

**MINUTES OF THE
MIDWAY CITY COUNCIL
(Work Meeting)**

**Tuesday, 20 August 2024, 5:00 p.m.
Midway Community Center, Council Chambers
160 West Main Street, Midway, Utah**

Note: Notices/agendas were posted at 7-Eleven, The Market Express, the United States Post Office, the Midway City Office Building, and the Midway Community Center. Notices/agendas were provided to the City Council, City Engineer, City Attorney, Planning Director, and The Wasatch Wave. The public notice/agenda was published on the Utah State Public Notice Website and the City's website. A copy of the public notice/agenda is contained in the supplemental file.

1. Call to Order

Mayor Johnson called the meeting to order at 5:00 p.m. She excused Council Member Payne.

Members Present:

Celeste Johnson, Mayor
Jeff Drury, Council Member
Lisa Orme, Council Member
Craig Simons, Council Member
JC Simonsen, Council Member

Staff Present:

Ivette Murano, Human Resources Manager
Michael Henke, Planning Director
Wes Johnson, Engineer
Katie Villani, Planner
Brad Wilson, Recorder

Members Excused:

Kevin Payne, Council Member

Note: A copy of the meeting roll is contained in the supplemental file.

2. Heber Valley Corridor / Letter (City Planner – Approximately 15 minutes) – Discuss a revised letter of support for UDOT's environmental impact study (EIS) process encompassing the Heber Valley Corridor and related priority outcomes.

Katie Villani read the revised letter and made the following comments:

- Wanted direction from the Council.
- The letter was written to ask if the other local governments were open to suggestions.

The Council, staff, and meeting attendees reviewed the five options being considered by UDOT and discussed the following items:

- The letter needed to be more direct.

- The five options being considered by UDOT did not address the Council's concerns.
- The group that originally wrote the letter would not meet again.
- The version of the letter, being revised by the Council and staff, should be sent to the other entities to see if they would sign it.
- Heber City's concerns were not the same as Midway's.
- The goal of the original letter was to start a dialog.
- A united effort was the only way to effect UDOT's decision.
- Time was running out.
- The corridor should closely follow Heber City's boundaries and State Highway 40 without any access along the route.
- A corridor that ended at River Road or the entrance to Smith's would not work.
- The perception was that the area entities were not united and UDOT would do what it wanted.
- Signal lights would be needed at the south entrance of the new high school.

Ms. Villani responded that she would again revise the letter, and it would be available the following day.

3. Resolution 2024-19 / Human Resources Handbook (Human Resources Manager and staff – Approximately 60 minutes) – Discuss proposed Resolution 2024-19 adopting a new human resources policies and procedures handbook for Midway City.

Mayor Johnson made the following comments:

- The current handbook was ten years old.
- A new version was being proposed.
- The new version was reviewed by the City's supervisors.
- The Council should feel comfortable with the changes.
- Wanted to approve it that night.
- It would be reviewed and updated annually.
- It could always be updated.
- The State no longer offered compensatory time to its employees.

Ivette Murano gave a presentation on the proposed changes.

Note: A copy of Ms. Murano's presentation is contained in the supplemental file.

Katie Villani made the following comments:

- Wrote human resources handbooks in the past.
- Recommended that they be either simple or comprehensive.
- There were a lot of mandates from the State.
- Midway City government was growing.
- The new handbook was more uniform, less subjective, and included greater explanation. It also included a lot of changes.
- There were processes for all applicable items.
- Was open to changes and revisions.

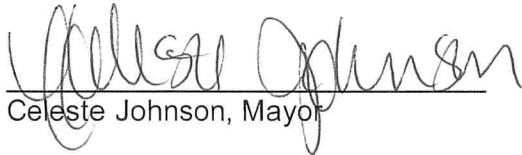
- New hires, employees involved in certain accidents, and employees returning to work after drug issues would be drug tested. Testing could also occur randomly.
- The compensatory time provisions were typical in local governments. Such time was limited to a certain amount.
- The revised handbook was an improvement.

Ms. Murano indicated that overtime would be paid after the maximum amount of compensatory time was reached.

4. Adjournment

Motion: Council Member Drury moved to adjourn the meeting. Council Member Orme seconded the motion. The motion passed unanimously.

The meeting was adjourned at 5:32 p.m.



Celeste Johnson, Mayor



Brad Wilson, Recorder