

1
2
3
4
5
6
7
8
9
10
11

Minutes
Town of Hideout
Town Council Special Meeting
May 12, 2025

The Town Council of Hideout, Wasatch County, Utah met in Regular Meeting on May 12, 2025 at 6:00 p.m. electronically via Zoom and in the City Council Chambers located at 10860 N. Hideout Trail, Hideout, Utah.

12
13
14

Regular Meeting

15
16
17
18
19
20
21
22
23
24
25

I. Call to Order

Chairperson Haselton called the meeting to order at 6:11 p.m.

26
27
28
29
30
31
32
33
34

II. Roll Call

Present: Chairperson Carol Haselton
Council Member Chris Baier
Council Member Jonathan Gunn
Council Member Bob Nadelberg
Council Member Ralph Severini
Former Mayor Phil Rubin

Staff Present: Town Administrator Jan McCosh
Town Attorney Polly McLean
Recorder for Hideout Alicia Fairbourne

Staff Attending Remotely: Town Planner Thomas Eddington
Financial Consultant Katie Shepley

Public Present: Conner Thomas (KPCW), Suzanne Severini.

Public Attending Remotely: Anne Gruber and others who may have logged in using a partial name or using only a phone number.

35
36
37
38
39
40
41

III. Agenda Items

1. Discussion and possible action regarding filling the Mayor vacancy left by Phil Rubin

Chairperson Haselton welcomed attendees and invited Town Attorney Polly McLean to explain the procedure. Ms. McLean stated that two Council Members had applied for the interim mayor position. Each applicant would have five minutes for an introductory statement, followed by ten minutes for Council Members and the former mayor to ask questions. Mr. Rubin was permitted to participate in the interview process and vote in the event of a tie. Ms. McLean also noted that a resolution had been prepared to ratify the appointment.

1 Council Member Severini was given five minutes to make an introductory statement. He began
2 by reflecting on his and his family's decision to make Hideout their home nearly nine years ago.
3 He noted his eight years of service to the Town through the Planning Commission and Town
4 Council, in addition to prior public service in two other municipalities.

5 Council Member Severini summarized his educational background, which includes two
6 master's degrees and certifications in risk management, and shared that he worked for Amazon
7 Web Services advising global executives but would be leaving his position in June to fully
8 dedicate his time to the Town.

9 He highlighted his past contributions to Hideout, including co-sponsoring the Richardson Flat
10 Annexation Referendum to allow public vote, initiating the online transition of the Town's
11 engineering code, and chairing the Economic Development Committee. He also co-founded the
12 Wildfire Mitigation Committee and previously served on both the Budget Committee and
13 Design Review Committee.

14 As interim mayor, Council Member Severini stated his goals included completing the Town's
15 water study, continuing progress on the Richardson Flat and Ross Creek developments,
16 preserving open space, enhancing wildfire preparedness, supporting trails and recreation,
17 pursuing grants, strengthening intergovernmental relations, and increasing transparency and
18 collaboration within the Town government.

19 Council Member Baier was given five minutes to introduce herself as a candidate for interim
20 mayor. She began by noting that she had effectively been fulfilling the role since Mayor Rubin's
21 resignation on April 14, 2025. As Mayor Pro Tempore – officially designated by the Council in
22 July 2021 – she had frequently presided over meetings and covered mayoral duties in the former
23 mayor's absence.

24 She outlined the work she had undertaken over the previous three and a half weeks, including
25 drafting a press release regarding the mayoral vacancy, becoming involved with GCD/Shoreline
26 issues, engineering concerns at the proposed Wildhorse development, litigation strategies with
27 outside counsel, and reviewing the Larry H. Miller Silver Meadows / Richardson Flat project.
28 She also attended multiple events in the mayor's stead, such as the fundraising open houses for
29 Fire Station 56 and Tuhaye, and participated in media interviews. Additionally, she worked on
30 the General Plan addendum and collaborated with finance staff on the tentative budget.

31 Council Member Baier emphasized her long-standing connection to the community, noting she
32 had lived in Hideout for ten years and was among the earliest homeowners. She also highlighted
33 her status as the longest-serving elected official currently on the Council, having been elected
34 in 2017. She concluded by sharing that she was part of a small group of residents who met in
35 2017 to support local representation in Town government, which led to her election alongside
36 Phil Rubin and Hanz Johansson.

37 Following the candidate introductions, Council Member Haselton initiated the question-and-
38 answer portion of the meeting. She reminded the Council that each member, including former
39 Mayor Rubin, would be allowed up to ten minutes to ask questions of either or both candidates.
40 She asked both applicants to keep responses brief in order to accommodate multiple questions.

41 Her first question addressed time commitment, noting that the position of mayor required full-
42 time attention due to the Town's growth. Council Member Severini stated he was in the process
43 of leaving his position with Amazon Web Services, with a planned departure in June, so he

1 could dedicate full time to the role. Council Member Baier confirmed that she had previously
2 announced her retirement from her employer and would be leaving her position on June 6,
3 possibly staying a few weeks longer to complete a project.

4 Council Member Haselton then asked Council Member Severini about meetings he had attended
5 with a developer without notifying the mayor, staff, or other council members. He responded
6 that the meeting was focused on wildfire mitigation efforts, specifically the developer's
7 potential participation in improving defensible space and incorporating fire-resistant materials.
8 He stated that the purpose was not related to negotiation or entitlement, but rather a community-
9 driven initiative.

10 Next, Council Member Haselton asked each candidate whether they supported the development
11 of a community center. Council Member Severini said he strongly supported the idea and
12 described ongoing efforts to acquire additional land and pursue public-private partnerships that
13 could support such a facility. He envisioned a space that could serve as a gathering place and
14 include amenities such as a reading room or recreational offerings. Council Member Baier also
15 expressed support for a community center, emphasizing the lack of current gathering space in
16 Hideout and noting her intent to pursue contributions from developers in the short term as a
17 possible path to funding and space acquisition.

18 Finally, Council Member Haselton asked each candidate to share their vision for Hideout over
19 the next ten years. Council Member Baier envisioned a fully developed town center – likely in
20 the Silver Meadows area – serving as a commercial and civic hub, supported by new council
21 chambers and a more inclusive housing mix. Council Member Severini emphasized fostering
22 community connection, improving recreational amenities, and leveraging Hideout's natural
23 surroundings. He expressed support for both long- and short-term planning through partnerships
24 and phased investment to enhance livability and cohesion within the Town.

25 During her allotted time for questions, Council Member Baier questioned Council Member
26 Severini about his readiness and approach should he be appointed interim mayor. She asked
27 what specific value he would bring to the position for the remainder of 2025. Council Member
28 Severini responded that his long tenure on the Planning Commission and previous service in
29 other towns gave him a unique and experienced perspective. He expressed intent to not only
30 serve as interim mayor but also to run for the full four-year term in the upcoming election,
31 emphasizing the opportunity for a leadership transition that could strengthen the Town's long-
32 term strategic direction.

33 Council Member Baier then asked how he would manage mayoral responsibilities while still
34 employed at Amazon Web Services, especially given that the mayor is responsible for the final
35 budget. Council Member Severini stated he had already been coordinating with Hideout's
36 Finance Consultant Katie Shepley and felt well-prepared to continue working with staff on
37 financial matters. He cited his prior service on the Town's Budget Committee and commitment
38 to adjusting his schedule as needed during the transition period.

39 On the topic of upcoming development challenges, including the GCD/Shoreline development,
40 Council Member Baier asked how he would handle controversial proposals currently moving
41 through the Planning Commission. Council Member Severini responded that he regularly
42 listened to Planning Commission meetings, communicated with commissioners and developers,
43 and would continue doing so. He stated he would not prejudge any applications and would rely

1 on recommendations from the Planning Commission and feedback from the Council before
2 making decisions.

3 Lastly, Council Member Baier asked him to articulate the distinction between serving as a
4 Council Member and serving as Mayor. Council Member Severini said he viewed the mayor as
5 the chief executive officer of the Town – responsible not only for day-to-day administration but
6 also for providing strategic direction. He acknowledged former Mayor Rubin’s work in that
7 capacity and emphasized his intent to lead with both operational oversight and visionary
8 planning.

9 Council Member Nadelberg used his question time to further explore the professional and
10 educational backgrounds of both candidates. He began by inviting Council Member Baier to
11 elaborate on her qualifications, noting she had more to share than time had allowed during her
12 initial statement.

13 Council Member Baier explained that she had completed ten years of higher education,
14 including undergraduate and graduate studies, and had pursued a PhD at Yale University.
15 Professionally, she had worked for over 25 years as a technical project manager in the
16 information technology sector, implementing large-scale systems for industries such as
17 healthcare, retail, manufacturing, aviation, and banking. While she had not held a formal C-
18 suite title, she emphasized her leadership experience in managing complex projects by influence
19 rather than authority, coordinating diverse teams and delivering results.

20 When asked if Hideout was her only experience with government, she confirmed it was, but
21 noted her involvement in the Town developed naturally over time as a resident. She first
22 engaged with the Town through trail development efforts and went on to serve as a Council
23 Member, now in her eighth year of elected service.

24 Council Member Nadelberg then asked similar questions of Council Member Severini, who
25 detailed his prior executive roles, including Chief Development Officer, Chief Marketing
26 Officer, and other leadership positions in technology and finance. He emphasized his experience
27 working both in executive leadership and on the ground, and stated that the ability to establish
28 credibility with high-level stakeholders would benefit the Town as it grows and attracts new
29 commercial interests. He also highlighted the importance of having both strategic and
30 operational expertise in a mayoral role.

31 Council Member Nadelberg concluded that he had no further questions, noting that he was
32 already familiar with both candidates but appreciated the opportunity for a deeper dive into their
33 qualifications.

34 Council Member Gunn declined to ask questions, stating that he was already familiar with both
35 candidates, having worked with them during his time on the Council. He passed the time to
36 former Mayor Rubin.

37 Mr. Rubin began by clarifying his role in the process and proceeded to share comments rather
38 than questions. He reflected on his own experience taking office without prior municipal
39 experience and emphasized the progress made during his tenure in building a competent and
40 capable staff. He noted that the Town’s administrative team now possessed the knowledge and
41 skills necessary to support both the mayor and council members effectively.

42 Mr. Rubin reminded the Council of the importance of adhering to the traditional roles of
43 municipal government, where the mayor oversees executive functions and the Council serves

1 in a legislative capacity. He stressed the value of that separation and the need for the mayor to
2 focus on supporting staff and facilitating well-informed decisions.

3 He concluded by encouraging the next mayor to build upon the foundation already established
4 rather than drastically altering course, expressing confidence in the work that had been done
5 during his seven years in office.

6 Following the conclusion of questions, Chairperson Haselton called for a vote and reminded the
7 candidates that they could not vote for themselves. She began by asking each candidate to
8 declare whether they intended to vote or abstain. Both candidates indicated they would abstain
9 from voting.

10 Council Member Nadelberg prefaced his vote by acknowledging the strengths and
11 qualifications of both candidates. He noted that while the interim mayor position might be short-
12 term, it could potentially lead to a full four-year term, making the decision a significant one. He
13 commended both candidates for their experience and expressed confidence in either serving
14 effectively. Ultimately, he cast his vote for Council Member Severini, citing his background
15 and experience as the deciding factors.

16 Council Member Gunn also acknowledged that both candidates were qualified but emphasized
17 that the vote should come down to who was better suited for the specific challenges facing the
18 Town. Based on that assessment, he cast his vote for Council Member Severini.

19 Council Member Haselton stated that she would fully support whichever candidate was
20 selected. She noted Council Member Baier's prior experience serving as interim mayor on
21 multiple occasions and her deep involvement in Town matters. Based on that, she cast her vote
22 for Council Member Baier.

23 *The vote was as follows:*

24 *Voting for Council Member Chris Baier: Carol Haselton.*

25 *Voting for Council Member Ralph Severini: Bob Nadelberg and Jonathan Gunn.*

26
27 Council Member Haselton confirmed that, with two votes in favor of Council Member Severini
28 and one for Council Member Baier, the majority of the Council had selected Council Member
29 Ralph Severini to serve as interim mayor. She expressed appreciation for both candidates,
30 described the decision as difficult, and encouraged the Council to support the new mayor
31 moving forward.

32 Ms. McLean explained that the next step would be to ratify the appointment by adopting
33 Resolution 2025-R-08. She noted that the resolution would be updated to reflect Council
34 Member Ralph Severini as the newly appointed interim mayor.

35 *Motion: Council Member Nadelberg moved to approve Resolution 2025-R-08, a Resolution*
36 *of the Hideout Town Council appointing Ralph Severini to serve as Mayor of the Town of*
37 *Hideout for the remaining term of office commencing May 12, 2025 and concluding*
38 *January 5, 2026. Council Member Severini made the second. Voting Yes: Council Member*
39 *Baier, Council Member Gunn, Council Member Haselton, Council Member Nadelberg, and*
40 *Council Member Severini.*

41

