

# BOUNTIFUL CITY COUNCIL

Tuesday, January 28<sup>th</sup>, 2025

6:00 p.m. – Work Session

7:00 p.m. - Regular Session

NOTICE IS HEREBY GIVEN on the Utah Public Notice Website, the Bountiful City Website and at Bountiful City Hall not less than 24 hours prior to the meeting that the City Council of Bountiful, Utah will hold its regular Council meeting at **City Hall, 795 South Main Street, Bountiful, Utah**, at the time and on the date given above. The public is invited to all meetings. Deliberations will occur in the meetings. Persons who are disabled as defined by the Americans With Disabilities Act may request an accommodation by contacting the Bountiful City Manager at 801.298.6140. Notification at least 24 hours prior to the meeting would be appreciated.

If you are not on the agenda, the Council will not be able to discuss your item of business until another meeting. For most items it is desirable for the Council to be informed of background information prior to consideration at a Council meeting. If you wish to have an item placed on the agenda, contact the Bountiful City Manager at 801.298.6140

The meeting is also available to view online, and the link will be available on the Bountiful City website homepage ([www.bountifulutah.gov](http://www.bountifulutah.gov)) approximately one hour prior to the start of the meeting.

## AGENDA

### 6:00 p.m. – Work Session

1. Public/Private Assembly Use – Mr. Francisco Astorga
2. General Plan – Mr. Francisco Astorga

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### 7:00 p.m. – Regular Meeting

1. Welcome, Pledge of Allegiance and Thought/Prayer
2. Public Comment – If you wish to make a comment to the Council, please use the podium and clearly state your name and address, keeping your comments to a maximum of two minutes. Public comment is limited to no more than ten minutes per meeting. Please do not repeat positions already stated. Public comment is a time for the Council to receive new information and perspectives.
3. Consider approval of the minutes of the previous meeting held on January 14<sup>th</sup>, 2025
4. Council reports
5. Victim Services Biannual Report – Mrs. Colette Rampton
6. Consider recommendations from the Traffic Safety Committee – Mr. Lloyd Cheney
7. Consider approval of the purchase of a Virginia Transformer for the 1200 KVAR Capacitor Bank from Controllix Corporation in the total sum of \$103,272 – Mr. Allen Johnson
8. Consider approval of the (3) three-year contract extension with Diamond Tree Experts – Mr. Allen Johnson
9. Consider approval of Resolution No. 2025-02 adopting Bountiful City Policies and Procedures – Mr. Bradley Jeppsen
10. Adjourn

  
City Recorder



# City Council Staff Report



**Subject:** Single-Family Residential Zone Public or Private  
Assembly Discussion  
**Author:** Amber Corbridge, Senior Planner  
Francisco Astorga, AICP, Planning Director  
**Date:** January 28, 2025

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## Background

On October 22, 2024, the City Council reviewed a Land Use Code Text Amendment submitted by Lakeview Cemetery, requesting to add two (2) new conditional uses to the Single-Family Residential Zone. During this meeting, the Council approved 1) *Funeral Home or Mortuary* as a conditional use and requested to further discussion on 2) *Public or Private Assembly as a conditional use*. Staff proposed the following new defined term:

**Public or Private Assembly:** a business that provides for a fee, indoor and/or outdoor facilities for gatherings, such as weddings, receptions, meetings, parties, ceremonies, or similar activities.

The Council expressed concerns regarding the need for spatial separation, possible increased traffic, and event noise mitigation based on proximity to single-family dwellings.

**Direction Requested.** Staff recommends that the Council provide input to be considered for this potential conditional use for a Public or Private Assembly.

## Analysis

The applicant provided information regarding the need to add venue space on their cemetery property to meet the trends and demands of the economy. The applicant states that with the shift in behaviors and preferences they need to be forward-thinking and prepare for the increase in consumers in Utah desiring non-traditional funerals and re-think the long-term viability of the excess land they own in the City at Lakeview Cemetery.

On October 01, 2024, the Planning Commission reviewed the submitted request, held a public hearing, and after significant deliberation, the Commission unanimously voted in support of the proposed conditional use in the Residential Zone following these development parameters:

1. Require the applicant submit a site plan which shows the location and size of the event/assembly space (indoor/outdoor) with a minimum setback of 75 feet from all property lines.
2. Use subject to having a minimum lot size at 3.0 acres (130,680 sf.).

The Commission found that, based on the minimum lot size and the setback requirement, the proposed conditional use would be able to be further mitigated via the CUP process that provides the ability for specific mitigation relating to:

1. *The location of the proposed use in relationship to other existing uses in the general vicinity.*
2. *The effects of the proposed use and/or accompanying improvements on existing developments in the general vicinity.*
3. *The appropriate buffering of uses and buildings, proper parking and traffic circulation, and the use of building materials and landscaping which are in harmony with the area.*

Based on the comments provided by the City Council during the October 22, 2024 Council meeting Staff prepared the following possible mitigation for the Council’s consideration:

Traffic Mitigation

1. Require the applicant submit a traffic impact study during the Conditional Use Permit (CUP) review process.
2. Require the traffic impact study to include the effect of the site development on traffic conditions on abutting streets, and transportation patterns within the general vicinity of the development, etc.
3. Limit access to a designated collector or major roads that does not significantly increase the level of service.

Noise Mitigation

Bountiful City Code Title 5 Chapter 6 defines sound amplifier, requires sound amplification to have license/application, and contains a process of license denial and revocation. See attachment 1. Also, Title 8 Chapter 7 contains the City’s Noise Ordinance general and specific provisions, and exemptions, see attachment 2.

In comparison with other Cities and similar uses, Ogden City Parks and Cemetery noise ordinance for special events permits include the following:

*Affecting Residential Premises: No person shall operate a sound amplification device or musical instrument:*

- a) Between the hours of ten o’clock (10:00) P.M. and seven o’clock (7:00) A.M. in a way that is clearly audible at the property line of a residential premises; or*
- b) In a way that at any time is clearly audible inside of a residential premise, when all exterior doors and window of such dwelling unit are closed.*

*Public Parks: No person shall operate a sound amplification device within a public park, which is clearly audible at a distance of seventy five feet (75’) from the device, unless operated pursuant to permit issued under either section 12-14-8 or section 6-1-7 of this code.*

The Council can consider the following possible mitigation:

1. Restrict hours of operation from 8:00 am to 11:00 pm.
2. Restrict amplified sound to a specific sound decibel reading at the property line.
3. Restrict amplified sound to not emanate beyond the property line.
4. Require the proposal to include substantial buffer elements, such as solid wall, evergreens, and/or berms barriers along property boundaries or around event space.

City Comparison

As brought up by the applicant and verified by Staff Sandy City lists “Social or reception center, fraternal organizations” as a conditional use allowed in their following single-family zones: R-1-40, R-1-30, and R-1-20 zones subject to the following:

1. Any social or reception center built within a residential zone must be on a lot with at least 20,000 square feet (0.46 acres) and be accessed via a designated minor arterial road.
2. Social or reception centers shall be developed according to commercial standards relating to landscaping, parking standards, and signs.

Staff reviewed the following municipal land use (zoning) codes and did not find any of them allowing this use in their perspective single-family residential zones:

- Logan
- West Bountiful
- Murray
- Layton
- Woods Cross
- Draper
- Farmington
- North Salt Lake
- Centerville
- Salt Lake City

Applicant’s Updated Request

On January 16, 2025, the applicant submitted attachment 4 which outlines their updated request based their opinion after hearing the Council’s October 2024 comments and meeting with Staff.

Mitigation	Planning Commission’s Recommendation	Applicant’s Updated Request (to be added in the Code)
Spatial Separation & Noise (indoor/outdoor use) - Setbacks	Minimum setback of 75 feet (from all directions).	Minimum setback of 150 feet (from all directions).
Spatial Separation & Noise - Lot Area	Minimum 3.0 acres.	Minimum of 10.0 acres.
Hours of Operation	To be mitigated during the CUP review.	8:00 am to 11:00 pm.
Noise (indoor/outdoor space)	To be mitigated during the CUP review.	Maximum of 78 decibels, 150 feet from the gathering space.
Traffic	To be mitigated during the CUP review.	Traffic study to be submitted at CUP process showing minimal impact to affected roads, etc.
Access	To be mitigated during the CUP review.	Access to be limited to Bountiful Boulevard.

**Direction Requested.** Staff recommends that the Council provide input to be considered for this potential conditional use for a Public or Private Assembly. Based on the submitted application, the City Council should consider future formal action to:

1. approve the Commission's recommendation,
2. modify the Commission's recommendation and approve the requested code amendment,
3. deny the requested code amendment, or
4. remand the item to the Planning Commission with specific direction.

Due to the legislative aspect of the Land Use Code Text Amendment process, the City is not obligated to approve or support the request. The 2009 Land Use Master Plan does not provide direction regarding this type of use or activity. Per current state code, the City's general plan is an advisory guide for land use decisions. If Council is not inclined to entertain the request, Staff recommends directing Staff to present findings reflecting denying the request.

### **Significant Impacts**

While many church buildings within the Bountiful may be used in a similar way for such events, the majority of these events take place indoors and are infrequent. Furthermore, it is common to hold large events in residences including the backyards; however, these events are few and far between in that special permits are not required by the City. Introducing an events space in residential areas may cause concern for potentially frequency events. The additional mitigation being considered for this conditional use is critical in regulating any potential unfavorable impacts.

### **Department Review**

This staff report was written by the Senior Planner and the Planning Director and reviewed by the City Manager.

### **Recommendation**

Staff recommends that the City Council provide input and direction regarding the possible mitigation that can be considered for conditional use permit for a Public or Private Assembly use.

### **Attachments**

1. Attachment 1 – Title 5 Business Regulations Chapter 6: Sound Amplification
2. Attachment 2 – Title 8 Public Health Chapter 7: Noise Ordinance
3. Attachment 3 – Applicant's Updated Request

**Chapter 6: Sound Amplification and Public Address Equipment**

**5-6-101. Sound Amplifier Defined.**

For the purpose of this Chapter a "Sound Amplifier" is defined as any instrument or device which amplifies or increases the volume of sound. This includes, but is not limited to, public address systems, loud speakers, music players such as boom boxes, electronic instruments, and any other device which produces loud words, music or other sound.

**5-6-102. Sound Amplifier License.**

It is unlawful for any person, firm, association or corporation to use or operate, or permit to be used or operated out of doors, or indoors when used or operated to reach persons out of doors, any sound amplifier as defined in this chapter in any part of the City without a current amplified sound license from the City.

**5-6-103. Application**

The application shall set forth the name and address of the applicant, the location or locations or route or routes at which or over which applicant proposes to operate such sound amplifier or sound amplifiers, the purpose for which such sound amplifier or sound amplifiers will be used, the proposed hours of operation, and the number of days of proposed operation.

**5-6-104. Denial of License and Summary Revocation.**

A sound amplification license may be summarily revoked by any Bountiful police officer upon probable cause to believe that the noise ordinance is being violated, or if under the totality of circumstances the sound is unreasonably disturbing neighbors, the public, or others. The revocation may be appealed to the Bountiful Police Chief, and a denial or revocation of a license may be appealed to the Bountiful City Administrative Law Judge.

**Chapter 7: Noise Ordinance**

**8-7-101. General Prohibitions.**

It is unlawful to:

- (a) intentionally disturb the quiet, comfort or repose of any person in his dwelling by making unreasonably loud noises, which under the circumstances would disturb a person of average and reasonable sensitivities; or
- (b) make unreasonably loud noises with a reckless disregard that the noise is disturbing the quiet, comfort or repose of any person in his dwelling, which under the circumstances would disturb a person of average and reasonable sensitivities, after being informed that the noise is having that effect; or
- (c) make unreasonably loud noises with the intention of preventing or disrupting a lawful meeting, gathering, business or other lawful activity, which under the circumstances would disturb a person of average and reasonable sensitivities; or
- (d) make unreasonably loud noises with a reckless disregard that the noise is preventing or disrupting a lawful meeting, gathering, business or other lawful activity, which under the circumstances would disturb a person of average and reasonable sensitivities, after being informed that the noise is having that effect.

**8-7-102. Specific Prohibitions.**

The following acts are unlawful between the hours of 11:00 p.m. and 6:00 a.m.:

- (a) Loading Operations. Loading, unloading, opening or otherwise handling boxes, crates, containers, garbage containers or other objects;
- (b) Construction Work. Operating, or causing to be operated, any equipment used in construction, repair, alteration or demolition work on buildings, structures or streets.
- (c) Commercial Power Equipment. Operating, or permitting to be operated, any power equipment, in excess of five horsepower.
- (d) Garbage Collection. The collection of garbage, waste or refuse.

**8-7-103. Exemptions.**

- (a) The restrictions set forth in the preceding two sections do not apply in case of actual emergencies.



(b) Applications for a temporary permit for relief from the foregoing restrictions on the basis of undue hardship may be made to the City. The applicant must explain why no other reasonable alternative is available. Any permit granted by the City Manager or his or her authorized representative shall contain all conditions upon which the permit has been granted, including but not limited to the effective dates, any time restrictions, location, and any other reasonable requirements to minimize adverse affects upon the surrounding neighborhood.

(c) The foregoing prohibitions do not apply to snow removal activities.

## **Memorial Mortuaries and Cemeteries – adding a public venue in R-1 Zones**

### **How can we mitigate the City Council’s concerns regarding adding a public venue in R-1 Zones**

The City Council mentioned valid concerns regarding our petition to allow public venues in R-1 zones as a conditional use in the City Council meeting held on October 22<sup>nd</sup>. In that meeting, the Planning Commission proposed the following conditions to mitigate potential concerns:

1. Require a minimum acreage of 3 acres for any parcel to be able to petition to add a public venue
2. Require a 75-foot setback for any public venue in an R-1 zone

We recognize that the City Council is concerned about the additional traffic that a public venue might bring to Bountiful Boulevard and the potential for other landowners in R-1 zones to open public venues in potentially undesirable locations within the city. Having considered these concerns, Memorial would be open to amending the conditions outlined above as follows:

1. Increase the minimum acreage from 3 acres to whatever minimum acreage the Council deems necessary to reduce the likelihood that public venues could be added on other R-1 sites. We would be open to a minimum acreage of up to 10 acres or more, if necessary
2. Increase the setback requirement to 150 feet and have the setback boundary to be inclusive of the North, South, East, and West boundary of what is defined as the “gathering space” for the venue (i.e. the room within the facility where the public gathering is occurring, whether indoors or outdoors).
3. Establish a requirement for operating hours that would be at a maximum of 8:00 AM – 11:00 PM to mitigate any noise concerns from neighboring residents.
4. Establish noise level limits of no more than 78 decibels when 150 feet from the gathering space for the venue (this is consistent with the city’s existing regulations regarding Sound Amplification on public property).

Additionally, Memorial is willing to commit to paying for and conducting a traffic study prior to receiving the conditional permit from the Planning Commission to alleviate concerns regarding traffic overburdening Bountiful Blvd as a result of a public venue existing on our property.

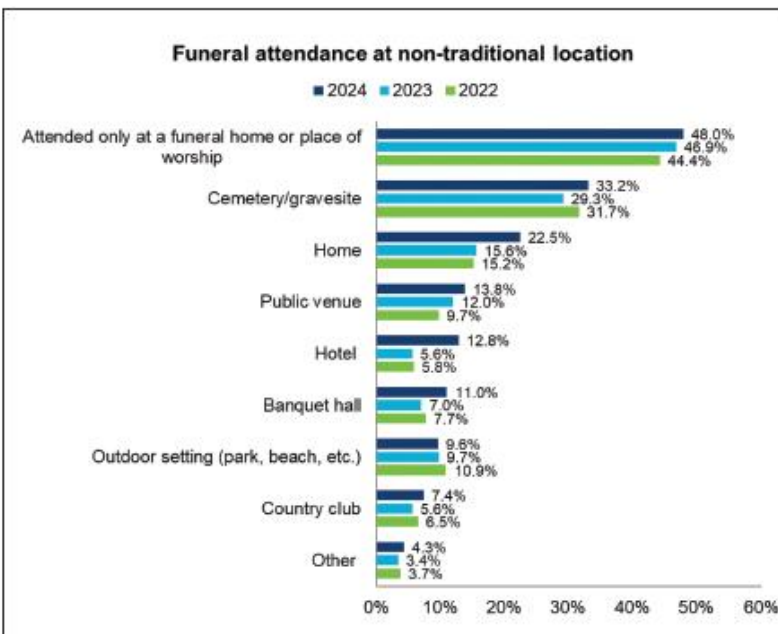
## How would a public assembly hall benefit Memorial Lakeview Mortuary and Cemetery?

The funeral and cemetery industry is undergoing rapid change as consumer mindsets regarding disposition preference, ceremony, and an increasing desire in “non-traditional” funeral ceremonies take hold within the industry.

First, we are observing a shift in disposition attitudes, specifically related to cremation vs. burial which has long term impacts on both the cemetery and the funeral home industry. The percentage of individuals choosing cremation has increased from 32.3% in 2015 to 61.9% in 2024 nationwide (NFDA Cremation and Burial Trends). In Utah 46.1% of consumers chose cremation for their method of disposition in 2024, and it is projected that number will increase to 63.2% by 2035.

This impacts the cemetery in several ways, but most importantly it reduces the amount of land needed to successfully operate a cemetery long term, as cremation interments take up much less space than a full casketed burial and cemeteries now have to compete with alternative final resting options that families may select, such as taking the urn home or spreading the ashes somewhere meaningful to the family.

This also impacts the funeral home operations, as cremations are typically less expensive than burials, which requires a funeral home to consider alternative sources of revenue. Per the NFDA’s 2024 cremation and burial report, “It is predicted that funeral homes will continue to expand their array of extra services offered to families; increase their focus in niche markets to differentiate themselves and draw attention to their value-added services. The ability to host events in a modern venue is crucial to our long-term success.



Additionally, we are observing a shift in ceremonial trends with consumers nationwide and in Utah. As religiosity continues to decline nationwide and in Utah, more consumers are looking for non-traditional ways to honor and commemorate their deceased loved ones. According to the NFDA’s 2024 Consumer Preferences Survey, “more than half of respondents (52%) have attended a funeral at a nontraditional location.”

These shifts in behaviors and preferences have helped us as an organization realize that we need to be forward thinking and prepare for the inevitable increase in consumers in Utah desiring non-traditional options to commemorate their loved ones.

### **How would a public assembly hall benefit the city of Bountiful?**

Wedding and event centers are important focal points in the community. It is where residents gather to celebrate life events and achievements. Many young adults like to hold these events close to where they grow up. A beautiful event venue surrounded by residential neighborhoods matches the community's needs perfectly. Bountiful has no wedding or event venues high up on the city's benches. A venue that provided beautiful views of the Great Salt Lake and the Bountiful Temple would be an incredible addition to the community, providing residents with a unique venue offering not found anywhere else in Davis County.

Places of gathering are important "third spaces" where the community gathers together to celebrate important life events. These spaces allow for members of the community to meet new people, foster relationships with existing friends and family, affirm their identity, and build empathy for others. This venue would also create a beautiful, non-traditional setting for families to host memorial services and remembrance events for their loved ones that have passed on.

Considering the proximity of the LDS Bountiful Temple to Memorial's property, we believe that a beautiful venue would be a perfect addition to the east bench of Bountiful. We believe that the community would respond positively to a facility with stunning views that doesn't exist anywhere else in the city.

Additionally, we are aware that there is a steering committee called Bountiful by Design that is working with the planning department and the city council to draft a new master plan for the city.

In this plan, the property owned by Memorial Mortuaries and Cemeteries is located in the "East District" and is currently proposed to be designated as a "Neighborhood Center" (page 37). A Neighborhood Center is defined in this draft plan on page 28 as "Small scale commercial with neighborhood service focus, least intense commercial, and may include ancillary residential uses." We believe that our vision for a venue for private or public gathering lines up harmoniously with this new general plan and is likely the only commercial use we would consider for the property aside from a funeral home and cemetery.

We would also highlight that this vision was created with the help of Bountiful citizens, which signifies that the community has already expressed a desire for some additional commercial uses up on Bountiful Boulevard.

## How does the code text amendment further promote the objectives and purposes of this Ordinance

Chapter 1 of Bountiful's City Land Use Code states that the following are a part of the city's purposes and objectives with regards to the Land use Code:

- “To encourage and facilitate the orderly growth and development of the community and to implement the goals and policies of the General Plan.”
  - As Bountiful grows, so will the needs of its families. An additional event venue facilitates that growth in a tasteful, orderly way.
- “To Provide adequate open space for light and air; to prevent overcrowding of the land.”
  - Memorial Mortuaries and Cemeteries owns over 35 acres of open space. Being able to establish a beautiful venue will improve the economic feasibility of keeping that open space reserved for future cemetery development (which would reduce future overcrowding of the land). Without the ability to construct a new facility, it potentially becomes more economically feasible to sell off the land to developers for additional housing developments.
- “To place compatible uses together in the community.”
  - With the Bountiful LDS temple just down the road from the property in question, a beautiful venue creates a wonderful synergy for families that can hold their ceremony and then luncheons or receptions nearby.
- “To enhance the economic, historical, and cultural well-being of the inhabitants of the community.”
  - Memorial's goal is to construct an event venue that highlights Bountiful's historical, cultural, and beautiful sites – The LDS Temple and the Great Salt Lake.
  - The lack of sufficient public or private gathering centers in Bountiful likely means that Bountiful families are using facilities in other cities for their gathering needs. Adding a venue to Bountiful will increase the tax base for the city instead of that tax revenue filtering to surrounding communities.



# City Council Staff Report



**Subject:** Work Session General Plan Discussion: Future Land Use Map  
**Author:** Francisco Astorga, AICP, Planning Director  
**Date:** January 28, 2025

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## **Background**

The City Council has been having work session discussions to review the current comprehensive general plan update. The updated general plan, Bountiful by Design, is intended to provide the City with guidance in decision-making over the next 20 years.

On January 9, 2025, the City Council held a work session discussion during the City Council Retreat where staff provided a tentative timeline of the general plan in preparation for the 2025 adoption. The Council also reviewed the drafted boundaries of the Future Land Use Map and provided direction regarding the drafted boundaries affecting the Parks, Open Space, and Civic; Single-Family Residential; Neighborhood Mixed Residential; and Transit Ready Development Place-Types (future land use categories).

## **Analysis**

Staff has amended the drafted Future Land Use Map to reflect the Council's direction from the January 9, 2025 meeting. Staff recommends that the Council continue the boundary discussion to determine if the prepared boundaries are ready for public review in coordination with the future Planning Commission review.

## **Department Review**

This Staff Report was written by the Planning Director and reviewed by the City Manager.

## **Significant Impacts**

None.

## **Recommendation**

Staff requests that the Council provide input regarding the drafted Future Land Use Map.

## **Attachments**

1. Separate printed copy.





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Minutes of the  
BOUNTIFUL CITY COUNCIL  
January 14, 2025 – 6:00 p.m.

Official notice of the City Council Meeting was given by posting an Agenda at City Hall and on the Bountiful City Website and the Utah Public Notice Website and by providing copies to the following newspapers of general circulation: The City Journal and Standard Examiner.

**Work Session – 6:00 p.m.**  
**City Council Chambers**

Present:	Mayor	Kendalyn Harris
	Councilmembers	Kate Bradshaw, Beth Child, Richard Higginson, Matt Murri, Cecilee Price-Huish
	City Manager	Gary Hill
	Asst. City Manager	Galen Rasmussen
	City Attorney	Brad Jeppsen
	City Engineer	Lloyd Cheney
	Planning Director	Francisco Astorga
	Police Chief	Ed Biehler
	Streets Director	Charles Benson
	Planning Admin. Asst.	Sam Harris
	Recording Secretary	Maranda Hilton

Mayor Harris called the meeting to order at 6:00 pm and welcomed those in attendance.

**UTA’S FIVE-YEAR SERVICE PLAN AND THE DAVIS-SALT LAKE CITY CONNECTOR – TRUSTEE BETH HOLBROOK**

Trustee Ms. Beth Holbrook and Mr. Chandler Beutler, from Utah Transit Authority, came to the meeting and Ms. Holbrook presented UTA’s 5-year Service Plan and the proposed changes to the routes that serve South Davis County. She emphasized that the 5-year service plan is focused on increasing connectivity in Davis County and the first changes will begin in April 2025.

Councilmembers asked Ms. Holbrook about what is expected from Bountiful moving forward by way of providing dedicated bus lanes or other infrastructure. She said UTA would love to see more dedicated bus lanes in the future, but they recognize that it only works in certain areas. North Salt Lake seems like a more logical place to have dedicated bus lanes than in Bountiful, but that decision is up to the cities.

Mayor Haris asked about the certainty of the Davis-Salt Lake Connector being built. Ms. Holbrook answered that it is pretty certain; funding sources are in a good place and everything is going according to plan.

**PERMEABLE PARKING SURFACES – MR. FRANCISCO ASTORGA**

Mr. Francsico Astorga led a follow-up discussion to a November 12<sup>th</sup> discussion about paved parking surfaces. At that time Council expressed their wish to explore potential changes to the code regarding parking surfaces.

Mr. Astorga showed a rendering of what a typical lot would look like with permeable parking surfaces being allowed 10 feet behind the front property line and 25 feet behind the front property

1 line. He also gave examples of language they could adopt into the code if they choose. However, staff  
2 was not ready to adopt an amendment to the code tonight, it would need to be reviewed by the  
3 Planning Commission first.

4 After some discussion, the Council was split about their preferences on the minimum setback.  
5 Councilmembers Higginson, Murri and Price-Huish preferred to have the minimums setback at 10  
6 feet. Councilmember Child and preferred having the minimum setback at 25 feet. Councilmember  
7 Bradshaw did not wish to change the code at all, except to further define what kind of paved  
8 materials are allowed, but if pressed, the 25-foot setback was less objectionable.

9 Mr. Brad Jeppsen also asked if the Council would please give advice on the size of gravel  
10 they would allow for these parking surfaces. After hearing from Mr. Lloyd Cheney the Council  
11 decided gravel no larger than 1.5 inches in diameter would be best.

12 Mayor Harris thanked everyone for their work on this and summarized that a majority of the  
13 Council preferred the 10-foot setback and confirmed that staff now had the direction it needed to  
14 move forward. Mr. Astorga answered affirmatively.

15  
16 The work session ended at 7:02 pm.  
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20 **Regular Meeting – 7:00 p.m.**  
21 **City Council Chambers**  
22

23 Present: Mayor Kendalyn Harris  
24 Councilmembers Kate Bradshaw, Beth Child, Richard Higginson, Matt  
25 Murri, Cecilee Price-Huish  
26 City Manager Gary Hill  
27 Asst. City Manager Galen Rasmussen  
28 City Attorney Brad Jeppsen  
29 City Engineer Lloyd Cheney  
30 Planning Director Francisco Astorga  
31 Police Chief Ed Biehler  
32 Power Director Allen Johnson  
33 Asst. City Engineer Todd Christensen  
34 Streets Director Charles Benson  
35 Planning Admin. Asst. Sam Harris  
36 Recording Secretary Maranda Hilton  
37

38 **WELCOME, PLEDGE OF ALLEGIANCE AND THOUGHT/PRAYER**

39 Mayor Harris called the meeting to order at 7:06 pm and welcomed those in attendance. Mr.  
40 Wyatt Murray led the Pledge of Allegiance and Mr. Joe West offered a prayer.  
41

42 **PUBLIC COMMENT**

43 Public comment was opened at 7:08 pm.  
44 No comments were made.  
45 Public comment was closed at 7:09 pm.  
46

1 **CONSIDER APPROVAL OF MINUTES OF THE PREVIOUS MEETINGS HELD ON**  
2 **NOVEMBER 26<sup>TH</sup> AND DECEMBER 10<sup>TH</sup>, 2024**

3 Councilmember Bradshaw made a motion to approve the minutes from the meetings held on  
4 November 26<sup>th</sup> and December 10<sup>th</sup>, and Councilmember Murri seconded the motion. The motion  
5 passed with Councilmembers Bradshaw, Child, Higginson, Murri and Price- Huish voting “aye.”  
6

7 **COUNCIL REPORTS**

8 Councilmember Higginson did not have a report.

9 Councilmember Murri reported that the History Museum had over 300 visitors for Santa  
10 Claus, which was amazing.

11 Councilmember Price-Huish reported that the BCYC is doing great things in the community  
12 and thanked Mr. John Cook, their advisor, for his work. She also thanked the Power department and  
13 the Power Commission for their ongoing efforts to secure power resources and maintain the services  
14 they provide. She reported that there will be an opening on the Power Commission soon.  
15

16 Mayor Harris reported that the South Davis Fire District celebrated its 20<sup>th</sup> anniversary, and it  
17 was a great experience to be there and acknowledge all the wonderful things they do for our  
18 community.

19 Councilmember Child reported that the Service Committee met this past weekend and  
20 reported on all the holiday happenings, and it was amazing to hear about all the people who were  
21 served during the holiday season. She also reported that CERT will be holding training classes soon  
22 and information can be found on the City website. Also, plans for Handcart Days are beginning and it  
23 will be held Jan 25<sup>th</sup> and 26<sup>th</sup> this year.

24 Councilmember Bradshaw reported that season 2 of Jr Jazz is starting and has a record  
25 number of participants. She said she is hopeful the uptick in both Jr Jazz and Hockey signups will  
26 help get the Recreation District on good footing. She also reported that the Utah legislative session  
27 begins next week, and tomorrow night at 7 pm there will be a town hall event, here at City Hall, with  
28 all four of our state legislators and the Lieutenant Governor in attendance.  
29

30 **BCYC REPORT**

31 Mr. Steven Theriot said that the BCYC recently hosted a visitor from UVU who talked about  
32 representing everyone in your community, and they made Christmas cards for people in care centers.  
33 In January they will attend a day at the legislature, in February they will hold a food drive and in  
34 March they will attend a leadership conference at USU.  
35

36 **CONSIDER APPROVAL OF:**

37 a. **EXPENDITURES GREATER THAN \$1,000 PAID ON DECEMBER 4<sup>TH</sup>, 11<sup>TH</sup>, 18<sup>TH</sup>,**  
38 **24<sup>TH</sup>, AND 31<sup>ST</sup>, 2024**

39 b. **NOVEMBER 2024 FINANCIAL REPORT**

40 Councilmember Bradshaw made a motion to approve the expenditures paid December 4,  
41 11, 18, 24 and 31, 2025, and the November financial report. Councilmember Higginson seconded  
42 the motion. The motion passed with Councilmembers Bradshaw, Higginson, Murri, and Price-  
43 Huish voting “aye.”  
44

45 **CONSIDER APPROVAL OF LIQUOR LICENSE FOR ANNIE’S CAFÉ, LOCATED AT 74**  
46 **WEST 500 SOUTH – MR. FRANCISCO ASTORGA**

1 Mr. Francisco Astorga explained that Annie’s Café on 500 South has applied for a liquor  
2 license, which would allow them to sell ~~all sorts~~ a greater variety of alcohol. Staff had reviewed the  
3 application and done the necessary background checks and recommend approval.

4 Mayor Harris asked if Annie’s Café will need to obtain a license from the state for liquor as  
5 well. Mr. Astorga affirmed that restaurants must first obtain local approval and must then apply at the  
6 state level for a license.

7 Councilmember Bradshaw thanked the owner of Annie’s Café for her work collecting and  
8 organizing supplies for those who lost their homes in the California fires, and for building our  
9 community here in Bountiful with her business.

10 Councilmember Higginson made a motion to approve the liquor license and Councilmember  
11 Bradshaw seconded the motion. The motion passed with Councilmembers Bradshaw, Child,  
12 Higginson, Murri and Price- Huish voting “aye.”

13  
14 **CONSIDER APPROVAL OF BEER LICENSE FOR DHUNGELBROTHER, INC.**  
15 **GASOLINE SALES / CONVENIENCE STORE, LOCATED AT 2065 ORCHARD DRIVE –**  
16 **MR. FRANCISCO ASTORGA**

17 Mr. Astorga explained that a gasoline and convenience store on Orchard Drive, a Phillips 66,  
18 has applied for a beer license that would allow them to sell beer in its original container. Staff has  
19 reviewed the application and recommend approval.

20 Councilmember Bradshaw made a motion to approve the beer license and Councilmember  
21 Murri seconded the motion. The motion passed with Councilmembers Bradshaw, Child, Higginson,  
22 Murri and Price- Huish voting “aye.”

23  
24 **CONSIDER APPROVAL OF ORDINANCE NO. 2025-01 AMENDING CHAPTER 15, TITLE**  
25 **6 OF THE BOUNTIFUL CITY MUNICIPAL CODE – MR. TODD CHRISTENSEN**

26 Mr. Todd Christensen explained that staff is presenting some proposed revisions to the code  
27 regarding storm water management, specifically on construction sites, as a response to state  
28 legislation that was passed last year. He explained that the Home Builders Association was behind  
29 this Bill that sought to create a uniform requirement across the state so that developers and  
30 contractors knew what to expect no matter where they were building. He added that Bountiful was  
31 pretty much following these guidelines already, so it will not have a significant impact on the way  
32 things are done here.

33 Councilmember Bradshaw added some details about how the bill was created, saying that it  
34 was a highly negotiated bill and that the Utah League of Cities and Towns was engaged in.

35 Councilmember Higginson said that Murray City piloted the bill before its adoption, and he  
36 found it made building there much easier as a developer.

37 Councilmember Price-Huish made a motion to approve Ordinance 2025-01 and  
38 Councilmember Child seconded the motion. The motion passed with Councilmembers Bradshaw,  
39 Child, Higginson, Murri and Price- Huish voting “aye.”

40  
41 **CONSIDER APPROVAL OF RESOLUTION NO. 2025-01 ADOPTING AN INTERLOCAL**  
42 **AGREEMENT FOR THE USE OF THE ARMORED BEARCAT WITH DAVIS COUNTY –**  
43 **CHIEF ED BIEHLER**

44 Chief Biehler explained that Bountiful City, Layton City and the Davis County Sheriff’s  
45 Office have been sharing the use of an armored vehicle for training purposes since 2010. It recently  
46 became an issue that this agreement of shared use was not in writing, so Resolution 2025-01 seeks to

1 address that issue by creating a written interlocal agreement with all the terms and conditions  
2 included.

3 Councilmember Child asked if the vehicle is still sufficient for their needs or if it is getting  
4 old. Chief Biehler said they are very expensive vehicles, and it has not had many issues so far, but he  
5 knows the Sheriff's office is working on getting another grant for when it needs to be replaced.

6 Councilmember Bradshaw made a motion to approve Resolution 2025-01 and  
7 Councilmember Price-Huish seconded the motion. The motion passed with Councilmembers  
8 Bradshaw, Child, Higginson, Murri and Price- Huish voting "aye."  
9

10 **CONSIDER APPROVAL OF THE PURCHASE OF TWO 750 KVA GE/PROLEC**  
11 **TRANSFORMERS FROM ANIXTER POWER SOLUTIONS IN THE TOTAL AMOUNT OF**  
12 **\$87,452 – MR. ALLEN JOHNSON**

13 Mr. Johnson explained that these transformers are specifically for use on the Renaissance  
14 project. The two new buildings they will be used for have not been constructed yet, but lead times are  
15 long, so the Power Department wanted to order them soon. They will sit in inventory until they are  
16 installed at Renaissance, and the developer will ultimately pay the full price for them. Mr. Johnson  
17 added that staff has ordered them already, with approval from the City manager, in order to get a  
18 good deal on two transformers that were less expensive and also had a short delivery time.

19 Councilmember Price-Huish made a motion to approve the purchase of the transformers and  
20 Councilmember Child seconded the motion. The motion passed with Councilmembers Bradshaw,  
21 Child, Higginson, Murri and Price- Huish voting "aye."  
22

23 **CONSIDER THE RELEASE OF PUBLIC UTILITY EASEMENT LOT 305 OF THE STONE**  
24 **CREEK ESTATES SUBDIVISION, PHASE 3 – MR. LLOYD CHENEY**

25 Mr. Lloyd Cheney explained that the owner of Lot 305 in the Stone Creek Estates subdivision  
26 Phase 3 would like to build a home on that property, and it will require quite a bit of retaining work.  
27 They have applied for the release of easement in order to commence construction of the retaining  
28 walls along the property line. Staff has reviewed the application and feels that releasing this easement  
29 does not reduce their capacity to access necessary utilities in that subdivision, and recommends  
30 release of the easement. All required signatures from utility partners have been obtained and the  
31 paperwork is in order.

32 Councilmember Higginson made a motion to approve the release of the easement on Lot 305  
33 and Councilmember Bradshaw seconded the motion. The motion passed with Councilmembers  
34 Bradshaw, Child, Higginson, Murri and Price- Huish voting "aye."  
35  
36

37 **ADJOURN TO A CLOSED SESSION**

38 Councilmember Higginson made a motion to adjourn to a closed session and Councilmember  
39 Price-Huish seconded the motion. The motion passed with the following roll call vote:

40 Bradshaw Aye  
41 Price-Huish Aye  
42 Child Aye  
43 Higginson Aye  
44 Murri Aye  
45

46 The regular session was adjourned to a closed session at 7:43 pm.

1  
2 The closed session began at 7:48 pm.

3  
4 Mayor Harris, Councilmembers Bradshaw, Child, Higginson, Murri and Price-Huish, Mr.  
5 Gary Hill and Mr. Bradley Jeppsen were present.

6  
7 Councilmember Bradshaw made a motion to adjourn the closed session and return to the  
8 regular meeting, and Councilmember Price-Huish seconded the motion. The motion passed with  
9 Councilmembers Bradshaw, Child, Higginson, Murri and Price- Huish voting “aye.”

10  
11 **ADJOURN**

12 Councilmember Bradshaw made a motion to adjourn the meeting and Councilmember  
13 Higginson seconded the motion. The motion passed with Councilmembers Bradshaw, Child,  
14 Higginson, Murri, and Price-Huish voting “aye.”

15 The meeting was adjourned at 8:14 pm.

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*Mayor Kendalyn Harris*

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*City Recorder*

# City Council Staff Report



**Subject: Victim Services Biannual Report**  
**Author: Colette Rampton**  
**Date: January 22, 2025**

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## **Background**

The VOCA (Victims of Crime Act) Grant Award Conditions, as outlined in the Office for Victims of Crime (OVC) Certified Assurances, specifically Assurance No. 28, "Report to Governing Entity," require that the "subrecipient must provide two reports during the program year to the local, state, or non-profit governing entity (such as city council...)."

## **Analysis**

Bountiful City's Victim Advocate is Colette Rampton. At the Council meeting on January 22, Colette will present the biannual report on the Victim Services Program for Bountiful City, outlining the nature and frequency of criminal incidents within the city, along with a detailed account of the support and resources provided to victims of these crimes.

The intent of the report is to provide transparency in how the Victim Services program at Bountiful City is being managed so the City Council can evaluate the effectiveness of services given as well as understand the positive impact and importance of continuing these services.

## **Department Review**

The City Attorney and City Manager have reviewed this report.

## **Significant Impacts**

The Victim Advocate position is funded through a grant, so there is no significant financial impact to the City.

## **Recommendation**

No action is required. This item is for information only.

## **Attachments**

No attachments.





# City Council Staff Report

**Subject:** Traffic Safety Committee Recommendations  
**Author:** City Engineer, Lloyd Cheney  
**Department:** Engineering  
**Date:** January 28, 2025



## **Background**

The Traffic Safety Committee meetings from December 10, 2024 and January 14, 2025 considered several requests from citizens related to transportation issues in the City. This staff report will outline a brief discussion of the 3 issues which have generated a recommendation from the Committee to the City Council.

### **Request for a Crossing Guard at 50 W/1600 S (Bountiful Elementary)**

Parents of students at Bountiful Elementary requested a crossing guard be provided by the City to assist with the school crossing at the intersection of 50 W and 1600 S. This request constituted the majority of the discussions at both the December and January meetings. Prior to the pandemic, a volunteer crossing guard from the community served at this location but more recently the volunteer effort has not been functional. The committee discussed multiple issues at play in this situation related to crossing guard requirements; past routing and access plans; closure and re-establishment of the “kiddie walk” connecting the school grounds to Five Points Park; observation and enforcement activities by the Police Dept.; the need for a revised routing and access plan for the new school; and how the City and the School District can work cooperatively to develop and implement the new plan.

### **Request for Stop Signs at the Intersection of 750 E/700 S**

Jason Dunnigan (770 E 700 S) submitted a request for the installation of Stop signs as a measure to address concerns related to speeding and the volume of North-South traffic on 750 E. The Engineering Dept. conducted volume and speed collection studies on multiple days to quantify the scope of the issues. It was determined that the daily volume of traffic was between 300 and 400 cars per day, and the 85<sup>th</sup> percentile speed was approximately 30 mph. A ten year review of accidents did not identify any accidents at the intersection. The committee discussed the installation of Stop and Yield signs but because the installation standard would require the signs to be installed on 700 S (as the minor street), there would be no effect on 750 E traffic. Because 750 E provides a unique level of connectivity between 500 S and Mill St and has convenient proximity to Bountiful High and the supplemental parking accommodation at the church, the Committee also discussed the merits of installing speed limit signs.

### **Request for Installation of a New Pedestrian Crossing at 150 N/400 E**

The Committee also discussed a request from Scott Johnson, volunteer at the Bountiful Food Pantry, for installation of a new pedestrian crossing at 150 N/400 E. Mr. Johnson feels this location would be beneficial for those who travel by public transportation so they would not have to detour several blocks to utilize the existing (school) crossing at 250 N. Currently there are only 2 marked crosswalks on 400 E between the 400 N and 500 S intersections. Given the proximity to the Bountiful Food Pantry and the Bountiful Community Church, an additional

crossing would be beneficial. The City Engineer advised the Committee that relocating the proposed crosswalk to the intersection at 100 N would accomplish the same goal and take advantage of an existing street light on the east side of 400 E which would benefit both drivers and pedestrians who would use the new crossing.

### **Department Review**

This report has been reviewed by the City Manager.

### **Recommendation**

The Traffic Safety Committee forwards the following recommendations to the City Council:

1. Bountiful Elementary Crossing Guard Request: City to provide a temporary crossing guard at 50 W/1600 S for the remainder of the school year.
2. Request to Install Stop Signs at the intersection of 750 E/700 S: City to install 2 ~ 25 mph speed limit signs on 750 E.
3. Request to Install a New Pedestrian Crossing at 150 N/400 E: City to install a new pedestrian crossing on the north side of the intersection at 100 N/400 E.

### **Significant Impacts**

The financial impact of employing an additional crossing guard may result in a budget amendment request from the Police Dept. for the current Fiscal Year. Additional funding for a crossing guard may be included in future budgets if the position is maintained beyond the current budget year.

Installation of 2 new speed limit signs will cost approximately \$250 and will add an ongoing obligation for future maintenance and replacement. Installation costs will be charged to the Street Dept. budget category for signs.

The Engineering Dept. estimates the cost to establish a new pedestrian crossing to be approximately \$6,000.00. Funds will be allocated from the current Street Dept. Concrete Replacement budget category.

### **Attachments**

None.

Staff Reports for each of the individual items are available upon request.

Information related to the installation locations for the speed limit signs or the new crosswalk is also available upon request.

# City Council Staff Report



**Subject:** NW Substation Capacitor Bank purchase from Controllix Corporation  
**Author:** Allen Ray Johnson  
**Department:** Light & Power  
**Date:** January 28, 2025

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## **Background**

We are planning a complete rebuild of our Northwest Substation which was originally constructed in the early 1970's. It is located to the east of the Viewmont High School football field, with access coming off 1350 North at 63 West, Bountiful, Utah.

This rebuild project is tentatively scheduled to begin in September 2025. We are planning to have the new substation completed and back in service by or before June 2026. If all the equipment and materials needed for the project cannot be received in time to meet this schedule, we may need to postpone the demolition and reschedule the in-service date.

We are in the process of bidding out the long lead items to determine the actual start time for this project.

The new substation will have one new 1200 kVAR Metal Enclosed pad mounted Capacitor Bank.

## **Analysis**

We sent invitations to bid to six manufactures and local sales representatives and have received the following three bids.

The results of the bid opening are as follows:

<b>Local Sales Rep. (Transformer Manufacturer)</b>	<b>Manufacturing Plant Location</b>	<b>Total Price</b>	<b>Delivery</b>
<b>Controllix Corp (Virginia-Georgia Trans.)</b>	<b>Walton Hills, Ohio</b>	<b>\$103,272</b>	<b>30-34 wks</b>
Cascade McLaren (Scott Manufacturing Solutions)	Chino, California	\$188,047	38-40 wks
*Anixter (Eaton)	Fayetteville, North Carolina	\$96,050	28-32 wks

*\*The bid from Anixter / Eaton was not properly submitted in a sealed envelope but was emailed to us. It does not meet the (Basic Impulse Level) BIL requirements. It is shown for comparison purposes only.*

We have experience with the Controllix products and we currently have 4 Controllix Capacitor Banks in service on our system now.

**Department Review**

This has been reviewed by the Power Department Staff and City Manager.

**Significant Impacts**

The Capacitor Bank will be purchased from the NW Substation Capital account 535300-474790.

**Recommendation**

Staff recommend approval of the low bid from Controllix Corporation, a division of Virginia Transformer for the 1200 KVAR Capacitor Bank for the sum of \$103,272.

This item will be discussed at the Power Commission meeting Tuesday morning, January 28, 2025, and we will bring their recommendation to the City Council meeting that night.

**Attachments**

None

# City Council Staff Report



**Subject:** Diamond Tree Experts Contract Extension  
**Author:** Allen Ray Johnson, Director  
**Department:** Light & Power  
**Date:** January 28, 2025

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## **Background**

We currently have a contract with Diamond Tree Experts for two tree trimming crews along with an in-house crew that we use year-round to trim trees within the city. The three tree crews working year-round are coming close to maintaining the necessary clearances from the trees to our power lines. This three-year cycle is a typical utility practice.

We have been able to lower the number and frequency of tree related power outages significantly since we incorporated the three-year tree trimming schedule.

## **Analysis**

Our current contract with Diamond Trees Experts has been in effect since July 2022, and it expires on June 30, 2025. The contract includes an option for 12-month extensions with a rate increase cap of 4% per year. Diamond Trees crews are billed at \$150.75 per hour per crew. Diamond has proposed a three-year extension with a 3% increase the first year, a 3% increase the second year and a 2% increase the third year.

Hourly rates are as follows.

<b>Contractor</b>	<b>Hourly Rate Crew A1</b>	<b>Hourly Rate Crew A2</b>
Diamond Tree Experts/2025-2026	\$155.27 per hour	\$155.27 per hour
Diamond Tree Experts/2026-2027	\$159.93 per hour	\$159.93 per hour
Diamond Tree Experts/2027/2028	\$163.13 per hour	\$163.13 per hour

This includes all the necessary equipment, personnel gear, hand tools, ropes, and safety equipment to handle all tree trimming and removal projects.

## **Department Review**

This has been reviewed by the Power Department Staff, Attorney, and the City Manager.

**Significant Impacts**

The fiscal year 2025-2026 budget would include \$646,000. The fiscal year 2026-2027 budget would increase to \$666,000. The fiscal year 2027-2028 budget would increase to \$679,000. These costs are for two full-time outside crews to trim trees from our power lines. All three years would be budgeted from account #5353000-448632.

**Recommendation**

Staff recommends approval of the (3) three-year contract extension with Diamond Tree Experts with a 3% increase for fiscal year 2025-2026, a 3% increase for fiscal year 2026-2027 and a 2% increase for fiscal year 2027-2028.

This item will be discussed at the Power Commission meeting Tuesday morning, January 28, 2025, and we will bring their recommendation to the City Council meeting that night.

**Attachments**

None

# City Council Staff Report



**Subject:** Amendments to the Personnel Manual  
**Author:** Bradley Jeppsen  
**Dept:** City Attorney  
**Date:** January 28, 2024

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## **Background**

Section 503 of the Bountiful City Personnel Policies and Procedures Manual governs employee appearance standards. Previously, the policy prohibited City employees from having any visible tattoos while at work. Recent feedback from employees and department heads has prompted a reassessment of this policy to reflect evolving societal norms and help with employee recruitment and retention.

## **Proposed Changes**

The proposed amendment to Section 503 of the Personnel Policy Manual will modify the employee appearance standards as follows:

- **Permitted Areas:** Tattoos on the arms and legs will now be allowed to remain visible while at work.
- **Restricted Areas:** Tattoos above the shoulders and on the hands (excluding cosmetic enhancements, such as permanent makeup) will continue to be prohibited.
- **Inappropriate Images:** The City will have the right to require an employee to cover a tattoo if that tattoo is deemed offensive.
- **Department Policies:** A department may create their own more restrictive policy with the approval of the city manager.

## **Analysis**

Modifying the policy will enable Bountiful City to be more competitive in the workforce marketplace by appealing to a broader pool of potential employees. Additionally, these changes will foster an inclusive and expressive work environment while maintaining professional standards.

## **Department Review**

This Staff Report was prepared by the City Attorney and reviewed by the City Manager.

## **Recommendation**

It is recommended that the City Council adopt the proposed amendment to Section 503 of the Bountiful City Personnel Policy Manual to allow visible tattoos on the arms and legs, while maintaining restrictions above the shoulders and on the hands.

**Significant Impacts**

Amending this policy will allow Bountiful to better compete for new employees while preserving a professional appearance for City employees.

**Attachments**

- Employee Appearance Policy Amendments
- Resolution No. 2025-02



### **503. Employee Appearance**

- A. Employees represent the City before its citizens, it is City policy that employee's appearance, dress and grooming should be appropriate to the work situation and to community standards.
- B. Radical departures from conventional appearance, dress or personal grooming standards are not permitted, regardless of the nature of the job performed. Employees are expected to dress in a manner that is normally acceptable in their line of work. All employees shall wear shirts, pants or dresses and shoes.
- C. Visible tattoos, branding, or piercings are not allowed above the shoulders, on the chest, on the back, on the hands, or on the fingers while at work or representing the City in any capacity except as provided below.
  - i. Ordinary earrings (gauges are not permitted).
  - ii. Natural looking cosmetic enhancements on the face.
  - iii. A single finger ring tattoo between the lower knuckle and hand is allowed.
- D. Tattoos that contain offensive words, messages, slogans, or pictures must be covered and not visible on all parts of the body. Including but not limited to:
  - i. Tattoos depicting or displaying nudity, sexual acts, or drug use;
  - ii. Tattoos that may reasonably be perceived as disparaging to gender, race, religion, disability, or national origin;
  - iii. Tattoos that may be perceived to be gang related; and/or
  - iv. Tattoos which depict an attitude which the public may reasonably find offensive or unprofessional.

\*This list is illustrative and not exhaustive.
- E. The City, through the City Manager or their delegee, reserves the right to determine the appropriateness of visible tattoos and to request that they may be covered if deemed necessary. Due to the subjective and changing nature of what the content of a tattoo might mean or be interpreted to represent, no determination made by the City shall be interpreted to create a right to display the tattoo in perpetuity. The City may prohibit the display of any tattoo after having previously allowed the employee to display the tattoo.

- F. Office employees, particularly those who interact or meet with the public, are expected to wear businesslike attire. The wearing of suggestive attire or of shorts, T-shirts, tank tops, and similar items of casual attire is not permitted. Casual attire may be permitted in those departments where such apparel is deemed appropriate by the Department Head. Employees who are uncertain about the appropriateness of their work attire or hair styles, should address their questions to their supervisors or Department Head.
  
- G. Department heads, with approval from the City Manager, may create a department dress and appearance policy that is more restrictive than this policy. Any violation of this policy may be grounds for discipline or termination.



# CITY OF BOUNTIFUL

**MAYOR**  
Kendalyn Harris

**CITY COUNCIL**  
Beth Child  
Kate Bradshaw  
Richard Higginson  
Matt Murri  
Cecilee Price-Huish

**CITY MANAGER**  
Gary R. Hill

## **BOUNTIFUL CITY, UTAH RESOLUTION NO. 2025-02**

### **A RESOLUTION APPROVING AMMENDMENTS TO EMPLOYEE APPEARANCE STANDARDS IN THE BOUNTIFUL CITY PERSONNEL POLICIES AND PROCEDURES MANUAL**

WHEREAS, The Bountiful City Personnel Policy Manual Section 503 governs employee appearance standards, including the visibility of tattoos while at work; and

WHEREAS, The existing policy prohibits City employees from having any visible tattoos during work hours; and

WHEREAS, The City recognizes the importance of creating a competitive, inclusive, and expressive workplace while maintaining professional standards.

WHEREAS, The proposed policy change will permit employees to have visible tattoos on the arms and legs; and

WHEREAS, The policy will maintain restrictions on tattoos above the shoulders and on the hands, except for cosmetic enhancements, to uphold professional appearance standards.

NOW THEREFORE BE IT RESOLVED by the City Council of the City of Bountiful, Utah to amend Section 503 of the Bountiful City Personnel Policy Manual to permit City employees to have visible tattoos on the arms and legs.

PASSED and ADOPTED this 28th day of January 2025.

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Kendalyn Harris, Mayor

ATTEST:

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City Recorder