



Sandy City, Utah

10000 Centennial Parkway
Sandy, UT 84070
Phone: 801-568-7141

Meeting Agenda

City Council

Ryan Mecham, District 1
Alison Stroud, District 2
Zach Robinson, District 3
Marci Houseman, District 4
Aaron Dekeyzer, At-large
Brooke D'Sousa, At-large
Cyndi Sharkey, At-large

Tuesday, March 12, 2024

5:15 PM

City Hall & Online

Web address to view complete packet: <http://sandyutah.legistar.com>

This Council Meeting will be conducted both in-person, in the Sandy City Council Chambers at City Hall, and via Zoom Webinar. Residents may attend and participate in the meeting either in-person or via the webinar link below. Virtual participation is offered as a courtesy. If for any reason the virtual meeting is inoperable, virtual attendees are encouraged to instead attend in-person. The meeting will be held regardless of the availability of a virtual option.

Register in advance for this webinar:

https://us02web.zoom.us/webinar/register/WN_Is9eSIUfTJiINieE-hJluA

After registering, you will receive a confirmation email containing information about joining the webinar.

Or listen by phone:

Dial(for higher quality, dial a number based on your current location):

US: +1 719 359 4580 or +1 253 205 0468 or +1 253 215 8782 or +1 346 248 7799 or +1 669 444 9171

Webinar ID: 871 7264 4499

Passcode: 602748

NOTICE OF SPECIAL ACCOMMODATION DURING PUBLIC MEETINGS In compliance with the Americans with Disabilities Act, individuals needing special accommodations during this meeting should notify the City Council Office at 801-568-7141.

5:15 Council Meeting

Prayer, Pledge of Allegiance, and Introductions

Legislative Report

General Citizen Comment Period (No earlier than 6:00 PM)

The General Citizen Comment period is the time set aside for the public to comment on any City business, including any item listed on tonight's agenda. General Citizen Comment will begin no earlier than 6:00 PM. Citizen comment will also be taken during each Council Voting Item and each Public Hearing Item for comments related to those items.

Each speaker is allowed three minutes during each comment period. A speaker may comment during multiple comment periods, so long as the topic of the comment is different each time. No speaker will be permitted to comment more than once during any individual comment period.

Speakers wishing to comment live should attend the meeting in person or access the meeting virtually via the Zoom Webinar link. The call-in number is generally for listening only. You may also leave a written comment by emailing CitizenComment@sandy.utah.gov.

Council Business

Informational Items

1. [24-101](#) Human Resources Department presenting the results of the 2023 Employee Engagement Survey

 Attachments: [Presentation.pdf](#)
 [2023 EES Results.pdf](#)

2. [GPA02202024-006718 \(CC1st\)](#) Community Development Department presenting a General Plan Amendment (File #GPA02202024-006718) on behalf of the Parks and Recreation Department, requesting that an updated Parks, Trails and Recreation Master Plan be adopted.

 Attachments: [Planning Commission Staff Report](#)
 [Parks, Trails and Recreation Master Plan \(Exhibit "A"\)](#)
 [Public Meeting Notice](#)
 [Meeting Presentation](#)

Consent Calendar

3. [24-097](#) Approval of the February 20, 2024 Draft Minutes

 Attachments: [February 20, 2024 Draft Minutes](#)

4. [24-104](#) Mayor Zoltanski requesting that the Council provide consent to the reappointment of Daniel Schoenfeld to serve as a regular member to the Sandy City Planning Commission

 Attachments: [Resolution # 24-04M](#)

5. [ANX0102202](#)
[4-006689](#) The Community Development Department is recommending the City Council adopt Resolution #24-09C indicating the intent to annex two parcels of contiguous unincorporated area located at 886 E. 7800 S. (approximately 0.93 acres), setting a public hearing date to consider such annexation, and directing publication of a hearing notice.

Attachments: [Vicinity Map](#)
[Resolution #24-09C](#)
[Exhibit "A" legal description](#)

6. [ANX0303720](#)
[24-006727](#) The Community Development Department is recommending the City Council adopt Resolution #24-10C indicating the intent to annex a parcel of contiguous unincorporated area located at approximately 8700 S. 700 W. (approximately 27.68 acres), setting a public hearing date to consider such annexation, and directing publication of a hearing notice.

Attachments: [Vicinity Map](#)
[Resolution #24-10C](#)

Council Voting Items

7. [24-100](#) Council Members Robinson and Houseman proposing that the council conduct a Fiscal Year 2025 council budget priorities workshop on April 9, 2024

Attachments: [Robinson_Houseman Budget Priorities Memo.pdf](#)

8. [24-106](#) Possible Closed Session: Pending or reasonably imminent litigation AND/OR discussion of the character, professional competence, or physical or mental health of an individual.

Standing Reports

Agenda Planning Calendar Review & Council Office Director's Report

Council Member Business

Mayor's Report

CAO Report

Adjournment



Staff Report

File #: 24-101, **Version:** 1

Date: 3/12/2024

Agenda Item Title:

Human Resources Department presenting the results of the 2023 Employee Engagement Survey

Presenter:

Crystal Robertson, New Measures

Description/Background:

Each calendar year Sandy City works with a consultant to conduct an employee engagement survey. Tonight, New Measures will present the results of the 2023 survey to the City Council. Please review the attached results and slides.

Further action to be taken:

This is an informational report.

SANDY CITY 2023 EMPLOYEE ENGAGEMENT SURVEY RESULTS

Survey Administration: November 3 - 17, 2023

Presented by: Crystal Robertson, Senior Consultant | Crystal@Newmeasures.com



AGENDA

01

Overall state of engagement

02

Strengths and opportunities

03

Where to focus

04

Engagement by demographic group

05

Summary and recommendations

WHAT IS EMPLOYEE ENGAGEMENT?

A feeling of **commitment** and **enthusiasm** for one's work that leads to a willingness to exert **discretionary effort**.



Employees plan to **stay** and **recommend** the organization to others



Employees **feel valued** and are **enthusiastic** about their work



Employees **believe in the future** of the organization

BUSINESS IMPACT

*TOP QUARTILE TEAMS HAVE:



37% LOWER ABSENTEEISM



25% LOWER TURNOVER



48% FEWER SAFETY INCIDENTS



10% HIGHER CUSTOMER METRICS

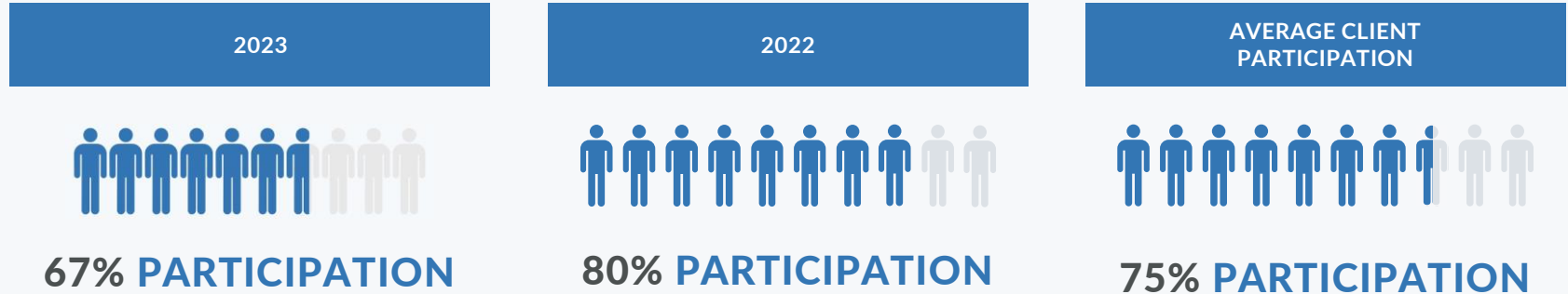


21% HIGHER PRODUCTIVITY



22% HIGHER PROFITABILITY

2023 PARTICIPATION

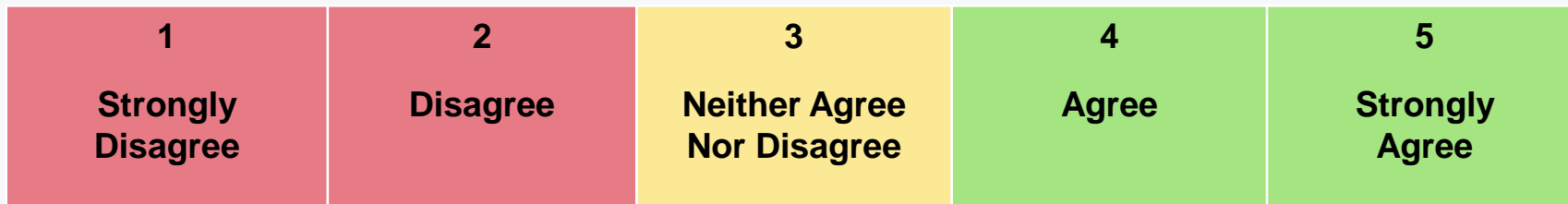


YOU CAN BE **95%** CONFIDENT THAT SURVEY SCORES ARE WITHIN **+/- 2.4** POINTS OF WHAT THEY WOULD BE IF EVERYONE TOOK THE SURVEY

DATA PRIVACY & ANONYMITY THRESHOLD

- This survey was administered by a third party, Newmeasures, to ensure the confidentiality of employee responses.
- The survey results are confidential and presented in aggregate form.
- Administration does not have access to individual results.
- Anonymity Threshold: The data from the Employee Engagement Survey will only display if there 5 or more responses to each survey question (including the quantitative and qualitative/comment questions).
- If you see the message, "Too few responses" it means that there was not enough data available to meet the anonymity threshold.

SURVEY SCALE



└──────────┘
% FAVORABLE

Definitions:

- **Senior Department Leadership:** your department head, assistant/deputy department head and division managers/command staff
- **City Leadership - Administration:** is the current Mayor, Deputy Mayor, the City Manager (Chief Administrative Officer), Deputy City Manager (Deputy Chief Administrative Officer), and Public Affairs & Public Information Officer
- **City Leadership - City Council:** is the current Sandy City Council

ENGAGEMENT REMAINS STEADY FROM 2021

06 Points

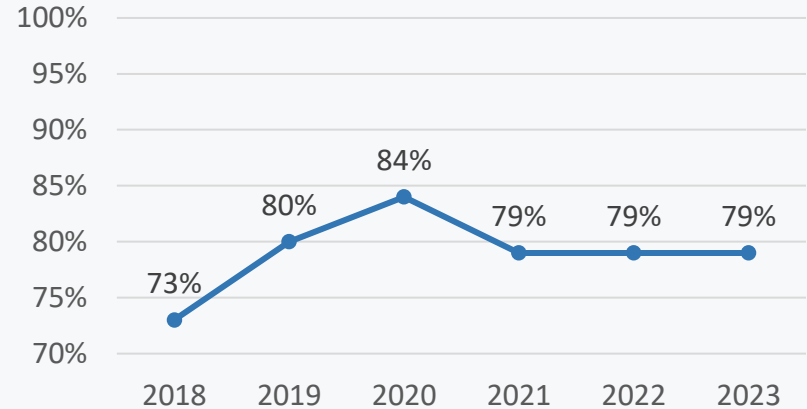
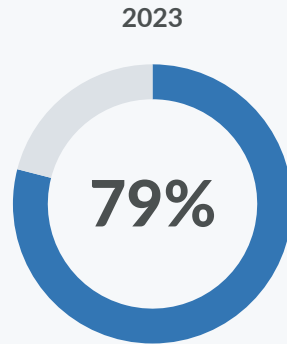
Is statistically significant when comparing years at the city-wide level

78th Percentile

The Global Norm includes 323 organizations and more than 1.1 million individual survey responses.

ENGAGEMENT INDEX

Monitor Engagement Index over time as the best indication of engagement trending



START WITH THE END IN MIND: IMPROVE ENGAGEMENT OVER TIME

The Engagement Index is the single best indicator of engagement. Sandy City uses four measures of outcomes that signify engagement; high scores on these measures reflect employees who are highly engaged at work.

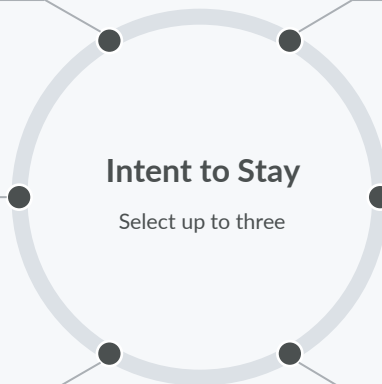
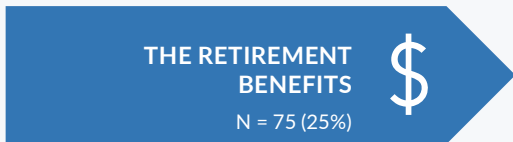
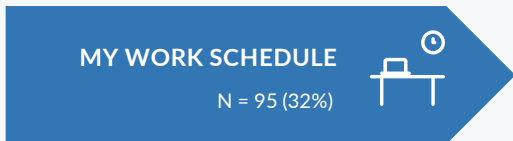
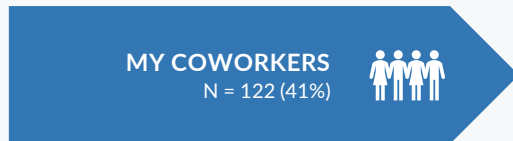
Name	Distribution ↓	2022	50th Percentile Global Norm	50th Percentile Industry Norm
▼ Engagement Index	<div><div>79%</div><div>11%</div><div>11%</div></div>	0	+1	-
I feel like my role here has a purpose.	<div><div>88%</div><div>6%</div><div>6%</div></div>	-1	-1	+3
⊕ I intend to stay at Sandy City for at least the next 12 months.	<div><div>83%</div><div>11%</div><div>6%</div></div>	+2	0	-
I feel valued at work.	<div><div>75%</div><div>10%</div><div>15%</div></div>	-1	+2	-
I am confident I can achieve my career goals at this organization.	<div><div>68%</div><div>16%</div><div>16%</div></div>	+1	+1	-

INTENT TO STAY: FOLLOW-UP

Respondents were asked a follow-up question based on their response to the item, "I intend to stay at Sandy City for at least the next 12 months."

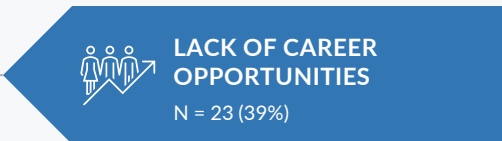
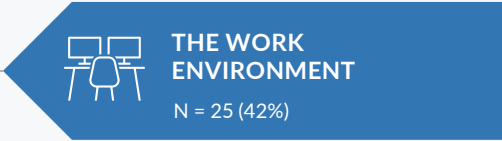
FAVORABLE RESPONSE (83%, +2)

What are the most important reasons you continue to work for Sandy City? (N=295)



UNFAVORABLE/NEUTRAL RESPONSE (17%)

Please indicate the top reasons why you may leave Sandy City within the next year. (N=59)



HIGHEST SCORING ITEMS

6 POINTS IS STATISTICALLY SIGNIFICANT WHEN COMPARING YEARS AT THE CITY LEVEL



INCLUDES 4 OF SAME HIGH-SCORING ITEMS IN 2022

Although, not statistically significant, each of the 4 high-scoring items from last year have declined.



INTENTIONS TO STAY ARE STRONG & HAVE IMPROVED



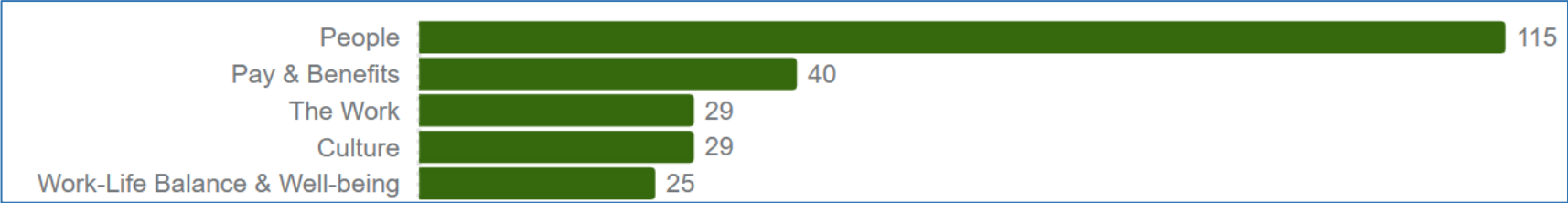
INTERACTIONS WITHIN THE DEPT ARE POSITIVE & RESPECTFUL

However, less than half of respondents reported feeling that City Council contributes to a positive work culture where they feel valued and respected.

Name	Responses	Distribution ↓	2022	50th Percentile Global Norm	50th Percentile Industry Norm
I feel like my role here has a purpose.	356	<div><div></div><div></div><div>88%</div><div>6%</div><div></div></div>	-1	-1	+3
My work is challenging and interesting.	357	<div><div></div><div></div><div>86%</div><div>10%</div><div></div></div>	-3	+5	-
My interactions with other members of my department are positive.	357	<div><div></div><div></div><div>85%</div><div>9%</div><div></div></div>	-3	-5	-
I intend to stay at Sandy City for at least the next 12 months.	356	<div><div></div><div></div><div>83%</div><div>11%</div><div></div></div>	+2	0	-
My coworkers treat each other with respect.	357	<div><div></div><div></div><div>83%</div><div>8%</div><div>9%</div></div>	-1	-2	-

COMMENT THEMES: WHAT DO YOU ENJOY MOST ABOUT WORKING FOR THE CITY?

The bar chart below describes the number of qualitative/open-ended comments that fall into each of the most common topic categories (N=227).



People (Actual comments):

- I love my job and what I do. I'm proud to work for Sandy and help the community. Also, the co-workers are pretty much the best.
- Its a good city with good employees. Most of whom want to do the best they can for the citizens of this city.
- My coworkers and the support I get from them.
- I get to work with motivated, positive and capable people every day.
- My coworkers are amazing people. My department has some of the hardest working people who genuinely care about their jobs and creating beautiful spaces for our citizens.

Pay & Benefits (Actual comments):

- The city does fun things for their employees. I also receive a reasonable wage for my experience and age.
- ...a consistent paycheck and benefits.
- The PTO program is excellent.
- The benefits and retirement plans that are offered.
- I really like all of the activities that the city puts on to come together. These are fun and are a nice break. Also, the benefits are great, and I try to utilize as many as I can.
- I appreciate the variety of benefits that city offers.

LOWEST SCORING ITEMS

6 POINTS IS STATISTICALLY SIGNIFICANT WHEN COMPARING YEARS AT THE CITY LEVEL



PERCEPTIONS OF CITY COUNCILS' CONTRIBUTION TO BUILDING A POSITIVE & SUPPORTIVE WORK ENVIRONMENT CONTINUES TO BE THE GREATEST OPPORTUNITY



ABOUT HALF OF EMPLOYEES REPORTED ADMINISTRATION IS OPEN & RESPONSIVE TO IDEAS AND COMMUNICATE NECESSARY INFORMATION

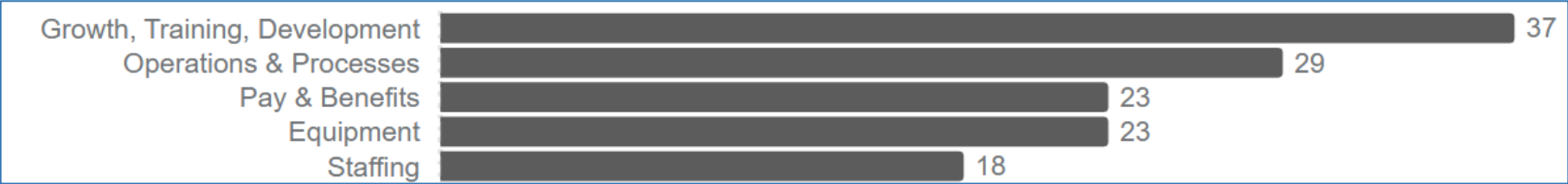


LARGE % NEUTRAL RESPONSES
> 20% neutral

Name	Responses	Distribution ↑			2022	50th Percentile Global Norm	50th Percentile Industry Norm
The City Council contributes to a positive work culture.	352	35%	39%	25%	-3	-	-
I feel valued and respected by the City Council.	350	45%	35%	19%	0	-	-
The City Council supports employees to perform their jobs effectively.	351	47%	34%	19%	-1	-	-
Administration is open and responsive to ideas from employees.	357	48%	39%	13%	-13	-11	-
Administration effectively communicates the information I need to know.	357	53%	35%	13%	-10	-10	-2

COMMENT THEMES: WHAT ONE SPECIFIC SUGGESTION DO YOU HAVE TO IMPROVE YOUR WORK?

The bar chart below describes the number of qualitative/open-ended comments that fall into each of the most common topic categories (N=174)



Growth, Training, & Development (Actual comments):

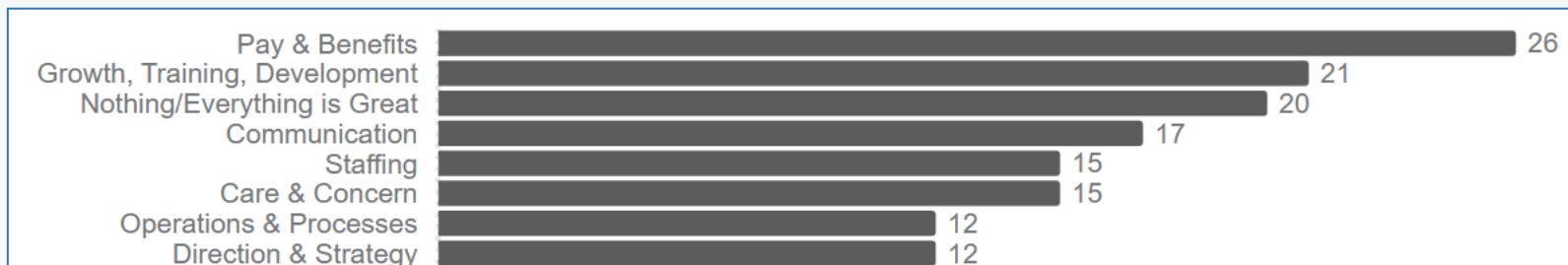
- Create more opportunities to support and train manager-level positions.
- More cross trainings about the city itself-different divisions & what they do.
- I think trainings should be more closely addressed. Certain trainings that are city wide, sometimes feel they are more appropriate for those at city hall or in the office setting.
- Continue to support us in our opportunities to attend trainings and courses. Having to find trades or using PTO to attend a course does not encourage growth. It would be nice for that to be covered time.
- I wished there were more mentorship opportunities - both giving and receiving. There doesn't seem to be anyone that wants to take on these roles anymore.

Operations & Processes (Actual comments):

- Sleep policy adjustment.
- The payroll system and PAF system is not working and we are all just "dealing" with it.
- Provide the technology needed to be efficient and successful. I understand budget constraints, but printers and computers that work correctly is pretty important to getting our job done well and on time.
- Streamline contracts by simplifying contracts into fillable forms based on projects or categories that can be used to turn in for review.
- Fix the phone system and also training our information desk staff to properly route calls. Customers are frustrated with being routed to multiple departments that are all incorrect.

COMMENT THEMES: WHAT IS ONE THING THE ADMINISTRATION CAN DO TO HELP IMPROVE YOUR WORK EXPERIENCE?

The bar chart below describes the number of qualitative/open-ended comments that fall into each of the most common topic categories (N=167).



Pay & Benefits (Actual comments):

- Create a better relationship with the city council so items such as compensation can be handled more effectively.
- Continue to fight for us. Keep our pay and benefits competitive with the surrounding departments.
- I appreciate the luncheons and burger burns that the city hosts for its employees; however, as I have mentioned in years past, these work really well for the regular employee that is Monday - Friday 8:00 - 5:00. There are departments and employees that work varies hours and days that do not align with these events.

Growth, Training, & Development (Actual comments):

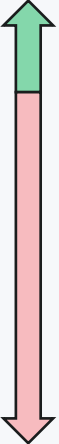
- Allow frequent anonymous feedback about other departments. We cannot currently give feedback about how other employees impact us without retribution.
- Consider in house promotional opportunities before looking outside. There seems to be some big inconsistencies in this area depending on who you are and what department you are part of.
- Constant support and funding for training and future tech upgrades. Reduce the amount of online training. Some of the topics could be better addressed budling into short semi-annual HR session in person.

BIGGEST CHANGES SINCE 2022

1 item improved significantly, 3 items had no change, and 18 items decreased (5 significantly).

06 Points

Is statistically significant when comparing years at the city-wide level



QUESTION	2023	2022	INDUSTRY NORM
I feel my pay is competitive relative to those in similar positions at similar organizations.	63%	+11	--
My supervisor supports me in my career growth and development.	76%	-6	+3
My supervisor sets clear goals and expectations.	77%	-6	-3
The Administration contributes to a positive work culture.	62%	-7	--
Administration effectively communicates the information I need to know.	53%	-10	-2
Administration is open and responsive to ideas from employees.	48%	-13	--

TWO-WAY COMMUNICATION

TWO-WAY COMMUNICATION: BY DEPARTMENT

Perceptions of two-way communication differ between leadership groups and departments. Community Development employees reported the highest favorability scores across leadership groups while the largest opportunities to improve perceptions of communication exist between the Administration and Parks and Recreation and Police Departments.

Comparison:	Breakout:										
Sandy City Overall	Department ▾										
	Sandy City Overall	ADMINISTRATION	ADMIN SERVICES	CITY ATTORNEY	COMM DEVELOPMENT	FIRE	JUSTICE COURT	PARKS AND REC	POLICE	PUBLIC UTILITIES	PUBLIC WORKS
Response Counts	357	11	35	14	28	72	14	39	85	29	24
> Two-Way Communication: Supervisor	80%	91%	86%	86%	96% ^	85%	77%	64% ▾	77%	79%	61% ▾
> Two-Way Communication: Department Senior Leadership	72%	91%	69%	71%	100% ^	78%	77%	69%	59% ▾	68%	58%
> Two-Way Communication: City Leadership - Administration	50%	55%	40%	57%	77% ^	75% ^	50%	31% ▾	32% ▾	50%	50%

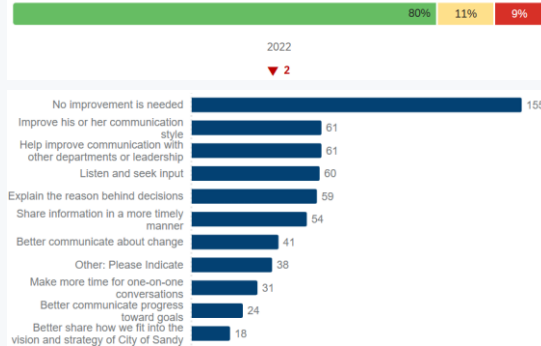


TWO-WAY COMMUNICATION: DETAILS

Employees were asked about their level of agreement with leaders effectively communicating the information they need to know and to describe one thing each group could do to improve communication.

Supervisors

80 %

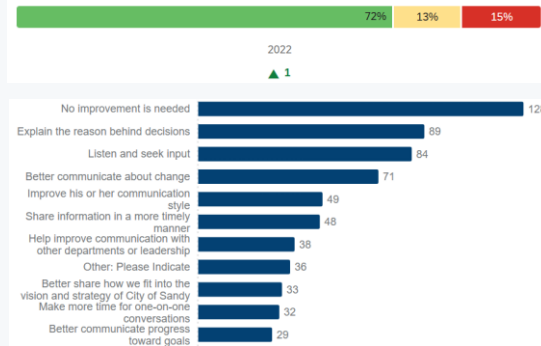


“Other” Comment Themes:

- Communication style around body language and delivery
- Consistency of messages between shifts
- More follow-up on questions
- Desire for listening to understand about questions, concerns, or job role/duties

Department Senior Leadership

72 %

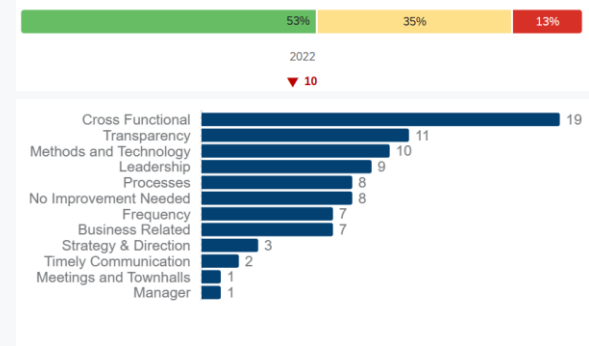


“Other” Comment Themes:

- Desire for more understanding of the departments' responsibilities and function
- More communication about changes with those impacted by change
- Help with breaking down communication silos between departments and divisions
- Desire for more visibility and access to leaders

Administration

53 %



“Other” Comment Themes:

- Concern about a culture of blame (how citizen complaints are handled)
- Consider ways to create more frequent check-ins (shift from reactive to proactive)
- More information on what is going on in the City and future direction/goals
- Uncertainty about who these leaders are and their roles – desire for more visibility.



WHERE TO FOCUS KEY DRIVER ANALYSIS

WORK ON KEY DRIVERS FOR THE BIGGEST IMPACT



Engagement drivers indicate the items that are most highly correlated with engagement.



These are not necessarily the things you aren't doing well; they are the areas that will most impact engagement.

WORK ON KEY DRIVERS...



TO IMPROVE ENGAGEMENT



ENGAGEMENT DRIVERS

Driver rank order is based on the correlation with the Engagement Index. We suggest that you focus on these areas to have the biggest impact on engagement, especially items with lower % favorable scores.

	Name	Distribution	2022	50th Percentile Global Norm	50th Percentile Industry Norm
*	I have the opportunity to develop my skills at Sandy City.	<div><div>72%</div><div>16%</div><div>12%</div></div>	0	0	+4
*	My supervisor supports me in my career growth and development.	<div><div>76%</div><div>15%</div><div>9%</div></div>	-6	+3	+3
*	The senior leadership of my department is effective.	<div><div>75%</div><div>14%</div><div>11%</div></div>	-3	-	-
*	My department senior leadership effectively communicates the information I need to know.	<div><div>72%</div><div>13%</div><div>15%</div></div>	+1	-3	-
	My interactions with other members of my department are positive.	<div><div>85%</div><div>9%</div><div></div></div>	-3	-5	-

*Key Drivers in 2022



ENGAGEMENT BY DEMOGRAPHICS

ENGAGEMENT BY DEPARTMENT

Engagement varies by department. While there were no statistically significant changes in reported engagement from 2022, there are notable trends.

Departments with most YOY improvement:

- Parks and Recreation, +9 pts
- Public Works, +8 pts

Departments with biggest decrease since 2022:

- Police, -8 pts
- Administration, -4 pts

Most opportunity compared to City Overall for:

- Police (for 2022 and 2023)
- Public Works (2022 and 2023)
- Public Utilities (2022 and 2023)

Consider:

- What changed for these departments since last year? Is there anything we can learn from them?
- Do these departments share commonalities? Challenges?
- What are the highest scoring departments doing differently?

	Responses	2023	Change from '22
City Overall	356	79%	0
City Attorney	14	91%	-3
Community Development	28	87%	+2
Fire	71	86%	-1
Justice Court	14	82%	+2
Administration	11	82%	-4
Parks and Recreation	39	81%	+9
Administrative Services	35	81%	0
Public Utilities	29	81%	+1
Public Works	24	68%	+8
Police	85	66%*	-8

Differences from City Overall of 5 or more are highlighted in pink/green.

* Indicates statistically significant difference from City Overall.

Note: It is easier for smaller groups to get "extreme" scores

SUMMARY & NEXT STEPS

ENGAGEMENT STRENGTHS & OPPORTUNITIES



STRENGTHS

Overall engagement remains steady for the 3rd year and is at the 78th percentile compared to the Global Benchmark.

Employees enjoy working with their coworkers and feel coworkers treat each other with respect and trust. There is a belief that there is strong commitment by all to serving the city, community, and citizens. Employees truly want to make a positive difference and feel that their roles both have a purpose and are challenging and interesting.

Intentions to stay are strong and have improved by +2 points since 2022. The most important reasons employees stay is 1) their coworkers, 2) their work schedule, and 3) the retirement benefits.

Perceptions of competitive pay have increased significantly since 2022 (+11 points).



OPPORTUNITIES

Perceptions of City Councils' contribution to building a positive and supportive work environment continue to be the greatest opportunities. **High neutral responses and open-ended comments indicate that employees may need more visibility and clarity into who these leaders include and their roles/responsibilities.*

Recommendations:

- Support ways to enhance cross-functional communication between departments and divisions
- Consider ways to create more frequent check-ins (shift from reactive to proactive)
- More information on what is going on in the City and future direction/goals

Only half of respondents indicated favorable perceptions on two-way communication with City Leadership – Administration, particularly openness and responsiveness to ideas from employees.

WHERE TO FOCUS



IDENTIFY OPPORTUNITIES FOR SKILL & CAREER DEVELOPMENT

Opportunities to develop skills and supervisor support for career growth and development continue to be key drivers of engagement at Sandy City. Enhancing opportunities for skill development will also drive stay intentions, feeling valued at work, and confidence in achieving career goals.

Recommendations:

- Have regular, meaningful, feedback conversations with employees.
- Seek to understand the career goals of employees and actively look for opportunities to help them accomplish their goals.
- Identify and communicate clear career paths, open positions, and the promotion process.
- Draw connections for employees between informal opportunities and skill development as well as career/professional growth.
- Address frequency/relevancy of current training programs.



ENHANCE VISIBILITY & COMMUNICATION FROM DEPARTMENT SENIOR LEADERS

Focus on developing relationships between Department Senior Leadership and employees. Perceptions of the effectiveness of this leadership group overall, and especially around communication of information, will impact overall engagement.

Recommendations:

- Provide more understanding of the departments' responsibilities and function. Provide more visibility and access to leaders.
- Help with breaking down communication silos between departments and divisions.
- Help employees understand why the changes are necessary and important, and whenever possible, directly addressing employee concerns.
- Get input: Listen to employees by spending time in the field, when possible, to better understand day-to-day challenges.

RECOMMENDATIONS FOR NEXT STEPS

- 1 Thank You Message to All Employees
- 2 Present Results to Department Leadership
- 3 Share Highlights with Employees
- 4 Identify Areas of Improvement & Set Goals
- 5 Announce Action Plans
- 6 Continue to check in on progress



APPENDIX

COMMUNICATING SURVEY FINDINGS

To close the loop, share high-level findings from the survey with employees across the organization using a presentation/webinar from senior leaders and/or manager-facilitated team conversations.

STRENGTHS & OPPORTUNITIES

Highlight the top three strengths and bottom three opportunities identified in the survey feedback. Share themes that have emerged around individual survey topics.

FOCUS AREAS

Leveraging the key driver analysis, share what the organization intends to focus on improving or sustaining in the coming weeks and months.

BIGGEST CHANGES

If this was not the inaugural engagement survey, share how the feedback from this survey round has changed for the better or worse compared to past rounds. Emphasize changes that are statistically significant given the sample size.

NEXT STEPS

Share what employees can expect next, such as a meeting with their manager to talk about results specific to their team or department or periodic updates about organizational-level actions.

ACTING ON FEEDBACK



The Business Case:



- Employees in organizations that turn feedback into action “really well” are **twice as engaged** as those whose employer does not act on their feedback well.
- Employees who feel that their organization listens and acts on their feedback are **four times more likely to stay**.

Sustain Your Momentum

- Continue to connect upcoming actions or ongoing efforts to the feedback from this survey where possible.
- Celebrate the wins and sustaining high scores
- Involve employees in driving changes (e.g., create task forces or committees aligned with specific efforts or topics)
- Hold a formal mid-year review of the efforts and progress
- Schedule check-in opportunities to align on progress throughout the year and course correct as needed
- Add change check-in agenda items to regularly scheduled meetings
- Identify and remove barriers to change
- Coach managers on how to process employee feedback, create action plans, and role model change behaviors
- Share best practices and success stories across the organization

SURVEY DIMENSIONS

TWO-WAY COMMUNICATION: SUPERVISOR

Name	Distribution ↓	2022	2021	50th Percentile Global Norm	50th Percentile Industry Norm
▼ Two-Way Communication: Supervisor	 80% 11% 9%	-2	-2	-3	+3
My direct supervisor effectively communicates the information I need to know.	 80% 11% 9%	-2	-2	-3	+3

MY DEPARTMENT

Name	Distribution ↓	2022	2021	50th Percentile Global Norm	50th Percentile Industry Norm
My Department	<div><div>79%</div><div>12%</div><div>9%</div></div>	-4	-4	-	-
My interactions with other members of my department are positive.	<div><div>85%</div><div>9%</div><div></div></div>	-3	-6	-5	-
My coworkers treat each other with respect.	<div><div>83%</div><div>8%</div><div>9%</div></div>	-1	-1	-2	-
My supervisor sets clear goals and expectations.	<div><div>77%</div><div>12%</div><div>11%</div></div>	-6	-5	-10	-3
My supervisor supports me in my career growth and development.	<div><div>76%</div><div>15%</div><div>9%</div></div>	-6	-8	+3	+3
The senior leadership of my department is effective.	<div><div>75%</div><div>14%</div><div>11%</div></div>	-3	-2	-	-

CONDITIONS TO DO BEST WORK

Name	Distribution ↓	2022	2021	50th Percentile Global Norm	50th Percentile Industry Norm
Conditions to Do Best Work	<div><div>75%</div><div>13%</div><div>12%</div></div>	-2	-5	+4	-
My work is challenging and interesting.	<div><div>86%</div><div>10%</div><div></div></div>	-3	-4	+5	-
I am able to effectively manage my current workload.	<div><div>77%</div><div>10%</div><div>13%</div></div>	-3	-7	+15	+18
I have the opportunity to develop my skills at Sandy City.	<div><div>72%</div><div>16%</div><div>12%</div></div>	0	-5	0	+4
I receive the training I need to do my job well.	<div><div>72%</div><div>17%</div><div>11%</div></div>	-5	-8	+2	+16
I have the equipment and resources I need to do my current role.	<div><div>70%</div><div>12%</div><div>17%</div></div>	0	-1	-1	+20

TWO-WAY COMMUNICATION: DEPARTMENT SENIOR LEADERSHIP

Name	Distribution ↓	2022	2021	50th Percentile Global Norm	50th Percentile Industry Norm
Two-Way Communication: Department Senior Leadership	<div> <div>72%</div> <div>13%</div> <div>15%</div> </div>	+1	-5	-3	-
My department senior leadership effectively communicates the information I need to know.	<div> <div>72%</div> <div>13%</div> <div>15%</div> </div>	+1	-5	-3	-

CITY LEADERSHIP: ADMINISTRATION

Name	Distribution ↓	2022	2021	50th Percentile Global Norm	50th Percentile Industry Norm
City Leadership - Administration	<div><div>65%</div><div>22%</div><div>13%</div></div>	-5	-2	-	-
The Administration supports employees to perform their jobs effectively.	<div><div>68%</div><div>21%</div><div>11%</div></div>	-5	-4	-	-
I feel valued and respected by the Administration.	<div><div>65%</div><div>24%</div><div>11%</div></div>	-4	+1	-12	-
The Administration contributes to a positive work culture.	<div><div>62%</div><div>22%</div><div>16%</div></div>	-7	-4	-19	-

PAY & PROGRAMS

Name	Distribution ↓	2022	2021	50th Percentile Global Norm	50th Percentile Industry Norm
Pay and Programs	<div> <div>63%</div> <div>22%</div> <div>16%</div> </div>	+11	+8	+9	-
I feel my pay is competitive relative to those in similar positions at similar organizations.	<div> <div>63%</div> <div>22%</div> <div>16%</div> </div>	+11	+8	+9	-

TWO-WAY COMMUNICATION: CITY LEADERSHIP - ADMINISTRATION

Name	Distribution ↓	2022	2021	50th Percentile Global Norm	50th Percentile Industry Norm
Two-Way Communication: City Leadership - Administration	<div> <div>50%</div> <div>37%</div> <div>13%</div> </div>	-11	-7	-11	-
Administration effectively communicates the information I need to know.	<div> <div>53%</div> <div>35%</div> <div>13%</div> </div>	-10	-4	-10	-2
Administration is open and responsive to ideas from employees.	<div> <div>48%</div> <div>39%</div> <div>13%</div> </div>	-13	-10	-11	-

CITY LEADERSHIP: CITY COUNCIL

Name	Distribution ↓	2022	2021	50th Percentile Global Norm	50th Percentile Industry Norm
City Leadership - City Council	<div><div>42%</div><div>36%</div><div>21%</div></div>	-1	+15	-	-
The City Council supports employees to perform their jobs effectively.	<div><div>47%</div><div>34%</div><div>19%</div></div>	-1	+16	-	-
I feel valued and respected by the City Council.	<div><div>45%</div><div>35%</div><div>19%</div></div>	0	+16	-32	-
The City Council contributes to a positive work culture.	<div><div>35%</div><div>39%</div><div>25%</div></div>	-3	+14	-46	-



Engagement Survey Results Dashboard

Survey Administration: November 3 - 17, 2023

Why is employee engagement important?

Simply put, better employee engagement will improve your team's performance.

The employee engagement index is our primary outcome metric and one of the key health indicators for your team. This index is the average of all engagement items including:

- *Employees Feeling Valued*
- *Role Has Purpose*
- *Confidence in Career*
- *Intent to Stay*

These are key areas of employee engagement that should be regularly monitored.

How do I interpret the results?

Many widgets visualize scores in terms of **favorability**, breaking responses into three categories (colors). Most survey items were asked on a five-point agreement scale and are reported in the following format:

1 Strongly Disagree	2 Disagree	3 Neither Agree Nor Disagree	4 Agree	5 Strongly Agree
% Unfavorable		% Neutral	% Favorable	

The **Heat Map** shades scores from light to dark to represent the difference in score from the company overall. Scores shaded in green represent a positive difference and scores shaded in red represent a negative difference. The darker the shading, the greater the difference between the group score and the overall company score.



Statistical significance helps verify that the difference in scores between groups is not due to random chance. In the Heat Map, statistical significance is denoted by a symbol and calculated based on a 95% confidence interval, meaning you can be 95% confident that the group score is truly different from the overall score.

How many employees took the survey?

Total Survey Responses

Overall Participation

357

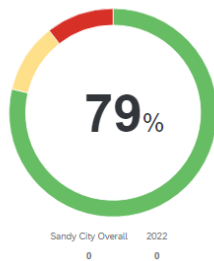
67%



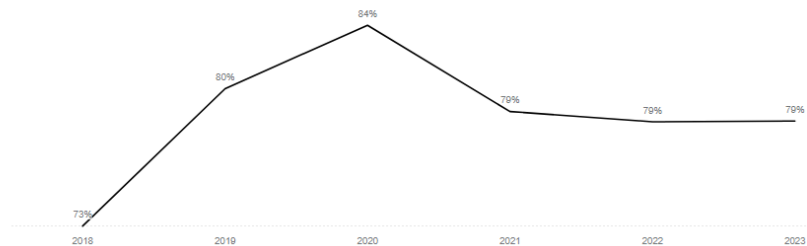
How engaged are employees?

Employee engagement is our primary outcome metric and one of the key health indicators for your team. The more engaged your team is, the better results they will produce.

Engagement Index



Engagement, over time



Engagement Index Items

Name	Distribution ↓	Sandy City Overall	2022
I feel like my role here has a purpose.	88% 6% 6%	0	-1
I intend to stay at Sandy City for at least the next 12 months.	83% 11% 6%	0	+2
I feel valued at work.	75% 10% 15%	0	-1
I am confident I can achieve my career goals at this organization.	68% 16% 16%	0	+1

What is going well?

Celebrate and build on what's going well.

Where is there room to improve?

Discuss and evaluate where we might do better.

Top 3 Scoring Items

Name	Distribution ↓	Sandy City Overall
I feel like my role here has a purpose.	88% 6% 6%	0
My work is challenging and interesting.	86% 10% 4%	0
My interactions with other members of my department are positive.	85% 9% 6%	0

Bottom 3 Scoring Items

Name	Distribution ↓	Sandy City Overall
The City Council supports employees to perform their jobs effectively.	47% 34% 19%	0
I feel valued and respected by the City Council.	45% 35% 19%	0
The City Council contributes to a positive work culture.	35% 39% 25%	0

What might be driving your employees' engagement?

Whether high or low-scoring, the below items are important to your employees (they are highly correlated with engagement), so they are worth reviewing.

Key Drivers of Engagement

Impact ↓	Name	Distribution
●	I have the opportunity to develop my skills at Sandy City.	72% 16% 12%
●	My supervisor supports me in my career growth and development.	76% 15% 9%
●	The senior leadership of my department is effective.	75% 14% 11%
●	My department senior leadership effectively communicates the information I need to know.	72% 13% 15%
●	My interactions with other members of my department are positive.	85% 9% 6%

Scores by Category

For help interpreting the results shown below, visit the [Using the Dashboard](#) page.

	Name	Distribution	2022	2021	2020	50th Percentile Global Norm	50th Percentile Industry Norm
▼	Engagement Index:	<div><div></div><div></div><div></div></div> 79%11%11%	0	0	-5	+1	-
	I feel valued at work.	<div><div></div><div></div><div></div></div> 75%10%15%	-1	-2	-7	+2	-
	I am confident I can achieve my career goals at this organization.	<div><div></div><div></div><div></div></div> 68%16%16%	+1	+2	-4	+1	-
	I intend to stay at Sandy City for at least the next 12 months.	<div><div></div><div></div><div></div></div> 83%11%6%	+2	+2	-4	0	-
	I feel like my role here has a purpose.	<div><div></div><div></div><div></div></div> 88%6%6%	-1	-3	-5	-1	+3
▼	Pay and Programs	<div><div></div><div></div><div></div></div> 63%22%16%	+11	+8	+5	+9	-
	I feel my pay is competitive relative to those in similar positions at similar organizations.	<div><div></div><div></div><div></div></div> 63%22%16%	+11	+8	+5	+9	-
▼	Two-Way Communication: Supervisor	<div><div></div><div></div><div></div></div> 80%11%9%	-2	-2	-2	-3	+3
	My direct supervisor effectively communicates the information I need to know.	<div><div></div><div></div><div></div></div> 80%11%9%	-2	-2	-2	-3	+3
▼	Two-Way Communication: Department Senior Leadership	<div><div></div><div></div><div></div></div> 72%13%15%	+1	-5	-11	-3	-
	My department senior leadership effectively communicates the information I need to know.	<div><div></div><div></div><div></div></div> 72%13%15%	+1	-5	-11	-3	-
▼	Two-Way Communication: City Leadership - Administration	<div><div></div><div></div><div></div></div> 50%37%13%	-11	-7	-21	-11	-
	Administration is open and responsive to ideas from employees.	<div><div></div><div></div><div></div></div> 48%39%13%	-13	-10	-22	-11	-
	Administration effectively communicates the information I need to know.	<div><div></div><div></div><div></div></div> 53%35%13%	-10	-4	-20	-10	-2
▼	City Leadership - Administration	<div><div></div><div></div><div></div></div> 65%22%13%	-5	-2	-15	-	-
	I feel valued and respected by the Administration.	<div><div></div><div></div><div></div></div> 65%24%11%	-4	+1	-13	-12	-
	The Administration supports employees to perform their jobs effectively.	<div><div></div><div></div><div></div></div> 68%21%11%	-5	-4	-14	-	-
	The Administration contributes to a positive work culture.	<div><div></div><div></div><div></div></div> 62%22%16%	-7	-4	-19	-19	-
▼	City Leadership - City Council	<div><div></div><div></div><div></div></div> 42%36%21%	-1	+15	-	-	-
	I feel valued and respected by the City Council.	<div><div></div><div></div><div></div></div> 45%35%19%	0	+16	-	-	-
	The City Council contributes to a positive work culture.	<div><div></div><div></div><div></div></div> 35%39%25%	-3	+14	-	-	-
	The City Council supports employees to perform their jobs effectively.	<div><div></div><div></div><div></div></div> 47%34%19%	-1	+16	-	-	-
▼	Conditions to Do Best Work	<div><div></div><div></div><div></div></div> 75%13%12%	-2	-5	-7	+4	-
	I am able to effectively manage my current workload.	<div><div></div><div></div><div></div></div> 77%10%13%	-3	-7	-8	+15	+18
	My work is challenging and interesting.	<div><div></div><div></div><div></div></div> 86%10%	-3	-4	-5	+5	-
	I receive the training I need to do my job well.	<div><div></div><div></div><div></div></div> 72%17%11%	-5	-8	-4	+2	+16
	I have the equipment and resources I need to do my current role.	<div><div></div><div></div><div></div></div> 70%12%17%	0	-1	-8	-1	+20
	I have the opportunity to develop my skills at Sandy City.	<div><div></div><div></div><div></div></div> 72%16%12%	0	-5	-8	0	+4
▼	My Department	<div><div></div><div></div><div></div></div> 79%12%9%	-4	-4	-6	-	-
	My interactions with other members of my department are positive.	<div><div></div><div></div><div></div></div> 85%9%6%	-3	-6	-6	-5	-
	The senior leadership of my department is effective.	<div><div></div><div></div><div></div></div> 75%14%11%	-3	-2	-9	-	-
	My coworkers treat each other with respect.	<div><div></div><div></div><div></div></div> 83%8%9%	-1	-1	-3	-2	-
	My supervisor sets clear goals and expectations.	<div><div></div><div></div><div></div></div> 77%12%11%	-6	-5	-5	-10	-3
	My supervisor supports me in my career growth and development.	<div><div></div><div></div><div></div></div> 76%15%9%	-6	-8	-6	+3	+3

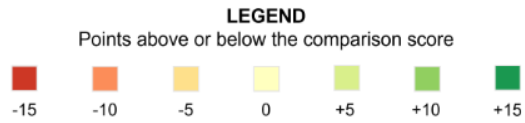
Scores by Ranking

Name	Responses	Distribution			2022	2021	2020	50th Percentile Global Norm	50th Percentile Industry Norm
I feel like my role here has a purpose.	356	<div><div></div><div></div><div></div></div>			-1	-3	-5	-1	+3
My work is challenging and interesting.	357	<div><div></div><div></div><div></div></div>			-3	-4	-5	+5	-
My interactions with other members of my department are positive.	357	<div><div></div><div></div><div></div></div>			-3	-6	-6	-5	-
I intend to stay at Sandy City for at least the next 12 months.	356	<div><div></div><div></div><div></div></div>			+2	+2	-4	0	-
My coworkers treat each other with respect.	357	<div><div></div><div></div><div></div></div>			-1	-1	-3	-2	-
My direct supervisor effectively communicates the information I need to know.	352	<div><div></div><div></div><div></div></div>			-2	-2	-2	-3	+3
My supervisor sets clear goals and expectations.	357	<div><div></div><div></div><div></div></div>			-6	-5	-5	-10	-3
I am able to effectively manage my current workload.	357	<div><div></div><div></div><div></div></div>			-3	-7	-8	+15	+18
My supervisor supports me in my career growth and development.	357	<div><div></div><div></div><div></div></div>			-6	-8	-6	+3	+3
I feel valued at work.	356	<div><div></div><div></div><div></div></div>			-1	-2	-7	+2	-
The senior leadership of my department is effective.	357	<div><div></div><div></div><div></div></div>			-3	-2	-9	-	-
I have the opportunity to develop my skills at Sandy City.	357	<div><div></div><div></div><div></div></div>			0	-5	-8	0	+4
I receive the training I need to do my job well.	357	<div><div></div><div></div><div></div></div>			-5	-8	-4	+2	+16
My department senior leadership effectively communicates the information I need to know.	353	<div><div></div><div></div><div></div></div>			+1	-5	-11	-3	-
I have the equipment and resources I need to do my current role.	357	<div><div></div><div></div><div></div></div>			0	-1	-8	-1	+20
I am confident I can achieve my career goals at this organization.	356	<div><div></div><div></div><div></div></div>			+1	+2	-4	+1	-
The Administration supports employees to perform their jobs effectively.	353	<div><div></div><div></div><div></div></div>			-5	-4	-14	-	-
I feel valued and respected by the Administration.	353	<div><div></div><div></div><div></div></div>			-4	+1	-13	-12	-
I feel my pay is competitive relative to those in similar positions at similar organizations.	356	<div><div></div><div></div><div></div></div>			+11	+8	+5	+9	-
The Administration contributes to a positive work culture.	353	<div><div></div><div></div><div></div></div>			-7	-4	-19	-19	-
Administration effectively communicates the information I need to know.	357	<div><div></div><div></div><div></div></div>			-10	-4	-20	-10	-2
Administration is open and responsive to ideas from employees.	357	<div><div></div><div></div><div></div></div>			-13	-10	-22	-11	-
The City Council supports employees to perform their jobs effectively.	351	<div><div></div><div></div><div></div></div>			-1	+16	-	-	-
I feel valued and respected by the City Council.	350	<div><div></div><div></div><div></div></div>			0	+16	-	-	-
The City Council contributes to a positive work culture.	352	<div><div></div><div></div><div></div></div>			-3	+14	-	-	-

Heat Map

Where are the experiences different across groups in your city?

This page allows you to see how the percent favorable scores of different groups compare to one another and to the Sandy City Overall.



Comparison:

Breakout:

Sandy City Overall

Department

		Sandy City Overall	ADMINISTRATION	ADMINISTRATIVE S...	CITY ATTORNEY	COMMUNITY DEVEL...	FIRE	JUSTICE COURT	PARKS AND RECRE...	POLICE	PUBLIC UTILITIES	PUBLIC WORKS
Response Counts		357	11	35	14	28	72	14	39	85	29	24
✓ Engagement Index		79%	82%	81%	91%	87%	86%	82%	81%	66% ↓	81%	68%
I feel valued at work.		75%	91%	80%	79%	89%	86% ^	79%	69%	58% ↓	79%	67%
I am confident I can achieve my career goals at this organization.		68%	82%	71%	93%	79%	75%	71%	67%	53% ↓	69%	58%
I intend to stay at Sandy City for at least the next 12 months.		83%	55% ↓	83%	100%	89%	90%	86%	95%	75%	86%	67% ↓
I feel like my role here has a purpose.		88%	100%	91%	93%	89%	93%	93%	92%	78% ↓	90%	79%
✓ Pay and Programs		63%	55%	46% ↓	36% ↓	68%	90% ^	50%	51%	72%	34% ↓	42% ↓
I feel my pay is competitive relative to those in similar positions at similar organizations.		63%	55%	46% ↓	36% ↓	68%	90% ^	50%	51%	72%	34% ↓	42% ↓
✓ Two-Way Communication: Supervisor		80%	91%	86%	86%	96% ^	85%	77%	64% ↓	77%	79%	61% ↓
My direct supervisor effectively communicates the information I need to know.		80%	91%	86%	86%	96% ^	85%	77%	64% ↓	77%	79%	61% ↓
✓ Two-Way Communication: Department Senior Leadership		72%	91%	69%	71%	100% ^	78%	77%	69%	59% ↓	68%	58%
My department senior leadership effectively communicates the information I need to know.		72%	91%	69%	71%	100% ^	78%	77%	69%	59% ↓	68%	58%
✓ Two-Way Communication: City Leadership - Administration		50%	55%	40%	57%	77% ^	75% ^	50%	31% ↓	32% ↓	50%	50%
Administration is open and responsive to ideas from employees.		48%	55%	37%	57%	71% ^	75% ^	36%	28% ↓	29% ↓	45%	54%
Administration effectively communicates the information I need to know.		53%	55%	43%	57%	82% ^	75% ^	64%	33% ↓	35% ↓	55%	46%
✓ City Leadership - Administration		65%	58%	59%	69%	83% ^	90% ^	71%	42% ↓	49% ↓	66%	72%
I feel valued and respected by the Administration.		65%	73%	63%	79%	79%	92% ^	64%	42% ↓	46% ↓	69%	67%
The Administration supports employees to perform their jobs effectively.		68%	55%	69%	71%	86% ^	92% ^	71%	42% ↓	51% ↓	69%	75%
The Administration contributes to a positive work culture.		62%	45%	46%	57%	86% ^	86% ^	79%	42% ↓	49% ↓	59%	75%
✓ City Leadership - City Council		42%	45%	31%	23%	49%	43%	26%	44%	42%	55%	38%
I feel valued and respected by the City Council.		45%	55%	31%	15% ↓	52%	46%	21%	51%	46%	59%	42%
The City Council contributes to a positive work culture.		35%	36%	23%	23%	43%	31%	29%	32%	37%	48%	38%
The City Council supports employees to perform their jobs effectively.		47%	45%	40%	31%	52%	53%	29%	49%	43%	59%	33%
✓ Conditions to Do Best Work		75%	60%	82%	94%	81%	84%	83%	70%	61% ↓	85%	64%
I am able to effectively manage my current workload.		77%	64%	74%	93%	71%	88% ^	79%	74%	65% ↓	90%	75%
My work is challenging and interesting.		86%	73%	89%	93%	82%	97% ^	100%	85%	78%	86%	71% ↓
I receive the training I need to do my job well.		72%	36% ↓	71%	93%	79%	82%	79%	64%	64%	76%	63%
I have the equipment and resources I need to do my current role.		70%	55%	91% ^	100% ^	89% ^	76%	86%	54% ↓	48% ↓	90% ^	54%
I have the opportunity to develop my skills at Sandy City.		72%	73%	83%	93%	82%	79%	71%	74%	52% ↓	83%	58%
✓ My Department		79%	82%	83%	91%	89%	84%	86%	72%	71%	84%	63%
My interactions with other members of my department are positive.		85%	73%	91%	93%	89%	90%	86%	85%	80%	86%	75%
The senior leadership of my department is effective.		75%	82%	74%	93%	96% ^	75%	86%	77%	68%	66%	50% ↓
My coworkers treat each other with respect.		83%	73%	94%	93%	82%	92%	93%	77%	68% ↓	100% ^	67%
My supervisor sets clear goals and expectations.		77%	91%	83%	93%	89%	83%	86%	56% ↓	66% ↓	90%	67%
My supervisor supports me in my career growth and development.		76%	91%	74%	86%	86%	78%	79%	67%	74%	79%	58%

Intent to Stay Follow-Up

I intent to stay at Sandy City for at least the next 12 months.

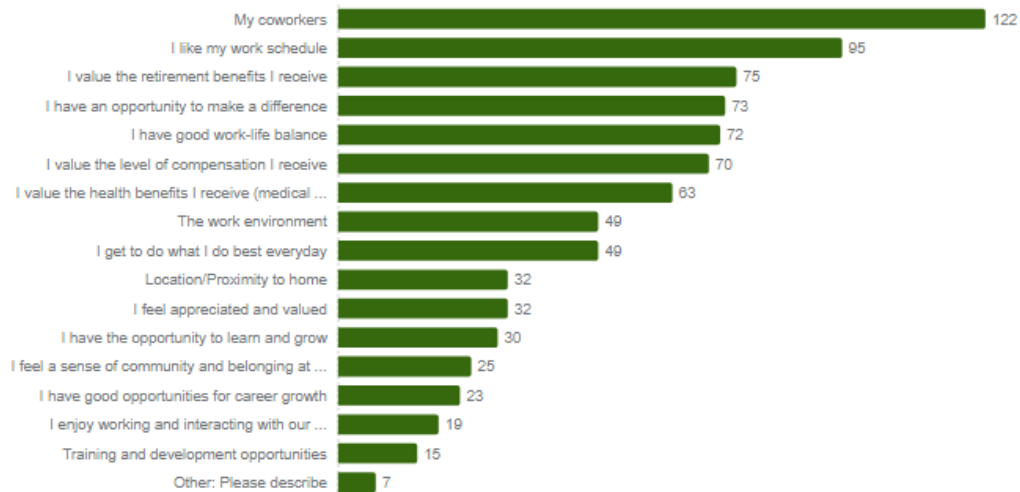
...

83%

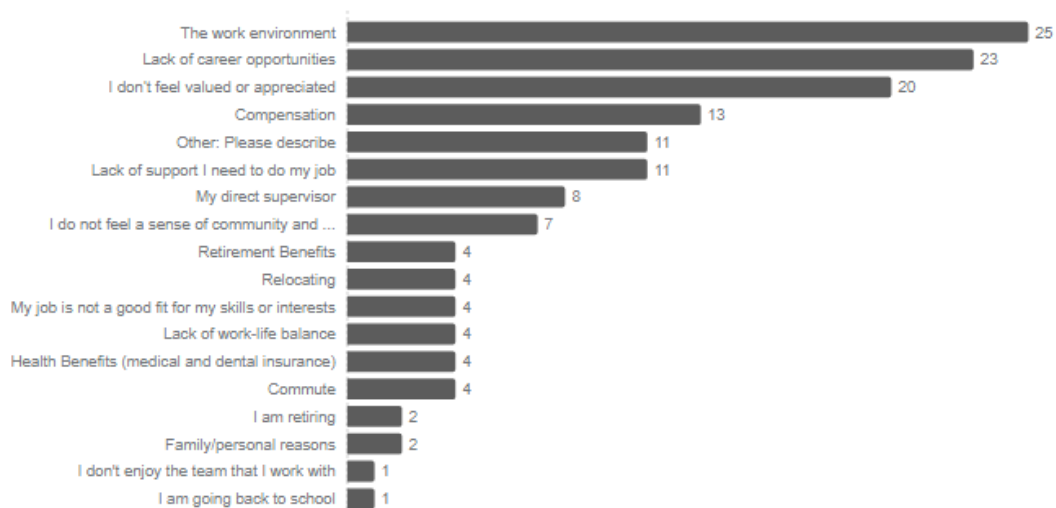


Sandy City Overall 2022
0 ▲ 2

Top Reasons to Stay 295 ⓘ



Top Reasons to Leave 59 ⓘ



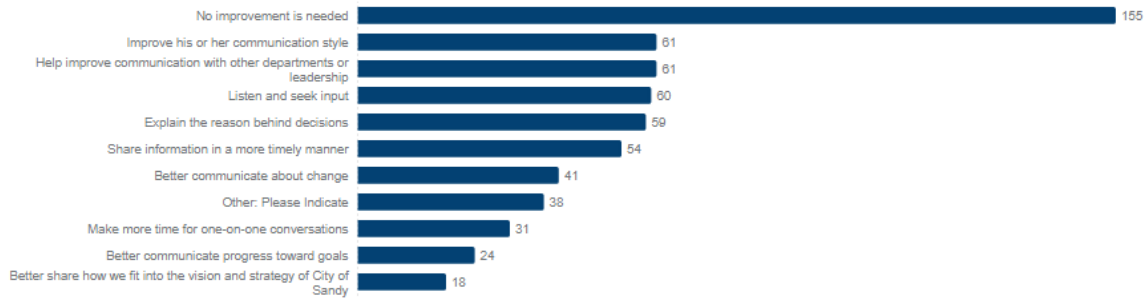
Two-Way Communication: Supervisor Follow-Up

My direct supervisor effectively communicates the information I need to know.

80 %



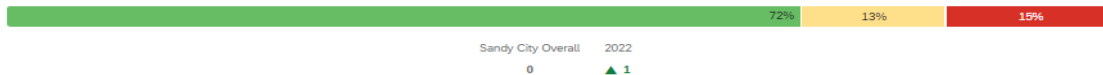
What are the most important things your direct supervisor could do to improve his/her communication? ⓘ ▾



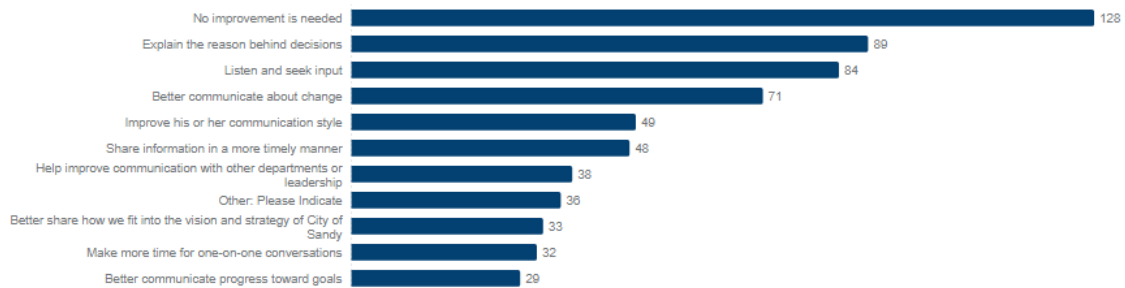
Two-Way Communication: Department Senior Leadership Follow-Up

My department senior leadership effectively communicates the information I need to know.

72 %



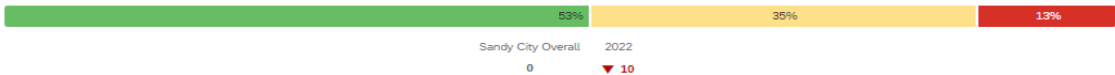
What are the most important things your department senior leadership could do to improve his/her communication? ⓘ ▾



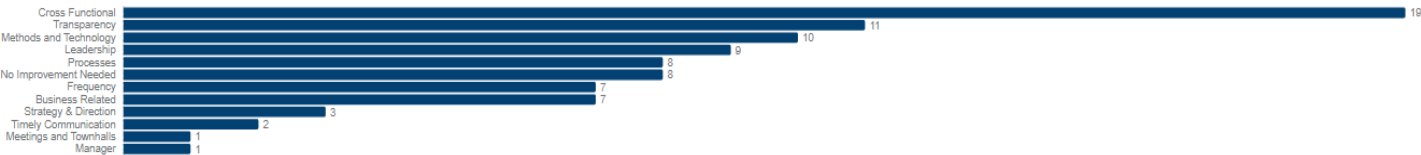
Two-Way Communication: City Leadership - Administration

Administration effectively communicates the information I need to know.

53%



Key Themes ▾



Programs: Participation and Value

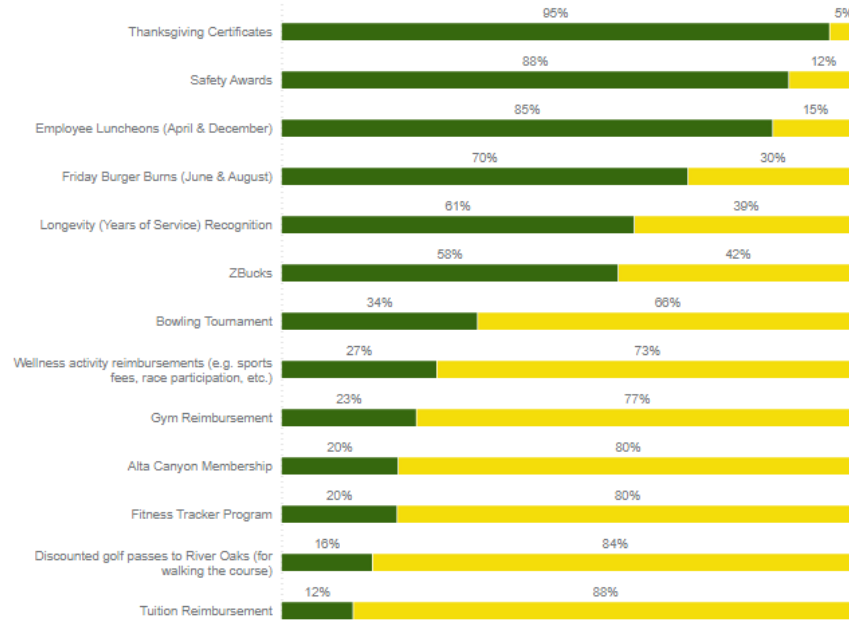
Participation

Respondents were asked to indicate whether or not they had participated in the following programs in 2023.

- Green represents a "yes" response.
- Yellow represents a "no" response.

■ Yes ■ No

Participation in Programs ▾



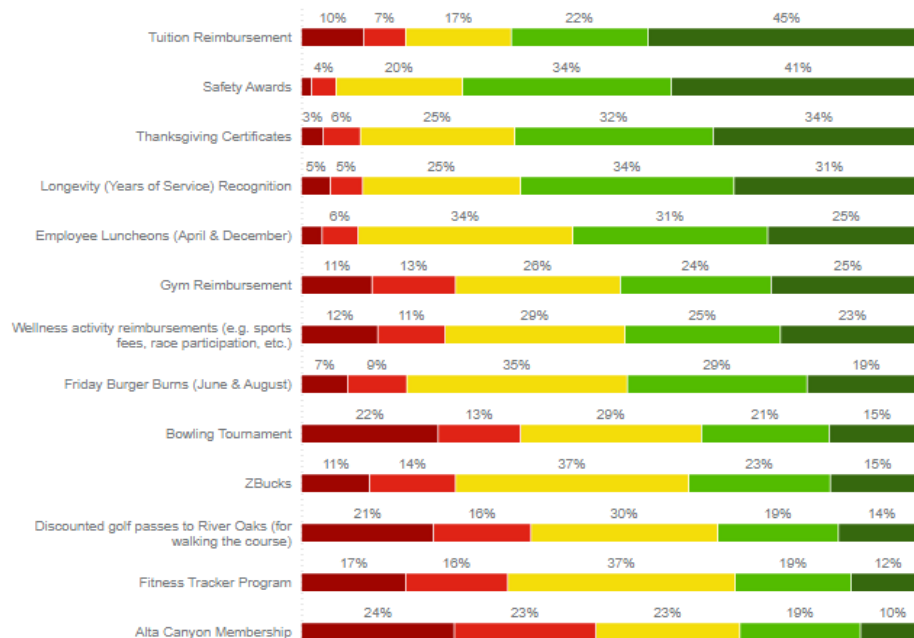
Value

Respondents were asked to rate the value they gained from each program on a 5-point scale.

- Green represents the percentage of people who responded "Very Valuable" or "Extremely Valuable."
- Red represents the percentage of "Not at All Valuable" and "Not so Valuable" responses.
- Yellow represents the percentage of "Somewhat Valuable" responses.

■ Not at all Valuable ■ Not so Valuable ■ Somewhat Valuable ■ Very Valuable ■ Extremely Valuable

Value in Programs ▾



Participation

Overall Participation

67%



Responses
357 of 535

Response Rates - By Department

Name	Invited	Responded	Participation Rate
▼ Department			
PUBLIC UTILITIES	59	29	49%
RDA/ECONOMIC DEVELOPMENT	3	3	100%
CITY ATTORNEY	16	14	88%
JUSTICE COURT	14	14	100%
ADMINISTRATION	18	11	61%
FIRE	92	72	78%
PARKS AND RECREATION	51	39	76%
COMMUNITY DEVELOPMENT	28	28	100%
CITY COUNCIL	4	3	75%
POLICE	146	85	58%
ADMINISTRATIVE SERVICES	51	35	69%
PUBLIC WORKS	53	24	45%

Comments – Key Themes

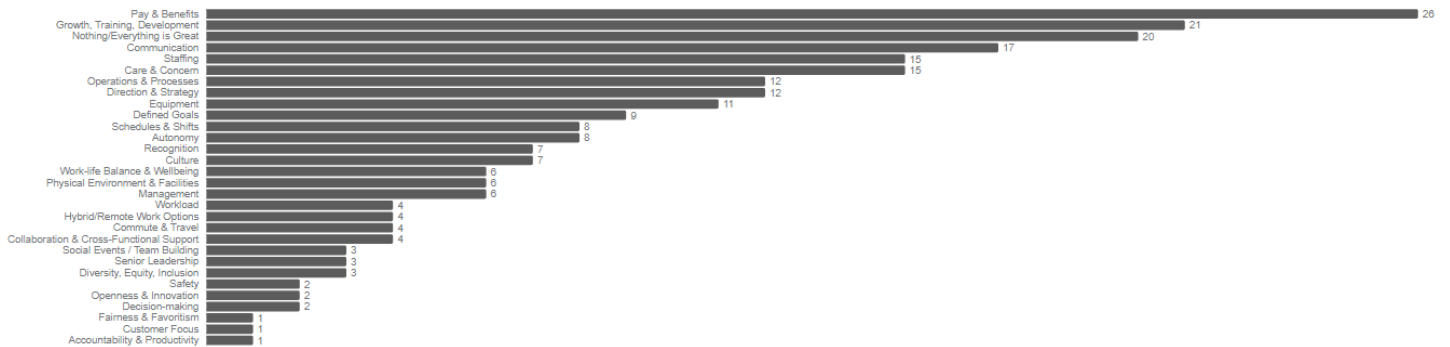
What do you enjoy the most about working for the city?

Key Themes 227



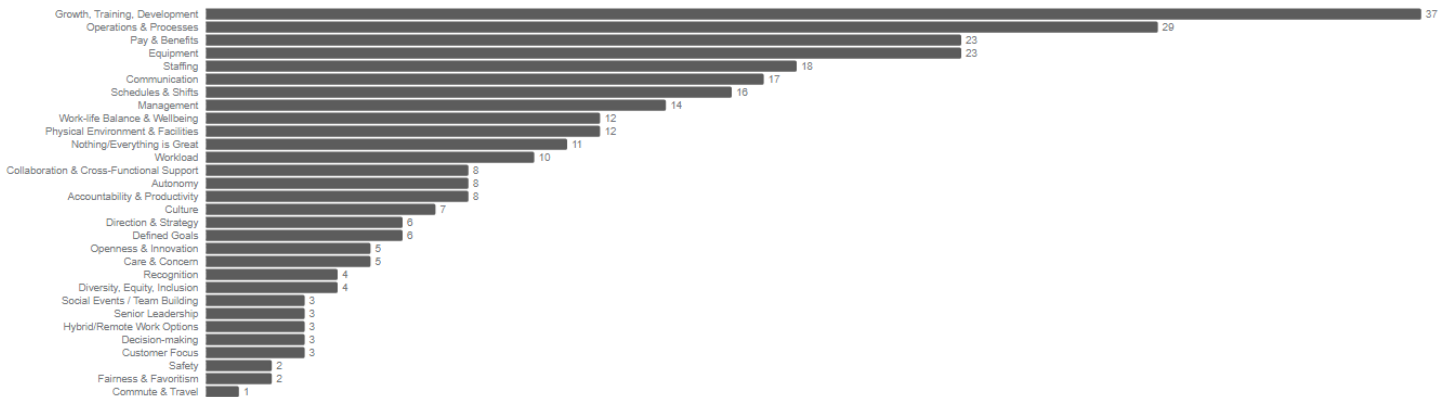
What is one thing the Administration can do to help improve your work experience?

Key Themes 167



What one specific suggestion do you have to improve your work (make it more efficient, reduce pain points, make it more enjoyable, etc.)?

Key Themes 174





Staff Report

File #: GPA02202024-006718
(CC1st), **Version:** 1

Date: 3/12/2024

Agenda Item Title:

Community Development Department presenting a General Plan Amendment (File #GPA02202024-006718) on behalf of the Parks and Recreation Department, requesting that an updated Parks, Trails and Recreation Master Plan be adopted.

Presenter:

Jake Warner,
Long Range Planning Manager

Description/Background:

In 2023, Sandy City hired a consultant team led by GSBS to prepare a master plan for parks and recreation in the City, updating the current master plan. Sandy City last updated the parks and recreation master plan in 2005. Associated documents have been adopted more recently, such as a trails master plan, approved in 2019, and an active transportation plan, approved in 2020.

The proposed Sandy City Parks, Trails and Recreation Master Plan includes a summary of the public engagement process, analysis of existing conditions, goals and policies to guide future improvements, and recommendations specific to individual parks.

The updated Parks, Trails and Recreation Master Plan has been prepared in coordination with the City's efforts to update the General Plan. GSBS was awarded both projects. Much of the project engagement specific to the Parks, Trails and Recreation Master Plan was built on preliminary research and input received as part of the General Plan update. Those public engagement events for the parks plan occurred during the fall and winter of 2023. Y2 Analytics conducted a survey during that time as well to help inform the project. A project webpage was available to the public at <https://sandypaceofprogress.org/parks-master-plan>.

The proposed Parks, Trails and Recreation Master Plan was presented to the Planning Commission on March 7, 2024. The Planning Commission forwarded a positive recommendation. The Planning Commission staff report is attached. Minutes of the Planning Commission meeting were not available at the time that the March 12th City Council meeting materials were prepared, but will be included in the materials that will be provided to the City Council for the March 19th meeting, when the item is scheduled for action by the City Council.

Fiscal Impact:

Adopting the plan would have no direct fiscal impact. However, the proposed Parks, Trail and Recreation Master Plan recommends changes and improvements. Future funding will need to be secured to implement the majority of the proposed recommendations.

Further action to be taken:

The action requested is a general plan amendment, a legislative item. The City Council has the authority to make the final determination regarding the application. The application is being presented to the City Council on March 12, 2024 as an informational item. The application is scheduled to be presented to the City Council on March 19, 2024 for a final decision.

Recommended Action and/or Suggested Motion:

The agenda item, as presented on March 12, 2024, is for informational purposes.



JAMES SORENSEN
COMMUNITY DEVELOPMENT
DIRECTOR

MONICA ZOLTANSKI
MAYOR

SHANE E. PACE
CHIEF ADMINISTRATIVE OFFICER

Staff Report Memorandum March 7, 2024

To: Planning Commission
From: Community Development Department
Subject: General Plan Amendment – Parks, Trails and Recreation Master Plan
Updating the City's Parks Master Plan

GPA02202024-006718

Public Hearing Notice: This item has been noticed to affected entities, on public websites, and at public locations.

Request

The Community Development Department, at the request of the Parks and Recreation Department, is proposing an amendment to the Sandy City General Plan by adopting the Parks, Trails and Recreation Master Plan.

Background

In 2023, Sandy City hired a consultant team led by GSBS to prepare a master plan for parks and recreation in the City, updating the current master plan. Sandy City last updated the parks and recreation master plan in 2005. Associated documents have been adopted more recently, such as a trails master plan, approved in 2019, and an active transportation plan, approved in 2020.

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Public Notice

This item was noticed to affected entities. The notice was published to the Sandy City website and the Utah Public Notice website and posted at City Hall, Sandy City Parks & Recreation, and the Salt Lake County Library (Sandy).

Facts and Findings

- The proposed Parks, Trails and Recreation Master Plan was prepared based on public engagement, analysis of existing conditions, and consideration of other application plans.
- The proposed Parks, Trails and Recreation Master Plan is intended to help guide future growth and development in the City more generally through informing goals and policies of the City's efforts to update the General Plan and more specifically through recommendations regarding associated assets, facilities and programming.
- Utah Code requires that municipalities "...prepare and adopt a comprehensive, long-range general plan for: (a) present and future needs of the municipality, and (b) growth and development of any part of the land within the municipality. (Utah Code 10-9a-401(1))
- As the proposed Parks, Trails and Recreation Master Plan presents recommendations to address "present and future needs" and the "growth and development" of Sandy City, it is being processed as an amendment, to be added to the appendix, of the City's General Plan. This is standard practice for Sandy City.

Staff Recommendation

Staff recommends that the Planning Commission forward a positive recommendation to the City Council to adopt the Sandy City Parks, Trails and Recreation Master Plan (2024).

ALTERNATIVES

- Forward a positive recommendation of the proposed amendment to the City Council
- Forward a recommendation proposing modified amendments to the City Council
- Forward a negative recommendation of the proposed amendment to the City Council
- Table the decision

Planner:



Jake Warner
Long Range Planning Manager

File Name: S:\USERS\PLN\STAFFRPT\2024\GPA02202024-006718 PARKS MASTER PLAN (2024).DOCX

Exhibit "A"
Parks, Trails, and Recreation Master Plan
(see attached for full document)



Exhibit “B” Planning Commission Notice

SANDY CITY PLANNING COMMISSION PUBLIC NOTICE GENERAL PLAN AMENDMENT PARKS, TRAILS & RECREATION MASTER PLAN GPA02202024-006718

Notice is hereby given of intent to amend the Sandy City General Plan and to hold a public hearing before the Sandy City Planning Commission on March 7, 2024 at approximately 6:15 PM. The proposed amendment is to adopt a Parks, Trails & Recreation Master Plan. Following the public hearing, the Planning Commission will forward a recommendation to the City Council. The proposed amendment has been scheduled for a work session with the City Council on March 12, 2024 at approximately 5:15 PM and to consider adoption on March 19, 2024 at approximately 5:15 PM.

The proposed draft of the Parks, Trails & Recreation Master Plan will be available for review on February 24, 2024 at City Hall (10000 S. Centennial Parkway, Sandy City), on the project website (<https://sandypaceofprogress.org/parks-master-plan>), or upon request. All interested parties are invited to review the proposed amendment, provide information or comments, and/or attend the public hearing. Questions or comments concerning this proposal may be directed to Jake Warner in the Sandy City Community Development Department at (801) 568-7262 or jwarner@sandy.utah.gov.

The March 7th Planning Commission meeting will be conducted both in-person (in the Sandy City Council Chambers at City Hall, 10000 S. Centennial Pkwy.), and via Zoom Webinar (see details below). Interested parties may attend and participate in the meeting either in-person or by accessing the meeting using the Zoom webinar link below. Attendees wishing to comment who are participating virtually must have a microphone connected to their device (smartphone, laptop, desktop, etc.), otherwise you'll only be able to view the proceedings. A listen-only option is also available by telephone using the phone numbers provided below.

How to join Zoom Webinar General Instructions:

- Join on via laptop, desktop or mobile device
- Go to www.zoom.us
- Click 'join a meeting', in the top right-hand corner
- Enter Meeting ID: 822 2032 2124 and click "Join."
- Enter Meeting Password: 054030
- A download should start automatically in a few seconds. If not, click "download here."
- Open download, meeting should begin at 6:15 p.m.
- To make a comment: Select "Participants" in the lower center of the screen. In the Participant Window, select "Raise A Hand" at the lower left to indicate that you would like to make a comment.

You can also join directly through this URL:

<https://us02web.zoom.us/j/82220322124>

Or join by phone (choose based on your current location):

US: +1 253 205 0468 or +1 253 215 8782 or +1 346 248 7799

Webinar ID: 822 2032 2124

The March 12th and March 19th Sandy City Council meetings will both be conducted in-person, in the Sandy City Council Chambers at City Hall, and via Zoom Webinar. Residents may attend and participate in the meeting either in-person or via the webinar link. The webinar link can be found in the meeting agenda, which will be published at least 24 hours prior to the beginning of the meeting and can be found at <https://sandyutah.legistar.com/Calendar.aspx>.

Public comment will be taken during the general citizen comment period at the public meeting. If any member of the public is unable to attend or participate in the meeting, that person may e-mail the City Council Executive Director, Dustin Fratto, at dfratto@sandy.utah.gov by 3:00 PM on the day of the meeting to have those comments distributed to the City Council and have them included in the record. Alternatively, written comments may be sent to the City Council by emailing CitizenComment@sandy.utah.gov.

Posted: **February 22, 2024** **Sandy City Hall**
 Sandy Parks & Recreation
 Salt Lake County Library - Sandy
 Sandy City Website (<http://www.sandy.utah.gov>)
 Utah Public Notice Website (<http://pmn.utah.gov>)

SANDY CITY
PLANNING COMMISSION
PUBLIC NOTICE
GENERAL PLAN AMENDMENT
PARKS, TRAILS & RECREATION MASTER PLAN
GPA02202024-006718

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 Sandy Parks & Recreation
 Salt Lake County Library - Sandy
 Sandy City Website (<http://www.sandy.utah.gov>)
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SANDY CITY PARKS, TRAILS & RECREATION MASTER PLAN

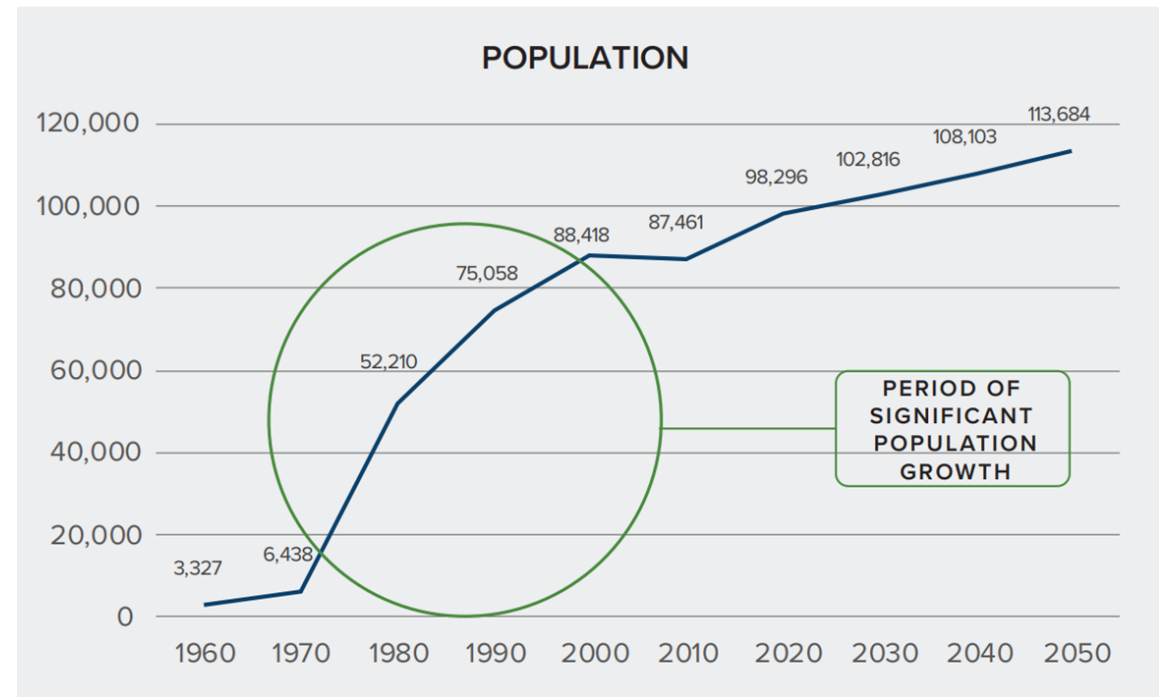


Background Information

The last Parks, Trails, and Recreation Master Plan was completed in 2005

- The 2005 focused on growing the parks and parks system
- The 2005 plan was also completed during the “period of significant population growth”

The demographics of Sandy are different today, where there is a shift from high growth to infill development



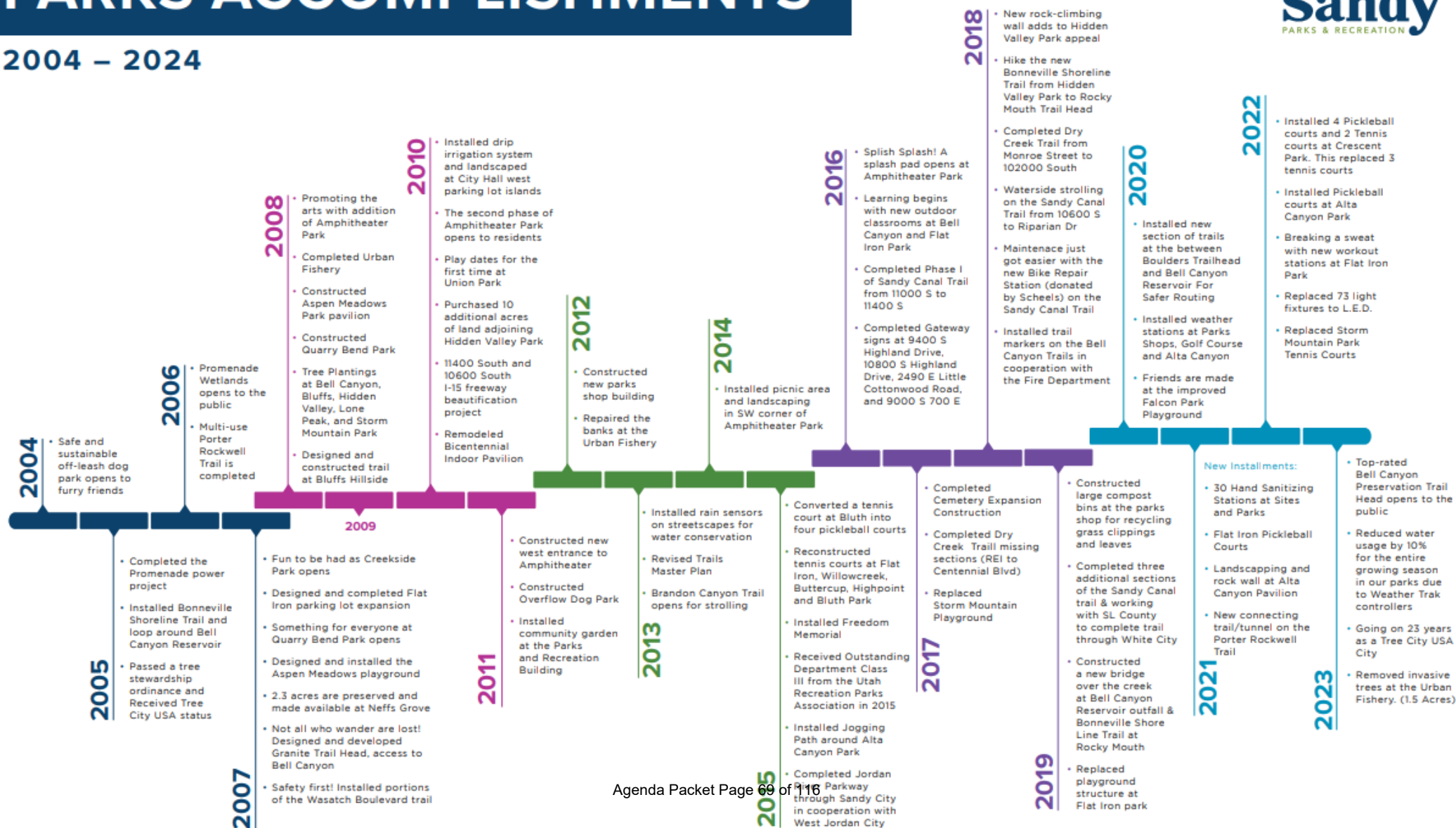
Previous Planning Efforts

- The Trails Master Plan was updated in 2019
- The Active Transportation Plan was completed in 2020

These plans helped to inform the Parks, Recreation, and Trails Master Plan



2004 – 2024



Document Layout

7 chapters:

- Parks System
- Individual Park Evaluations
- Public Engagement Summary
- Trails
- Recreation
- Irrigation
- Implementation Plan



Document Format

Each chapter contains:

- **Patterns and trends assessment** to better understand current trends in other parks systems and human behavior
- **Existing condition analysis** to identify strengths and opportunities within Sandy's current system
- **Best Practice** methods, case studies, or techniques to achieve plan the goals
- **Goals and strategies** to achieve over the next 20 years



Technical Analysis

- Park Inventory
- Trail Inventory
- Park-acre Ratio (how many acres per 1,000 residents)
- National Recreation and Parks Association (NRPA) Metrics
- Participation Numbers
- Demographic Data
- Walkshed Analysis
- SWOC Analysis

Park Name	Pebble Glenn Park
Address	770 E 9085 S
Acreage	0.31
Indoor Pavilion	No
Outdoor Pavilion	yes
Restroom	No
Parking Stalls	0
BBO pit	No
Playground	Yes
Jogging Path	0
Baseball	0
Baseball lighting	No
Basketball	0
Basketball lighting	No
Soccer Field	0
Soccer lighting	No
Softball	0
Softball lighting	No
Tennis	0
Tennis lighting	No
Volleyball	0
Volleyball lighting	No
Electrical	No
Water	No
Other	
Management Priority	Active Park

NOTES:

PICNIC TABLE: 11
TRASH: 1
H2O FOUNTAIN: 1



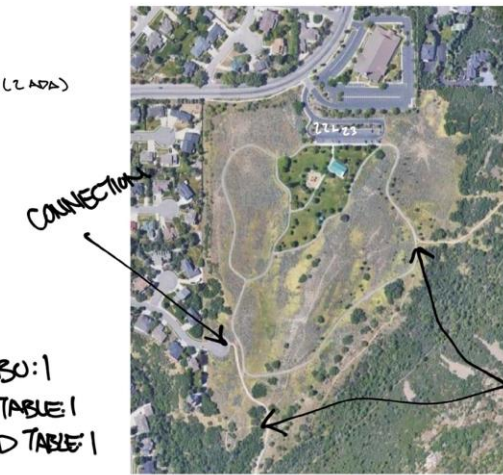
- SMALL BUT NICE TREE CANOPY
- MINOR GRAFFITI
- GOOD ACCESS TO LOCAL NEIGHBORHOODS

SANDY PARKS MASTER PLAN SITE VISIT, APRIL 17-18

Park Name	Hidden Valley Park
Address	11700 S Wasatch Blvd
Acreage	49.29
Indoor Pavilion	no
Outdoor Pavilion	11 tables
Restroom	yes
Parking Stalls	50
BBO pit	yes
Playground	yes
Jogging Path	0.67
Baseball	0
Baseball lighting	no
Basketball	0
Basketball lighting	no
Soccer Field	0
Soccer lighting	no
Softball	0
Softball lighting	no
Tennis	0
Tennis lighting	no
Volleyball	0
Volleyball lighting	no
Electrical	yes
Water	yes
Other	
Management Priority	Mix-use Park

NOTES:

BLUE TRASH: 11 GAZEBO: 1
TRASH: 1111 PICNIC TABLE: 1
BENCH: 111111 COVERED TABLE: 1
CONC. SEAT WALL: 111111 COVERED BENCH: 11
HAND SANITIZER: 1 DOG-1-POST: 1



SANDY PARKS MASTER PLAN SITE VISIT, APRIL 17-18



5

1. Satisfaction with parks, trails, recreation and open spaces in Sandy City is **very high, with all having at least 70% satisfaction or higher**. Most respondents also say the city **has the right amount of each of these amenities**, but 48% of respondents say there are **too few open spaces**. **Familiarity with recreation programs is low** at slightly more than 50%.
2. Usage of and satisfaction with parks in Sandy is **very high**, with over **half of respondents saying they use parks a few times a month or more**. A high proportion of respondents say **no improvements are needed to parks**.
3. Respondents say they use trails in Sandy **less often than they visit parks**, with only **1 in 3 saying they use them a few times a month or more**. In terms of improvements to trails, there is **broad interest in linking trails to neighborhoods, completing trails and creating a more connected trail system**.
4. Very few respondents in our sample **have participated in a recreation department program during the past 2 years**. Respondents say this is mainly due to **age or lack of interest**, and there are few suggestions for additional programs the city could offer that would interest them.
5. When asked to allocated funds from a hypothetical budget, the items that have the highest support are related to **open spaces, trails, and parks**. Respondents are split on **whether the city should focus on improving existing amenities or developing new ones**, with **most showing preference for some mix of the two**. Between the two extremes, there is a slight preference for improving existing amenities.

KEY FINDINGS



THE VISION:

PROVIDING EXCEPTIONAL PROGRAMS AND
FACILITIES TO ENHANCE THE ENVIRONMENT
AND THE LIVES OF THE PEOPLE WE SERVE

PARKS SYSTEM GOALS:

ENSURE THAT EXISTING AND FUTURE RESIDENTS OF SANDY CONTINUE TO HAVE ACCESS TO PARKS AND RESOURCES
MORE WIDELY DISTRIBUTE PARK AND RESOURCES TO UNDERSERVED AREAS
USE PARKS AS AN OPPORTUNITY TO ADDRESS ECOLOGICAL/ENVIRONMENTAL NEEDS IN THE CITY
SANDY PARKS CONTINUE TO CONTRIBUTE TO THE OVERALL LIVABILITY OF SANDY NEIGHBORHOODS AND SATISFACTION
UNDEVELOPED OPEN SPACE IS ACQUIRED FOR CONSERVATION AND RECREATION

TRAIL SYSTEM GOALS:

SANDY CITY TRAILS SYSTEM CONNECTS SANDY PARKS AND OTHER PUBLIC AMENITIES
ENHANCE THE TRAIL USER EXPERIENCE
CONTINUE TO SUPPORT IMPLEMENTATION OF THE ACTIVE TRANSPORTATION PLAN

RECREATION GOALS:

PROVIDE RECREATION OPPORTUNITIES FOR SANDY RESIDENTS OF ALL AGES AND ABILITIES

IRRIGATION GOALS:

IDENTIFY OPPORTUNITIES TO REDUCE WATER USE IN CITY PARKS WHILE MAINTAINING A HIGH LEVEL OF SERVICE



2023 SYSTEM SNAPSHOT

PARK BREAKDOWN

13

POCKET PARKS

Pocket parks are intended to be less maintained and less programmed than conventional neighborhood or community parks and are intended to fill in gaps where a larger park may not be accessible to residents.

14

NEIGHBORHOOD PARKS

These parks provide amenities such as basketball courts, perimeter walking loops, picnic areas, playgrounds, and open fields are common amenities.

6

COMMUNITY PARKS

These parks are created to fulfill the requirements of the entire community by offering a variety of attractions. Amenities in these parks include parking spaces designed for more traffic than just the immediate community, restrooms, ball fields, pickle ball, pavilions, walking trails, and more unique amenities, such as water features and amphitheatres.

4

REGIONAL PARKS

Regional Parks are the largest and most amenity dense parks within the Parks System. These parks contain amenities that serve the entire city/region.

2

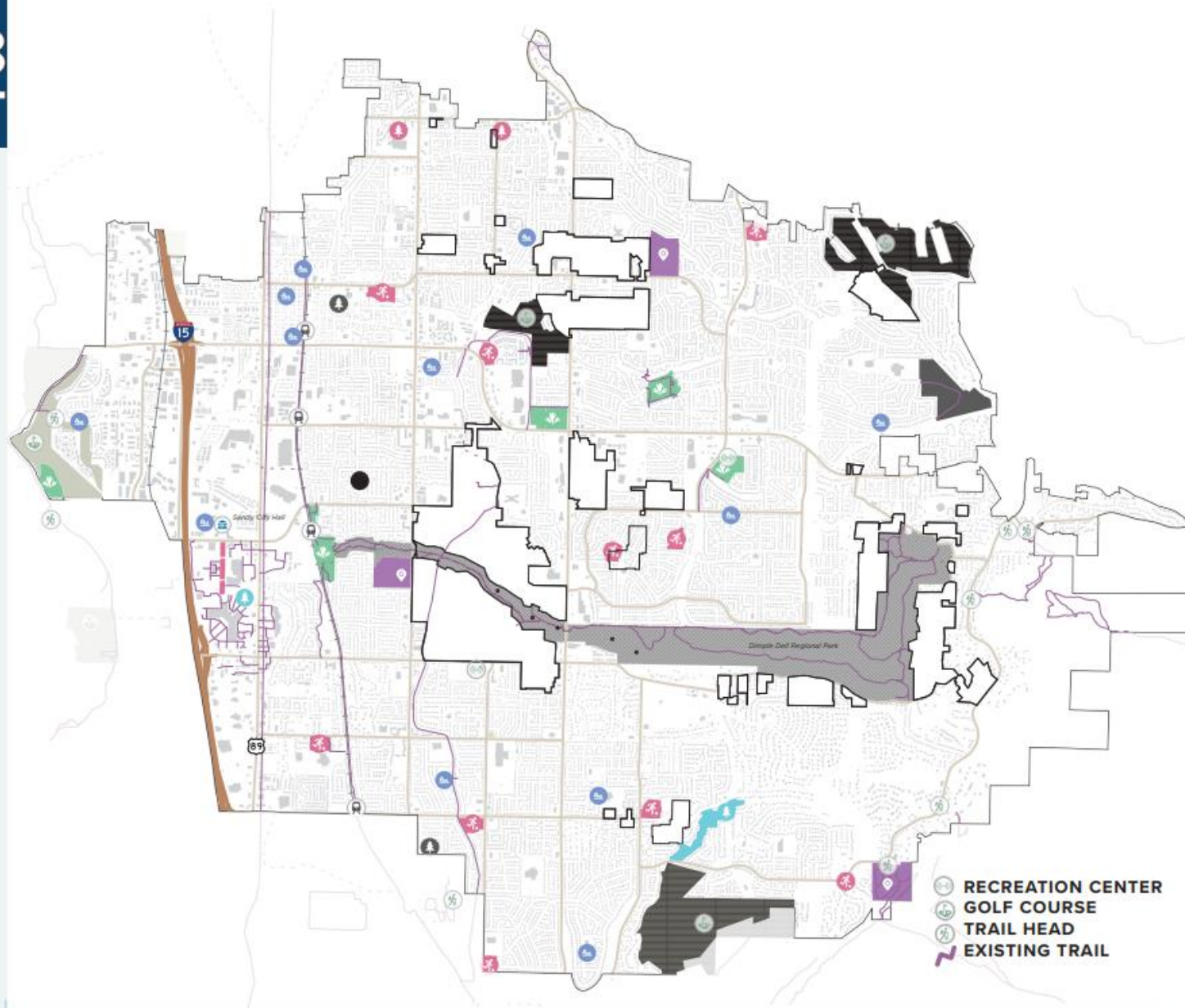
NATURAL PARKS

As Natural Areas, these parks are very minimally developed. While there are vast natural areas right outside of Sandy's borders, these areas are surrounded by development and offer a different kind of experience.

4

NON-CITY OWNED AND MANAGED

These areas are either privately owned or owned by Salt Lake County. Although not owned by Sandy City, these areas are open for residents to use (sometimes by a fee). Dimple Dell Park falls into this category.



39 TOTAL PARKS • 1 GOLF COURSE • 1 RECREATION CENTER

9 ACRES PER 1,000 RESIDENTS • 87.5% RESIDENT WALKSHED

Park-Acre Ratio

- How many acres of park space per 1,000 residents
- Sandy population: 98,296
- Recommended range: **6.25-10.5 per 1,000 residents**
- **Two ratios:**
 - City parks only: **3.34**
 - Including County Parks (Dimple Dell, Granite) and Bell Canyon Reservoir: **11.20**

TABLE 1.1: PARK-ACRE RATIO COMPARISON

MUNICIPALITY	PAR
Draper	38.40
Salt Lake City	29.32
Cottonwood Heights	13.75
South Jordan	11.85
Sandy	11.20
Lehi	6.69
West Jordan	3.18
Midvale	1.81

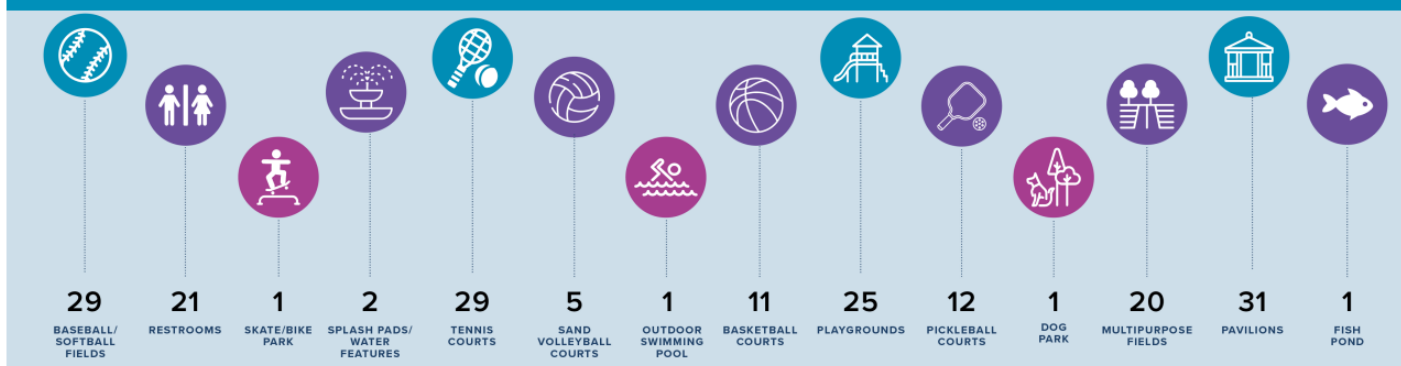
Source: Trust for Public Land

¹ This service assessment is for planning purposes only, and is different than levels of service used in determining impact fees



System Amenities

THE BEST OF SANDY:



Public Engagement shows that 95% of residents are not interested in seeing more sports fields in the city. Instead of fields, they are more interested in seeing more natural open spaces, urban trails, and connections to the canyons.

TABLE 1.2: NRPA AMENITY COMPARISON

AMENITY	QUANTITY OF EXISTING AMENITY	2023 SANDY AMENITY RATIO	AMENITY RATIO BASED ON NRPA STANDARDS	QUANTITY TO MEET NRPA RATIO	2023 SURPLUS OR DEFICIT
Pavilions	31	3,161	--	--	--
Restrooms	21	4,667	--	--	--
Playgrounds	25	3,920	3,779	26	-1
Basketball Courts	11	8,909	8,790	11	0
Baseball/Softball Fields	29	3,379	24,945	4	25
Tennis Courts	29	3,379	5,577	18	11
Pickleball Courts	12	8,167	11,150	9	3
Multipurpose Fields*	20	4,900	13,244	7	13
Sandy Volleyball Courts	5	19,600	--	--	--
Skate/Bike Park	1	98,000	62,927	2	-1
Splash Pads/ Water Features	2	49,000	--	--	--
Dog Parks	1	98,000	54,119	2	-1
Indoor or Outdoor Swimming Pools	1	98,000	43,100	1	-1

*Note that Sandy residents have access to multipurpose fields at local schools. The fields are not included in this table because the city does not own or manage them

Source: 2023 NRPA Agency Performance Review



Walkshed Analysis

WHY IS A 10-MINUTE WALK TO A PARK IMPORTANT?

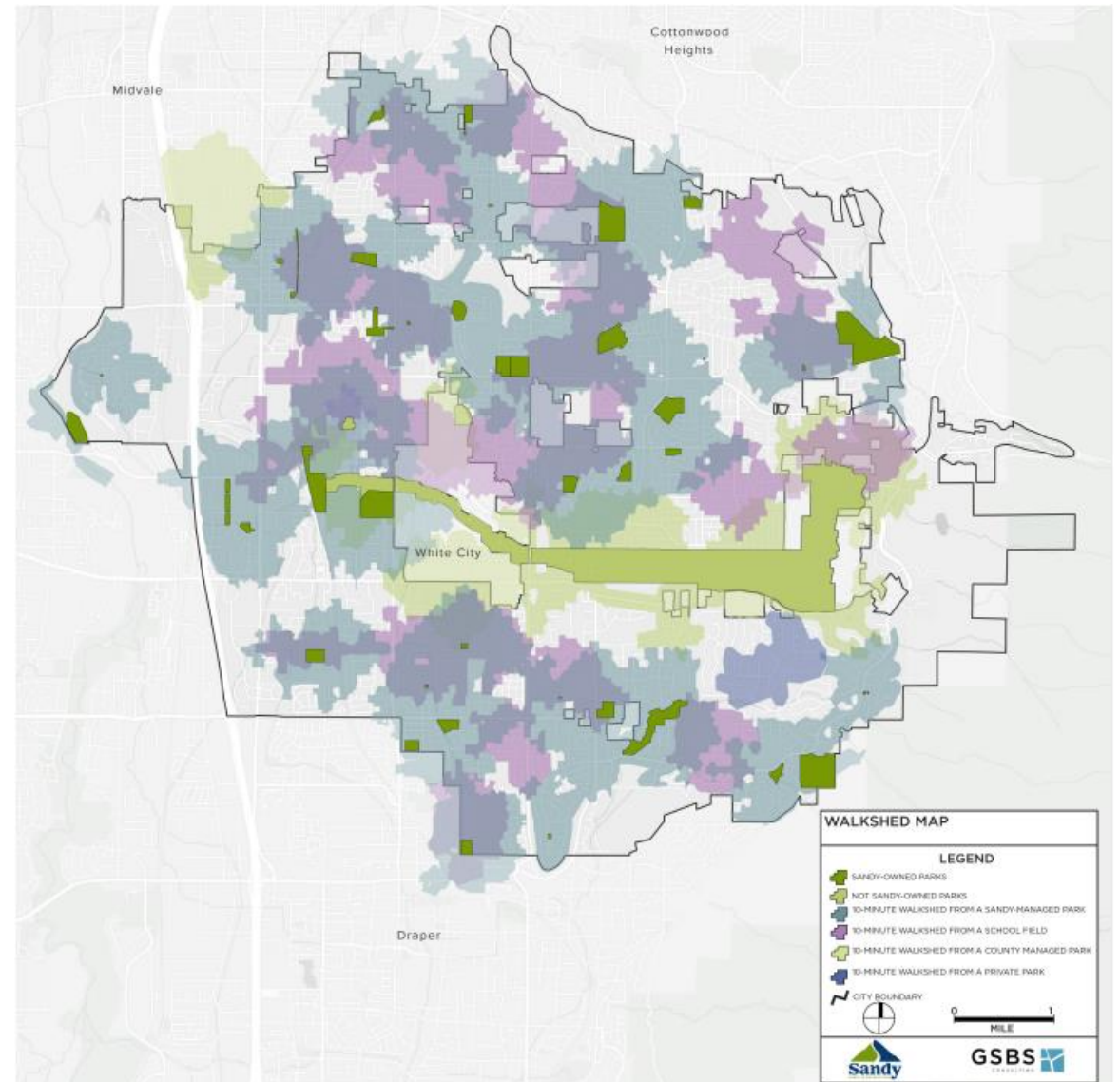
Access to parks is critical for our physical, emotional, and mental health and well-being—no matter what age you are.

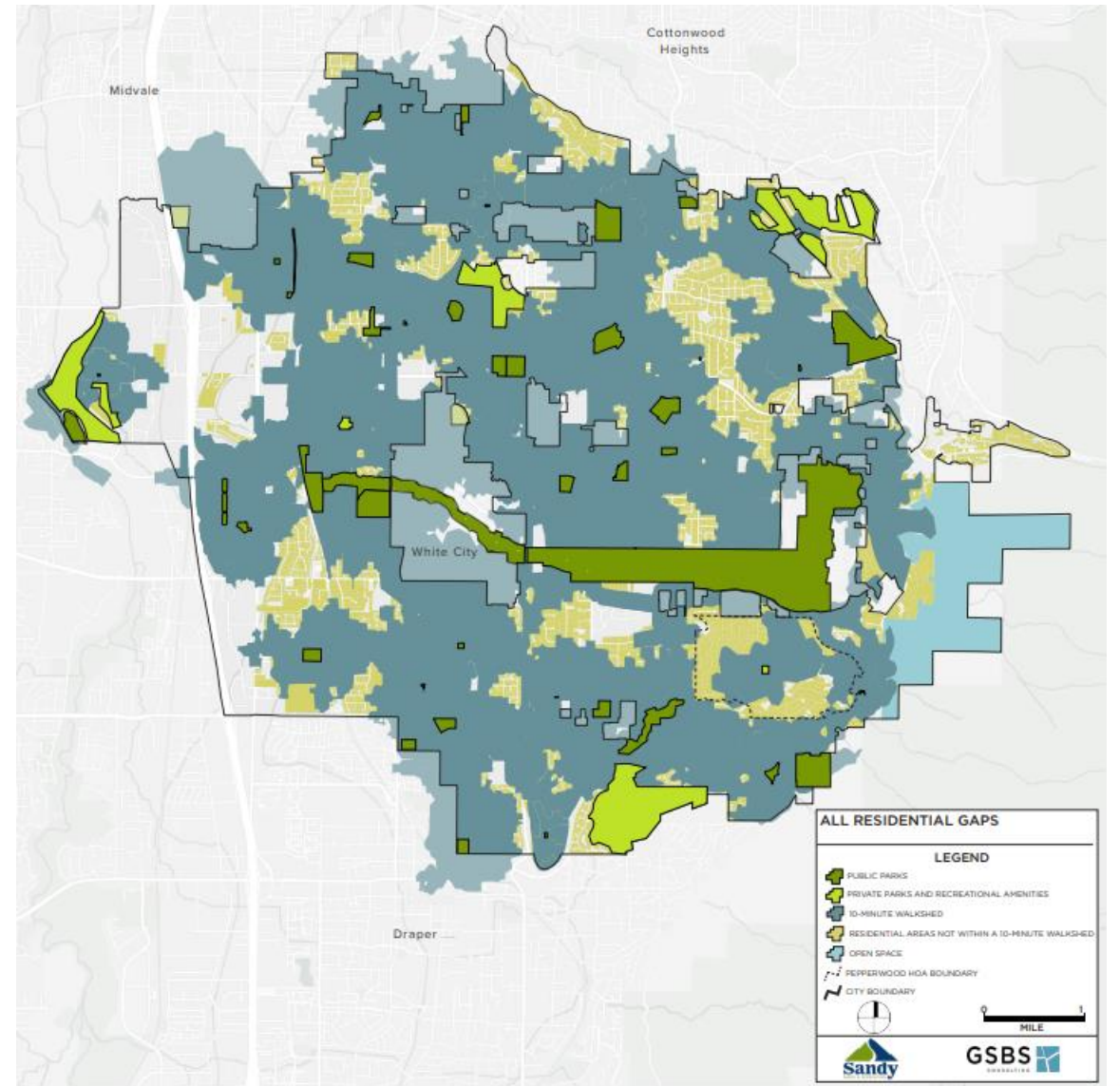
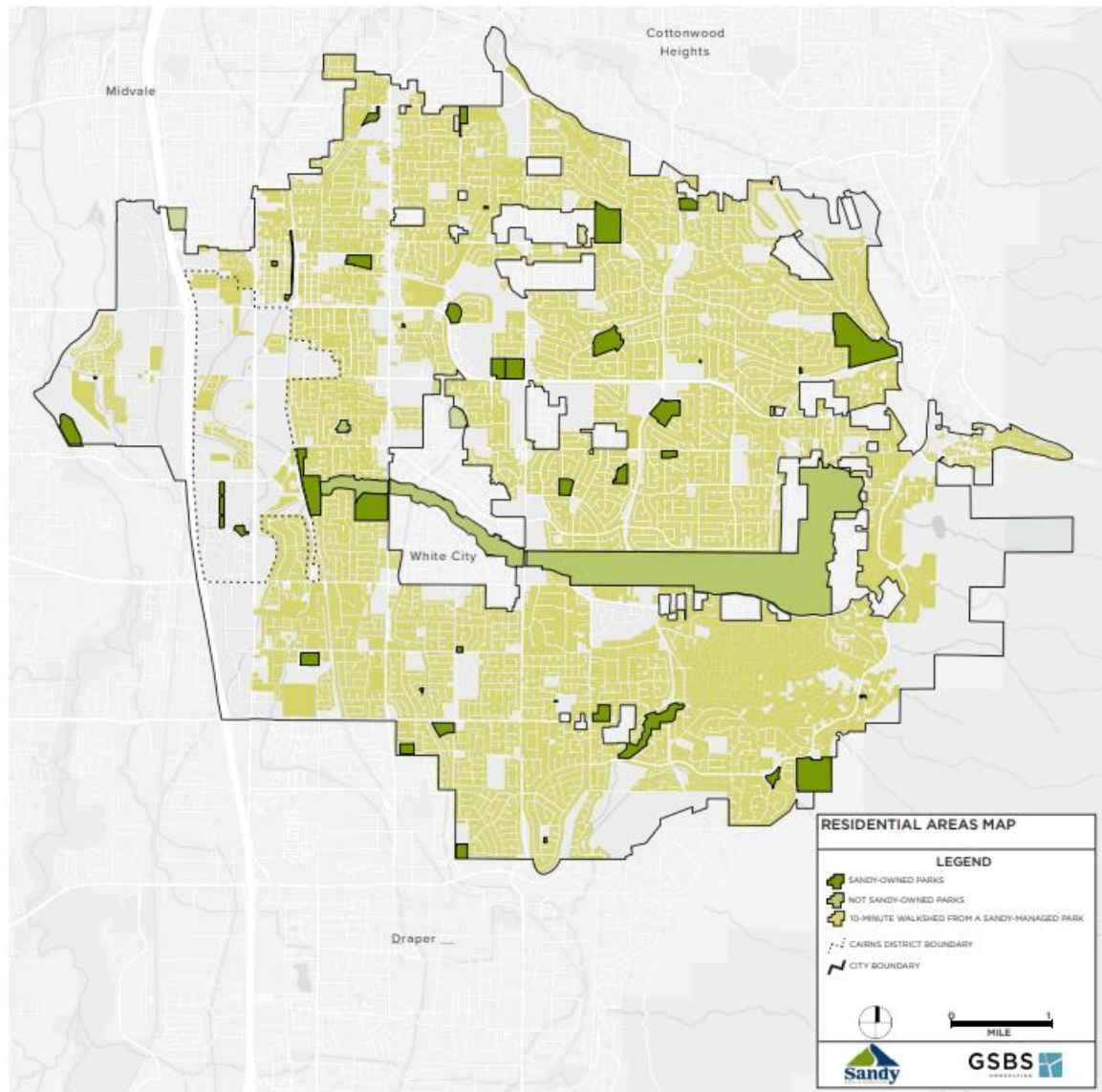
People with easy access to parks are shown to get better exercise, lower the effects of those living with ADHD, help with surgery recovery, and improve health outcomes.

87.5% OF SANDY RESIDENTS LIVE WITHIN A 10-MINUTE WALK TO SOME SORT OF PUBLIC PARK OR OPEN SPACE

The national average is 55% (TPL).

This also means that about 8,500 citizens of sandy do not live within a 10-minute walk to a park.



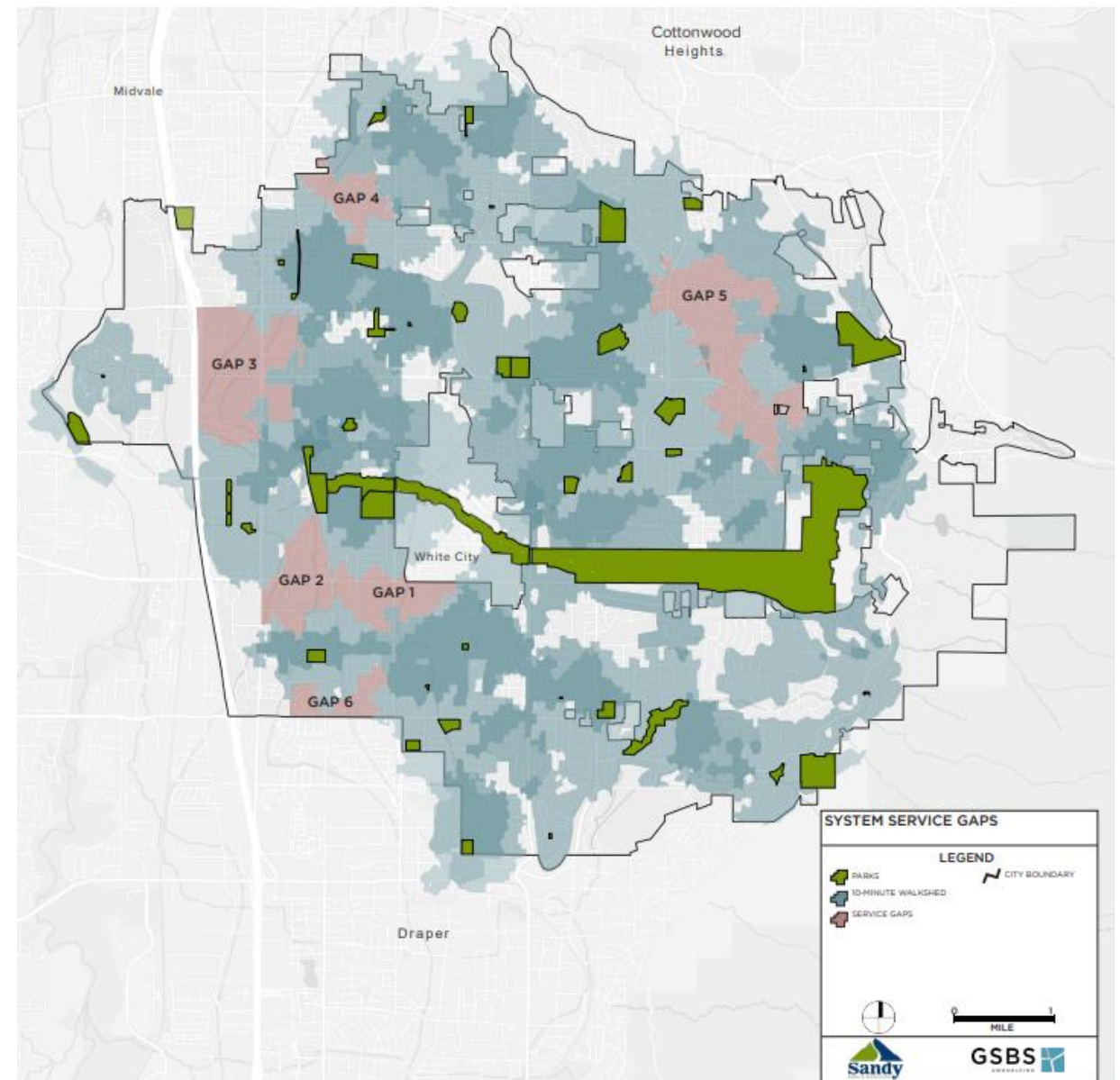


Priority Gaps

TABLE 1.4: PARK-ACRE RATIO COMPARISON

GAP	POPULATION DENSITY	POPULATION	POPULATION TRAJECTORY	MEDIAN HOUSEHOLD INCOME	% OF INCOME FOR MORTGAGE	COUNTS	PRIORITY
Gap 6	21.89	1,856	up	\$87,962	38.9%	4	1
Gap 4	15	1,764	stable	\$89,683	33.4%	2	2
Gap 1	8.52	1,346	up	\$92,250	36.3%	2	3
Gap 3	3.88	1,456	up	\$67,518	30.6%	2	4
Gap 2	7.66	1,388	up	\$102,020	31.0%	1	5
Gap 5	9.66	1,341	down	\$127,105	26.6%	1	6

Source: ESRI Business Analyst 2023



GOALS & STRATEGIES

GOAL

ENSURE THAT EXISTING AND FUTURE RESIDENTS OF SANDY CONTINUE TO HAVE ACCESS TO PARKS AND RESOURCES

POLICY

Increase the number of households within a 10-minute walkshed to a city-owned park, school field, or County managed facility from 87.5% to 93%

- Close walkshed gaps by increasing connectivity options and adding recreation opportunities
- Acquire and develop parkspace in the western portion of the city
- Create opportunities for parks to co-locate with Neighborhood Activity Centers to expand recreational access in Gap 5
- Acquire Canyons School District Land for new Parks should the District decide to close schools
 - Acquire Crescent Middle School should the District want to close and sell
- Continue to work with the school district and alternative schools to maintain and invite community activity on their campuses outside of school hours

POLICY

Maintain a level of service (city parks) of 3.34 park acres per 1,000 population as population increases

- Ensure that Quail Hollow Park is developed into a recreational asset for the community
- Ensure that Pond Park is developed into a recreational asset for the community
- Ensure that the vacant space at 8800 South is developed into a recreational asset for the community
- Ensure park space is developed in the Cairns District to equal 5-acres

POLICY

Continue to require developer-provided greenspace or amenities in new developments

POLICY

Undeveloped open space is acquired for conservation and recreation

GOAL

MORE WIDELY DISTRIBUTE PARK AND RESOURCES TO UNDERSERVED AREAS

POLICY

Park acres and amenities are accessible to all neighborhoods within the city

- Coordinate with the Planning Department on the implementation of General Plan goals and strategies to add Neighborhood Activity Centers through the city that may include public gathering and open spaces
- Explore the use of small-scale public spaces, such as parklets, plazas, and pocket parks to better activate and provide respite and amenities for the trail system
- Distribute unique amenities spatially throughout the city
 - Prioritize a percentage of park impact fees for amenities in neighborhoods experiencing growth
 - Use General Funds to address system deficiencies, modifications and maintenance
 - Update park amenities spatially (one year on the West side, one year on the east, one year to the south, etc.)
- Increase beloved Sandy amenities in other areas, including:
 - Splashpad
 - Skate/bike Park
 - Dog Park
 - Pickleball

GOAL

USE PARKS AS AN OPPORTUNITY TO ADDRESS ECOLOGICAL/ ENVIRONMENTAL NEEDS IN THE CITY

POLICY

Park landscaping demonstrates best practices to preserve natural resources

- Increase tree coverage in parks
 - Take advantage of the mature trees already existing in the parks and increase programming underneath.
- As parks redevelop, identify areas of localscape within the parks or park strips, when appropriate

GOAL

SANDY PARKS CONTINUE TO CONTRIBUTE TO THE OVERALL LIVABILITY OF SANDY NEIGHBORHOODS AND SATISFACTION

POLICY

Include residents in design and implementation of the parks system

- Provide opportunities for community members to engage with park planning, programming, preservation, maintenance, and enhancement
- Enhance safety and enjoyability in parks by incorporating the strategies of Crime Prevention through Environmental Design during the design process
- Promote public awareness and education of the City's parks system and amenities



Individual Park Evaluations

ALTA CANYON PARK

Alta Canyon Park is just over 10 acres and is located next to the city owned and managed recreation center. While the recreation center has a small fee, the park is open and free to the public to use. The park is dominated by the two ballfields where league play is held April through June. The grass outfields are also used in late summer and fall for soccer, training, and other sports.

With this park and recreation center complex housing many amenities, the level of service is quite low with the park being within a 10-minute walk to a park for under 2,000 people. This is due to the surrounding neighborhoods being cut off by the shopping center. As redevelopment occurs at Alta Canyon Shopping Center, special consideration should be made to connecting the neighborhoods through to the park. Improved Highland Drive crossings should also be prioritized.

With the recreation center bringing in people from all over the city, special uses such as a skate park or dog park can be added to the closed tennis court area or the vacant berm east of the recreation center to activate the park at more hours and bring more outdoor programming to the recreation center area to form a complex.



10.01
ACRES

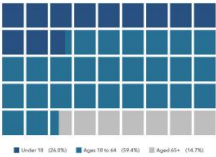
LEVEL OF SERVICE

ACRES PER POPULATION WITHIN A 10-MINUTE WALK

2023: 5.55
2027: 5.62

1,803
POPULATION

POPULATION BY AGE



756
HOUSEHOLDS

2.38
AVERAGE SIZE
HOUSEHOLD

\$119,582
MEDIAN HOUSEHOLD
INCOME

\$447,904
MEDIAN HOME VALUE

RECOMMENDATIONS

Replace/upgrade Recreation center
New playground
Explore addition of a skatepark and/or dog park on the undeveloped land behind the recreation center
Upgrade surfacing at the fitness stations
Add shade structures to the fitness station and playground areas
Could support more pickleball
Sidewalk addition along Highland Drive
Improve intersection at Highland Drive and Alta Canyon Shopping Center with Crosswalks



LOCALSCAPE CONVERSION RATING
(REFER TO PAGE 26)

CAN WE LOOK INTO
ANOTHER DOG PARK
ON THIS SIDE OF
SANDY?

...PRESERVE OUR GRASS BALLFIELDS AT
ALTA CANYON SPORTS CENTER. THEY GET
TONS OF USE...

WALKSHED MAP



AMENITIES & SUPPORT FACILITIES

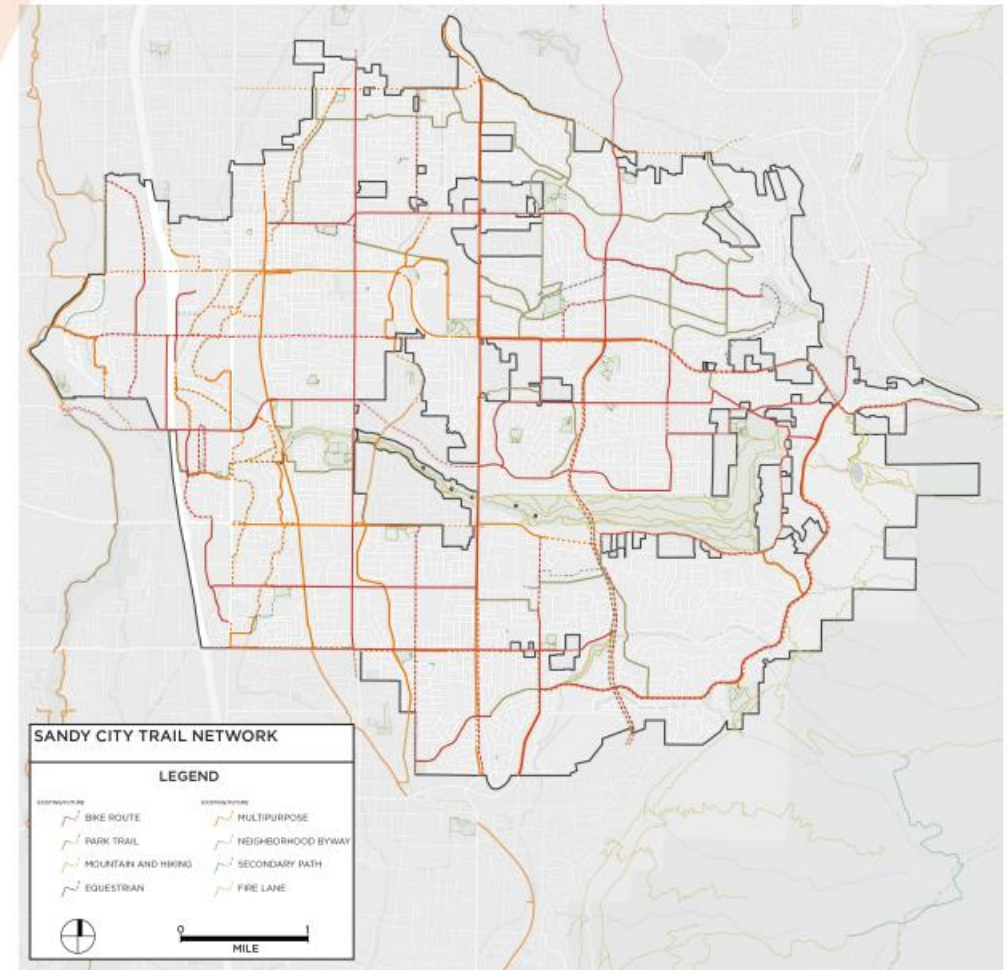
Parking Stalls	212
Trash Bins	16
Pickleball Courts	4
Benches	6
Outdoor Tables	12
Restroom	✓
Playground	✓
Jogging Path	✓
Baseball Field	2
Baseball Lighting	✓
Soccer Field	1
Soccer Lighting	✓
Tennis Courts	4
Tennis Lighting	✓
Volleyball Courts	2
Electrical	✓
Water	✓
Swimming Pool	✓
Active Park	✓



Trails

- Strengths
 - Variety in form and location
 - Scenic views
- Weaknesses
 - Street Identity and wayfinding
- Opportunities
 - Park adjacencies to trails
- Challenges
 - Street—Trail intersections

FIGURE 2.1: SANDY CITY TRAIL NETWORK- EXISTING AND FUTURE



Street—Trail Intersections and Safety

- TREND: Trails for recreation over commuting
- What does this mean?
 - More novice trail users
- Safety concerns center around on-road biking

McClelland Street in Salt Lake City is a prime example of how the vehicular traffic streets bisecting the trail can be treated to enhance pedestrian safety and give a more cohesive look to the trail system.



FIGURE 2.4: PEDESTRIAN AND BICYCLE ACCIDENTS IN SANDY



	2017	2022
# of pedestrian involved fatalities	3	1
# of pedestrian involved injuries	29	21
# of pedestrians involved in a crash	34	30



	2017	2022
# of bicycle involved fatalities	0	0
# of bicycle involved injuries	17	17
# of bicycles involved in a crash	17	21

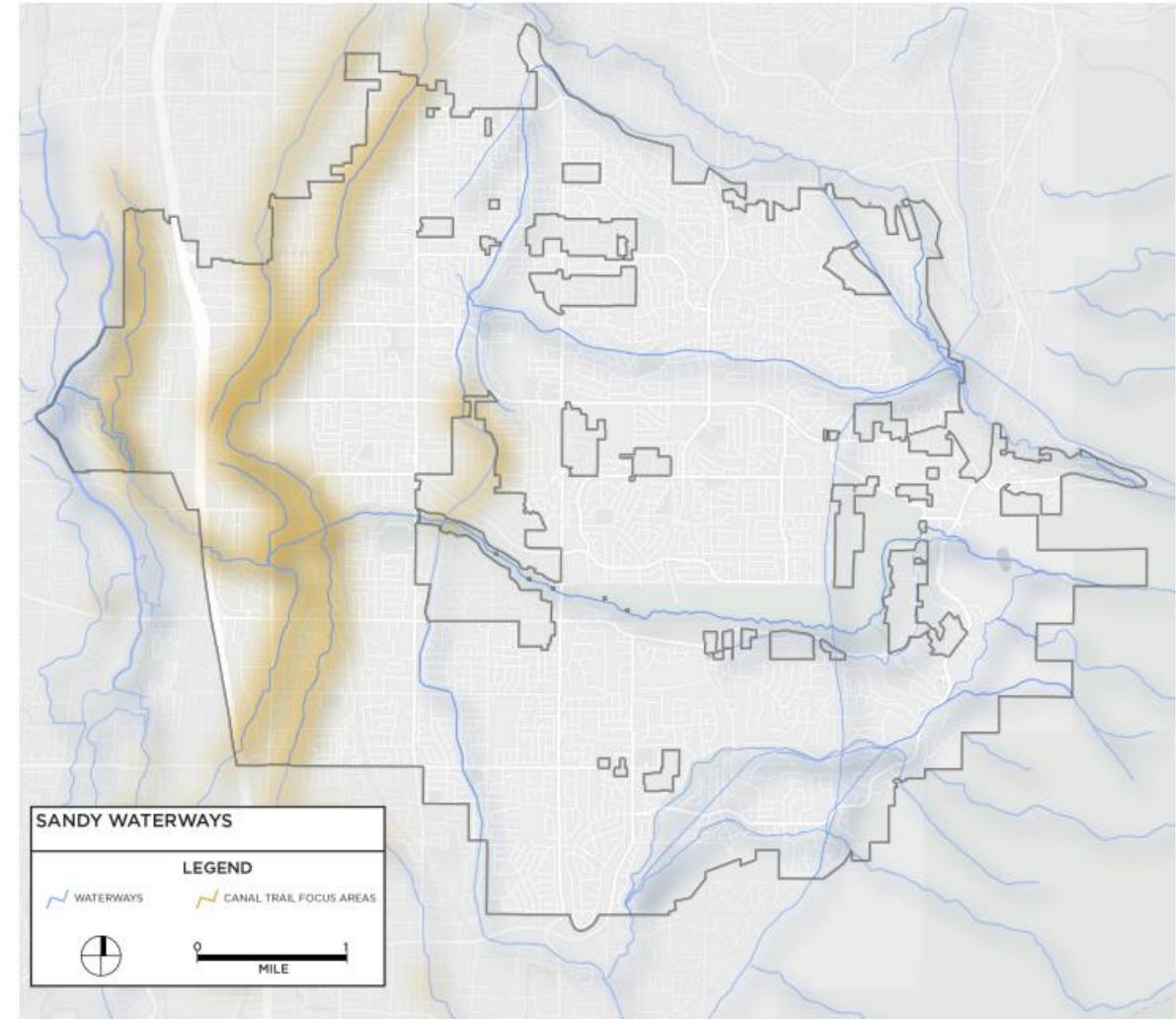
Source: Utah Department of Public Safety Dashboard Portal



Canal Trails

- There are around 18 canals in Sandy
- Great example: Sandy Canal Trail
- There is funding to implement more canal trails, and it is a priority to implement more trails along canals
- This also provides a great opportunity for Off-Road trails

FIGURE 2.3: SANDY WATERWAYS



GOALS & STRATEGIES

GOAL

SANDY CITY TRAILS SYSTEM CONNECTS SANDY PARKS
AND OTHER PUBLIC AMENITIES

POLICY

Take advantage of other connectivity elements and rights of way within the city

- Upgrade streetscapes, landscaping, and explore incorporation of public art along key pedestrian corridors and trails
- Work with canal companies to create trails along Sandy canals
- Integrate trail connections as new roads are built
- Work with the County to develop additional trailheads as planned to improve the access to Dimple Dell Regional Park
- Continue work with Public Works to implement a Safe Routes to Schools program
 - Emphasis on trail use and connections

GOAL

ENHANCE THE TRAIL USER EXPERIENCE

POLICY

Address safety concerns

- Enhance crossings on key pedestrian trails
- Enhance and add more bicycle connections
 - Work with Public Works to have buffered or off-street bike lanes on street 35mph or higher
- Repair walking paths to comply with ADA standards inside the parks

POLICY

Address trail user comfort

- Enhance or establish new connections to the Cairns District, City Hall, & The Promenade
- Increase wayfinding and signage at trailheads

GOAL

CONTINUE TO SUPPORT IMPLEMENTATION OF THE
ACTIVE TRANSPORTATION PLAN

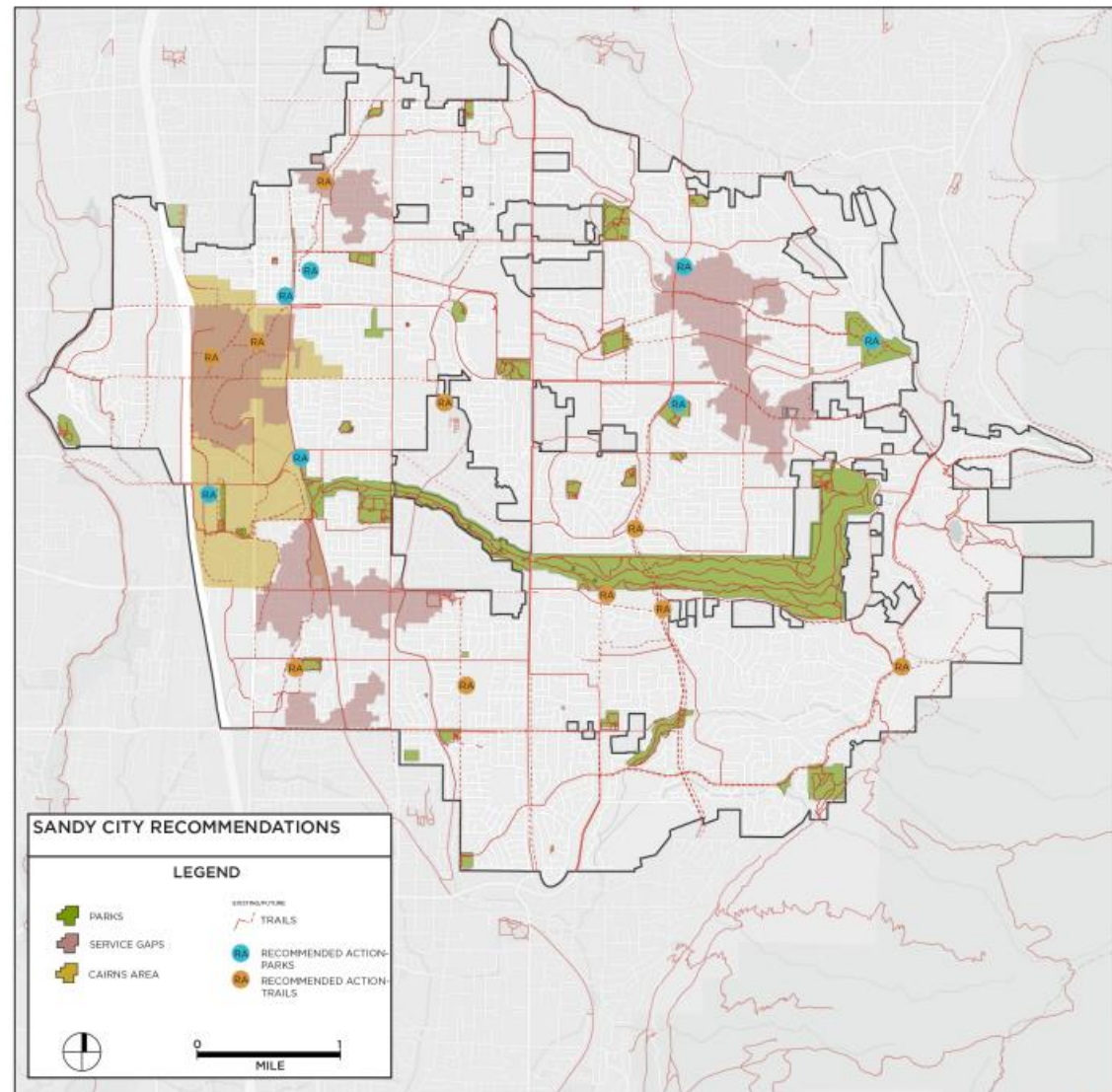


FIGURE 2.5: RECOMMENDATIONS



Recreation

- TRENDS:
 - Adult and senior programming
 - E-sports
 - Social Cohesion over recreation

STRONGEST PERFORMING RECREATION PROGRAMS
Youth soccer
City-wide races
Youth basketball
Pickleball

LOWEST PERFORMING RECREATION PROGRAMS*
Hiking club
Girls Softball
Volleyball
Lego Camp
Karate

* This is not a recommendation to remove these programs. These programs have lower attendance because of attendance caps, restricted age participation, and/or niche sports

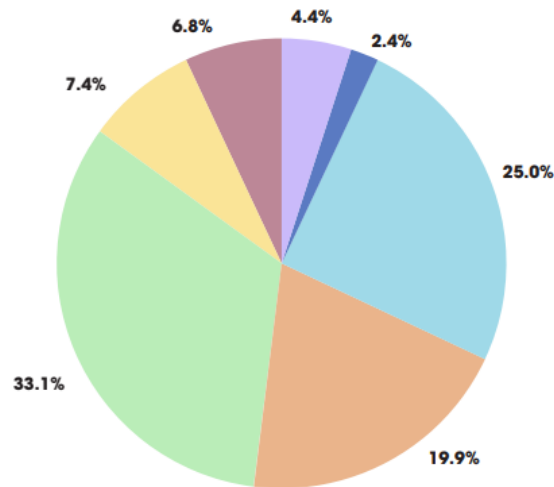
Pre-Pandemic Recreation Program Participation	36,566
Pre-Pandemic Alta Canyon Memberships	2,240
2022-2023 Program Participation	28,932
2022-2023 Memberships	1,536
Pre-Pandemic % Residents participating in Recreation Programming	38%
Pre-Pandemic % Residents with Alta Canyon Memberships	2.3%
% Residents participating in Programming	30%
% Residents with memberships	1.6%
% Change participating in Programming	0.7%
% Change of memberships	8%



Why are people participating less in recreation?

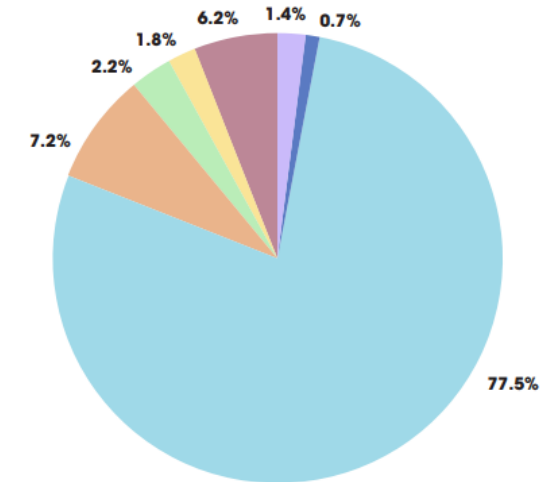
- 44.9% of respondents' answers have to do with **age**

WHAT IS THE PRIMARY REASON YOU OR MEMBERS OF YOUR HOUSEHOLD HAVE NOT PARTICIPATED IN A SANDY RECREATION DEPARTMENT PROGRAM IN THE PAST TWO YEARS?



■ Physically or financially unable to participate or other concern such as COVID-19
■ Lack of program that fits my needs
■ Old age
■ Don't have children or children are aged out of programs
■ Too busy or not interested
■ Participating in recreation elsewhere
■ Lack of awareness about programs

ANY ADDITIONAL MEANS OF COMMUNICATION THE RECREATION DEPARTMENT SHOULD BE USING?



■ Information on website or an app
■ Amphitheater sign
■ None
■ Emails
■ Social media outreach
■ Text messages
■ Print material/mailers



GOALS

GOAL

PROVIDE RECREATION OPPORTUNITIES FOR SANDY RESIDENTS
OF ALL AGES AND ABILITIES

POLICY

Ensure that sandy recreational facilities support the implementation of facilities for everyone

- Replace Alta Canyon Sport Center
- Explore the creation of a satellite recreation or community center near the Promenade
- Explore additional adult programming focused around social cohesion
 - Identify community partners to expand and coordinate offerings for adults and seniors

POLICY

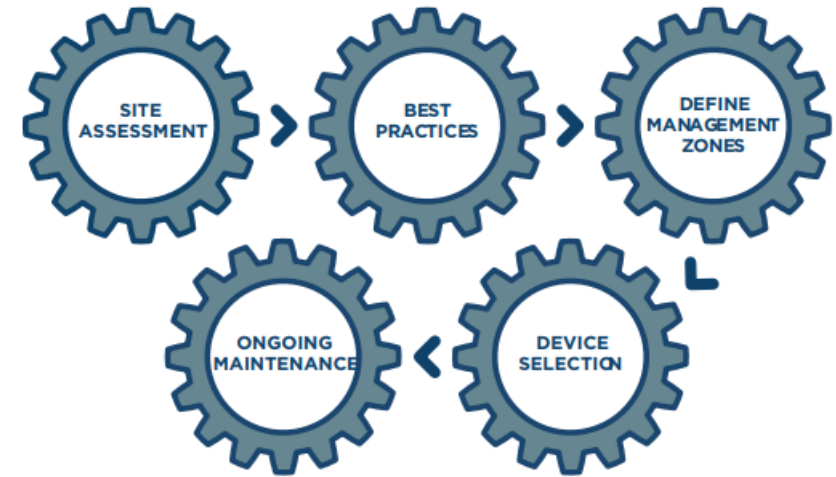
Ensure that recreational opportunities are available year-round and in all types of weather

- Explore additional summer programming for youth
- Identify community partners to expand and coordinate offerings for youths in the summer
- Ensure that recreational centers have indoor recreational opportunities for walking and other non-strenuous recreational activity



Irrigation

- GOAL: IDENTIFY OPPORTUNITIES TO REDUCE WATER USE IN CITY PARKS WHILE MAINTAINING A HIGH LEVEL OF SERVICE
- Policy: implement next practices in the design, maintenance, and operations of irrigation system
- Policy: identify opportunities to replace park turf with waterwise landscaping



Edits to be made

- Park address to each of the park pages
- HAWK access over 9400 South to Amphitheater Park
- Mention of the Flashing Beacon Crossing added at Bryce Drive to Union Park
- Various amenity additions to parks
 - Tennis courts at Bell Canyon
 - Pickleball at Flat Iron Mesa
 - Picnic tables at Lone Peak
 - Playground at Urban Fishery
 - Tennis courts at South Valley Tanks
- Page 119 grammatical edits





Staff Report

File #: 24-097, **Version:** 1

Date: 3/12/2024

Approval of the February 20, 2024 Draft Minutes

Motion to approve the minutes as presented.



Sandy City, Utah

10000 Centennial Parkway
Sandy, UT 84070
Phone: 801-568-7141

Meeting Minutes

City Council

Ryan Mecham, District 1
Alison Stroud, District 2
Zach Robinson, District 3
Marci Houseman, District 4
Aaron Dekeyzer, At-large
Brooke D'Sousa, At-large
Cyndi Sharkey, At-large

Tuesday, February 20, 2024

5:15 PM

City Hall & Online

Business Session

5:15 Council Meeting

Present: 5 - Council Member Alison Stroud
Council Member Zach Robinson
Council Member Cyndi Sharkey
Council Member Ryan Mecham
Council Member Brooke D'Sousa

Excused: 2 - Council Member Marci Houseman
Council Member Aaron Dekeyzer

Council Staff in Attendance:

Dustin Fratto, Council Director
Justin Sorenson, Assistant Director
Christine Edwards, Council Clerk
Liz Theriault, Policy & Comms Analyst
Tracy Cowdell, Council Attorney

Administration in Attendance:

Mayor Monica Zoltanski
Shane Pace, CAO
Lynn Pace, City Attorney
Jeff Bassett, Fire
Greg Severson, Police
Dan Medina, Parks & Recreation
Mike Gladbach, Public Works
James Sorensen, Community Development
Kim Bell, Deputy Mayor
Martin Jensen, Deputy CAO
Susan Wood, PIO
Mike Wilcox, Community Development

Business Session Items

Prayer / Pledge of Allegiance

Council Chair Ryan Mecham welcomed those in attendance.

Council Member Ryan Mecham offered the Prayer.
Fire Chief Jeff Bassett led the Pledge.

Council moved to the Legislative Report.

Legislative Report

Kim Bell, Deputy Mayor, provided an update of the following bills currently under review by the state legislature: HB 421, SB 268, HB 488, HB 289, HB 454. Council questions and comments followed.

Council moved to Item 2 on the Agenda.

1. [24-076](#) General Citizen Comment Period (No earlier than 6:00 PM)

Attachments: [Click here to eComment on this item](#)

Council Chair Ryan Mecham invited the public to participate in General Citizen Comment.

Public comment opened.
Public comment closed.

Council moved to Item 5 on the Agenda.

Special Recognition

2. [24-072](#) Presentation of the GFOA Budget Award to Sandy's Finance Department

Brian Kelley, Administrative Services Director, introduced Nic Hale with the Government Finance Officers Association who presented our Sandy City Finance staff with the Distinguished Budget Presentation Award. This is the 19th consecutive year the Sandy City Finance Department has received this award in recognition of meeting the highest standards and best practices. Mr. Hale also awarded our Sandy City Accounting staff with the Certificate of Achievement for Excellence in Financial Reporting, which is the 36th consecutive year our accounting staff has received this award. Council congratulated our Finance and Accounting department staff for this outstanding achievement.

Informational Items

3. [24-074](#) City Council being presented with the Fiscal Year 2023 Annual Comprehensive Financial Report

Attachments: [Sandy City AA 2023 Governance Letter.pdf](#)
[Sandy City AA 2023 Compliance Reports.pdf](#)
[FY23 ACFR.pdf](#)

Brian Kelley, Administrative Services Director, introduced Paul Skeen and David Peaden with Eide Bailly. This is the first year for the firm, Eide Bailly, to conduct the city's annual audit. They presented their findings from the audit of the Sandy City financials and presented the Annual Independent Financial Audit Report to the City Council. Mr. Skeen reviewed three reports issued by their firm: the main audit report, the yellow book report on internal compliance and controls, and the state compliance report. The firm has issued clean opinions on all three reports. Mr. Skeen and Mr. Peaden discussed the findings from their compliance reports. The audit team identified multiple audit adjustments that in the aggregate represent a material adjustment to the financial statements. In addition, restatement to the prior year financial statements was required due to lease receivables not being presented in the fund financial statements, although they were properly included in the government-wide financial statements. Audit adjustments were proposed that impacted receivables, capital assets, debt, and lease receivables, and beginning fund balance. The audit team recommended that management review the process and timing of reconciliation of year end items, as well as, continuing to provide training to those performing these reconciliations. The Finance team agreed with the audit findings and recommendations to review the process and timing of year-end reconciliation items and will do so before the fiscal year 2024 audit commences. Council questions followed. Council thanked the team for their professionalism and expertise in working on the annual audit.

4. [24-075](#) Administration recommending the Council receive a presentation on the results from the recently completed City Services Survey

Attachments: [Sandy City Services Survey Presentation](#)
[Sandy Services Report](#)

Kyrene Gibb with Y2 Analytics reviewed the results of the Sandy Services Survey that was recently conducted. The five key findings include: the quality of life in Sandy is high, quality of services is good or excellent, most residents give city leadership high marks, most respondents want more communication from Sandy City - with a focus on email communication, most give city events high marks. Ms. Gibb reviewed survey methodology: 548 residents responded and invitations were sent out via email and text. She found that while residents enjoy a high quality of life in Sandy, they had mixed feelings on city changes over time and she reviewed those responses. Crime and preservation of open spaces remain important issues for residents. Overall, most residents are proud to live in Sandy City and feel the city events and services are good to excellent. The results were very positive. Council questions and comments followed. Council thanked Ms. Gibb for her presentation.

Council moved to Item 1 on the Agenda: General Citizen Comment.

5. [24-071](#) Canyons School District briefing the Council on how the district is supporting newcomer students experiencing homelessness
- Mayor Zoltanski introduced Paula Logan to speak about how the Canyons School District is handling the influx of new arrivals to Utah and Sandy City. These new arrivals are in need of city and state services and they reviewed the impact that it is having on our local schools and community. Connie Crosby, Canyons School District Homeless Liaison, thanked the Council for their leadership and warm welcome for the MVP Shelter. She spoke about the current situation of homelessness that is impacting our community. The shelter is facing a crisis level and has had to turn away individuals from the Road Home. Ms. Paula also spoke about the support her office is providing to the newcomers. Council thanked them for their presentation.

6. [CA09082023](#) Amendments to Title 21 of the Land Development Code related to Mixed
[-0006607](#) Use Development
[\(WS\)](#)

Attachments: [Staff Report](#)

[Exhibit A](#)

[Exhibit B](#)

[PC Minutes 9/21/23](#)

[PC Minutes 2/1/24](#)

[Presentation](#)

Mike Wilcox, Community Development, reviewed the proposed amendments to Title 21, Land Development Code. The purpose of the code amendments is to revise the development standards, locations, and definitions for implementation of mixed use development within Sandy City. The proposed amendments include Chapter 8 and Chapter 37. The intent of these amendments is to strengthen and clarify the code with minor amendments to prevent misuse of the existing code. The Planning Commission has forwarded a positive recommendation. A proposed ordinance will be brought forward next week for Council consideration and action. Council questions and comments followed. Council thanked Mr. Wilcox for his presentation.

Consent Calendar

Approval of the Consent Calendar

A motion was made by Cyndi Sharkey, seconded by Zach Robinson to approve the Consent Calendar. The motion carried by a unanimous voice vote.

7. [24-066](#) The Police Department requesting Council approval of an interdepartmental transfer of property from the evidence room to Police IT
- Attachments:** [Signed Resolution 24-06C](#)
[Resolution 24-06C.pdf](#)
- Item adopted.**
8. [24-067](#) The Police Department requesting Council approval of an interdepartmental transfer of property from the evidence room to the Evidence Unit
- Attachments:** [Signed Resolution 24-05C](#)
[Resolution 24-05C.pdf](#)
- Item adopted.**
9. [24-069](#) Staff recommending the council adopt the "Policies and Procedures for Participation in events by City Officials" as required under Title 3-1-9 of the Revised Ordinances of Sandy City
- Attachments:** [Signed Resolution 24-07C with Exhibits](#)
[Resolution 24-07C with Exhibits.pdf](#)
- Item adopted.**
10. [24-068](#) Mayor Zoltanski requesting that the Council provide consent to the appointment of Jennifer George to serve as an alternate member to the Sandy City Planning Commission
- Attachments:** [Signed George Resolution 24-03M](#)
[George Resolution 24-03M.pdf](#)
- Item approved.**

Council Voting Items

11. [24-070](#) Council office recommending that the council continue the annually required review of its Rules of Procedure

Attachments: [Click here to eComment on this item](#)
[D'Sousa Memo and Redline.pdf](#)

Dustin Fratto presented the item and asked for any additional feedback or amendments to the Council Rules of Procedure. Council Member D'Sousa reviewed proposed amendments to the policy. Her intention with the proposed changes is to provide more stability and continuity for our residents. She recommended the Council receive training on and review its Rules of Procedure each evenly numbered calendar year no later than the last regularly scheduled Council meeting in February. Council shared their feedback and expressed support of Council Member D'Sousa's proposed amendments.

Public comment opened.
Public comment closed.

A motion was made by Zach Robinson, seconded by Cyndi Sharkey to accept the proposed changes by Council Member D'Sousa as discussed this evening...The motion carried by the following roll call vote:

Yes: 5 - Alison Stroud
Zach Robinson
Cyndi Sharkey
Ryan Mecham
Brooke D'Sousa

Excused: 2 - Marci Houseman
Aaron Dekeyzer

Standing Reports

Agenda Planning Calendar Review & Council Office Director's Report

Dustin Fratto, Council Director, reviewed the iLegislate web version with the Council. If you would like an account, please let him know.

Council Member Business

Council Member Robinson thanked James Sorensen and his department for their responsiveness with a resident's concern. He also expressed his support of city employees and their safety.

Council Member Ryan Mecham thanked Dustin Fratto and Tracy Cowdell for their help with a resident's concern.

Council Member Stroud thanked Mike Gladbach for his recent help with a resident's issue. The resident expressed their appreciation.

Council Member Brooke D'Sousa mentioned that she will be attending her first Sandy Senior Center Committee meeting on Wednesday and would report back to the Council at the next meeting.

Mayor's Report

Mayor Zoltanski mentioned that the new Sandy City flag was unfurled at Colonial Flag last Friday. She thanked all who attended the occasion. She spoke about the Granite community, and the impact on the city of HB 330. The city will receive \$3 million in additional funding for the construction of a pedestrian bridge by Quarry Bend. She invited Chief Severson up to share an update with the Council.

Chief Severson spoke about his department's Crime Suppression Unit. They recently had a great success in identifying perpetrators of an identity theft ring that resulted in 19 felony arrests. It was a tremendous success for the Sandy City Police Department. Mayor Zoltansk also spoke about a Heber City event she participated in and was enthusiastic about bringing more sporting events to Sandy City.

CAO Report

Shane Pace, CAO, mentioned that Martin Jensen, our new Deputy CAO, is now here full time and is a great addition to our team.

Adjournment

Council unanimously agreed to adjourn the Council Meeting at 7:49 pm.



Staff Report

File #: 24-104, **Version:** 1

Date: 3/12/2024

Agenda Item Title:

Mayor Zoltanski requesting that the Council provide consent to the reappointment of Daniel Schoenfeld to serve as a regular member to the Sandy City Planning Commission

Description/Background:

Mayor Zoltanski is proposing, for Council Advice and Consent, Daniel Schoenfeld to serve as a regular member to the Sandy City Planning Commission

Per the Sandy City Legislative Code Section 3-1-2, *The Council may perform all duties and responsibilities authorized or required by state law. The Council shall give the Mayor its advice and consent in appointments to the Planning Commission and Board of Adjustment.*

Mr. Schoenfeld was originally appointed to the Planning Commission in 2019 as an alternate member and then in 2022 as a regular member.

Recommended Action:

Motion to consent to Resolution 24-04M

RESOLUTION # 24-04M

A RESOLUTION APPOINTING **DANIEL SCHOENFELD** AS A REGULAR MEMBER TO THE SANDY CITY PLANNING COMMISSION

BE IT RESOLVED by the Mayor, with the advice and consent of the City Council in Sandy City, Utah, that Daniel Schoenfeld be appointed as a regular member to the Sandy City Planning Commission.

The appointment will be as follows:

Daniel Schoenfeld to fill a term as a **Regular Member** ending on March 31, 2028

PASSED AND APPROVED this _____

Monica Zoltanski
Mayor

Chairman,
Sandy City Council

ATTEST:

City Recorder

RECORDED this _____ day of _____ 2024.



Staff Report

File #:

ANX01022024-006689,

Version: 1

Date: 3/12/2024

Agenda Item Title:

The Community Development Department is recommending the City Council adopt Resolution #24-09C indicating the intent to annex two parcels of contiguous unincorporated area located at 886 E. 7800 S. (approximately 0.93 acres), setting a public hearing date to consider such annexation, and directing publication of a hearing notice.

Presenter:

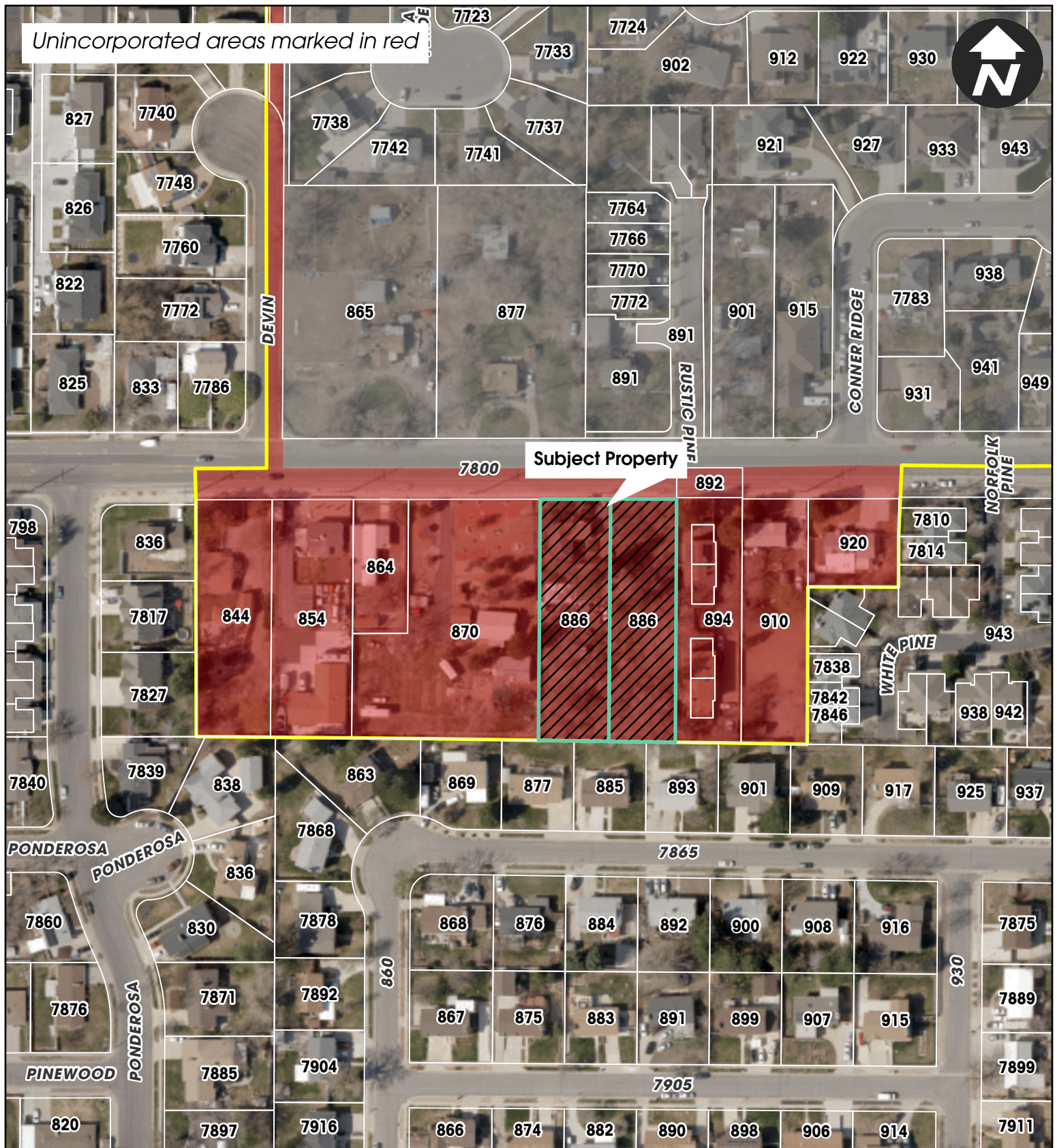
Brian McCuiston, Assistant Community Development Director

Description/Background:

Andrew Gutierrez is requesting that the properties located at 886 E. 7800 S. in Salt Lake County, be annexed into Sandy City.

Recommended Action and/or Suggested Motion:

The Community Development Department is recommending the City Council adopt Resolution #24-09C, setting a public hearing date to consider the 886 E. 7800 S. Trust Annexation, located at approximately 886 E. 7800 S.



Subject Property

ANX01022024-006689
Annexation
886 E 7800 S

RESOLUTION #24-09C

886 E. 7800 S. TRUST ANNEXATION

**A RESOLUTION INDICATING INTENT TO ANNEX AN UNINCORPORATED AREA,
SETTING A HEARING TO CONSIDER SUCH AN ANNEXATION, AND DIRECTING
PUBLICATION OF HEARING NOTICE**

The City Council of Sandy City, State of Utah, finds and determines as follows:

1. Sandy City (“**City**”) desires to annex two parcels of contiguous unincorporated area, totaling approximately 0.93 acres, located at approximately 886 E. and 7800 S. Both parcels of land currently are in Salt Lake County, Utah, and more specifically described in the description attached hereto as **Appendix “A”**.
2. The annexation of that portion of an island or peninsula, leaving unincorporated the remainder of that island or peninsula, is in the City’s best interests.

NOW, THEREFORE, BE IT RESOLVED by the City Council of Sandy City, Utah that it does hereby:

1. Indicate the City Council’s intent to annex the area described in **Appendix “A”**.
2. Determine that not annexing the entire unincorporated island or unincorporated peninsula is in the City’s best interest.
3. Indicate the City Council’s intent to withdraw the area described in **Appendix “A”** from the municipal services district.
4. Set a public hearing for April 16, 2024, no earlier than 5:15 p.m. to consider the annexation.
5. Direct the City Recorder to publish and send notice of such hearing in accordance with Utah Code.

ADOPTED by the Sandy City Council this ____ day of _____, 2024.

Ryan Mecham
Sandy City Council Chair

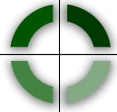
ATTEST:

City Recorder

RECORDED this ____ day of _____, 2024.

Appendix “A”

LEGAL DESCRIPTION



24001-03_886 E. 7800 S. TRUST ANNEXATION DESCRIPTION

A parcel of land to be annexed from Salt Lake County to Sandy City, situate in the Northwest Quarter of Section 32, Township 2 South, Range 1 East, Salt Lake Base & Meridian, Salt Lake County, Utah. The boundaries of said parcel of land are described as follows:

Beginning at a point in the southerly right of way line of 7800 South Street, said point is also the Northeast Corner of property described in Warranty Deed in favor of Andrew Gutierrez recorded as Entry No. 14186854 in Book 11462 at Page 4180 in the Office of the Salt Lake County Recorder, said point is 888.45 feet S.89°39'40"W. along the section line and the current Midvale City boundary line established by CORRECTED PLAT OF UNION FORT ANNEXATION, recorded June 11, 2004 as Entry No. 9086790 in Book 2004P at Page 153 in the Office of the Salt Lake County Recorder and 34.50 feet S.00°20'20"E. from the North Quarter Corner of said Section 32 (Basis of Bearing is S.89°39'40"W. along the section line between the found monuments representing the North Quarter Corner and the Northwest Corner of said Section 32); and running thence along the easterly boundary line of said described property S.00°20'20"E. (South by record) 269.59 feet to the Southeast Corner of said described property, said point is also in the current Sandy City boundary line established by EXTENSION OF SANDY CITY LIMITS, recorded September 22, 1972 as Entry No. 2486785 in Book MM at Page 56 in the Office of the Salt Lake County Recorder, said point is also in the northerly boundary line of Ponderosa Park No. 4 recorded as Entry No. 2509869 in Book MM at Page 100 in the Office of the Salt Lake County Recorder; thence along the boundary of said EXTENSION OF SANDY CITY LIMITS and said northerly boundary line N.89°25'33"W. 151.02 feet to Southwest Corner of said described property; thence along the westerly boundary line of said described property N.00°20'20"W. (North by record) 267.18 feet to a point in said southerly right of way line of 7800 South Street; thence along said southerly right of way line N.89°39'40"E. 151.00 feet to the point of beginning.

The above described parcel of land contains 40,526 square feet or 0.93 acre in area, more or less.



Staff Report

File #:

ANX030372024-006727,

Version: 1

Date: 3/12/2024

Agenda Item Title:

The Community Development Department is recommending the City Council adopt Resolution #24-10C indicating the intent to annex a parcel of contiguous unincorporated area located at approximately 8700 S. 700 W. (approximately 27.68 acres), setting a public hearing date to consider such annexation, and directing publication of a hearing notice.

Presenter:

Brian McCuiston, Assistant Community Development Director

Description/Background:

Josh Vance, representing the property owners, is requesting that the property located at approximately 8700 S. 700 W. in Salt Lake County, be annexed into Sandy City.

Recommended Action and/or Suggested Motion:

The Community Development Department is recommending the City Council adopt Resolution #24-10C, setting a public hearing date to consider the FBAC DEVELOPMENT Annexation, located at approximately 8700 S. 700 W.

[illegible]

Agenda Packet Page 108 of 116



*Approximate location

ANX03072024-006727
Proposed Annexation
8700 S 700 W

RESOLUTION #24-10C

FBAC DEVELOPMENT ANNEXATION

A RESOLUTION INDICATING INTENT TO ANNEX AN UNINCORPORATED AREA, SETTING A HEARING TO CONSIDER SUCH AN ANNEXATION, AND DIRECTING PUBLICATION OF HEARING NOTICE.

The City Council of Sandy City, State of Utah, finds and determines as follows:

1. Sandy City (“**City**”) desires to annex a parcel of contiguous unincorporated area, totaling approximately 27.68 acres, located at approximately 8700 S. 700 W. The area currently is in Salt Lake County, Utah, and more specifically described in the description attached hereto as **Appendix “A”**.
2. The annexation of that portion of an island or peninsula, leaving unincorporated the remainder of that island or peninsula, is in the City’s best interests.

NOW, THEREFORE, BE IT RESOLVED by the City Council of Sandy City, Utah that it does hereby:

1. Indicate the City Council’s intent to annex the area described in **Appendix “A”**.
2. Determine that not annexing the entire unincorporated island or unincorporated peninsula is in the City’s best interest.
3. Indicate the City Council’s intent to withdraw the area described in **Appendix “A”** from the municipal services district.
4. Set a public hearing for April 16, 2024, no earlier than 5:15 p.m. to consider the annexation.
5. Direct the City Recorder to publish and send notice of such hearing in accordance with Utah Code.

ADOPTED by the Sandy City Council this ____ day of _____, 2024.

Ryan Mecham
Sandy City Council Chair

ATTEST:

City Recorder

RECORDED this ____ day of _____, 2024.

APPENDIX “A”

A parcel of land to be annexed from Salt Lake County to Sandy City, situate in the East Half of Section 2, Township 3 South, Range 1 West, Salt Lake Base & Meridian, Salt Lake County, Utah. The boundaries of said parcel of land are described as follows:

Beginning at a point in the current Sandy City boundary line established by EXTENSION OF SANDY CITY LIMITS recorded October 29, 1971 as Entry No. 2418204 in Book KK at Page 21 in the Office of the Salt Lake County Recorder, said point is also the East Quarter Corner of said Section 2 (Basis of Bearing is N.00°14'04"E. along the section line between the found monuments representing the East Quarter Corner and the Northeast Corner of said Section 2); and running thence along said current Sandy City boundary line the following two (2) courses: 1) S.00°09'31"W. 72.66 feet (South 72.65 feet by record), said line also runs along the section line between the East Quarter Corner and Southeast Corner of said Section 2, and 2) N.85°45'56"W. (N.86°00'00"W. by record) 670.00 feet to a point in the current West Jordan City boundary line established by ANNEXATION TO THE CITY OF WEST JORDAN recorded June 27, 1978 as Entry No. 3130208 in Book 78-6 at Page 180 in the Office of the Salt Lake County Recorder, said point is also in the centerline of the Jordan River; thence along said current West Jordan City boundary line and said centerline of the Jordan River the following eleven (11) courses: 1) N.00°12'43"E. 146.35 feet, 2) N.18°53'41"W. 328.89 feet, 3) N.12°45'11"W. 123.15 feet, 4) N.04°13'30"W. 95.90 feet, 5) N.01°21'17"E. 349.42 feet, 6) N.18°33'39"E. 86.28 feet, 7) N.29°15'27"E. 76.73 feet, 8) N.36°54'02"E. 224.29 feet, 9) N.19°47'24"E. 156.98 feet, 10) N.29°04'03"E. 145.09 feet and 11) N.08°49'35"W. 50.89 feet to the extension of the northerly boundary line of property described in Warranty Deed in favor of Fur Breeders Agricultural Cooperative recorded as Entry No. 14209620 in Book 11474 at Page 5036 in the Office of the Salt Lake County Recorder; thence along said northerly boundary line and its extension the following two (2) courses: 1) N.89°58'47"E. 16.08 feet to the Northwest Corner of said described property and 2) N.89°58'47"E. 475.55 feet to a point in said current Sandy City boundary line established by EXTENSION OF SANDY CITY LIMITS, said point is also in the section line; thence along said current Sandy City boundary line and said section line S.00°14'04"W. (South by record) 1652.50 feet to the point of beginning.

The above described parcel of land contains 27.68 acres in area, more or less.



Staff Report

File #: 24-100, **Version:** 1

Date: 3/12/2024

Agenda Item Title:

Council Members Robinson and Houseman proposing that the council conduct a Fiscal Year 2025 council budget priorities workshop on April 9, 2024

Presenter:

Marci Houseman, Council District 4

Zach Robinson, Council District 3

Description/Background:

Please review the attached memorandum

Further action to be taken:

If approved by the council a workshop will take place on April 9, 2024 in lieu of a regular city council meeting

Recommended Action and/or Suggested Motion:

Motion directing Council Members Robinson and Houseman to coordinate with Council staff in preparing a budget priorities workshop for April 9, 2024 as discussed this evening.



Sandy City Council Office

10000 South Centennial
Parkway Suite 231
Sandy, UT 84070
O | 801-568-7141
Sandy.Utah.Gov

MEMORANDUM

March 12, 2024

To: City Council Members

CC: Dustin Fratto, Council Executive Director

From: Zach Robinson, Council District 3
Marci Houseman, Council District 4

Subject: Proposal to develop Council Budget Priorities for the FY25 Budget

Proposal:

We propose that on April 9, 2024, in lieu of a regular city council meeting, the council conduct a City Council Budget Priorities Workshop.

Purpose and Outcomes:

The primary purpose of this workshop is to develop a cohesive set of high-level city council budget priorities for the Fiscal Year 2025 (FY25) budget. The secondary purpose is to develop a tool that the council can use to help us evaluate budget requests. The priorities and tool can be used as a lens through which the council can examine the Tentative Budget and departmental budget requests leading up to the adoption of the final budget for FY25.

Process:

1. Tonight, we request that the council answer the following questions and/or approve our recommendations:
 - a. Approve holding a council budget priorities workshop, as described herein.
 - b. Approve April 9th as the date of the workshop.
 - c. Approve conducting the workshop in the multipurpose room.
 - d. Approve selecting an outside facilitator as described herein.
 - e. Decide which “norms” or “rules” should be adopted for the workshop.
2. Council staff will work with Council Members Houseman and Robinson to select and hire (if necessary) a workshop facilitator.
3. The workshop will be held on the selected date.
 - a. Council staff and Council Members Robinson and Houseman will work with the facilitator to design a budget priorities exercise that both serves the purposes and adheres to the “norms” defined herein.

Suggested date and time for workshop:

We believe in being purposeful throughout this process. We feel that it is important that the council set aside a meeting date specifically for this workshop. We propose that a council meeting in April be set

aside for this purpose and our recommended date is April 9th. Should that date be selected, we propose that no other agenda items be placed on that evening's agenda. We expect the workshop to last approximately four hours. We suggest that the council begin a little earlier than normal that evening if possible. Our recommendation is a start time of 4:30 PM.

Suggested location of workshop:

We feel that it is important the workshop be conducted somewhere that allows for both casual conversation around a conference table as well as moving around as necessary, our suggestion is that the council sit with a facilitator around a small conference table. For this reason, we propose that the workshop be held in the multipurpose room at City Hall. In the interest of allowing casual and open conversation and to allow flexibility for the facilitator, we recommend that the council forego the use of microphones during the workshop.

Suggested Facilitator:

We propose that an outside facilitator be brought in. We believe that someone with knowledge of local government who is unaffiliated with the city will allow for the most effective process. We've held conversations with the current city manager of a Utah City who regularly consults with municipalities around the country on strategic planning and budget prioritization. We would like the council to allow us to work with Council Staff to hire an outside facilitator.

Workshop "norms" or "rules":

We believe that prior to the workshop the council should agree upon a series of norms or rules for the workshop. These can encompass any process that we agree should be followed during the discussion. We propose the following norms:

1. The intention of this workshop is for the Council to establish Council budget priorities for FY25. While other city representatives and the public may attend and observe the workshop, only members of the council and the facilitator will be participants.
2. Discussion on priorities should be "high level." It should focus on budget priority categories, themes, and intentions, but not council members' individual priorities themselves.
3. When appropriate the facilitator should implement the "Fist to Five Protocol," as described in Exhibit "A" of this memorandum. We believe that utilizing this protocol when selecting our council priorities will result in the most accurate depiction of the priorities of the body. It will also allow council members to express their opinion on a topic using a gradient as opposed to only a yes or a no.
4. During discussion on each topic, no council member will have the opportunity to speak a second time until every other member has had the opportunity to speak once.

Exhibit “A”

(See next page)

Fist to Five Voting and Consensus

Fist to Five is quality voting. It has the elements of consensus built in and can prepare groups to transition into consensus if they wish. Most people are accustomed to the simplicity of "yes" and "no" voting rather than the complex and more community-oriented consensus method of decision making. Fist to Five introduces the element of the quality of the "yes." A fist is a "no" and any number of fingers is a "yes," with an indication of how good a "yes" it is. This moves a group away from quantity voting to quality voting, which is considerably more informative. Fist to Five can also be used during consensus decision making as a way to check the "sense of the group," or to check the quality of the consensus.

Fist to Five is accomplished by raising hands as in voting, with the number of fingers raised that indicates level of agreement.

- **A fist** means, "I vote NO." or in consensus it means, "I object and will block consensus (usually on moral grounds)."

- **1 finger** means, "I'll just barely go along." or, "I don't like this but it's not quite a no." or, "I think there is lots more work to do on this proposal." In consensus this indicates standing aside, or not being in agreement but not blocking the consensus.

- **2 fingers** means "I don't much like this but I'll go along."

- **3 fingers** means, "I'm in the middle somewhere. Like some of it, but not all."

- **4 fingers** means, "This is fine."

- **5 fingers** means, "I like this a lot, I think it's the best possible decision."

Fist to Five Process:

1. When a proposal has been brought before a group, it has been well discussed and refined as needed, a vote for passage is taken.

2. People raise their hands with the number of fingers that indicate their degree of agreement with the proposal. Hands are held VERY high and the room is scanned by all. That way everyone is checking the sense of the room and not individual opinions.

3. The vote can stand as taken, with all fists and fingers counted, the majority winning. Or, people with fists and one finger can be asked to speak to their objections and offer possible solutions to overcome their objections. This is attempted, and then a second and final vote is taken, which is the final vote.

4. It is often wise to check early in the proposal dialogue, as sometimes a group is actually ready for consensus or a vote earlier than expected and a lot of time can be saved. An early check might find all 4 and 5 fingers except for two 1's, meaning the proposal would be voted in, or in the case of consensus, no one would block consensus and only two people have needs to be met. Only those people then speak and their objections addressed which saves a lot of time.

5. A low quality vote (lots of 1s, 2s and 3s) tells you the decision is probably a stop gap measure and will need to be watched closely or revisited soon. It is generally wise to attach a date for review to a decision that is low in quality. Some groups find it saves time in the end to not accept a vote that is affirmative but primarily 1s and 2s as the proposal is generally troublesome and comes up again anyway.

6. If it is obvious that the vote is wildly split, with no real majority, despite a winning "yes," the group knows it has more work to do, and that the decision may not endure. They can expect more controversy and know a plan must be made to address the polarized views.

7. When Fist to Five has been used for a while, a transition to consensus, if desired, is quite easy.



Staff Report

File #: 24-106, **Version:** 1

Date: 3/12/2024

Agenda Item Title

Possible Closed Session: Pending or reasonably imminent litigation AND/OR discussion of the character, professional competence, or physical or mental health of an individual.