

# Salt Lake County Council

## Committee of the Whole

### ~MINUTES~

Tuesday, October 24, 2017

[10:07:10 AM](#)

#### Committee Members

##### Present:

Jennifer Wilson  
Richard Snelgrove  
Jim Bradley  
Arlyn Bradshaw  
Michael Jensen  
Aimee Winder Newton  
Sam Granato  
Max Burdick<sup>1</sup>  
Steven DeBry, Chair

#### Presentation of the Mayor's 2018 Proposed Budget ([10:07:10 AM](#))

**Mayor Ben McAdams** stated he is presenting a budget that is structurally balanced with no tax increase. It is a lean budget, but keeps the commitment to public safety, economic opportunity, and a high quality of life. He reviewed the topics of homelessness, economic growth and jobs, challenges, and looking ahead to the future.

**Mr. Darrin Casper**, Deputy Mayor of Finance and Administration, delivered a PowerPoint presentation (incorporated into the minutes by reference). He reviewed the Mayor's 2018 budget goals, budget direction, and economic outlook. The 2018 tentative budget highlighted key problems for compensation, the budgetary perspective within the General and related funds, and other pressing priorities. The 2018 proposed budget highlighted the budget solutions multi-faceted approach, tax rates and fund balance solutions, issues relating to the 2017 Criminal Justice Reinvestment Initiative, and the Solid Waste and Parks and Recreation Funds. The budget presentation focused on information technology, public works and other service enterprise funds, 2018 new capital maintenance or construction projects, TRCC proposals, General Fund Stat and General, proposed compensation, and FTEs. It also provided an analysis of the General Fund, one-time uses, purchasing power erosion, the trends related to population and property tax rates, OPEB developments, 2018 financing plans, and the County's Triple-A rating. Significant proposals included the reopening of Oxbow Jail, Operation Rio Grande, the General Election, and regional development. He stated all funds are balanced, and all reserve requirements are met. The net budget for 2018 is \$1.349 billion with overall appropriations of \$1.497 billion.



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<sup>1</sup> Participated electronically for the South Towne Exposition Center name change and the interim budget adjustment request for Abravanel Hall. In attendance for remainder of meeting.

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[The Council recessed at 11:19:27 AM and reconvened at 11:36:20 AM]

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Citizen Public Input (11:36:20 AM)

No one appeared for Citizen Public Input.

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Review of Proposed Hires (11:36:46 AM)

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

<u>Agency</u>	<u>Position</u>
<i>Fleet Management Division</i>	Fleet Technician 12
<i>Criminal Justice Services Division</i>	Instructor 13 2 Peer Mentor Specialists 10
<i>Treasurer's Office</i>	Part-time Taxpayer Care Specialist 11
<i>Office of Township Services</i>	Communications Manager 15
<i>Library Services Division</i>	Library Shelver 7
<i>Public Works Department</i>	2 Heavy Equipment Operators 10 2 Cement Finishers 11 Striper Operator 10 Traffic Signal Worker 9 Sweeper Operator 9
<i>Sheriff's Office</i>	Jail Nurse 14 Jail Nurse 16 Payroll Supervisor 14
<i>Information Services Division</i>	Shipping & Receiving Clerk 9
<i>Parks &amp; Recreation Division</i>	Construction & Maintenance Supervisor 16
<i>Salt Lake County Health Department</i>	STD Health Investigator 14 Time-limited STD Health Investigator 14 Health Educator 14

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*Justice Courts*

Specialty Court Clerk 12

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Interim Budget Adjustments ([11:37:00 AM](#))

**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 ratification:

*Parks & Recreation Division*

Interim budget adjustment to use a \$5,000 donation for training and related travel for the Adaptive Recreation staff.

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*Flood Control Engineering Division*

Interim budget adjustment of \$72,415 to be used for the Jordan River 1700 South Channel Realignment project.

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*Planning & Development Services Division*

Interim budget adjustment to increase the Personnel Appropriation Unit by \$106,000. The money will come from a one-time refund of \$46,000 from the Fleet Vehicle Replacement Fund and the sale of two vehicles at \$30,000 each.

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

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Overview Presentation of Auditor's Office ([11:39:25 AM](#))

**Mr. Scott Tingley**, County Auditor, delivered a PowerPoint presentation on the Auditor's Office. He highlighted the mission statement, responsibilities, and accomplishments for each division within his office. He presented his proposed budget for 2018, which showed a slight increase.

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**Council Member Snelgrove** stated it is in the best interest of Salt Lake County to use purchasing cards. He asked if everything was being done to maximize the use of the cards.

**Mr. Tingley** stated yes, most agencies see purchasing cards as a good alternative.

**Council Member Snelgrove** asked what the amount of the annual rebate was.

**Mr. Tingley** stated it is around \$262,000. It is a sizeable rebate.

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Overview Presentation of District Attorney's Office ([11:57:57 AM](#))

**Mr. Sim Gill**, District Attorney, delivered a PowerPoint presentation on the District Attorney's Office. He highlighted its mission statement, vision, and who it serves. He emphasized the work done in the Civil and Criminal Divisions, its leadership and innovation, the new District Attorney buildings, and the number of employees within his office and their areas of responsibilities. His office screens over 18,000 cases a year and that number continues to increase.

**Council Member Jensen** asked what the percentage was between what is screened and what actually gets filed.

**Mr. Gill** stated approximately 78 to 85 percent of cases screened get filed.

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[The Council recessed at [12:17:04 PM](#) and reconvened at [1:20:52 PM](#).]

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Naming Rights to South Towne Exposition Center ([1:20:52 PM](#))

*During the October 17, 2017, Committee of the Whole meeting the Council directed staff to let Mountain America Credit Union know the Council wants an integrated use of the County name on the South Towne Exposition Center.*

The Council reviewed a resolution giving Mountain America Credit Union the naming rights to the facility currently known as the South Towne Exposition Center.

**Mr. Carlton Christensen**, Director, Department of Regional Transportation, Housing & Economic Development, stated the agreement with Mountain America Credit Union

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has been clarified on how Salt Lake County's name would be used to make sure it complies with County ordinance. There has been no change to the terms within the agreement.

**Council Member Wilson** stated the County has a naming ordinance that relates to the naming of buildings; however, it does not relate to naming buildings in regards to the sale of naming rights on County facilities. The Council needed to discuss and adopt a Financial Naming Rights Ordinance. This discussion needs to take place at a future Committee of the Whole meeting.

**Council Member Bradley** stated signage and branding of a County building is very important. The County deserves all the credit it can get for the things that it does. However, the Council has an obligation to the taxpayer to save a substantial amount of money in the operation of these bigger facilities by selling naming rights if possible. The County would still have its name on the facility.

**Council Member Snelgrove** stated this is a win-win proposition for the taxpayers, the entity of Salt Lake County, and Mountain America Credit Union. This partnership is in the best interest of the citizens of Salt Lake County.

**Council Member Snelgrove, seconded by Council Member Granato, moved to approve this request and forward it to the 4:00 p.m. Council meeting for ratification.**

**Mr. Christensen** stated Mountain America Credit Union will provide community outreach programs through this facility.

**Council Member DeBry** asked if the funds received from this agreement would go directly into the General Fund or if the funds would go into the South Towne Exposition Center Fund.

**Ms. Erin Litvack**, Deputy Mayor of County Services, stated in the proposed budget it is shown as a revenue line item to the South Towne Exposition Center Fund.

**Council Member Burdick** stated the funds should go back into the South Towne Exposition Fund.

**Council Member DeBry** stated he thought the funds should go directly to the General Fund and then the Council could decide how to allocate them. The Council might need access to that money at some time in the future.

**Council Member Snelgrove, seconded by Council Member Granato, moved to approve this request and forward it to the 4:00 p.m. Council meeting for ratification. Council Member DeBry amended the motion to have all funds received from the sale of naming rights go directly into the General Fund, and the Council will determine how to allocate them. Council Member Snelgrove accepted the amendment.**

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**Council Member Burdick** asked if the discussion regarding where the funds should go could be put on a future agenda and not voted on today.

**Council Member DeBry** stated he would like this voted on today with the name.

**Council Member Snelgrove** stated his motion stands as is with the amendment.

**Council Member DeBry** asked Jason Rose, Legal Counsel, Council Office, what the process was for naming a building.

**Mr. Jason Rose**, Legal Counsel, Council Office, stated the process that applies is for the Mayor and Council to jointly make all decisions regarding the sale of naming rights. That is why this item was placed on the agenda.

**Council Member DeBry** stated the Council needs to be involved in the sale of naming rights up front and not after all decisions have been made.

**Ms. Litvack** stated the Mayor's Office should have been clearer when the request to hire a company to solicit naming rights for the South Towne Exposition Center came through the budget.

**Council Member Jensen** stated if the Mayor's Office is expecting to use the Council's Senior Policy Advisors to clear things through that is a no. That is not the way it works.

**Council Member Bradley** stated one or two years ago, the Council gave direction to the Mayor's Office to go out and do something like this. So this process was approved by the Council.

**Council Member Jensen** stated he wanted to be more involved and not hear about it once it was on the agenda.

**Council Member DeBry** stated the Mayor's Office needs to comply with the ordinance where it states "the Mayor and Council will jointly make all decisions."

**Council Member Snelgrove**, seconded by **Council Member Granato**, moved to approve this request and forward it to the 4:00 p.m. Council meeting for ratification. **Council Member DeBry** amended the motion to have all funds received from the sale of naming rights go directly into the General Fund and then the Council will allocate them. **Council Member Snelgrove** accepted the amendment. The motion passed unanimously.

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Interim Budget Adjustment - Signage at Abravanel Hall ([1:50:17 PM](#))

**Ms. Holly Yocom**, Director, Community Services Department, reviewed the following interim budget adjustment request, which has been placed on the Council agenda for formal ratification:

Interim budget adjustment to install new signage on the exterior of Abravanel Hall. Funding will be from the under-expenditure of the current Abravanel Hall lobby project.

**Ms. Yocom** stated the current signage for this building cannot be seen clearly because it is covered up by trees. The updated sign would include the Salt Lake County logo.

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



Pay for Success – 2017 Budget Restructuring ([1:52:21 PM](#))

**Mr. Darrin Casper**, Deputy Mayor of Finance and Administration, stated the total cost of the County's commitment to the pay for success program is \$8.5 million, of which \$3 million was appropriated in the 2017 budget. An additional \$3 million would have been appropriated in the 2018 budget, and \$2.5 million in the 2019 budget. This proposal is to use one-time funds to meet the total obligation for the Pay for Success program. The funds would come from the accumulated fund balance in the Visitor and Promotion Fund, which can only be used for recreation. The funds that were appropriated for recreation will then be used for this. The remainder of the funds would come from what was previously appropriated for debt service on a Sales Tax Bond. So by using one-time funds, it would fulfill the County's obligation for the Pay for Success program. Also, it would free up \$3 million from the original \$9.4 million set aside for this purpose to be used to reopen the Oxbow Jail, and it would be an ongoing revenue source.

**Council Member Newton** asked why the funds for the Pay for Success program could not be set aside within the County budget.

**Mr. Casper** stated the County is contractually obligated to put the money in an escrow account, which the County controls. The funds would only be released pursuant to instructions from the Sorenson Impact Center, which is managing the Pay for Success projects.

**Council Member Wilson** asked who would get the interest in this escrow account.

**Mr. Casper** stated once the County meets its obligation as outlined in the contract, any remaining funds would come back to the County.

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**Council Member Wilson** asked if the Council could get a program update on the Pay for Success programs.

**Mr. Casper** stated yes.

**Council Member Jensen** stated just to clarify, any money the Council thought it would get once the Pay for Success programs were funded, would now go into Oxbow Jail.

**Mr. Casper** stated yes.

**Council Member Snelgrove** asked if the Sorensen Impact Center was the only decision maker in respect to the disbursement of funds and if so, if that was a committee or would one or two people would be make the decision.

**Mr. Casper** stated the Sorenson Impact Center manages the program. The County is entirely in charge of releasing the funds, pursuant to terms of the contract. There is an executive committee that handles major contractual decisions, which is made up of senior leaders within the Sorenson Impact Center and Salt Lake County.

**Council Member Snelgrove** asked if the decision would come from this executive committee.

**Mr. Casper** stated the Sorensen Impact Center will evaluate the contract to determine if the conditions were met based on statistics. Then it is up to the executive committee to determine if it wants to proceed with the full program and not just the pilot program.

**Mr. David Delquadro**, Chief Financial Manager, Council Office, stated there is a lot of time before payment would occur if all milestones are met. He suggested the funds could be moved to a Tier Investment Account in order to take advantage of the rising interest rates. There is a possibility that it could generate enough money to reduce the \$11.5 million to \$11 million.

**Mr. Casper** stated that was a good idea.

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Morgan Loop Scenic Byway ([2:08:29 PM](#))

**Mr. Steve Lion**, Director, Economic Development, Morgan County, stated he is requesting the Salt Lake County Council write a letter in support of designating a 32.9 mile road as the "Morgan Loop Scenic Byway." This byway would connect I-84 to I-80, of which 8.2 miles is located within Salt Lake County. The proposed route is distinctive in that it has three National Historic Trails adjacent to portions of the roadway – the Mormon, Oregon, and Pony Express Trails.



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**Council Member Wilson, seconded by Council Member Newton, moved to ask Steve DeBry, Chair, Salt Lake County Council, to write a letter in support of this request and forward it to the 4:00 p.m. Council meeting for ratification. The motion passed unanimously.**

**Council Member DeBry** stated he would have all Council Members sign the letter.



Resolution – Salt Lake Valley Law Enforcement Service Area (SLVLESA) Tax Increase (2:16:20 PM)

**Council Member DeBry** stated he has a conflict with this item and will abstain from the vote. It will take a two-thirds vote of the Council to pass this resolution.

**Mr. Scott Jurgens**, Treasurer, Salt Lake Valley Law Enforcement Service Area (SLVLESA) stated the SLVLESA board is recommending a 5 percent property tax increase for 2018. The SLVLESA board chose to do small tax increases over the years instead of huge tax increases every 5 years or so. The tax increase would result in a \$1.43 per month increase or \$17.21 annually on a \$306,000 home. Presentations have been made before all five townships, which voted to support this increase. SLVLESA is fully financed through property taxes.

**Council Member Jensen, seconded by Council Member Bradshaw, moved to approve the resolution and forward it to the 4:00 p.m. Council meeting for ratification.**

**Council Member Wilson** asked if this district was a viable way to go given only the five townships and the County where members.

**Mr. Jurgens** stated once the three cities leave the district, it would be roughly half the size of what it is in terms of revenue and expenditures. Since the townships cannot initiate a property tax, the district is needed.

**Council Member Jensen** stated townships do not receive property tax revenue. All the property taxes collected in the townships go toward police and fire services.

**Council Member Bradley** stated whether a city is a member of the district or not, it would still pay the exact same cost as members of SLVLESA.

**Council Member Snelgrove** asked if it was the intent of Herriman, Riverton, and Millcreek cities to contract with the Unified Police Department (UPD) or form a joint venture for this service.

**Sheriff Rosie Rivera** stated as far as she knew, the cities would contract with the UPD.

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**Council Member Jensen**, seconded by **Council Member Bradshaw**, moved to approve the resolution and forward it to the 4:00 p.m. Council meeting for ratification. Roll was called, showing the vote to be Council Member Burdick “Aye,” Council Member Newton “Aye,” Council Member Jensen “Aye,” Council Member Snelgrove “Aye,” Council Member Granato “Aye,” Council Member Wilson “Aye,” Council Member Bradshaw “Aye,” and Council Member Bradley “Aye.” Council Member DeBry abstained from the vote.

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Overview Presentation of Public Works and Municipal Services Department ([2:33:52 PM](#))

**Mr. Scott Baird**, Director, Public Works and Municipal Services Department, delivered a PowerPoint presentation highlighting the goals of the Public Works and Municipal Services Department, and its organizational chart. He highlighted the work done within the divisions of this department along with accomplishments and challenges. One highlight within the Fleet Management Division is moving towards electric powered vehicles.

**Council Member DeBry** asked what the average run time of an electric vehicle was before it had to be recharged.

**Mr. Evan Harrison**, Associate Director, Fleet Management Division, stated depending on the vehicle, it is between 100 to 200 miles.

**Council Member DeBry** asked what the cost was for electricity to run these vehicles.

**Mr. Harrison** stated the cost for electricity is very minimal. However, it does cost approximately \$5,000 to \$7,000 more to purchase electric vehicles. Incentives are available to help with this cost. Another challenge with electric vehicles is the ability to recharge them. The Fleet Management Division is trying to get more charging stations.

**Council Member DeBry** asked if the benefit of electric cars outweighed the cost. The Council needs to look out for taxpayer dollars. The Council should be involved in the decision of using electric cars versus gas powered cars.

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Name Recommendation for New Salt Lake County Health Building ([2:56:29 PM](#))

**Mr. Gary Edwards**, Director, Salt Lake County Health Department, stated the Salt Lake County Board of Health met on October 5, 2017, to discuss potential names for the new health building, which is under construction at 600 South 200 East. The board recommended the new center be called the “Salt Lake Public Health Center.” However, it did submit the following names for consideration: Downtown Public Health Center, Dr. Harry

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Gibbons Public Health Center, and the Central City Public Health Center. Signage on the outside of the building would indicate that it is a Salt Lake County facility.

**Council Member Bradley** stated he wants to make sure the Salt Lake County brand is used so people understand where their tax dollars are going. He suggested the facility be named "The Salt Lake County Public Health Center."

**Council Member Bradley, seconded by Council Member Jensen, moved to name the building "The Salt Lake County Public Health Center."**

**Council Member Wilson** stated the ordinance requires the name of the building to indicate that it is a Salt Lake County Facility.

**Council Member Snelgrove** stated the Council does not get the opportunity to name many buildings, so it needs to think long and hard in terms of making sure maximum credit is given to those who made the maximum sacrifice. In public service, that would be a police officer, fire fighter, or those in the armed forces. The name does not have to be restrictive to someone who has worked in the Health Department or a County employee. An option could be the "Jose Valdez Public Health Building." Mr. Valdez was a Metal of Honor recipient, who made the ultimate sacrifice for this country. The Council needs to honor someone who deserves this honor.

**Council Member Snelgrove, seconded by Council Member Bradley, made a substitute motion that Council Members submit suggested names to Council Member Bradshaw to take back to the Salt Lake County Health Department Board of Directors for consideration.**

**Mr. Jason Rose**, Legal Counsel, Council Office, stated under the ordinance this request should have come to the Council prior to it going to the Board of Health.

**Council Member Bradley** stated the Council has time before deciding on a name to make sure it is appropriate. This is a great opportunity to delve deeper into the ordinance to address concerns expressed earlier.

**Council Member Wilson** asked what the time frame was before the name was needed.

**Mr. Edwards** stated construction on this building will not be complete for another year. The name would be needed by June of next year in order to get the sign on the building in time for the grand opening.

**Council Member Snelgrove, seconded by Council Member Bradley, made a substitute motion that Council Members submit suggested names to Council Member Bradshaw to take back to the Salt Lake County Health Department Board of Directors for**

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**consideration. The motion passed unanimously. Council Member Granato was absent for the vote.**



2018 Budget Deliberation (3:14:33 PM)

**Mr. Michael Ongkiko**, Director, Human Resources Division, delivered a PowerPoint presentation on the following 2018 salary budget recommendations:

- Increase to both the General and Trade/Technical salary structures by 2 percent in response to market changes. Index the minimum, midpoint and the maximum of each pay grade at 2 percent.
- A total 2.5 percent increase to base pay broken down into two components – a 1 percent employee salary structure adjustment increase distributed to all merit employees to maintain their position with the salary structure; and a 1.5 percent annual salary increase to base pay. (This recommendation excludes employees in temporary positions, sworn officers, employees on long-term disability, and employees with a performance score rated below a three.)
- Compression Equity Adjustment-Budgetary allowances at \$2,680,000.
- Prorated increases for new hires or probationary employees similar to the past several years.

He also reviewed the costs of the salary/benefit increase recommendation, prorated increases for probationary employees, and the decision not to give redlined employees a lump sum or salary increase, except to the extent the structure indexing enables additional pay. In addition to these benefits, the Council previously approved parental leave and increased vacation accruals, which will be effective January 2018. The County did that to be competitive with other employers.

**Council Member Wilson** stated she did not think the Council had ever taken that approach with redlined employees. Typically, it has provided a 1 percent increase for redlined employees, other than the years where it did not give raises to any employees. Having the 1 percent minimal increase is a great tool for recognizing long-term employees.

**Mr. David Delquadro**, Chief Financial Manager, Council Office, stated for the last three years, redlined employees have received the same increases as everyone else. The change this year is that employees who are affected by compression will be receiving various sized increases.

**Council Member Jensen** asked how many County employees were redlined.

**Mr. Ongkiko** stated there are currently 64 redlined employees in this structure.

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**Council Member Jensen** stated longevity matters to them, and the 1 percent sends a message they are valued even though they are at the cap. He would like to know how much adding that 1 percent in for redlined employees would cost the County.

**Mr. Darrin Casper**, Deputy Mayor of Finance and Administration, stated Mayor's Finance will prepare that analysis. In years past, the County provided the 1 percent longevity to 401k employees who were redlined; however, last year, it provided them with the 2.5 or 2.75 pay raise as a one-time bump, which was not added to their base pay.

**Council Member Burdick** asked if the total cost for 2018 of \$11 million included the \$1.7 million allocated to address 2017 compression. Then, in 2015-2016, changes to Tier I employees were made resulting in a total savings of \$3.2 million. He asked where those funds ended up going.

**Mr. Casper** stated those monies are appropriated in the respective Stat and General budgets for each fund that has employees. They are earmarked and they are ongoing monies. So when the final determination is made and the final compression formula is settled, those will be available to be distributed.

**Mr. Delquadro** stated the new payroll with benefits and compression is without regard to the \$1.7 million, which is going to be included in the ongoing baseline.

**Mr. Casper** stated the \$1.7 will be added to the \$2.7 for the 2018 compression/equity adjustment, so \$4.4 million will be distributed for compression issues.

**Council Member DeBry** stated the Sheriff is having a hard time keeping afloat at the Adult Detention center, and will need staff for the Oxbow Jail too if the County opens that. Current employees are highly thought of and the County needs to do something for them. The Sheriff also needs to be able to recruit, hire, and retain employees.

**Mr. Delquadro** stated the Sheriff proposed starting new hires at the jail at a Grade 11 instead of the current Grade 9, a 5.5 percent increase, with the notion of being able to compete with the prison. There has been movement out of law enforcement into other sectors of the economy. Sworn officers also had retirement benefits reduced.

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#### *Employee Organizations*

#### *Utah Public Employees Association (UPEA)*

**Ms. Alene Schwei**, representative, Utah Public Employees' Association (UPEA) read the following statement:

*On behalf of the Utah Public Employee's Association and its Salt Lake County membership, I would like to thank the Salt Lake County Council and Mayor*

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*McAdams for giving the association the opportunity to provide comments regarding the proposed compensation package.*

*Each year, prior to the budget discussions, UPEA surveys its County membership to evaluate their priorities. As you can guess, compensation and compression were top priorities for the employees. UPEA is supportive of the 1% salary structure adjustment and the 1.5% merit increase, as well as the increased funding for compression.*

*As for compression, UPEA's membership has expressed a deep concern about this issue. These concerns focus on the implementation timeframe. We understand that compression is a complex situation for which there is no "easy fix." That being said, UPEA urges the Council to develop a well-thought out and comprehensive communication plan to keep employees informed regarding this issue.*

*Funding for compression should be transparent and based upon data that confirms an employee's job position is compressed compared to public and private sector markets. In addition, UPEA recommends that the County set aside funding earmarked specifically for compression.*

*Benefits also ranked high in UPEA's survey and we support full funding for the 7% health insurance increase.*

*UPEA will continue to work with the members of the Salt Lake County Council in the upcoming budget hearings.*

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*Salt Lake Valley Law Enforcement Association*

**Mr. Matt Thompson**, Protective Services Bureau, representing Salt Lake Valley Law Enforcement Association presented the Association's concerns as follows:

Insurance changes

- The efforts by the County to keep medical costs down have been important to employees in making financial decisions. The 7 percent increase in the traditional PPO plan is actually lower than the national trend, so that is positive.
- For several years, there has been an initiative to move more County employees into high deductible health plans. There is a high level of enrollment (70 percent) and an emphasis to increase that. However, studies show that instead of shopping for savings, employees are forgoing important medical care, sometimes even the free stuff because they do not know those are provided. The Association would like the County to offer adequate education to help employees make informed decisions.

Merit Increase

- The continuation of the merit increases in the Sworn Pay Plan is valuable for helping members feel established, and allows them to anticipate and plan for career choices.

Market Adjustments

- The Association requests that the Council consider assuring that the 2018 budget returns Protective Services Deputies to their historical and market-driven pay range. It would be an increase that would match the 5.5 percent market adjustment that Corrections Deputies received for 2017.
- Since 2001, the Sheriff's Office Administration has repeatedly stated that because Protective Services is unique, the best comparable is Corrections. Protective Services has been one grade different in pay, with an equivalent number of steps to top out. This historical precedent has been used repeatedly as the primary reason for increases.
- While Protective Services has generally been able to maintain high staffing levels, it has been the direct result of changes in recruiting tactics. Turnover for Protective Services has been higher than Corrections, with all the additional associated costs and loss of institutional knowledge.

**Council Member DeBry** asked if certification was different for Protective Services Officers and Corrections Deputies.

**Mr. Thompson** stated Corrections Deputies are required to complete Basic Correctional Officer certification, which Protective Services Deputies do not have to do. That takes an additional six weeks. Both have a similar length of training time in the field before they are a full productive employee.

**Council Member DeBry** asked if it would help morale and turnover for Protective Services Deputies and Corrections Deputies to be at the same pay structure and be able to transfer from one location to the other.

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*Utah Alliance of Government Employees (UAGE)*

**Mr. Gerald Haskell**, representative, Utah Alliance of Government Employees (UAGE), stated UAGE's biggest concern was making sure the redlined employees continued to receive the longevity bonus. Those employees need to be recognized. The 2.5 percent pay increase is good, but should be richer. Members would like to see the money that is set aside for compression go toward wages instead. They do not see a future with the compression. Health insurance is a concern; insurance costs are increasing faster than inflation. UAGE realizes it is unrealistic for the County not to pass on any increase, but would like it to put less of

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a burden on employees. Also, some members do not like the high deductible plan. He suggested the County start looking at public/private resources and start talking about what to do at the local level to start tackling some of the health insurance issues.

**Council Member Wilson** asked how UAGE generally felt about efforts in creating more parity with the market.

**Mr. Haskell** stated members like where efforts regarding compression are headed, and believe the problem will be taken care of, but do not know when. They would like more communication regarding that.

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*American Federation of State, County and Municipal Employees (AFSCME)*

Mr. Delquadro submitted the following written comments from the American Federation of State, County and Municipal Employees (AFSCME):

*We support the 2% salary structure adjustment and the 1% salary structure adjustment increase.*

*While we understand and appreciate the financial constraints that other projects and initiatives may cause for this year's budget, we do not feel that the proposed annual salary increase in base pay is adequate. Salt Lake County Employees have seen their cost of living increase dramatically since the 2008 recession, while experiencing little salary growth. We would suggest that a 1.755 annual salary increase to base pay be given to employees and a full \$4 million dollars be funded to address compression.*

*We recognize salary compression to be a major challenge faced by Salt Lake County. The funding of a compression budget is imperative, but should not come at the expense of reasonable increase to base pay. It is our hope that you can find adequate funding for both.*

*In regards to the subject of the countywide compression budget we would like to see a strict timeline implemented for distribution of these funds. While we understand the issues faced by the data collection and technical processes these funds need to be distributed and make their way into the hands of Salt Lake County Employees. We can not support compression funds sitting unused as the \$1.7 million dollar allocation for 2017 did.*

*We are comfortable with the listed 2018 Benefit Considerations.*

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Committee of the Whole  
Tuesday, October 24, 2017

**CONSENT AGENDA** ([3:55:38 PM](#))

Council Contribution

The Council reviewed the request by Council Member Snelgrove to contribute \$2,000 from its Contribution Fund to “The Other Side Academy.”

**Council Member Bradshaw, seconded by Council Member Burdick, moved to approve the request, found that the County received fair and adequate consideration for the contribution, and forward it to the 4:00 p.m. Council meeting for ratification. The motion passed unanimously. Council Members Granato and Bradley were absent for the vote.**

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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.

**Council Member Bradshaw, seconded by Council Member Burdick, moved to approve the tax matters and forward them to the 4:00 p.m. Council meeting for ratification. The motion passed unanimously. Council Members Granato and Bradley were absent for the vote.**

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Other Business

*Approval of Minutes*

**Council Member Bradshaw, seconded by Council Member Burdick, moved to approve the minutes of the Salt Lake County Committee of the Whole meeting held on Tuesday, October 10, 2017. The motion passed unanimously. Council Members Bradshaw and Granato were absent for the vote.**

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The meeting was adjourned at [3:49:20 PM](#).

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Chair, Committee of the Whole

Committee of the Whole  
Tuesday, October 24, 2017

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Deputy Clerk

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