

Salt Lake County Council
Committee of the Whole

~MINUTES~

Tuesday, March 28, 2017

[2:18:29 PM](#)

Committee Members
Present:

Jennifer Wilson
Jim Bradley
Arlyn Bradshaw
Michael Jensen
Sam Granato
Max Burdick¹
Steven DeBry, Chair

Excused: Aimee Winder Newton
Richard Snelgrove

Citizen Public Input ([2:18:52 PM](#))

Ms. Alexandra Eframo spoke under “Citizen Public Input” stating that a second floor should be added to the existing Road Home instead of constructing a new shelter at a different location. The money needs to be used for law enforcement and rehabilitation.

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Real Estate Matter

Council Member Bradley, seconded by Council Member Granato, moved that the Committee of the Whole go into a closed session to discuss a real estate matter. The motion passed unanimously.

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The Committee reopened the meeting by motion during the closed session.

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Review of Proposed Hires ([2:47:18 PM](#))

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

¹ Participated during closed session only.

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<u>Agency</u>	<u>Position</u>
<i>Facilities Services Division</i>	2 HVAC Specialists 13
<i>Youth Services Division</i>	Youth Worker 12
<i>Aging & Adult Services</i>	Part-time Office Specialist 10
<i>Library Services Division</i>	Librarian Public Services 14 Part-time Library Shelver 7
<i>Flood Control & Engineering Division</i>	Engineer 17 Project Manager 18 Section Manager 19 Division Director 20

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Interim Budget Adjustments ([2:47:28 PM](#))

Mr. Brad Kendrick, Budget & Policy Analyst, Council Office, reviewed the following interim budget adjustment requests, which have been placed on the Council agenda for formal consideration:

Human Services Department

Interim budget adjustment to transfer \$1,000 from Other Professional Fees to Contributions in order to make a contribution to the League of Women Voters of Salt Lake.

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Information Services Division

Interim budget adjustment to reclassify two time-limited FTE positons (PeopleSoft Programmer and Business Analyst) to full-time merit positions in order to attract and retain qualified candidates.

Interim budget adjustment of \$260,000 in grant funding to develop an integrated data system.

Council Member Granato, seconded by Council Member Jensen , moved to approve the requests and forward them to the 4:00 p.m. Council meeting for formal consideration. The motion passed unanimously.

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Appointment of the New Administrative Services Department Director ([2:48:38 PM](#))

Mayor Ben McAdams submitted a letter requesting the Council's advice and consent to the appointment of Megan Hillyard as the new Administrative Services Department Director.

Council Member Bradshaw, seconded by Council Member Granato, moved to approve the appointment and forward it to the 4:00 p.m. Council meeting for formal consent. The motion passed unanimously. Council Member Jensen was absent for the vote.



Human Resources Division Update ([2:50:00 PM](#))

Mr. Michael Ongkiko, Director, Human Resources Division, delivered a PowerPoint presentation, which included data regarding the average time it takes to fill vacant positions within the County, the tuition reimbursement program, exit interview statistics, employee relations, PM rating summary, and 2016 year-end employee bonuses and year-end turnover. He also updated the Council on employee training, the total compensation project updates, and employee benefits. He introduced Mark Fulford, who has been hired as the Associate Director for the Human Resources Division.

Council Member Bradshaw asked if the Human Resources Division had the opportunity to look into the situation that was brought up during the "Citizen Public Input" portion of the Committee of the Whole meeting on March 14, 2017, where Frank Pedroza addressed the Council regarding tuition reimbursement for his step-son who was a correction officer at the Salt Lake County jail and then transitioned over to the Unified Police Department (UPD). His step-son was told that he owed the County approximately \$5,500 in student loans that the County had paid for. Mr. Pedroza did not understand this since both organizations were County entities. He suggested the current policy could be changed to give the Sheriff some discretion concerning this matter.

Council Member DeBry stated the UPD and County Correction Division are two separate entities just like any other police department and the UPD. UPD is not part of Salt Lake County government. A correction officer should know that he would have to pay back his reimbursement if he chose not to continue employment with the County for two years after receiving payment. If the County started making exceptions, it would open up Pandora's Box.

Council Member Jensen stated the vast majority of County residents think the UPD is still part of the County. The County gives the UPD \$3 to \$5 million General Fund monies to help with its operation. The County has a unique relationship with the UPD that it

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does not have with other law enforcement entities. He thinks the County needs to look into this issue and maybe come up with some sort of help.

Council Member Wilson stated at the very least, the County should have a payment plan for employees who chose to leave employment with the County before the two years were up.

Mr. Ongkiko stated the County has a payment plan for those employees.

Council Member Jensen asked why only 155 employees were taking advantage of this program. He thought a lot more would.

Mr. Ongkiko stated it is a great benefit; however, the timing might not be right - family issues, or working full-time could all be factors.

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Human Resources Policies and Procedures ([3:42:37 PM](#))

The Council reviewed the following Human Resource policies and procedures. The policies and procedures have been placed on the 4:00 p.m. Council agenda for final approval and execution:

#5-100 – Pay and Employment Practices

Council Member Jensen, seconded by Council Member Granato, moved to approve the policy and procedure and forward it to the 4:00 p.m. Council meeting for formal consideration. The motion passed unanimously.

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#4-200 – Leave Practices

Mr. Michael Ongkiko, Director, Human Resources Division, stated the proposed amendment allows a manager to offer a recruitment incentive of not to exceed 120 hours over a calendar year up to four years. This incentive would be helpful when recruiting someone who has been in the job force for 15 to 20 years and is used to having vacation days.

Council Member DeBry stated this gives a new hire up to 120 hours of vacation a year just as an incentive to work for Salt Lake County. He asked what criteria this would be based on and who would decide.

Mr. Ongkiko stated it would be up to the hiring manager.

Council Member Jensen asked if the policy allowed up to 120 hours per year, or if it was 120 hours over four years.

Mr. Ongkiko stated it was up to 120 hours per year for four years.

Council Member Wilson stated she would like to spend a little more time with this issue and look into different options, such as flex schedules.

Ms. Erin Litvack, Deputy Mayor of County Services, stated the Council might want to look at the accrual rates as part of this discussion.

Council Member DeBry stated this will be placed on a future agenda for discussion.



CONSENT AGENDA ([3:50:19 PM](#))

Board Appointments

Mayor Ben McAdams submitted a letter requesting the Council's advice and consent to the appointments of **Daphne Williams** and **Gordon Wolf** as members of the Center for the Arts Advisory Board to serve three-year terms. Their terms will begin March 2017, and end March 2020.

Mayor Ben McAdams submitted a letter requesting the Council's advice and consent to the reappointment of **Robert Harding** as a member of the Magna Mosquito Abatement District to serve a four-year term. His term began January 2, 2017, and will end January 1, 2021.

Mayor Ben McAdams submitted a letter requesting the Council's advice and consent to the appointment of **Annie Meltzer** as a member of the Northwest Multipurpose Center Advisory Board to serve a two-year term. Her term will begin March 2017, and end March 2019.

Mayor Ben McAdams submitted a letter requesting the Council's advice and consent to the appointment of **Patricia Richards** as a member of the Zoo, Arts & Parks Tier I Advisory Board to replace Amanda Simmons who has resigned. Her term will begin immediately and end December 2017.

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Mayor Ben McAdams submitted a letter requesting the Council's advice and consent to the reappointments of **Qing (Ching) Su** and **Andrew Larson** as members of the Salt Lake County Economic Development Revolving Loan Fund Advisory Committee to serve two-year terms. Their terms began February 2017, and will end January 31, 2019.

Mayor Ben McAdams submitted a letter requesting the Council's advice and consent to the appointment of **Ulrich Rassner** as a member of the Clark Planetarium Advisory Board to serve a three-year term. His term began February 2017, and will end February 2020.

Mayor Ben McAdams submitted a letter requesting the Council's advice and consent to the reappointments of **Grace Lin**, **Lisa Killpack**, and **Gordon Wolf** as members of the Cultural Facilities Support Program Advisory Board to serve three-year terms. Their terms will begin March 2017, and end March 2020.

Mayor Ben McAdams submitted a letter requesting the Council's advice and consent to the reappointment of **Joann Seghini** as a member of the Cultural Facilities Support Program Advisory Board to serve a three-year term. Her term will begin March 2017, and end January 2020.

Mayor Ben McAdams submitted a letter requesting the Council's advice and consent to the appointment of **Rand Cook** as a member of the Cultural Facilities Support Program Advisory Board to serve a three-year term. His term will begin March 2017, and end March 2020.

Council Member Bradshaw, seconded by Council Member Jensen, moved to approve the appointments and forward them to the 4:00 p.m. Council meeting for formal consideration. 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 final approval and execution.

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

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Resolutions

The Council reviewed the following resolutions.

- 1) Contribution of County moneys to the Community Development Finance Alliance for the purpose of assisting Salt Lake County in securing New Market Tax Credits.

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

- 2) Salt Lake County regarding a conservation easement on 3,559 acres owned by Draper City and located in Salt Lake and Utah Counties.
- 3) Resolution to rename a portion of a trail that connects a neighborhood trail in Bluffdale to the Jordan River Park, the "Lynn Larsen Trail."

These items were pulled.

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Mayor's Community Contributions

The Council reviewed the recommendation of the Contribution Review Committee for the following community contributions to be appropriated from the Mayor's 2017 budget:

Alliance House	\$1,000
University Neighborhood Partners	\$500
Friends of Alta	2- \$100 golf gift cards
Utah Health Policy Project	\$750

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

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formal consideration, and found the County received fair and adequate consideration for the contributions. The motion passed unanimously.

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Other Matters

Approval of Minutes

Council Member Bradshaw, seconded by Council Member Jensen, moved to approve the March 14, 2017, Committee of the Whole minutes. The motion passed unanimously.

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The meeting was adjourned at [3:50:47 PM.](#)

Chair, Committee of the Whole

Deputy Clerk

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