



MURRAY
CITY COUNCIL

Committee of the Whole Meeting February 3, 2026



Murray City Municipal Council Committee of the Whole Meeting Notice February 3, 2026

PUBLIC NOTICE IS HEREBY GIVEN that the Murray City Municipal Council will hold a Committee of the Whole meeting beginning at 4:00 p.m. on Tuesday, February 3, 2026 in the Poplar Meeting Room #151 located at Murray City Hall, 10 East 4800 South, Murray, Utah.

The public may view the Committee of the Whole Meeting via the live stream at www.murraycitylive.com or <https://www.facebook.com/Murraycityutah/>.

Meeting Agenda

4:00 p.m. **Committee of the Whole** – Poplar Meeting Room #151
Adam Hock conducting.

Approval of Minutes

Committee of the Whole – January 6, 2026

Discussion Items

1. Power Department Report. Greg Bellon and Matt Youngs presenting. (45 minutes)
2. Short term rental discussion and update. Zachary Smallwood presenting. (15 minutes)
3. Discuss Murray Theater and Armory rental fees. Adam Hock, Jeff Martin and Katie Lindquist presenting. (20 minutes)
4. Open and Public Meetings Act and Harassment Training. G.L. Critchfield presenting (30 minutes)
5. Legislative updates. Diane Turner presenting. (10 minutes)

Adjournment

NOTICE

Supporting materials are available for inspection on the Murray City website at www.murray.utah.gov.

Special accommodations for the hearing or visually impaired will be made upon a request to the office of the Murray City Recorder (801-264-2663). We would appreciate notification two working days prior to the meeting. TTY is Relay Utah at #711.

Council Members may participate in the meeting via telephonic communication. If a Council Member does participate via telephonic communication, the Council Member will be on speaker phone. The speaker phone will be amplified so that the other Council Members and all other persons present in the Poplar Meeting Room will be able to hear all discussions.

On Friday, January 30, 2026, at 9:00 a.m., a copy of the foregoing notice was posted in conspicuous view in the front foyer of the Murray City Hall, Murray, Utah. Copies of this notice were provided for the news media in the Office of the City Recorder. A copy of this notice was posted on Murray City's internet website www.murray.utah.gov and the state noticing website at <http://pmn.utah.gov>.

Jennifer Kennedy
Council Executive Director
Murray City Municipal Council



MURRAY
CITY COUNCIL

Committee of the Whole Minutes

MURRAY CITY MUNICIPAL COUNCIL

COMMITTEE OF THE WHOLE

Work Session Minutes of Tuesday, January 6, 2026

Murray City Hall, 10 East 4800 South, Poplar Meeting Room, Murray, Utah 84107

Attendance:

Council Members:

Paul Pickett	District #1
Pam Cotter	District #2 – Council Chair
Clark Bullen	District #3
Diane Turner	District #4
Adam Hock	District #5 – Council Vice Chair

Others:

Brett Hales	Mayor	Jennifer Kennedy	City Council Executive Director
Kim Sorensen	Chief Administrative Officer	Pattie Johnson	Council Administrator
GL Critchfield	City Attorney	Craig Burnett	Police Chief
Joey Mittelman	Fire Chief	Chad Wilkinson	Community and Economic Dev. Director
Brooke Smith	City Recorder	Ryan Madsen	IT Director
Amandah Maudsley	Deputy Recorder	Brenda Moore	Finance Director
Russ Kakala	Public Works Director	Ben Gray	IT Support
Aron Frisk	Water Superintendent	Citizens and Guests	

Conducting: Council Chair Cotter called the meeting to order at 5:00 p.m.

Approval of Minutes: Committee of the Whole, November 25, 2025 and Committee of the Whole December 9, 2025. Ms. Turner moved to approve both sets of minutes. Mr. Hock seconded the motion. All in favor 5-0

Discussion Items:

- **A resolution authorizing the execution of a Subrecipient Agreement between Salt Lake County and Murray City, relating to a Community Development Block Grant provided by Salt Lake County to the City for replacement of the Murray City Senior Center roof.** Chief Administrative Officer Kim Sorensen reported that the City was awarded \$400,000 in CDBG (Community Development Block Grant) funding to cover costs to replace the roof, fascia and soffit at the Murray Senior Center. Mr. Sorensen confirmed that the senior center met all criteria to receive the funding and expressed confidence that the City would utilize the center for at least five more years. The bidding process was underway and the project would move forward as soon as the agreement was considered by the Council.
- **A resolution approving an Interlocal Cooperation Agreement between Murray City and the Central Utah Water Conservancy District for funding for the City to participate in a three-year pilot water conservation program.** Public Works Director Russ Kakala said the proposed agreement would provide funding to support a three-year pilot program called Yoppify. The program allows the City's AMI (Advanced Metering Infrastructure) to monitor water usage in an effort to conserve water and detect infrastructure leaks. If a constant flow was found for a consistent 24-hour period, Yoppify would flag the AMI and report the constant flow of water to the City. Customers would be contacted about a constant flow by text, phone or email. Mr. Kakala noted that the program was no cost to the City during the three-year pilot program.

Water Superintendent Aron Frisk confirmed CUWCD (Central Utah Water Conservancy District) would provide guidance and the billing grant funding, which was already approved by the Division of Natural Resources. Mr. Frisk agreed the program was helpful for water conservation and explained that Yoppify would supply the communication tools and the program would not target Murray's broad base of water customers, but only residents who participated. He ensured that the City would maintain privacy protection by retaining control of the collected data. Mr. Kakala noted that Murray water customers may

opt out if they didn't want to participate in the pilot program.

Mr. Hock noted ongoing costs of \$7,600 after the three-year period and \$9,500 by year five. He asked if these were fixed costs and could the City continue the program after the three years on its own, if CUWC did not want to continue it. Mr. Frisk said CUWCD currently had yet to determine what rebate incentive programs were working for them so future cost estimates could change, which would be related to the collected data from the pilot program. Once the pilot period ended, both entities would decide whether to continue the program permanently by splitting future costs. It could also be decided to end the agreement once results were analyzed. Mr. Kakala felt it was a worthwhile program for conserving water and if residents decided the program was useful the City could continue the program on its own.

- **A resolution authorizing the execution of an Ambulance Donation Agreement between Murray City and Tooele County.** Fire Chief Joey Mittelman explained that the MFD (Murray Fire Department) received two new ambulances in 2025 giving them a total of seven ambulances. Chief Mittelman recapped that in 2012 Sandy City donated a 2005 ambulance to the MFD, with the understanding that the MFD would pass it on when no longer needed. Without use for the old ambulance the hope was to donate the vehicle to Tooele County who expressed interest in receiving it. The proposed resolution would allow staff to complete the necessary documentation including a donation agreement that would complete the transfer in accordance with City policy.
- **An ordinance amending the City's Fiscal Year 2025-2026 budget.** Finance Director Brenda Moore reviewed the proposed adjustments that included requests to receive and allocate several grants to both the GF (General Fund) and the CIP (Capital Improvement Program). She would also roll forward items from FY (Fiscal Year) 2024-2025 to the FY 2026 budget. Ms. Moore outlined various grant funding allocations and highlighted money from Zoo, Arts and Parks and America 250. The ordinance would allow the CIP to receive and appropriate funding for various CIP projects.

Ms. Moore noted that the funding of four projects was overlooked in FY 2025. To address the oversight she would roll forward \$4,410 this year from the GF to pay Utah Transportation Authority for art work panel installations at various bus stops. From the CIP she would appropriate \$608,000 in total to fund three Murray park projects involving concessions, maintenance and an upgrade to the leisure pool.

She pointed out that an appropriation of \$20,000 to the Water Fund was not included in her budget amendment memo. She explained that equipment purchases authorized for FY 2026 were \$20,000 higher than anticipated. To offset the overage, she proposed allocating \$20,000 from the sale of an old camera van that occurred in FY 2025. The van sold for \$138,510, so the remaining \$118,510 would roll into reserves at the end of FY 2026.

Ms. Moore highlighted a new appropriation of \$20,000 from reserves to fund a software project, which was to move current Tyler Enterprise data to the SAS Cloud. A new version of Tyler would also need to be purchased because the current version was at end of life. The new version would have required upgrades that affect the finance system for utility billing, payroll and human resources finances and would cost \$100,000 more annually. Ms. Moore stated that she was able to find funding to pay for most of the project this year, except \$20,000 that would need to come from reserves. She confirmed the project was supposed to occur in three years, as scheduled in the five-year plan; and the reason to move it forward now was to avoid a larger cost increase anticipated in the future. The cost to move Tyler information to the Cloud was \$12,000 and the anticipated annual increase was \$100,000. Mr. Hock asked what the total cost per year would be for Tyler, including the increase. Ms. Moore said approximately \$286,000 per year.

- **Reports from Interlocal Boards and Committees:**

- **LPC (Legislative Policy Committee)** – Ms. Cotter shared information from November 2025 called Successful ULCT Ideas. She also encouraged Council Members to watch LPC videos on the ULCT website to stay informed throughout the 2026 Legislative Session.
- **WFWRD (Wasatch Front Waste and Recycling District)** – Ms. Turner reported that Evan Tyrrell would be the new General Manager and Chief Executive Officer for WFWRD. She also confirmed that Herriman City would no longer be a member of WFWRD and would join Trans Jordan Landfill.
- **AMC (Association of Municipal Councils)** – Ms. Turner had no updates to report and expected AMC to continue meeting at Murray City Hall this year.
- **VECC (Valley Emergency Communications Center)** – Mr. Sorensen gave an overview of the 9 1 1 service, discussing its history, annual call statistics, participating municipalities, public safety departments and staffing. He shared call count data for Murray Police and Fire Departments, discussed VECC's current challenges and their 2025 Disaster Management Needs and Analysis Report. He provided VECC's 2024 budget information, noted how the City would spend a total of \$950,000 this year for both police and fire service calls and said a 25% cost increase was likely this year.

- **Adjournment: 5:47**

Pattie Johnson
Council Administrator III



MURRAY
CITY COUNCIL

Discussion Items



Discussion Item #1



MURRAY

Power Department

Power Department Report

Council Action Request

Committee of the Whole

Meeting Date: February 3, 2026

Department Director Greg Bellon Phone # 801-264-2730 Presenters Greg Bellon Matt Youngs Required Time for Presentation 20 Minutes Is This Time Sensitive No Mayor's Approval Kim Sorensen <small>Digitally signed by Kim Sorensen Date: 2026.01.20 13:54:25 -07'00'</small> Date December 30, 2026	Purpose of Proposal Power Department Report Action Requested No Action Requested Attachments Budget Impact N/A Description of this Item
--	---



MURRAY
CITY COUNCIL

Discussion Item #2



MURRAY

Community and Economic Development

Short Term Rental Discussion/Update

Council Action Request

Committee of the Whole

Meeting Date: February 3, 2026

Department Director Chad Wilkinson Phone # 801-270-2427 Presenters Zachary Smallwood	Purpose of Proposal Discussion and update on the short term rental ordinance Action Requested None. Discussion/Update only. Attachments None. Budget Impact None Anticipated Description of this Item In 2024, the City Council adopted regulations regarding the use of short term rentals (STR) in the city. At the public hearing staff stated that they would return in one year to update the Council on how implementation has been going. Staff will present how many nonconforming properties have registered, how many have applied for a new STR, and where we are at as a whole.
Required Time for Presentation 15 minutes Is This Time Sensitive No Mayor's Approval Date January 31, 2018	



Discussion Item #3



MURRAY

Parks and Recreation

Armory and Theater Rental Fees

Council Action Request

Committee of the Whole

Meeting Date: February 3, 2026

Department Director Jeff Martin Phone # 801-111-2222 Presenters Jeff Martin Katie Lindquist	Purpose of Proposal Armory and Theater Rental Fees Action Requested Informational only. Providing details on what the fees are and how they were determined. Attachments Armory and Theater Fees spreadsheet Budget Impact Council approval could reduce revenue & increase administrative costs by needing formal approval for adjustments needed to respond to market conditions & operational experience. Description of this Item City staff and administration have established rental fee structures for both the Armory and Theater venues. These fees were developed through comparison studies with similar facilities and calculated to cover administrative costs, equipment, maintenance, and staffing expenses. The Armory's fee structure has been in place and is operating successfully according to administrative staff. The Theater's rental fee structure is newly implemented and still in the testing phase. Staff is requesting flexibility to make adjustments to the Theater's fees as needed, based on operational experience, administrative requirements, and individual renter needs. Additionally, staff notes that the approval process for rentals may create challenges in accommodating short-notice rental requests, as the required approvals could limit the ability to execute contracts with short lead times.
Required Time for Presentation 20 Minutes Is This Time Sensitive No Mayor's Approval Date January 20, 2026	

Murray Resident Venue Rental



VENUE COSTS

SEATS 330

VENUE RENTAL

- Single Day Performance: \$400.00
- Second Performance (in a day): \$50.00 (starting rate)
- Rehearsal/Load In or Out (no performance): \$75.00
- Tech Rehearsal: \$100.00 (starting rate)
- Dark Day: Contact management

SERVICES

- Cleaning: \$50 per day (starting rate)
- \$500 Security deposit required to secure date
- Patron Services Staff:
 - \$20.00 / hour / Staff member
 - Patron Services Staff may include Theater Manager, Assistant Manager, Ushers, Concessions, and Ticketing. The Theater Manager, at its sole discretion, will determine necessary staffing based on event needs.
- Stage Crew:
 - First 4 (four) hours included in Performance Rental Fee (up to 2 stage crew members)
 - Teach Lead: \$30.00 / hour
 - Stage Crew: \$20.00 / hour / person
- House Sound: basic house sound and lightning included in Single Day Performance fee
- Ticketing: Showpass is the official ticketing service for the Murray Theater and a preservation fee will be charged for each ticket sold, along with any service and/or credit card processing fees.

Venue Rental Fee includes access to the venue between 6:00 AM – 11:59 PM. If clients are in venue past midnight, there will be an additional fee of \$75.00 / hour.

Non-Murray Resident Venue Rental



VENUE COSTS

SEATS 330

VENUE RENTAL

- Single Day Performance: \$500.00
- Second Performance (in a day): \$50.00 (starting rate)
- Rehearsal/Load In or Out (no performance or tech staff use): \$100.00
- Tech Rehearsal: \$150.00 (starting rate)
- Dark Day: Contact management

SERVICES

- Cleaning: \$50 per day (starting rate)
- \$500 Security deposit required to secure date
- Patron Services Staff:
 - \$20.00 / hour / Staff member
 - Patron Services Staff may include Theater Manager, Assistant Manager, Ushers, Concessions, and Ticketing. The Theater Manager, at its sole discretion, will determine necessary staffing based on event needs.
- Stage Crew:
 - First 4 (four) hours included in Performance Rental Fee (up to 2 stage crew members)
 - Teach Lead: \$30.00 / hour
 - Stage Crew: \$20.00 / hour / person
- House Sound: basic house sound and lightning included in Single Day Performance fee
- Ticketing: Showpass is the official ticketing service for the Murray Theater and a preservation fee will be charged for each ticket sold, along with any service and/or credit card processing fees.

Venue Rental Fee includes access to the venue between 6:00 AM – 11:59 PM. If clients are in venue past midnight, there will be an additional fee of \$100.00 / hour unless prior authorization has been given by Theater Manager.

Equipment Venue Rental



EQUIPMENT RENTAL

Use of equipment is based on availability. Rental of equipment does not include labor to install or operate.

EQUIPMENT	DAILY RATE
Concert Sound	225.00

Stage Monitors	30.00
Wireless Mics on stands (3)	75.00
Basic Drum Kit Mics (5)	40.00
DI Boxes (2)	10.00
Drum Riser 8'x8' with skirting	50.00
Marley Dance Floor (excludes labor cost)	125.00
Dance Floor Tape (per installation)	75.00
Dance Lighting (side lighting)	30.00
Wireless Mics (10) belt packs	250.00
Cinema Projector	450.00
Cinema Screen	50.00
Cinema Sound	300.00
Piano – 5' Baby Grand	150.00
Piano – Keyboard	50.00

Packages	RATE		RATE
Movie Package	600.00	Recital Package	236.00
Cinema Projector		Wireless Mics (2) on stands	
Cinema Sound		Concert Sound	
Cinema Screen		Stage Lighting (basic plot)	
Dance Package	350.00	Concert Package	425.00
Marley Dance Floor		Drum Riser 8'x8' w/skirting	
Dance Floor		4 Moving Heads	
Tape Dance Lighting		Stage Monitors (3) wedges	
Stage Lighting		Wireless Mics (3) on stands	
Concert Sound		Basic Drum Kit	
Stage Monitors (3) wedges		Mics (5)	

12.24.175: PARKS AND RECREATION FEES:

- A. Purpose: The purpose of this section is to authorize the Mayor to establish fees related to the use of Parks and Recreation facilities, participation in Parks and Recreation programs, and all other services provided by the Parks and Recreation Department.
- B. With the exception of the Murray Park Center Membership fees, the Murray Parkway Golf Course Green Fees and Rentals, and the Murray Park Outdoor Swimming Pool Fees, the Mayor shall establish all Parks and Recreation related fees.
- C. Fees shall be established by the Mayor in a written schedule and shall be in amounts reasonably necessary to recover some of the costs of providing the programs and services. A written schedule of the fees shall be available for public inspection in the Parks and Recreation Department office and posted on the City's website. (Ord. 22-15)

12.24.180: FEES FOR USE OF THE MURRAY PARK OUTDOOR SWIMMING POOL:

- A. Purpose: The purpose of this section is to establish fees for use of the Murray Park outdoor swimming pool.
- B. Fee Schedule: The following shall be the fee schedule for use of the Murray Park outdoor swimming pool:

Admission	Fee
Admission	Fee
Adults (18 - 59)	\$5.00
Youth (3 - 17)	\$4.00
Senior (60 years and older)	\$3.00
Children (ages 1 - 2)	\$1.00
Infant (under age 1)	Free
Punch Card	
Adult - 10 admissions	\$45.00
Youth - 10 admissions	\$35.00
Seniors - 10 admissions	\$25.00
Pool Rental (After Hours)	
50 people or less, per hour	\$450.00
Additional people (1 - 50), per hour	\$100.00

- C. Park Center Membership: Persons will be admitted with a valid annual membership to the Park Center in Murray at no additional fee.
- D. City Employee Discount: City employees, their spouses and dependent children may purchase daily admission at a fifty percent (50%) discount of daily admission prices. (Ord. 22-18: Ord. 17-30)



Discussion Item #4



MURRAY

Murray City Council

Open and Public Meeting Act and Harassment Annual Training

Council Action Request

Committee of the Whole

Meeting Date: February 3, 2026

Department Director Jennifer Kennedy Council Director Phone # 801-264-2622 Presenters G.L. Critchfield	Purpose of Proposal To review the Open and Public Meeting Act requirements as it applies to municipal government. Action Requested Information only. Attachments Presentation Slides Budget Impact None Description of this Item This is an opportunity to review all aspects of the State of Utah Open and Public Meeting Act requirements as it applies to municipal government and elected officials. The council will also review the City's Harassment Policy and how someone should report discrimination or harassment.
Required Time for Presentation 30 Minutes Is This Time Sensitive Yes Mayor's Approval Date January 20, 2026	

OPEN AND PUBLIC MEETINGS ACT

2026 City Council Annual Training

- ▶ The presiding officer of the public body shall ensure that the members of the public body are provided with annual training on the requirements of this chapter.

ANNUAL TRAINING REQUIRED

▶ **52-4-102 Declaration of public policy.**

- ▶ The Legislature finds and declares that the state, its agencies and political subdivisions, exist to aid in the conduct of the people's business.
- ▶ It is the intent of the Legislature that the state, its agencies, and its political subdivisions:
 - ▶ take their actions openly; and
 - ▶ conduct their deliberations openly.

PUBLIC POLICY

- ▶ “Openly” refers to the fact that every meeting must be open to **public observation**. While many entities have a “citizen comment” period, members of the audience may not participate in the deliberations without express invitation by the Council.

“ACTING AND DELIBERATING
OPENLY”

- ▶ “Meeting” means the convening of the Council following the required process, for the express purpose of acting as a public body to **discuss, receive public comments** about a relevant matter, **deliberate** about a relevant matter, or **act** upon a relevant matter.
- ▶ **Predetermining City Council action is prohibited:**
Three (or more) members of the City Council may not act together outside a meeting in a concerted and deliberate way to predetermine an action to be taken by City Council at a meeting on a relevant matter.

WHAT IS A MEETING?

- ▶ “Quorum” means a simple majority of the membership of a public body, unless otherwise defined by applicable law.
 - ▶ Three City Council members
- ▶ EXCEPT: It takes 2/3 of the City Council present at the open meeting to vote to approve holding a closed meeting.

QUORUM DEFINED

- ▶ One annual notice published of regularly scheduled meetings
- ▶ Give at least 24 hours notice of each public meeting
 - ▶ Agenda, date, time and place
- ▶ Post notice at principal office and on Utah Public Notice Website, and provide notice to media
- ▶ The 24-Hour notice requirement may be disregarded if:
 - ▶ due to unforeseen circumstances, an emergency meeting is necessary to consider matters of an emergency or urgent nature; and
 - ▶ Council gives the best notice practicable of the time, place, and topics to be considered at the emergency meeting.

NOTIFYING THE PUBLIC

- ▶ reasonable specificity to notify the public as to the topics to be considered at the meeting
- ▶ each topic must be listed under an agenda item
- ▶ topic not on the agenda but raised by the public may be discussed during an open meeting; but no action may be taken

AGENDA

► Closed Meeting may be held if:

- A quorum is present;
- The meeting is an open meeting; and
- 2/3 of the Council present at the open meeting, vote to approve closing the meeting.
- No vote may be taken in a closed meeting, except a vote to on a motion to end the closed portion and return to an open meeting.

At the open meeting at which the closed meeting is approved, the following must be publicly announced and entered into the minutes: The reason(s) for holding a closed meeting, the location of the Closed Meeting, and the vote by name of each Council Member either for or against the motion to hold the closed meeting, must be publicly announced and entered on the minutes of the open meeting at which the closed meeting was approved.

CLOSED MEETINGS

- ▶ Discussion of the character, professional competence, or physical or mental health of an individual.
- ▶ Strategy sessions to discuss pending or reasonably imminent litigation.
- ▶ Strategy sessions to discuss the purchase, exchange, or lease of real property or to discuss a proposed development agreement, project proposal, or financing proposal related to the development of land owned by the City if disclosure of the transaction would disclose the appraisal or value of property or prevent completion on best possible terms.
- ▶ Strategy sessions to discuss the sale of real property (same reasons as above).
- ▶ Discussion regarding the deployment of security personnel, devices, or systems.
- ▶ Investigative proceedings regarding allegations of criminal misconduct.

REASONS TO CLOSE A MEETING

- ▶ A closed meeting shall be recorded and may have detailed written minutes.
 - ▶ Exceptions: discussion of character, professional competence or physical or mental health of an individual or the discussion regarding the deployment of security personnel, devices, or systems need not be recorded. However, in such cases, an affidavit must be signed regarding the purpose of the closed meeting.
 - ▶ Closed Meeting Minutes or the Recording are protected records under GRAMA, subject to disclosure by court order.

MINUTES OF CLOSED MEETINGS

The mayor or two council members may order the convening of a special meeting of the council. Each order convening a special meeting shall:

- be entered in the minutes of the council; and
- provide at least three hours' notice of the special meeting.

The City recorder shall serve notice of the special meeting on each council member who did not sign the order by delivering the notice personally or by leaving it at the member's usual place of abode.

SPECIAL MEETINGS

May only be held if an attempt is made to notify all members of City Council and majority of members approve the meeting.

The normal twenty-four hours notice for regular meetings is not required if unforeseen circumstances require the City Council to consider matters of an emergency or urgent nature and best practicable notice is given of time and place of meeting and topics to be considered.

EMERGENCY MEETINGS

- ▶ Electronic Meetings With Anchor Location: Authorized if done pursuant to an adopted resolution, rule, or ordinance and is properly noticed.
- ▶ Electronic Meetings Without Anchor Location: Authorized if:
 - ▶ The Chair makes a determination that conducting the meeting with an anchor location presents a substantial risk to the health and safety of those who may be present at the anchor location; or
 - ▶ The location where Council meets is ordered closed for health or safety reasons and
 - ▶ Public notice for meeting includes:
 - ▶ Statement describing Chair's determination;
 - ▶ Summary of facts supporting Chair's determination; and
 - ▶ Information on how public may attend remotely by electronic means
 - ▶ Chair's determination expires 30 days after the day the Chair makes the determination.

ELECTRONIC MEETINGS

- ▶ Disruptions of Meetings: Individuals can be removed from a public meeting if they willfully disrupt the meeting to the extent orderly conduct is seriously compromised.
- ▶ Final Actions Voidable: Any final action taken in violation of Section 52-4-201 (meeting not open but should have been), 52-4-202 (notice provisions, including closed meetings), or 52-4-207 (electronic meetings) is voidable by a court. Statute of limitations is 90 days, except challenge to approval of bonds is 30 days.
- ▶ Public Enforcement: Utah Attorney General and District Attorney may enforce chapter.
- ▶ Private Enforcement: A person denied any right under this chapter may commence suit in court to:
 - ▶ compel compliance with or enjoin violations of this chapter; or
 - ▶ determine the chapter's applicability to discussions or decisions of a public body.
- ▶ Closed Meeting Violations: Class B misdemeanor.

ENFORCEMENT

- ▶ Transparency laws (open meetings, open records) are referred to as Sunshine Laws, meaning that the business of the public body is to be conducted “in the sunshine,” or in the open, and the public may attend, observe, and scrutinize.
- ▶ Utah enacted the very first Sunshine Law in 1898, the Utah Open and Public Meetings Act.

UTAH'S HERITAGE OF TRANSPARENCY

QUESTIONS



CITY COUNCIL HARASSMENT TRAINING

(Rule IX, Council Relations, Anti-Harassment Policy)

POLICY

- To foster and maintain a work environment that is free from discrimination and intimidation. Toward this end, the City Council will not tolerate harassment of any kind that is made by City Councilmembers toward fellow Councilmembers, City Council Staff, City employees or members of the public.

Who is Covered By City Council Policy?

- Applies to Councilmembers. (Rule IX, Council Relations, Anti-Harassment Policy)

Harassment Defined

- Harassment is unwelcome conduct that is based on race, color, religion, sex (including pregnancy, childbirth and related medical conditions), national origin, age (40 or older), disability, genetic information, marital status, sexual orientation, honorably discharged veteran or military status or the presence of any sensory, mental or physical disability or the use of a trained dog guide or service animal by a person with a disability.

What Conduct is Harassing Conduct?

- The making of demeaning comments, whether verbally or in writing, or use of unwelcome epithets, gestures or other physical conduct, based on the protected classes.
- Harassment does not have to be of a sexual nature in order to be illegal. Offending conduct based on a victim's gender that is severe or pervasive enough to create a hostile (abusive) work environment is also illegal.

What is Sexual Harassment?

- Sexual harassment is a form of sex discrimination. EEOC guidelines define sexual harassment as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:
- Submission to such conduct is a term or condition of an individual's employment. The requirement may be stated outright or may be implicit, or implied.
- Submission to or rejection of the conduct is a basis for employment decisions
- Conduct of a sexual nature has the purpose or effect of unreasonably interfering with work performance
- Conduct of a sexual nature creates an intimidating, hostile, or offensive working environment.

Unwelcome Conduct

- Unwelcome means unwanted. Sexual conduct is unwelcome whenever the person subjected to it considers it unwelcome.

Either Gender May Harass, Either Gender May be a Victim of Harassment

- To constitute harassment, the conduct does not need to be sexually motivated. The harassment just needs to be based on a victim's gender.

Inappropriate Conduct

- What constitutes sexual harassment can vary depending on the situation and people involved.
- Examples of actions that could be sexual harassment if they happen often enough or are severe enough to make one uncomfortable, intimidated, or distracted enough to interfere with their work:
 - unwelcome sexual advances or requests for sexual favors
 - direct or indirect threats or bribes for sexual activity
 - sexual innuendos and comments, or sexually suggestive jokes may be sexual harassment in some contexts
 - unwelcome touching or brushing against a person

Inappropriate Conduct (continued)

- compliments of an employee's appearance
- commenting on the attractiveness of others in front of an employee
- asking an employee about his or her sex life
- circulating nude photos or photos of women in bikinis or shirtless men in the workplace
- sexually suggestive text messages or emails
- leaving unwanted gifts of a sexual or romantic nature
- repeated hugs or other unwanted touching (e.g., a hand on an employee's back)
- Finally, attempted or completed sexual assault would be sexual harassment

Laws that Apply

- These laws protect individuals from discrimination based upon sex.
 - Federal Law: Title VII of the Civil Rights Act of 1964. protects individuals from discrimination based upon sex.
 - State Law: Chapter 5 of title 34A of the Utah Code, known as the Utah Antidiscrimination Act.
- Council Rule IX.

Reporting Inappropriate Conduct

- If the incident involves a city employee, or an appointee to an advisory board or a commission, the incident should be reported as soon as possible to the Mayor.
- If the incident involves a Councilmember or Council Staff, the incident should be reported as soon as possible to the City Attorney.

Investigation

- Prompt investigation
- Confidential investigation to fullest extent possible

Corrective Action

- Anyone who is found to have violated this policy is subject to corrective action. Corrective action will depend on the gravity of the offense. The City Council will take whatever action it deems necessary to prevent an offense from being repeated.

No Retaliation

- The City Council will not permit retaliation against anyone who makes a complaint or who cooperates in an investigation.



Discussion Item #5



MURRAY

City Council

Legislative Updates

Council Action Request

Committee of the Whole

Meeting Date: February 3, 2026

Department Director Jennifer Kennedy Phone # 801-264-2622 Presenters Diane Turner Required Time for Presentation 10 Minutes Is This Time Sensitive No Mayor's Approval Date January 20, 2026	Purpose of Proposal Update on the 2026 Legislative Session Action Requested Information Only Attachments None Budget Impact None Description of this Item Provide the council with an update on the 2026 Legislative Session.
---	---



MURRAY
CITY COUNCIL

Adjournment