

These are draft minutes and are subject to change until approved by the County Council.

Salt Lake County Council

Committee of the Whole

~MINUTES~

Tuesday, May 15, 2018

4:23 PM

Committee Members

Present:

Jennifer Wilson
Richard Snelgrove
Michael Jensen¹
Steven DeBry
Max Burdick²
Aimee Winder Newton¹
Arlyn Bradshaw, Acting Chair

Excused:

Jim Bradley

Appointment of Temporary Chair

Council Member Wilson, seconded by Council Member Snelgrove, moved to appoint Council Member Bradshaw to chair this meeting. The motion passed unanimously.

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Citizen Public Input

Mayor Jeff Silvestrini, Millcreek, spoke under Citizen Public Input regarding representation on the Unified Fire Authority (UFA) and Unified Fire Service Area (UFSA) boards. He is a member of both boards. Recently, all five metro townships were admitted to membership on the UFA board, making it a 16-member board. The board has a policy of one jurisdiction/one vote. This means that Copperton, with 800 citizens, and Millcreek, with 60,000 citizens, have the same weight to their vote. However, it is still the sense of the board that this policy remains in place. He was asking the County to consider reducing its members on the board from three to one.

The County makes a large financial contribution to the UFA – a total of \$7,674,136. That buys three votes on the board. Millcreek's contribution to the UFA is \$8,173,118. That is more than the County's contribution and Millcreek only has one vote on the UFA board. He encouraged the

¹ Participated electronically

² Participated electronically through part of the Compression discussion; present for remainder of meeting

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Council to consider going down to one representative on the UFA board. The interlocal requires a supermajority to amend the board representation.

Council Member Bradshaw asked if the board's membership was defined by state statute.

Mayor Silvestrini stated the UFSA board membership is set by statute. The UFA is an interlocal agency and representation is set by the board itself. The board can amend the interlocal agreement.

Council Member Bradshaw asked what the current quorum was for the UFA and what it would be if the County relinquished two seats.

Mayor Silvestrini stated the current quorum is nine and it would go down by one with fewer County representatives. This would help with the perception by other members that see their communities having a diminished role on the board.

Council Member Bradshaw asked how often there were split votes on the board.

Mayor Silvestrini stated he did not have those statistics. However, salary and budgetary matters have been the issues that split the board most often.

Council Member Wilson stated she is sympathetic to this issue, but would like to have Council staff take a deeper look into the issue and what the role of the County is going forward as the regional government.

Council Member DeBry asked how a fair solution could be reached given that there is such a wide gap in residents in each city or township.

Mayor Silvestrini stated one solution would be to have weighted votes. However, he has served on a board where this was the policy and it was difficult to feel his vote counted more than someone else's. This was especially uncomfortable when disagreements arose.

Council Member Snelgrove stated the UFA board will have to deal with it; it is outside of the Council's purview. He would like to do what is fair. It makes no sense to have County representation that predates creation of the metro townships.

Council Member Burdick stated perhaps the board could be revised to a system, such as the County Council, with district representatives and at-large members.

Council Member Bradshaw stated the Council discussed reduction of the UFA board composition during the recent legislative session, and it declined to get involved. The Council has a different role than individual municipalities, especially in the area of emergency management and the canyons.

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Council Member Jensen stated the one jurisdiction/one vote policy was set up when UFA was created. The County provided 95 percent of the UFA assets, so the feeling was that the County needed to keep more votes.



Review of New Hires

Mr. Brad Kendrick, Budget & Policy Analyst, Council Office, reviewed the following proposed hires:

<u>Agency</u>	<u>Position</u>
<i>Animal Services Division</i>	Animal Control Officer
<i>Auditor's Office</i>	Internal Auditor
<i>Salt Lake County Health Department</i>	Public Health Nurse – Immunization Division HR Assistant Public Health Nutritionist Office Supervisor-Environmental Health Vital Records Specialist Office Specialist – Immunization STD Health Investigator
<i>Parks & Recreation Division</i>	Child Care Group Leader/Bus Driver Recreation Program Coordinator Second Asst. Superintendent of Greens Recreation Program Manager
<i>Sheriff's Office</i>	Jail Nurse Jail – Cash Accounting Specialist Jail Assessment Specialist
<i>Aging & Adult Services Division</i>	Nutrition/Transportation Supervisor Community Engagement Program Manager
<i>Criminal Justice Services Division</i>	Peer Mentor – part time
<i>Treasurer's Office</i>	Temporary Taxpayer Care Specialist Tax Service Specialist (Cashier)
<i>Library Services Division</i>	4 Shelves

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<i>District Attorney's Office</i>	Assistant Risk Manager Office Specialist
<i>Facilities Services Division</i>	Building Maintenance Worker HVAC Specialist Construction & Maintenance Specialist II
<i>Planning & Development Services Division</i>	Planning & Development Division Director
<i>Recorder's Office</i>	Land Records Specialist
<i>Youth Services Division</i>	Youth Worker Group Home Supervisor Fiscal Coordinator
<i>Council – Tax Administration</i>	Board of Equalization Administrator

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Compression Recommendation Amendment

Mr. Michael Ongkiko, Director, Human Resources Division, stated the Total Compensation Advisory Committee (TCAC) recommends not giving a compression adjustment to any employee with a performance evaluation below a three (meets expectations) during 2017 and anyone on a Performance Improvement Plan (PIP) during the first quarter of 2018. The concerns from TCAC are employees who are low performers may have their salaries increased above employees in the same job title that meet expectations and go above and beyond. This would cause a morale issue among elected offices and departments. Employees who improve performance and successfully satisfy a PIP in 2018 would be eligible for future compression adjustments

Council Member Wilson stated she thought compression was not supposed to be performance based.

Mr. Ongkiko stated if an underperformer does improve, that would not exclude them from future adjustments for compression.

Council Member Bradshaw stated an employee would be excluded from this round of compression adjustments even if they improved their performance. They would not get any raise until the Council approved more money.

Mr. Ongkiko stated that employee would likely have to wait until 2019 for a compression increase.

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Council Member Bradshaw stated that sounds like the County is exacerbating the compression problem.

Mr. Ongkiko stated if underperformers are given a raise, it will have a chilling effect on morale. Another option is to set aside this money in case these employees improve in 2017, then it could be allocated upon Council's approval.

Council Member Bradshaw stated that would make him more comfortable.

Council Member Wilson asked if TCAC had spoken to the employee groups about this.

Mr. Ongkiko stated no because of the timing issue.

Council Member Wilson stated she would recommend that be done. She would like additional time to address these concerns.

Council Member Bradshaw asked if the decision on this approach could wait a week or two.

Mr. Ongkiko stated the compression adjustments will be on the employees' May 22, 2018, paychecks. However, it could be postponed.

Council Member Newton stated she would be willing to make a motion that this approach be approved conditioned upon speaking to employee groups. If the employee groups have a problem with it, then the matter could be returned to the Council.

Council Member Bradshaw stated he did not want to hold up the raise for the other 2,500 employees.

Ms. Erin Litvack, Deputy Mayor of Operations, stated this issue came up during a TCAC meeting. The independent elected officials were concerned about giving raises to underperforming employees. Merit increases only go to those with a grade of three or better. Occasionally, the amount an employee is compressed is due to not receiving merit increases.

Council Member DeBry asked if underperforming employees received COLA increases.

Mr. Ongkiko stated yes, in January.

Mr. Ralph Chamness, Deputy District Attorney, stated this does not mean an underperforming employee will never get the raise. In future years, the Council budget would catch them up. It will just not happen while the employee is getting low performance evaluation.

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Council Member Newton stated the fact that less than 10 percent of employees are below a three means it is not hard to get to a three. If underperforming employees suddenly receive a raise, they will be laughing all the way to the bank. Her proposal is to set funds aside so when performance improves, the employee will get the raise, or it will be given to the next person in that position.

Ms. Litvack stated that would be an ideal situation. Some of the underperforming employees are in positions that would get a significant increase. That would be very bad for morale.

Council Member Newton, seconded by Council Member Burdick, moved to give the administration direction to implement the adjustment as planned for May 22, except for the employees that this policy would affect, and to forward the matter to the 4:00 p.m. Council meeting for ratification. The administration will receive feedback from the employee groups, TCAC members can speak to Council Members in the interim, and the matter will be brought back on next week's agenda. The motion passed 6 to 1 with Council Member Wilson voting in opposition.

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Ordinance Amendment

Mr. Jason Rose, Legal Counsel, Council Office, stated this is a cleanup amendment to make the ordinance consistent with state statute that addresses the composition of the Tax Advisory Board.

Council Member Snelgrove, seconded by Council Member Wilson, moved to approve the ordinance amendment and forward it to the 4:00 p.m. Council meeting for ratification. The motion passed unanimously. Council Member DeBry was absent for the vote.

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Closed Session – Possible Litigation

Council Member Wilson, seconded by Council Member Burdick, moved to close the Committee of the Whole meeting to discuss possible litigation. The motion passed unanimously.

The Council moved in closed session to reopen the Committee of the Whole meeting.

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Closed Session – Discuss the Competence and Professionalism of Individuals

Council Member Wilson, seconded by Council Member Burdick, moved to close the Committee of the Whole meeting to discuss the competence and professionalism of individuals. The motion passed unanimously.

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CONSENT AGENDA:

Gift to Salt Lake County

The Council reviewed the following gift to Salt Lake County. The Declaration of Gift form has been placed on the Council agenda for ratification.

Salt Lake County Health Department

Intermountain Healthcare has offered to donate \$5,000 to the Salt Lake County Health Department to be used to support participants in classes of the National Diabetes Prevention program, in the amount of \$250 per participant up to a class capacity of 20 individuals.

Council Member Wilson, seconded by Council Member Jensen, moved to accept the gift and forward the Declaration of Gift form to the 4:00 p.m. Council meeting for ratification. The motion passed unanimously. Council Member DeBry was absent for the vote.

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Board Appointments

Mayor Ben McAdams submitted a letter requesting the Council's advice and consent to the appointments of **Judith Engracia** and **David Norcutt** as members of the Dimple Dell Park Advisory Board to serve three-year terms. Their terms will begin May 8, 2018, and end May 7, 2021.

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Mayor Ben McAdams submitted a letter requesting the Council's advice and consent to the appointment of **Sheila Young** as a member of the Behavioral Health Services

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Advisory Council to serve a one-year term. Her term began May 1, 2018, and will end April 30, 2019.

Council Member Wilson, seconded by Council Member Jensen, moved to approve the appointments and forward them to the 4:00 p.m. Council meeting for

ratification. The motion passed unanimously. Council Member DeBry was absent for the vote.

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Resolutions

The Council reviewed the following resolutions and agreements. The resolutions authorizing execution of the agreements have been placed on the Council agenda for final approval and execution:

Resolutions and Agreements

- 1) *Salt Lake City* for construction of two multi-use sports courts (Recreation Bond -\$25,000 Disbursement).
- 2) *Salt Lake City* regarding an accessory building at the Oak Hills Tennis Center (Recreation Bond- \$1,994,546.00 Disbursement).

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Resolution

Clark Planetarium regarding amendment to the Productions 2018 price list for multiple purchase discounts.

Council Member Wilson, seconded by Council Member Jensen, moved to approve the resolutions and agreements and to forward them to the 4:00 p.m. Council meeting for ratification. The motion passed unanimously. Council Member DeBry was absent for the vote.

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Tax Matters

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The Council reviewed the tax matters, which will be placed on the Council agenda for ratification.

Council Member Wilson, seconded by Council Member Jensen, moved to approve the tax matters and forward them to the 4:00 p.m. Council meeting for ratification. The motion passed unanimously. Council Member DeBry was absent for the vote.

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Sheriff's Office

Sheriff Rosie Rivera notified the Council that the Sheriff's Protective Services Bureau will change its name to the Public Safety Bureau.

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Other Business

Approval of Minutes

Council Member Wilson, seconded by Council Member Jensen, moved to approve the minutes of the Salt Lake County Council Committee of the Whole meetings held on April 24, 2018, and May 1, 2018. The motion passed unanimously. Council Member DeBry was absent for the vote.

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Cancellation of Meeting

Council Member Wilson, seconded by Council Member Jensen, moved to cancel the May 29, 2018, Committee of the Whole and Council meetings. The motion passed unanimously. Council Member DeBry was absent for the vote.

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The meeting was adjourned at 3:55 p.m.

Chair, Committee of the Whole

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Deputy Clerk

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