home Rule	X	X	X				
Bill	Telluride, CO	2,595	\$ 196,000,000.00	\$ 900,000.00	\$ 3,000,000.00	None available	None available	City Manager	X	X	X				
Greg	Big Sky, MT	3591	no Mayor or City Council	\$ 1,328,300	\$ 3,660,770.00	\$ 2,114.00	\$ 3,370.00	None, no mayor or city council	Yes	Yes	-	-	-	-	
Greg	Truckee, CA	16561	\$ 101,847,644.00	\$ 517,000.00	\$ 850,000.00	\$ 2,017.00	\$ 3,271.00	City Manager	x		x	x			x
Greg	South Lake Tahoe	21330	\$ 121,086,073.00	\$ 280,284.00	\$ 523,838.00	\$ 1,634.00	\$ 5,500.00	City Manager	x	x	x	x			x
Greg	Mammoth Lakes, CA	8263	\$ 104,544,000.00	\$ 450,000.00	\$ 773,125.00	\$ 2,000.00	\$ 3,800.00	6 member council with city manager	x		x				x
Greg	Dillon, MT	3880	\$ 14,082,266.00	\$ 179,000.00	\$ 179,000.00	\$ 841.00	\$ 1,400.00	5 member council/only a city clerk no manager	x	x	x	x			
Stephen	Killington, VT	811	\$ 4,336,501.00	\$ 370,000.00	\$ 995,000.00	\$ 1,400.00	\$ 3,925.00	Selectboard			x				Solid Waste
Stephen	Stowe, VT	600	\$ 12,084,230.00	\$ 457,500.00	\$ 1,197,600.00	\$ 3,622.50	\$ 6,817.00	Selectboard		x	x	x			Sewer
Stephen	Ludlow, VT	789	\$ 5,418,591.00	\$ 213,500.00	\$ 369,000.00	\$ 290.00	\$ 2,000.00	Selectboard							
Stephen	Sedona, AZ	9697	\$ 105,745,040.00	\$ 415,000.00	\$ 997,900.00	\$ 2,200.00	\$ 4,200.00	City Manager	x	x	x				
Stephen	Taos, NM	6557	\$ 70,275,154.00	\$ 274,000.00	\$ 529,540.00	\$ 1,060.00	\$ 2,495.00	Town Manager		x	x	x		x	
Trent	Ketchum, ID	3,729	\$ 70,812.00	\$ 1,200,000.00	\$ 37,914,809.00	\$ 533,667.00	\$ 3,652,569.00	Says Mayor serves as Chief Executive. There is 1 City Administrator. Not sure structure is the same.	X		X	X			
Trent	Bend, OR	103,686	\$ 927,672,900.00	\$ 436,481.00	\$ 1,049,963.00	\$ 1,870.00	\$ 2,913.00	Similar		X	X	X			
Trent	Summit County, UT	43,093	\$ 66,011,828.00	\$ 683,023.00	\$ 2,269,018.00	\$ 2,395.00	\$ 6,894.00	Similar	X	X	X	X		X	
Trent	Wasatch County, UT	36,173	\$ 57,166,770.00	\$ 349,450.00	\$ 1,427,114.00	\$ 1,590.00	\$ 3,862.00	Similar	X	X	X	X	X		
Trent	Heber City, UT	17,290	\$ 76,410,745.00	\$ 499,000.00	\$ 1,208,604.00	\$ 1,233.00	\$ 2,502.00	Similar		X	X		X		Rodeo
	Park City	8,757	\$ 169,900,000.00	\$ 621,589.00	\$ 1,587,912.00	\$ 2,261.25	\$ 8,434.44	City Manager	X	X	X				

Comparable Cities

Municipality	Base Salary	Retirement	Health Benefits	Car Allowance	Fringe Benefits	Meeting Time Requirement	Committee Time Requirement	Notes
Killington, VT	\$ 6,000.00	no	no	no	nominal	108		
Stowe, VT	\$ 3,000.00	no	no	no	nominal	108		
Aspen, CO	\$ 39,900.00	no	yes	no	nominal	288		effective 1/21 phase in
Vail, CO	\$ 12,000.00	no	no	no	nominal	156		
Jackson Hole, WY	\$ 44,000.00	yes	yes	no	nominal	208		updated 1/23
Big Sky, MT	No Mayor - County Govt							
Steamboat Springs, CO	\$ 13,460.00	no	no	no	nominal	147		
Truckee, CA	\$ 9,288.00	no	no	no	nominal	208		
South Lake Tahoe	\$ 13,671.00	\$ 23,211.00		no	nominal	105		
Mammoth Lakes, CA	\$ 8,820.00	\$ 22,879.00			nominal	108	32	
Breckenridge, CO	\$ 18,000.00	no	yes	no	nominal	156		
Ketchum, ID	No Mayor							
Dillon, MT	\$ 19,200.00	no	\$ 11,442.56		no	108		
Ludlow, VT	no Mayor							
Bend, OR	\$ 15,324.00	no	yes	no	nominal	135		
Sedona, AZ	\$ 9,600.00	no	no	no	nominal	130		
Taos, NM	\$ 48,313.60	yes	yes	no	nominal	108	45	
Telluride, CO	\$ 23,316.00	no	yes	no	nominal	133		
Summit County, UT	\$ 81,771.68	yes	yes	no	nominal	260		full time
Wasatch County, UT	No Lead position		no	no	no	260		
Heber City, UT	\$ 25,000.00	no	no	\$ 3,500.00	\$1,100	120	120	
Park City, UT	\$ 50,053.08	no	yes	\$ 3,000.00	nominal	260		

Mayor

Municipality	Base Salary	Retirement	Health Benefits	Car Allowance	Fringe Benefits	Meeting Time Requirement	Committee Time Requirement
Killington, VT	Volunteer	no	no	no	y -nominal	108	Varies by role
Stowe, VT	Volunteer	no	no	no	y -nominal	108	Varies by role
Aspen, CO	\$ 32,400.00	no	no	no	y -nominal	288	Varies by role
Vail, CO	\$ 7,500.00	no	no	no	y -nominal	156	Varies by role
Jackson Hole, WY	\$ 36,000.00	no	yes	no	y -nominal	208	Varies by role
Big Sky, MT	\$81,599.00				y -nominal		
Steamboat Springs, CO	\$ 10,250.00	no	no	no	y -nominal	147	Varies by role
Truckee, CA	\$ 9,288.00	no	no	no	y -nominal	208	Varies by role
South Lake Tahoe	\$ 10,735.00		20,606.00	no	y -nominal	105	Varies by role
Mammoth Lakes, CA	\$ 8,820.00		11,527.00	no	y -nominal	108	Varies by role
Breckenridge, CO	\$ 12,000.00	no	yes	no	y -nominal	156	Varies by role
Ketchum, ID					y -nominal		
Dillon, MT	\$ 2,880.00	no	\$ 3,120.70	no	y -nominal	108	Varies by role
Ludlow, VT	\$ 1,500.00						
Bend, OR	\$ 7,656.00	no	no	no	y -nominal	135	Varies by role
Sedona, AZ	\$ 6,600.00	no	no	no	y -nominal	130	Varies by role
Taos, NM	\$ 24,156.80	yes	yes	no	y -nominal	108	Varies by role
Telluride, CO	\$ 14,916.00	no	no	no	y -nominal	133	Varies by role
Summit County, UT	\$ 60,314.87	yes	yes	no	y -nominal	260	Varies by role
Wasatch County, UT	\$ 56,413.00	yes	yes	no	y -nominal	260	Varies by role
Heber City, UT	\$ 15,000.00	no	no	\$3,500	\$1,100	120	120.00
Park City, UT	\$ 25,855.92	no	yes	no	y-nominal	288	Varies by role

Council

City Council Staff Report



Subject: Blue Ribbon Commission Recommendation for Mayor and Council Compensation
Authors: Human Resources & Blue Ribbon Commission
Department: Human Resources, Sarah Mangano
Date: April 4, 2023
Type of Item: Staff Communication

Recommendation

Convened at the request of Mayor Worel, and after careful consideration and deliberation, the Park City Blue Ribbon Commission recommends Council discuss and consider the following:

- Maintaining the current Mayor and Council compensation and benefits;
- Including the Mayor and Council in annual organizational CPI/inflationary wage or benefit increases; and
- Rebalancing and refocusing non-essential or voluntary Council commitments above and beyond those outlined in Park City code and State law.

Upon review, we are grateful to those who seek to fulfill elected office in Park City. The time commitment inherent in public service is notable, often overlooked, and easily misunderstood. We are fortunate to live in a community with so many dedicated and talented elected officials.

Background

Under direction from the Mayor and City Council on June 16, 2022, a Blue Ribbon Commission of local residents was convened with professional human resource, labor, and compensation experience. The Commission's mission was to obtain comparable information to assess the existing levels of Mayor and Council compensation and provide recommendations for adjustments if warranted.

On December 2, 2022, the Mayor convened Bill Humbert, Greg Hembrock, Stephen Pettise, and Trent Rentfrow. The Commission was supported by Sarah Mangano, Human Resources Director, and Sarah Pearce, Deputy City Manager, and the City's Budget Team. In addition to researching comparable communities, the Commission also evaluated how compensation and commitments for elected office impacts potential candidates from seeking elected office and public service.

Analysis

At the first meeting, the Commission discussed the Mayor and Council's official roles and responsibilities, how to establish adequate compensation comparisons, and how to assess the information based on the following:

- Barriers to entry into public service;

- Official obligations and duties of Park City Council and Mayor;
- Unofficial or *expected* duties of Park City Council and Mayor; and
- Mayor and Council compensation and benefits.

The Commission researched various comparable communities (Exhibit A), including resort towns with similar challenges and government structures. Committee members were assigned specific communities to research their population, housing market, form of government, and size and scope of the municipality.

At the same time, the Human Resources Team researched comparable mayor and council compensation, organizational benefits, and some of the official and unofficial commitments of current elected officials in Park City. The Mayor and Council were individually surveyed to establish a baseline of commitments and responsibilities associated with how they choose to fulfill their tenure.

On January 17, 2023, the Commission discussed the initial research and survey results. The Commission found that several cities with similar forms of government often debate compensation and elected official roles and responsibilities. An underlying tenor was to ensure that local elected official positions remain accessible. For example, Sedona is considering eliminating council compensation and transitioning to an all-volunteer council. One side of that debate speaks to the cost savings that a volunteer council will bring the city while ensuring that only those that have the time and resources to serve in a public capacity run. Conversely, this creates barriers and concerns from individuals without financial independence and time.

On the other hand, Vail and Aspen recommended increasing mayor and council pay to enable elected officials to commit to a full-time work and employment model. Similar discussions about time, effort, responsibilities, etc., are underway in Jackson, Wyoming, South Lake Tahoe, and Truckee, California. In short, Park City is not alone in its evaluation of this complex topic, as it appears common across many local governments.

During the evaluation of other communities, the Commission occasionally referred to elected official positions as full- or part-time jobs. Upon reflection, referring to elected positions (mayor/council) as full- or part-time jobs or occupations can, at best, create a false distinction. At worst, it may make those serving feel underappreciated for their time and effort. That is not the intent.

Instead, mayors are mayors and council members are council members. They obtain their positions by working hard to gain the support of a community's voters. The official and unofficial duties and responsibilities of elected positions are not bound by conventional job descriptions of full-, part-, or quarter-time work parameters. For example, the Mayor/Council is the Mayor/Council around the clock, every day of the week, both in good times and during emergencies and crises.

Park City's form of government does not mandate elected officials work for the municipality full- or part-time. Instead, the number of hours seems to fluctuate and is largely driven by the individual serving and numerous other factors: familiarity and experience with local

government; personal style and ambition; professional and personal responsibilities and circumstances. All of these factors appear to impact and dictate how a local elected official chooses to spend their time in office.

The Commission also discussed the considerable efforts that the Park City Mayor and Council Members make, specifically, to serve the greater community. Park City's elected officials serve on numerous local boards/commissions, attend official meetings as Liaisons with stakeholders and professional staff, attend off-site legislative briefings and lobby legislators, attend local government and trade association conferences, and meet regularly for official City Council meetings. The additional efforts of our local officials are considerable, noteworthy, and easily overlooked by an unknowing public.

At face value, these extra commitments may also inadvertently deter a prospective office seeker concerned about commitment and time availability. Yet they are important actions because they help inform policy decisions and clearly create a more welcoming environment for stakeholders to interact with local elected officials.

After considerable deliberation, the Mayor and Council should discuss a potential rebalancing of unofficial commitments to prioritize time allocations based upon issue-importance. As the Mayor and Council's time is extremely valuable, the Commission recommends the following for your consideration:

- Reconsider the *required* or *expected* Council Liaison assignments to refocus on issues and initiatives of strategic importance, critical community priorities, and time-sensitive initiatives/projects. For example, Council might consider:
 - A better utilization of professional staff to attend non-essential stakeholder monthly update meetings and provide summaries to Council instead of monthly Council attendance;
 - Discuss and revise the expectation of Council attendance at Liaison meetings. For example, attend meetings quarterly instead of monthly, or work with the executive director to determine when attendance is appropriate or desired;
 - Refocus time and energy on critical City operations and Critical Community Priorities, as opposed to ad-hoc committees without pressing business before PCMC;
 - Reorganize Council Liaison participation to specific areas to better reflect subject matter professional expertise and experience; and
 - Adjust meeting times to accommodate family and professional commitments.

Conclusion

The Commission's research and evaluation determined that Park City's Mayor and Council compensation/benefits generally align with other cities and towns of similar populations, governmental structures, housing costs, and scope of municipal services. As a result, no major restructuring is recommended, beyond the prioritization discussion recommended above and the ongoing organizational cost of living/inflationary adjustments.

Exhibits:

Exhibit A: Comparison Communities

Supplemental Spatial Correspondence Packet

Salt Lake Valley, Deer Valley, Park City and Snyderville Basin

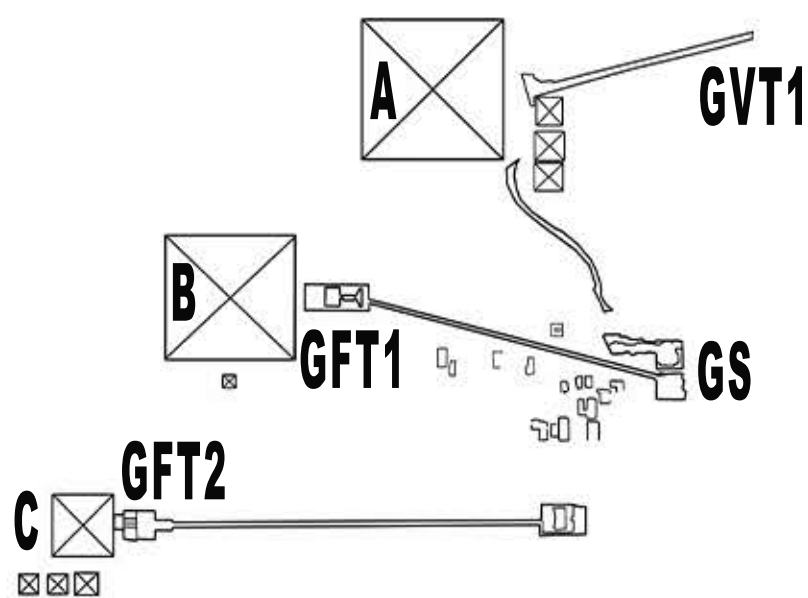
Tier 2 Supplemental Packet

Confidential - Internal Review



Objective, testable, predictable geometry, coordinate sets with recurring mathematics, derived from verified map graphics and precise, reproducible GPS coordinate measurements.

1 The Great Pyramid of Giza Geometry

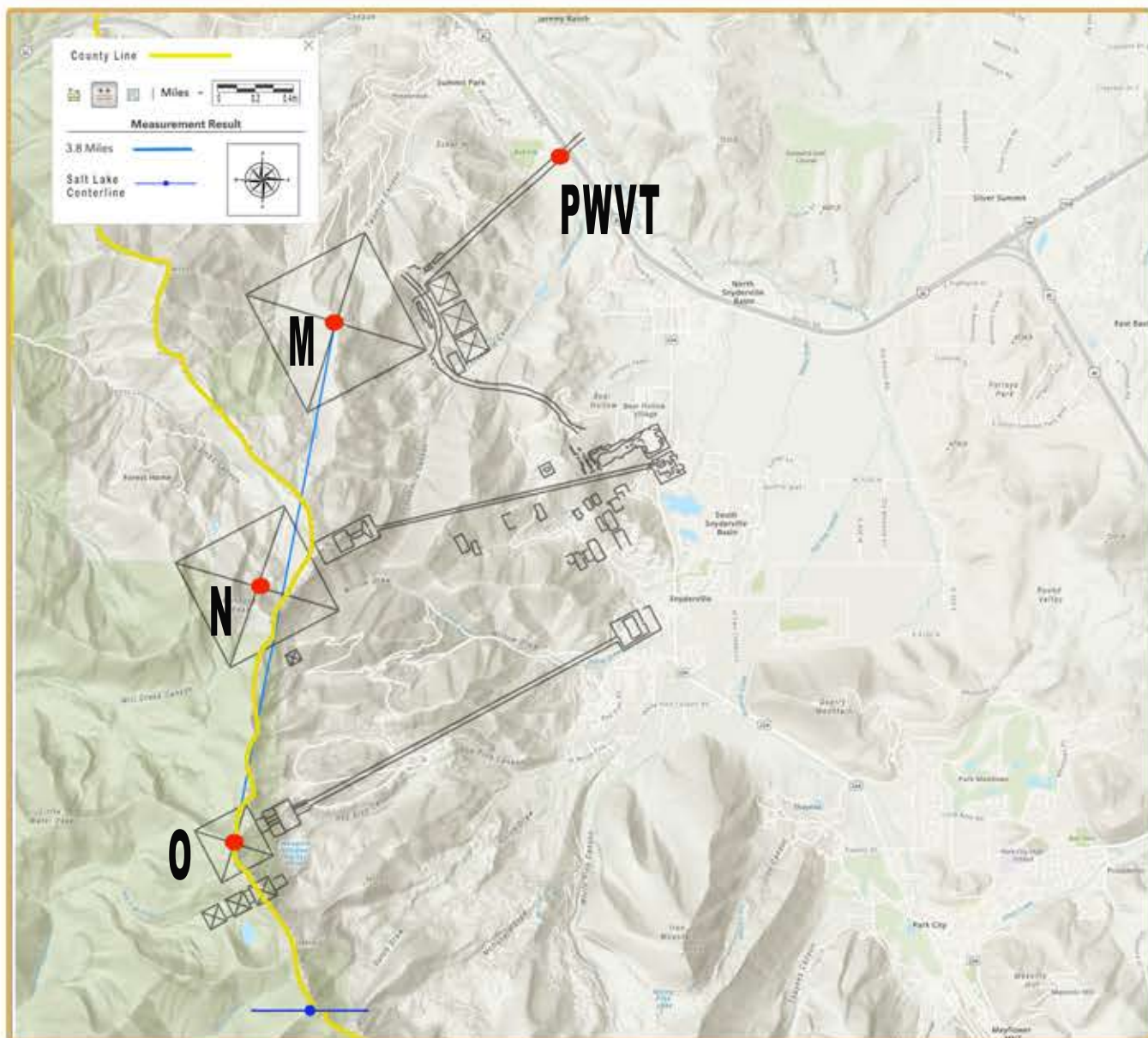


The Great Pyramid served as the tomb of Egyptian Pharaoh Khufu ("Cheops"), who ruled during the Fourth Dynasty of the Old Kingdom. It was built c.2600 BC over a period of about 26 years.

G Set G - Giza Geometry

ID	Feature / Location	Coordinates (LAT, LON)
A	Great Pyramid of Giza	(29.97919, 31.134247)
B	Pyramid 2	(29.976002, 31.130803)
C	Pyramid 3	(29.972526, 31.128314)
GS	Sphinx	(29.975287, 31.137605)
GFT1	Funerary Temple 1	(29.976038, 31.132615)
GFT2	Funerary Temple 2	(29.912517, 31.129460)
GVT1	Valley Temple 1	(29.979774, 31.139246)
GVT2	Valley Temple 2	(29.975092, 31.137938)
GVT3	Valley Temple 3	(29.972303, 31.136605)

2 Comparative Analysis and Mathematics



Set 4 is congruent to Set G, when,
 $Set\ 4 = Scale(Rotate(Translate(Set\ G, dx, dy), -26^\circ), 6.55)$

4 Set 4 - Snyderville Basin, Summit County

ID	Feature / Location	Coordinates (LAT, LON)
M	Pinebrook Peak	(40.722403, -111.590481)
N	Murdoch Peak	(40.694296, -111.601467)
O	Meadow Peak	(40.722403, -111.590481)
PWVT	Partners Well	(40.722403, -111.590481)

Set 4 is 6.55 times the size of the Giza Geometry (Set G). The Set G geometry is rotated -26° . Three symmetrical mountain peaks spanning 3.8 miles, along the county line, represent the three pyramids of Set G.

The Rocky Mountains formed 55 million to 80 million years ago. In some regions, features like caves or peaks can be mapped to similar topographic and underground features of the Great Pyramid's design.

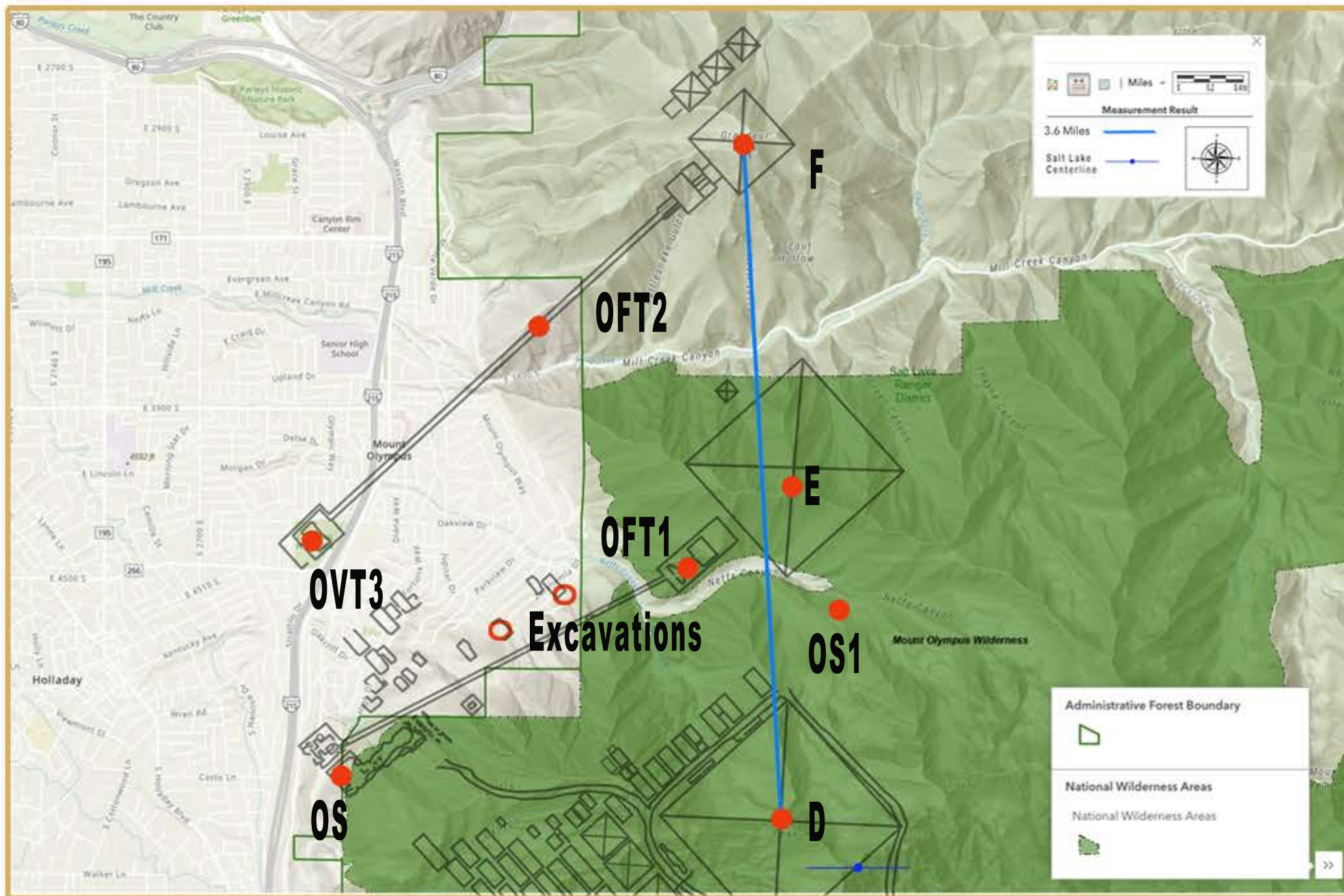


Mapped Set Correspondences

Mount Olympus and Park City

Confidential - Internal Review

1 Set 1 — Mount Olympus Wilderness, Salt Lake City



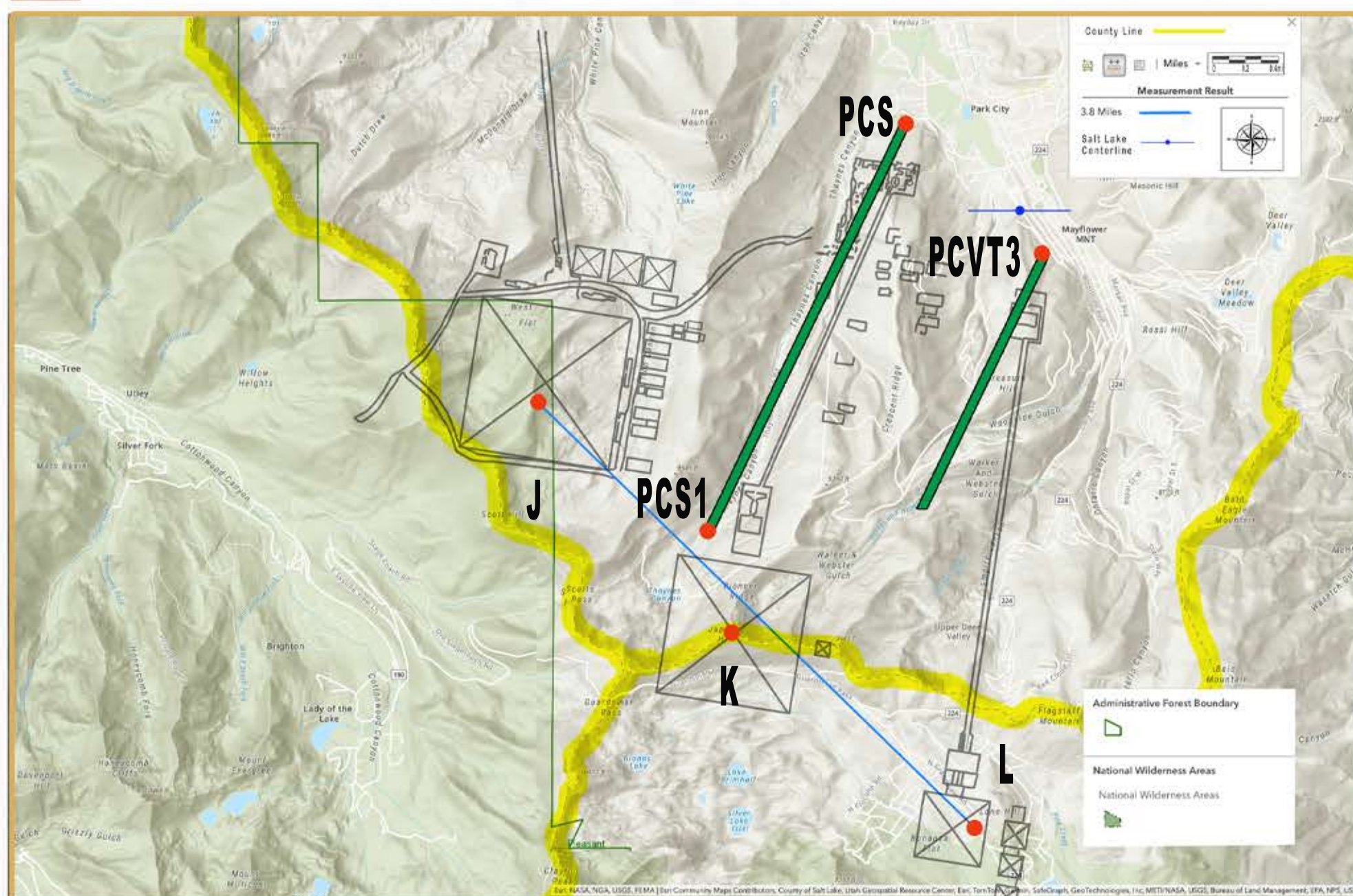
ID	Feature / Location
D	Mt. Olympus Peak
E	Millcreek Canyon Peak
F	Grandeur Peak
OS	Pete's Rock
OVT3	Mt. Olympus Park
OVT1	Neff's Feature
OS1	Neff's 1,500-foot shaft
OVT2	Pipeline

Observations (Set 1)

- Set 1 = Set G x 6.20 rotated 138°, when A (Set G) = D
- D to F = 3.6 miles.
- The mapped set includes peaks, rock features, and shaft / pipeline references.

○ Excavations

2 Set 2 — Park City



ID	Feature / Location
J	West Monitor Peak
K	Jupiter Peak
L	Lone Hill
PCS	Spiro Tunnel
PCVT3	Creole Tunnel
PCS1	Thaynes 1,500 Foot Shaft

Observations (Set 2)

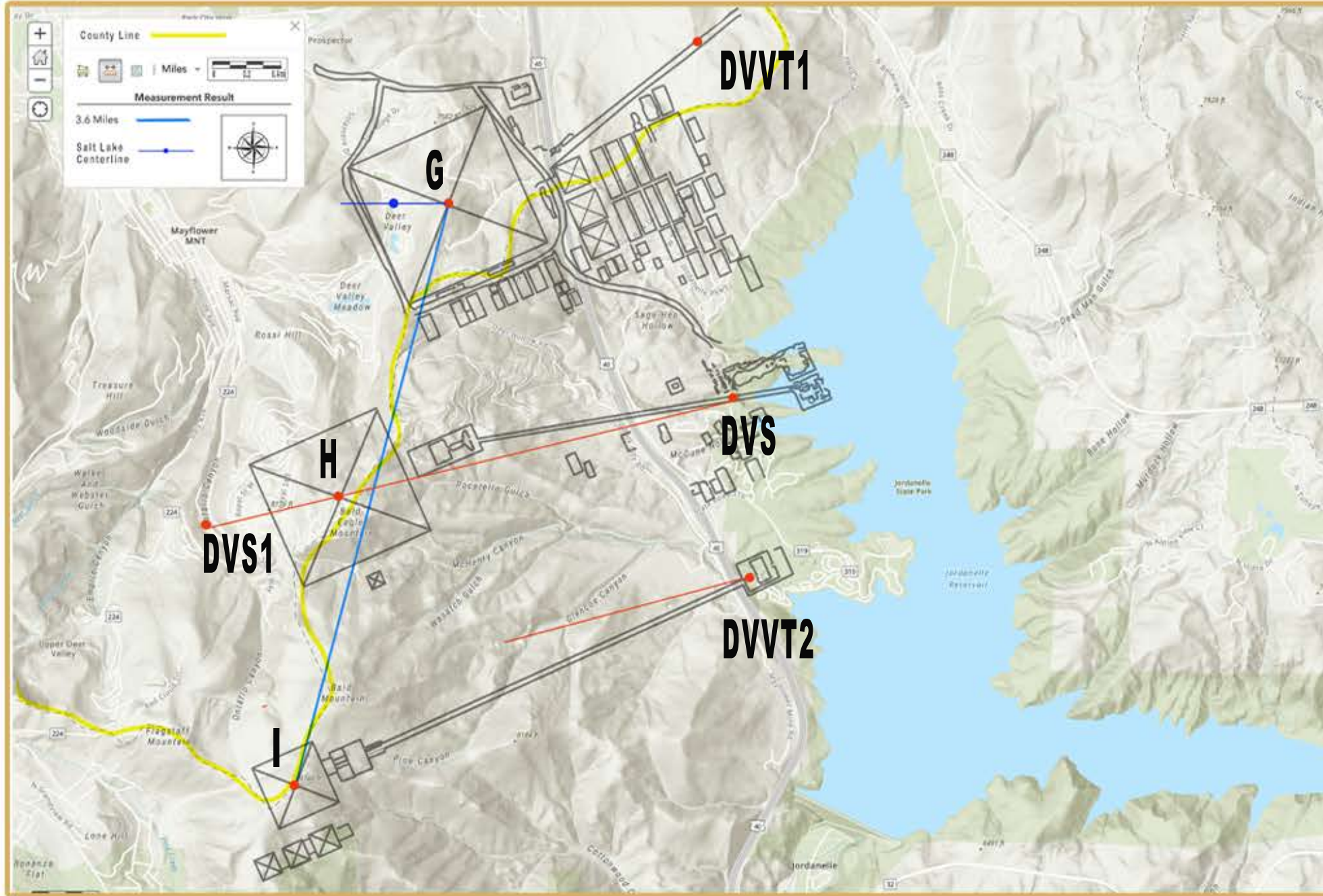
- Set 2 = Set G x 6.55, rotated - 81°, when A (Set G) = J.
- J to L = 3.8 miles.
- PCS1 to PCS is parallel to the Spiro Drain Tunnel

Repeated alignments with the same scale, rotation, vector lengths, and landmark relationships are much harder to explain as chance.

Mapped Set Correspondences

Deer Valley, Salt Lake Valley, Park City and Snyderville Basin

3 Set 3 - Deer Valley

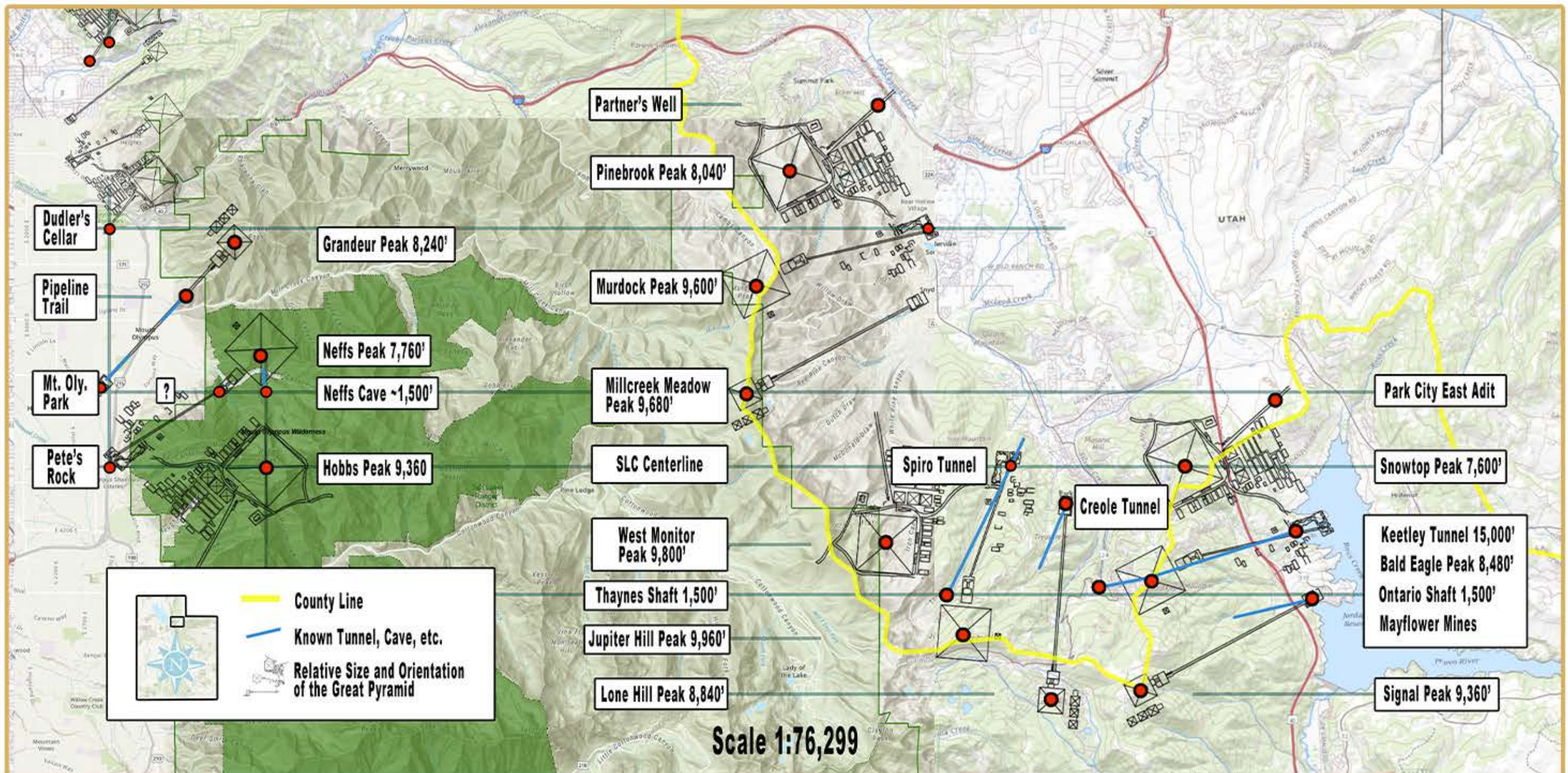


ID	Feature / Location
G	Snowtop Peak
H	Bald Eagle Mountain Peak
I	Signal/Park Peak
DVS	Ontario Drain Tunnel
DVVT1	Park City East mine
DVS1	Ontario 1,500-foot shaft
DVVT2	Mayflower mines

Observations (Set 3)

- Set 3 = Set G x 6.20 rotated -26°, when A (Set G) = G
- G to I = 3.6 miles.
- Both Deer Valley and Snyderville are rotated -26°

4 Salt Lake and Summit County Overview



The Park City mining district in Summit County produced over \$400 million in silver during its half-century boom



Coordinates, map references and summary statistics

Primary coordinates for the five compared sets

Tier 2 Supplemental Packet

G Set G— Giza reference

ID	Feature / Location	Coordinates (LAT, LON)
A	Great Pyramid of Giza	(29.97919, 31.134247)
B	Pyramid 2	(29.976002, 31.130803)
C	Pyramid 3	(29.972526, 31.128314)
GS	Sphinx	(29.975287, 31.137605)
GFT1	Funerary Temple 1	(29.976038, 31.132615)
GFT2	Funerary Temple 2	(29.972517, 31.129460)
GVT1	Valley Temple 1	(29.979774, 31.139246)
GVT2	Valley Temple 2	(29.975092, 31.137938)
GVT3	Valley Temple 3	(29.972303, 31.136605)

Measurable: The distance from A to C is ~.58 miles

1 Set 1 — Olympus Wilderness

ID	Feature / Location	Coordinates (LAT, LON)
D	Mt. Olympus Peak	(40.654979, -111.759654)
E	Millcreek Canyon Peak	(40.681216, -111.762809)
F	Grandeur Peak	(40.706433, -111.761006)
OS	Pete's Rock	(40.652741, -111.805670)
OVT3	Mt. Olympus Park	(40.674851, -111.804740)
OFT1	Neff's Feature	(40.675001, -111.769056)
OS1	Neff's 1,500-foot shaft	(40.671320, -111.752770)
OFT2	Pipeline	(40.693503, -111.782259)

Testable: The distance from D to F is ~3.60 miles

2 Set 2 — Park City

ID	Feature / Location	Coordinates (LAT, LON)
J	West Monitor Peak	(40.633845, -111.563187)
K	Jupiter Peak	(40.612638, -111.539898)
L	Lone Hill	(40.597489, -111.508169)
PCS	Spiro	(40.654945, -111.520700)
PCVT3	Creole	(40.645698, -111.502333)
PCS1	Thaynes 1,500-foot shaft	(40.624385, -111.538907)

Reproducible: The distance from J to L is ~3.80 miles

3 Set 3 — Deer Valley

ID	Feature / Location	Coordinates (LAT, LON)
G	Snowtop Peak	(40.651296, -111.469292)
H	Bald Eagle Mountain	(40.624169, -111.480793)
I	Signal Peak	(40.601429, -111.486587)
DVS	Ontario/Keetley Drain	(40.634681, -111.438758)
DVVT	Park City East mine	(40.666936, -111.437950)
DVS1	Ontario 1,500 foot shaft	(40.623928, -111.497415)
DVVT	Mayflower	(40.620293, -111.430411)

4 Set 4 — Park West / Snyderville Basin

ID	Feature / Location	Coordinates (LAT, LON)
M	Pinebrook Peak	(40.722403, -111.590481)
N	Murdoch Peak	(40.694296, -111.601467)
O	Meadow Peak	(40.668846, -111.604471)
PWVT	Partners Well	(40.754650, -111.577039)

Predictable: The distance from M to O is ~3.80 miles

Map Resources

Boutwell, John Jason.
"Geology and Ore Deposits of the Park City District, Utah."
Washington Printing Office, USGS, 1912.

U.S. Forest Service Uinta-Wasatch-Cache Forest Map
Esri | USGS | USDA-U.S. Forest Service

Giza reference coordinates compiled from published sources including Harvard University and the Royal Egyptian Air Force

Summary

- Testable and Falsifiable: facts and objective data
- Reproducible (Replicable): Independent scientists rule out chance/errors
- Consilient (Cohesive): aligns with historical and modern exploits
- Predictable: symmetrical geometry is exploitable regardless of origin