

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, June 12, 2018

1:30 PM

Committee Members

Present:

Jennifer Wilson
Richard Snelgrove
Jim Bradley
Arlyn Bradshaw
Ann Granato
Steven DeBry
Max Burdick
Aimee Winder Newton, Chair

Excused:

Michael Jensen

Citizen Public Input

Mr. Todd Young spoke under "Citizen Public Input" encouraging the Council to favorably consider the proposed dog parks.



Review of New Hires

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

Agency

Position

Aging & Adult Services Division

2 Center Program Coordinators 13

Animal Services Division

Customer Care Associate 11

Public Works & Municipal Services

2 District Workers 9
Assistant Facilities Manager 15

Human Resources Division

ER/EEO Consultant 16

Clark Planetarium

Assistant Facilities Manager 13

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<i>Library Services Division</i>	2 Librarians 14
<i>Parks & Recreation Division</i>	Building Operations Manager 11 Lead Custodial Maintenance Worker 9 Office Coordinator 12
<i>Salt Lake County Health Department</i>	Director of Community Health 19
<i>Criminal Justice Services Division</i>	Service Coordinator 12

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Off-Leash Dog Park Implementation Plan

Mr. Martin Jensen, Director, Parks and Recreation Division, stated the purpose of this project was to identify two or three sites for regional dog parks and prepare conceptual masterplans for each site. He delivered a PowerPoint presentation highlighting the criteria that was used for the selections, project goals, suitable site identification matrix, timeline, stakeholder advisory group meetings, and input from the public. He stated the Parks and Recreation Services Division staff along with the Off-Leash Stakeholder Committee recommended proceeding with conceptual plans and preliminary budgets for the following sites:

- Magna Regional Park
- Wardle Fields Regional Park
- Lodestone Regional Park.

There are funds available to complete the conceptual plans for these three parks; however, there are no funds appropriated for construction. Once the conceptual plans are finished, they will be presented to the public for input and then to the County Council. Two or three dog parks are not enough to service the entire County, so this is just a start. Putting a dog park within a developed park saves money on infrastructure.

Council Member Wilson asked if the County could work with cities along the Bonneville Shoreline Trail to make sections of the trail off-leash. The more off-leash areas there are, the less impact there would be.

Mr. Martin stated the County would have to work with the Forest Service to identify portions of the trail that would work. He would be happy to start the conversations.

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Property Tax Rate Update

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Mr. Robert Reed, Mayor's Finance Division, delivered a PowerPoint presentation regarding the 2018 June Property Tax Revenue. He presented the taxable values, new growth

taxable values, 2018 Countywide Tax Rates as well as other property tax rates, and the June adjusted property tax revenues. The property tax revenue is better than what was projected.



Mid-year Budget Discussion

Sheriff's Office

Chief Deputy Kevin Harris delivered a PowerPoint presentation regarding the staffing crisis the Sheriff's Office is experiencing. The PowerPoint highlighted the turnover trends and the retention incentive plan. Currently, the Correction's Division is down 99 sworn officers or 20 percent of the staff.

Sheriff Rosie Rivera stated the civilian side of her office is also down 55 employees. She continued the PowerPoint presentation by highlighting the retention incentive plan, which purpose is to retain existing staff while working out permanent pay solutions. This retention plan would cost approximately \$4.1 million and would come from the current budget.

Council Member Granato asked if the employees were moving out of law enforcement or just to other positions.

Sheriff Rivera stated a lot of the employees are moving out of corrections into the law enforcement side. Other police departments in Salt Lake County offer a higher starting wage, better benefits, and consistent raises. This incentive should help retain employees until a budget is approved that contained raises.

Council Member Newton asked why the civilian positions needed to be incentivize. There are other positions throughout the County that are hard to fill, yet no incentive is offer. She asked why these positions would receive special treatment.

Chief Deputy Harris stated 95 percent of the positions provide essential services to law enforcement, such as mail services, commissary, booking services, medical mental health services, and visiting services for attorneys and families. Some of the positions are State mandated.

Council Member DeBry stated the County is not trying to treat anyone special. This is a crisis. Everything done at the jail is very important to citizens of the County. There is nothing that is more important than public safety. The Council needs to do all it can to keep the jail open and functioning as it should.

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Council Member Bradley stated job satisfaction is an extremely important part of what motivates a person, salary is equally as important. Most people, given equal pay between corrections and patrol, would probably choose patrol. Corrections is a tough environment to work in. Correction Officers might not get job satisfaction, so the Council could help with retention by offering increased salaries.

Sheriff Rivera stated this is not treating employees special. There is nothing special about the environment these employees work in. The environment is hard. This is a temporary fix. If something is not done, the jail would not be able to operate.

Council Member Newton stated she agrees and supports this incentive. It needed to be on record why the Council is offering this incentive to civilian employees.

[Later in the meeting]

Mr. Jason Rose, Legal Counsel, Council Office, stated it would be appropriate to add a retention incentive section to the Pay Practices Policy to give the Council and other agencies the opportunity to provide an incentive whenever there is a crisis like what is going on at the jail. This would need to be in place before the incentive payments were made.

Mr. David Delquadro, Chief Financial Manager, Council Office, stated included in the Sheriff's budget is the transfer of the Sheriff's Home Electronic Detention (SHED) Program from the Unified Police Department (UPD) back to the County. Because of this transfer, additional FTEs and cars will be needed.

Since the County will not be able to fully open Oxbow Jail by July 1st, there is a need to continue contracting for beds through Davis and Weber Counties. Included in the budget is an appropriation unit transfer from personnel to operating to facilitate the contracts.

Council Member DeBry asked if the County would reduce the amount it paid for its contract with the UPD to offset the SHED program.

Mr. Delquadro stated yes. He posed the question of who should be overseeing the County's interest in regard to the UPD contract and making sure the Council knows what is going on.

Council Member Newton stated it is a conflict of interest for the Sheriff's Office to oversee this contract. If it provides regional services, then it should probably be under the Office of Regional Development. She would like to see line by line what the contract covers and the cost.

Council Member DeBry stated he wanted to go on record to say that he wanted to know where every single dollar goes that Salt Lake County pays, as a regional government or

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out of General Fund dollars, to the UPD or any other municipal police department. He would like to know how much is being paid and what it is for.

Council Member Newton stated the Council needs to determine who should oversee this contract.

Mr. Delquadro stated included in the Sheriff's budget is an appropriation unit shift to have a vendor provide uniforms as opposed to individuals having an allotment in their paychecks.

Council Member DeBry, seconded by Council Member Burdick, moved to approve the Sheriff's budget as recommended by the Mayor, contingent upon approval of amendments to the Pay Practices policy. The motion passed unanimously.

Transient Room Tax Scholarship Program

Mr. Scott Brown, Salt Lake Community College (SLCC), stated the hospitality industry requested SLCC help train students to work in its industry. It is struggling to find qualified workers. Help is needed from the basic entry level positions to hospitality management. One funding source that was identified to help with this training was the Transient Room Tax (TRT) Fund.

Ms. Jennifer Saunders, Salt Lake Community College, stated this training would address English proficiency, customer service, managing of cash, math, and leading teams. This would be a pathway to a career and an opportunity to invest in people and ultimately in this industry.

Council Member Newton asked how many students would be involved in this program.

Ms. Saunders stated the program would serve approximately 150 students the first year. That number would increase as word got out. Also, it is expected to increase with employees who are already working in the field and desire additional training opportunities and advancement. How long it would take to go through this education still needs to be worked out with the industry.

Council Member Newton asked how the data would be tracked. She would like to know how the money was spent, data on who got jobs, and what kind of jobs.

Ms. Saunders stated data is very important. SLCC would be able to track starting wages and how people progressed. It would be accountable with the funds it received.

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Council Member DeBry asked if the Council could get a yearly report on the number of students enrolled and the jobs obtained.

Ms. Saunders stated SLCC would be prepared to report any information the Council was interested in. It would be helpful to know what that information was ahead of time, so a process could be designed to collect it.

Council Member Snelgrove asked how people would find out about this program.

Ms. Saunders stated marketing and outreach is an ongoing challenge. SLCC would rely heavily upon industry, existing networks within the Refugee Center, the Mayor's Office, Workforce Services, and religious communities. Hopefully, the industry could provide ideas on where students could be recruited for this program.

Council Member Newton asked if SLCC had approached the State for funds.

Mr. Brown stated this is a test case. SLCC does not have resources to continue programs that are not successful. If it is successful and additional funds are needed, SLCC will turn to the State.

Council Member Wilson, seconded by Council Member Burdick, moved to approve the appropriation of \$350,000 from the TRT Fund for the Tourism/Convention and Hospitality Scholarship. The motion passed unanimously. Council Member Bradshaw was absent for the vote.

Mr. Delquadro stated this scholarship is based on continual funding. He asked if the Council wanted to include legislative intent that County staff would work with Visit Salt Lake and SLCC to come up with an agreement. The Council cannot lock itself into future funding.

Council Member Burdick, seconded by Council Member Wilson, moved to adopt the legislative intent.

Mr. Darrin Casper, Deputy Mayor of Finance and Administration, stated the Mayor's Office would like a defined end of the program. There needs to be an opportunity to review performance measurements to make sure the County is getting what it wants from the program.

Council Member Wilson asked if the Council could request that SLCC come back every year to request additional funds. The County would be able to evaluate the program to see if it was getting what it wanted.

Mr. Casper stated that would work. If the program was not working, then the funding would be discontinued.

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Mr. Delquadro stated during the November Budget Workshop Sessions, SLCC could report to the Council on how things were going.

Council Member Newton stated she wanted the ability each year to look at data on this scholarship. This November might not give SLCC enough time. An option could be to provide \$175,000 for the remainder of this year and then fund it fully in November to get the request on the right schedule.

Mr. Casper stated Scott Beck, Visit Salt Lake, will be managing the program. The Council could have Mr. Beck provide an update during the November Budget Workshop Sessions.

Council Member Wilson stated SLCC would not spend the entire \$350,000 by November, so any funds not spent could roll over to the next year and additional funds could be added to get the request on the right schedule. She would like an update from Mr. Beck in November.

Council Member Burdick withdrew his motion.

Pay Compression Appropriation

Mr. David Delquadro, Chief Financial Manager, Council Office, stated a budget adjustment is needed due to the Council's decision to give compression adjustments to all compressed employees. At the time this was presented, it was estimated that it would cost an additional \$90,000; however, that did not take into account the cost of related benefits, overtime, or that some employees had moved to different jobs. The additional cost would be \$130,000.

Council Member Wilson, seconded by Council Member Granato, moved to true up the budget in accordance to the policy decision. The motion passed unanimously. Council Member Bradshaw was absent for the vote.

FTE Changes

Mr. Brad Kendrick, Budget & Policy Analyst, Council Office, stated there are just a few FTE changes the Council would need to approve.

Mr. Darrin Casper, Deputy Mayor of Finance and Administration, stated the FTE changes are a reconciliation of the base budgeting system from the adopted budget until now.

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Overview of Remaining Budget Adjustments

Mr. David Delquadro, Chief Financial Manager, Council Office, distributed a handout, which showed the budget adjustments since the first of the year for the Council's review. The compression numbers might not be correct because they are based on a lower number. If the Council voted to approve these adjustments the numbers should be subject to review and modification as necessary. The budget follows the Mayor's recommended budget except for adjustments to the compression and the policy relating to the Sheriff's incentive.

Council Member Newton stated the Council can still make changes to this budget after the public hearing, which is scheduled for June 19, 2018, at 6:00 p.m.

Council Member Bradley, seconded by **Council Member Granato**, moved to accept the 2018 June budget adjustments as recommended by the Mayor with the adjustments as discussed by the Council. The motion passed unanimously. Council Member DeBry was absent for the vote.

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Closed Session – Possible Litigation

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

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CONSENT AGENDA

Board Appointment

Mayor Ben McAdams submitted a letter requesting the Council's advice and consent to the appointment of *Joanna Johnston* as a member of the Cultural Facilities Support Program Advisory Board to serve a three-year term. Her term will begin June 12, 2018, and end June 11, 2021.

Council Member Bradshaw, seconded by **Council Member Wilson**, moved to approve the appointment and forward it to the 4:00 p.m. Council meeting for ratification. The motion passed unanimously.

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Real Estate Matters

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

Resolution, Tax Sale Property Purchase Agreement, and Quit Claim Deed

- 1) *8803 Storage* regarding the sale of surplus property located at 8820 South 630 East, Sandy, for \$8,100.

Resolution, Right of Way Contract and Temporary Construction Easement

- 2) *West Valley City* regarding a right-of-way contract and temporary construction easement on property located at approximately 4740 West 4100 South in order to widen 4100 South.

Resolution, Water Line Easement, and Quit Claim Deed

- 3) *WCS Investment* regarding the release of an easement across property located at 747 West 4170 South, Murray.

Council Member Bradshaw, seconded by Council Member Wilson, moved to approve the resolutions and forward them to the 4:00 p.m. Council meeting for ratification. The motion passed unanimously.

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Resolution

The Council reviewed the resolution authorizing the issuance by Utah County, Utah, of its hospital revenue bonds in an aggregate principal amount not to exceed \$98,5000,000 with respect to facilities in Salt Lake County.

Council Member Bradshaw, seconded by Council Member Wilson, moved to approve the resolution and forward it to the 4:00 p.m. Council meeting for ratification. The motion passed unanimously.

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Resolution and Agreement

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Salt Lake City regarding the Microbial Source Tracking Sample Analysis Project.

Council Member Bradshaw, seconded by Council Member Wilson, moved to approve the resolution and forward it to the 4:00 p.m. Council meeting for ratification. The motion passed unanimously.

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Tax Matters

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

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

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The meeting was adjourned at 4:00 p.m.

Chair, Committee of the Whole

Deputy Clerk

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