

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, April 10, 2018

1:10 P.M.

Committee Members

Present:

Jennifer Wilson
Richard Snelgrove
Jim Bradley
Arlyn Bradshaw
Michael Jensen¹
Steven DeBry
Max Burdick
Aimee Winder Newton, Chair

Excused:

Sam Granato

Citizen Public Input

No one appeared for Citizen Public Input.



Review of New Hires

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

Agency

Position

Aging and Adult Services Division

Accountant 15
Case Manager 14

Center for the Arts

Network Engineer 16

Sheriff 's Office

Mental Health Therapist 14
2 - Jail Nurses 14
Laundry Services Supervisor 11

¹ Participated electronically for part of the meeting.

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	Construction & Maintenance Specialist II 11 Jail Clerk 10 Cash Accounting Specialist 10
<i>Facilities Services Division</i>	Energy Manager 16
<i>Salt Lake County Health Department</i>	Health Educator 14
<i>Parks and Recreation Division</i>	Construction & Maintenance Specialist I Irrigation/Plumbing Specialist 12 Adaptive Child Care Supervisor 14 Const. & Maintenance Specialist – Carpenter 11 Assistant Superintendent of Greens 12
<i>Information Services Division</i>	Software Engineer – Mainframe 16
<i>Fleet Division</i>	Fleet Services Worker 10
<i>Solid Waste Management Division</i>	Heavy Equipment Operator 10
<i>Youth Services Division</i>	Construction & Maintenance Specialist II 11 3 - Youth Workers 12
<i>Facilities Management Division</i>	Custodial Maintenance Worker 9
<i>Public Works Operations Division</i>	District Worker 9



Budget Adjustment

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

Community Services Department

Interim budget adjustment of \$50,000 for the County Fair, which will entail transferring funds from the fund balance to operations.

Council Member Newton stated the advisory committee working on the County Fair was supposed to provide an update to the Council on what it had found.

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Ms. Erin Litvack, Deputy Mayor of County Services, stated the Fair Board is working to re-envision the fair now. This budget adjustment is because the reduced fair budget to reinvent the fair was accidentally deleted. There should have been \$50,000 remaining in the budget, after a \$70,000 cut.

Ms. Holly Yocom, Director, Community Services Department, stated Community Services can update the Council in a few weeks.

Center for the Arts

Interim budget adjustment of \$58,251 to increase wages for Patron Services' positions to help with hiring, retention, and improve morale, which will entail using available revenue funds.

Sheriff's Office

Interim budget adjustment of \$110,962 for a Deputy II position as part of the transition of the Sheriff's Home Electronic Detention (SHED) program from the Unified Police Department (UPD) back to the Salt Lake County Sheriff's Office, and for a vehicle. This will be offset by a reduction in the CW Law Enforcement contract with the UPD.

Council Member Snelgrove, seconded by Council Member Burdick, moved to approve the interim budget adjustment requests and forward them to the 4:00 p.m. Council meeting for ratification. The motion passed unanimously. Council Members Bradshaw and DeBry were absent for the vote.

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911 Dispatch Update

Mr. Carlton Christensen, Director, Office of Regional Transportation, Housing & Economic Development, stated in 2013, seed money was set aside to bring together the two primary 911 systems (Versatarm and Spillman), which Salt Lake Valley Emergency Communications Center (VECC) and Salt Lake City used. The State also provided matching funds allowing for the purchase of a more robust and inclusive product. A system has now been selected through an independent process.

Mr. John Morgan, Valley Emergency Communications Center, delivered a PowerPoint presentation of the request for proposal (RFP) process, and the new system. The RFP was for a computer-aided dispatch (CAD) system, with public safety software capabilities.

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Four individuals from VECC and four from Salt Lake City comprised the selection committee. They narrowed their choices down to four, including Versaterm and Spillman. Then, following a one-day demonstration, with 70 people in attendance rating the companies, Hexagon/Intergraph was selected because of the completeness of its package. Hexagon offers an integrated suite of products, including CAD capabilities, i.e. integrated CAD (I/CAD), such as call-taking and call handling, dispatching, intelligent mapping, field communications, data reporting and analysis. CAD features include an intergraph communications controller, a multi-source map, person-level tracking, and dynamic response plans. Other Hexagon features include a mobile for public safety issues, i.e. commercial building fires and traffic accidents, and WebRMS, which is a records management solution to manage volumes of information. The \$1.337 allocated from the County for the system acted as the match. Then, there was a \$6.5 million grant that went through VECC, and VECC was also able to negotiate a discount. So, VECC was able to pay for a complete product.

Ms. Lisa Burnett, Salt Lake City 911, stated some of the exciting features of Hexagon is integration with computer and telephone interface, and validation of the location of an incident. For example, when someone notifies the police that a person is driving intoxicated in Midvale, that person can now be tracked through other cities. Before, dispatch had to call each city.

Mr. Morgan stated the system can identify where the incident is and dispatch to the closest unit. An entity no longer has to route and transfer calls. There can be one call taker, and that is going to get people out the door quicker.

Ms. Burnett stated by using a countywide CAD system, Salt Lake City dispatchers could actually fill in at VECC in a catastrophic event.

Mr. Morgan stated VECC and the city are getting close to going live with the software. That is expected to take place September or October. That should give everyone sufficient time to get the stress testing done on the system, and work everything out. Then, training will begin in the summer for battalion chiefs and police, and then field units and dispatchers. This is a robust software package, but is still a shell, and will have to be populated with streets, aliases, and everything else needed among the 19 different agencies.

Council Member Snelgrove asked how many people with different languages called dispatch in the course of a year, and if there were bilingual dispatchers.

Mr. Morgan stated there are bilingual dispatchers, but if they cannot handle a language, there is a language line that can.

Council Member Jensen stated having call centers and dispatchers on the same page is huge for public safety. He was glad to see this was finally happening.

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Health Department Fee Schedule Proposal

Mr. Gary Edwards, Director, Salt Lake County Health Department, reviewed the recommendations of the Board of Health to increase individual wastewater and septic tank fees in the County. The Health Department is responsible to approve anything in response to concerns with those tanks. The County's Revenue Committee has vetted this recommendation as well.

Council Member Bradley asked how these fees had been accepted because they were fairly dramatic.

Mr. Edwards stated the fees have not been out to the public yet, but they are primarily one-time only. For an individual, the fee for a septic system is one-time. An alternative onsite wastewater system permit fee is new, and those individuals would have an annual review, which is required by the Department of Environmental Quality.

Council Member Jensen, seconded by Council Member Burdick, moved to approve the recommendation and forward it to the 4:00 p.m. Council meeting for ratification. The motion passed unanimously. Council Members Bradshaw and DeBry were absent for the vote.



Ordinance to Establish an Animal Services Advisory Committee

Ms. Talia Butler, Director, Animal Services Division, reviewed an ordinance to provide for an Animal Services Advisory Committee. This came about because Animal Services' contract cities requested it, and they make up the majority of its service area. The cities want to be more invested in what Animal Services is doing. It will change the way they view animal services from merely being a contract city to being part of it. It will also help Animal Services better serve the cities. Additionally, having this ordinance will help with communication since there are now 13 jurisdictions, and it is sometimes difficult to get to all the various council meetings to get something approved. It will save time and money. Then, cities at the table can help sell the idea to their neighboring cities who are not members, so they might also become contract cities. Serving a large area benefits everyone. It enables Animal Services to handle more animals and different types of animals. Lastly, having this in ordinance solidifies Animal Services' no kill mission, as the ordinance clearly spells that out. This is just an advisory committee, but at the end of the day, it just makes recommendations. It would still be up to the Council and Mayor to make final decisions.

Council Member Jensen asked if each of the five metro townships would get an appointment.

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Ms. Butler stated each contract would get one membership, and each city has a contract. The five metro townships have one contract through the Greater Salt Lake Municipal Services District (GSLMSD), so would get one representative.

Council Member Jensen stated he would want each of those five municipalities to have a seat at the table. They should feel they have the same voice as cities, not a diluted voice. He felt 99 percent sure that was what they would want.

Council Member Newton suggested having the GSLMSD weigh in before making that change to the ordinance.

Mr. Scott Baird, Director, Public Works & Municipal Services Department, stated Public Works met informally with the contract cities and a representative of the GSLMSD. There were no complaints or pushback about that.

Ms. Butler stated the GSLMSD already nominated a liaison from the Copperton Metro Township.

Council Member Snelgrove stated one thing cities look at when they shop for services is whether they will have input. This ordinance will help with that. With respect to townships, they should have equal representation and get the respect and stature they deserve as full citizens, not second-class citizens.

Council Member Wilson stated there is a difference in the terms of the services a township like Emigration would need compared to another service area.

Mr. Baird stated he worried how cities with a larger population might view having only one seat when a township like Copperton with 800 citizens also had a full seat at the table.

Council Member Jensen stated other entities have dealt with that too, i.e. the Unified Police Department and the Unified Fire Authority. The metro townships are still a legal entity and should have a seat. They will each have different needs too. For example, Emigration may have raccoon problems, but Magna will not have that.

Council Member Jensen moved to approve the ordinance, but ask legal counsel to draft a new ordinance, wherein all municipalities would have a seat at the table, including each of the metro townships, and to forward it to the 4:00 p.m. Council meeting for introduction.

Mr. Ralph Chamness, Deputy District Attorney, asked if the GSLMSD itself would have a representative.

Council Member Jensen stated he would prefer it if just each of the metro townships had a seat at the table.

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Council Member Bradley asked who the advisory committee would advise.

Ms. Butler stated the committee would be advisory to the Animal Shelter. Animal Services does not know a city's boundaries like that city does, so each city can help align things. That would also help citizens, and officers with regard to enforcement. The advisory committee could also make recommendations as far as the budget, but any recommendations regarding budget would go to the Mayor during the budget process.

Council Member Bradshaw stated the bigger the committee, the better. The metro townships should be included. Animal Services can weigh the needs of a larger area versus a smaller one.

Mayor Ben McAdams stated it made more sense to have more people on the committee, and the more inclusive it was, the better. However, one challenge with a larger board is being able to meet a quorum. He asked legal counsel if the quorum requirement could be adjusted so it is not a problem. Then, the committee can adopt its own requirements in its bylaws.

Mr. Chamness stated normally a quorum is a quorum of the membership. The committee would have to have a certain number of people in attendance. It could not just have three people show up and make the decisions. The committee could set the requirements in its bylaws.

Council Member Jensen, seconded by Council Member Bradley, moved to approve the ordinance, but ask legal counsel to draft a new ordinance, wherein all municipalities would have a seat at the table, including each of the metro townships, and to strike the quorum requirement from the ordinance, and forward the ordinance to the 4:00 p.m. Council meeting for introduction. The motion passed unanimously.



Policy & Procedure

Mr. Zach Posner, Chief Information Officer of Administrative Services reviewed the following amended Countywide policy and procedure, which has been placed on the 4:00 p.m. Council agenda for final approval and execution:

#1006 – Donation of Property or Funds to Salt Lake County

There are four things this amended policy accomplishes: It streamlines the policy to keep it in line with other policies in the County, deals with password enforcement, adds a section to deal with the State statute around reporting requirements for child pornography, and addresses personal use of County resources. There will need to be one amendment to this policy to delete the second paragraph in Section 4.3 because that reference is not relevant.

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Council Member Jensen asked what personal use entailed.

Mr. Posner stated in the previous policy, personal use of County resources was exclusively forbidden. For example, an employee would have been technically forbidden from sending a personal email to his spouse to inquire about dinner plans. This change basically says personal use is acceptable as long as it does not hurt the County.

Council Member Burdick, seconded by Council Member Jensen, moved to approve the policy and procedure, with the amendment to Section 4.3, and forward it to the 4:00 p.m. Council meeting for formal consideration. The motion passed unanimously.



Utah Association of Counties Legislative Follow-up

Mr. Adam Trupp, Chief Executive Officer, Utah Association of Counties, stated this was a difficult legislative session, as there were a lot of challenging issues and a lot of competitions.

Mr. Lincoln Shurtz, Utah Association of Counties, gave the following recap of the legislative session as it related to counties:

S.B. 136 Transportation Governance Amendments (Sen. Wayne Harper)

This bill modifies governance of certain public transit districts, amends provisions related to registration fees, modifies taxes related to transportation, modifies the governance of the Department of Transportation, and makes other changes. It amends and enacts provisions to allow local jurisdictions to share property tax revenue for transportation capital development projects; defines "large public transit district" and "small public transit district"; vests in the Legislature the authority to name a large public transit district; modifies the makeup of the board of trustees of a large public transit district by: reducing membership from 16 to three; vesting nomination responsibilities in executives of local governments and appointment responsibilities in the governor; and defining responsibilities of the members of the board of trustees; requires a large public transit district to have legal counsel from the Utah attorney general, and provides for a transition for an existing large public transit district; creates a local advisory board for a large public transit district and defines the membership and duties of a local advisory board; requires a large public transit district to transition retirement benefits to fall under the provisions and oversight provided in the Utah State Retirement and Insurance Benefit Act; exempts certain meetings of members of the board of trustees of a large public transit district from the Open and Public Meetings Act; creates the

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Transportation and Tax Review Task Force; defines "alternative fuel vehicle," "diesel fuel," "electric motor vehicle," "hybrid electric motor vehicle," "motor fuel," "natural gas," and "plug-in hybrid electric motor vehicle"; modifies provisions imposing registration fees on motor vehicles; reduces funds allocated from the General Fund into the Transportation Investment Fund of 2005 and deposits funds from the General Fund into the Transit Transportation Investment Fund; creates the "Transit Transportation Investment Fund" within the Transportation Investment Fund of 2005; imposes a deadline for certain local governments to impose certain local option sales and use taxes; authorizes a new local option sales and use tax for certain counties with public transit services; allows a county, city, or town to impose certain local option sales and use taxes without submitting the question to the county's, city's, or town's registered voters; allows a city to impose certain local option sales and use taxes not imposed by the county; amends provisions related to the expenditure of certain local option sales and use taxes; modifies certain responsibilities of the Department of Transportation and the executive director of the Department of Transportation related to supervision and oversight of certain projects and cooperation with other entities involved in a project; modifies governance of the Department of Transportation, including: requiring a second deputy director; describing the qualifications for each deputy; and describing the responsibilities of each deputy director; creates the Planning and Investment Division within the Department of Transportation; modifies requirements for the Department of Transportation to develop statewide strategic initiatives for coordinating and planning multimodal transportation; requires the Department of Transportation to study a road user charge and implement a demonstration program; requires the Transportation Commission to consider public transit projects in the prioritization process to allocate funds; modifies criteria for the Transportation Commission to consider while prioritizing transportation and public transit projects; allows corridor preservation funds to be used for public transit district corridors; and requires the Department of Transportation to assume responsibilities for review and approval of projects under the requirements of the National Environmental Policy Act of 1969.

This bill reconstitutes the task force. Last year, representatives of local governments were on that. This year, the task force will be focusing more on Utah Department of Transportation (UDOT) priorities and efforts at the state level. It is going to be a legislative only task force. The Utah Association of Counties (UAC) will be participating actively with the task force, but it will not have direct membership on it. That will probably not impact UAC's concerns significantly, as the sponsors were responsive to its feedback on transportation.

There are components dealing with the imposition of sales tax that the Salt Lake County Council will have to entertain in the next couple of months. It will have to contemplate two different sales taxes. The first is the fourth one-quarter cent sales tax, which can be used for roads and transit. The Legislature took the obligation to send that to the voters out of the bill, allowing the County to directly impose the tax, although it could still send that to the voters. In 2015, it was contemplated

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that .1 percent was to go to the city, .1 percent to transit and .05 was to come to the County. Now, if the County imposed that tax beginning July 1, 2018, the first fiscal year it is authorized for, the County would get to keep all of the revenue, which means a net of about \$50-\$60 million. Conversely, if it did not impose that tax by then, the cities could move forward with that tax at the end of 2019. If the cities moved forward with that tax, they would essentially get to keep half of the .25; the other half would go to transit. That means the County would not get any.

The County also has the option of imposing a .2 percent sales tax directly for the purpose of supporting operation and maintenance needs of transit. If the County did not impose anything by 2022, the opportunity to impose it would be repealed. The purpose for the Legislature encouraging counties to impose these taxes is largely to create equity in the transit district recognizing that everyone along the Wasatch Front should participate in it.

One of the major components of the task force discussions will be the issue of who should pay what into transit, who is paying what into road infrastructure within the communities, and what that means to the prioritization process. If the County does not demonstrate a local match on both transit and road projects, its prioritization ranking on projects for state participation will go down considerably.

Then, there will be some increases to vehicle registration fees, namely aimed at alternative fueled vehicles. That is being done through UDOT. The idea is alternative fueled vehicles do not pay traditional gas tax, but still need to pay into the operation and maintenance of the infrastructure.

There will be three appointments to the Utah Transit Authority Board of Trustees through the Council of Governments (COG), which the Council should be contemplating. Then, the County will get an appointment to a three-member commission that will oversee the operation and maintenance, in large part of the direction of UDOT. The County will also get three appointments to an advisory committee, which will give advice and consent on budgeting as well as project planning and prioritization. Lastly, there is a provision that deals with the Quarter of Quarter Fund requiring a 13-member board be established for the prioritization of those projects. It will be named by the Mayor, with the advice and consent of the County Council.

Funding for Education

The Legislature will also be imposing a 10-cent gas tax increase, of which cities and counties will get 30 percent through the B&C road funding allocation. This came about as the result of a compromise with the schools to increase funding for education, wherein the state will be pulling state-dedicated sales tax dollars out of transportation and putting them toward education. The gas tax increase is to replace funds for transportation.

Council Member Wilson asked if language was defined yet and how it would be structured, and if all 29 counties would pay the same rate.

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Mr. Schurtz stated that is not going to the ballot for consideration, but rather as an opinion question that the Legislature will act on. It will apply to all 29 counties. That will be indexed as well. There was not an index provision in the legislation, but the entire fund is indexed.

So conceivably, if the voters wanted to move forward with the 10-cent gas tax increase, it would still require state legislative action.

Affordable Housing

Last year the County was successful in getting legislation passed to help maintain affordable housing stock by requiring a 10 percent affordable housing set aside for certain developments. This past year, legislation was proposed to pull out that requirement. The sponsor believed it was a detriment to potential economic development and tax increment financing deals. The bill did not pass, but UAC anticipates it will come back in the next session.

H.B. 480 County Revolving Loan Fund Amendments (Rep. Michael Noel)

This bill authorizes a refundable tax credit for revolving loan funds administered by a local government entity. It defines terms; authorizes a refundable tax credit for revolving loan funds administered by a local government entity used to finance small businesses; allows the Governor's Office of Economic Development to authorize certain local government entities to claim the refundable tax credit; establishes requirements for qualifying for the refundable tax credit; establishes the process for applying for and receiving the refundable tax credit; describes reporting requirements associated with the refundable tax credit; and provides a sunset date.

UAC introduced this bill, which mirrored the County's Revolving Loan Fund program for small/medium businesses, but expanded it to be statewide. Currently, the County provides capital for small to medium businesses, but is limited to using Community Development Block Grant (CDBG) funds. This bill would have allowed access to Economic Development Tax Increment Financing (EDTIF), a state and senate program, to augment what the County is currently doing. The bill did not pass, but it will be reintroduced again at the next legislative session.

H.B. 21 Changes to Property Tax (Rep. Daniel McCay)

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This bill modifies property tax provisions. It modifies the calculation of the certified property tax rate by adjusting eligible new growth to account for collection rates over the previous five years; amends the time period in which a taxpayer or a county may apply to the State Tax Commission to appeal the valuation of property assessed by the commission; requires the commission to disclose, upon request, certain information regarding appeals to a nonprofit organization that represents counties; and prohibits the nonprofit organization from sharing the appeal information with exceptions.

This bill allows more time to review taxpayer appeals on centrally assessed taxes. The taxpayer now gets 90 days instead of the traditional 30 days to review their original assessment and respond. Then, the County also has 60 days to respond to any taxpayer appeal. With only 30 days to review an appeal, counties were essentially filing cross appeals in order to protect their rights to a future appeal because there was not time to do the due diligence. The hope with this bill is it will cut down on the number of appeals and allow time for that due diligence.

H.B. 375 Personal Property Tax Revisions (Rep. Daniel McCay)

This bill modifies the Property Tax Act by amending provisions relating to the taxation of tangible personal property. It amends definitions; exempts from taxation certain items of taxable tangible personal property; and amends requirements for a taxpayer to provide a signed statement for certain tangible personal property in certain circumstances.

This bill increased what was considered de minimis personal tax for corporate filings from \$10,500 to \$100,000. That meant corporations would not have had to file personal property taxes for personal property valued under \$100,000. That would have been a significant shift from personal property to real property burdening homeowners. UAC was opposed to the bill and was successful in defeating it. However, there will be an effort this year to re-evaluate what de minimis means for purposes of personal property tax. The Assessor's Office worked closely on this and will continue to keep the Council apprised of what is happening.

Elections Funding

UAC in conjunction with the Utah Municipal Clerks Association was successful in getting \$9.5 million to fund election equipment to administer elections. Salt Lake County is not planning to buy new equipment this year, but it will be looking into that in the future. This will take away any funding obligation the County has to fund election equipment. The way the appropriation is structured is a \$4.5 million grant will be allocated up front and awarded to counties based on

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eligible voters and population in those counties. Then, there will be \$500,000 for ongoing operations and maintenance items. The total over the life cycle of the new election equipment is about \$9.5 million, with some matching dollars to take care of the whole burden.

H.B. 175 Legislative Oversight Amendments (Rep. Kevin Stratton)

This bill creates the Joint Committee on Governmental Oversight and addresses the Legislature's constitutional role of oversight. It defines terms; creates the Joint Committee on Governmental Oversight and establishes the committee's membership, duties, authority, and requirements; provides for certain direction or approval to initiate a committee study, investigation, or audit; grants the committee existing legislative investigatory powers; requires the committee to create certain reports; allows the governor, upon recommendation from the committee, to direct an agency to repeal an administrative rule that the agency made; allows for certain referral of a proposed administrative rule to the Legislature for approval before the rule takes effect; and establishes sunset dates.

This bill would have given the State enhanced oversight over a local government, not only over auditing issues, but any legislative action taken by a local government. That meant if the Legislature did not like what a local government was doing, it could audit them, even on legislative activity regarding policy. UAC adamantly opposed the bill and was successful in getting it thrown out of the House. Then, it was reintroduced in the Senate after the Legislature stripped out "local government," but that ultimately failed. Oftentimes, the Legislature thinks it is the best government and tries to involve itself in local governments' business, but really it is local government that is best suited because it is closest to the people. Local governments need to ensure the Legislature is cognizant of that and confident in them to do business.

Council Member Bradley stated the Legislature took some egregious actions this year in terms of diminishing the power of local communities to plan for themselves. He thought it was primarily driven by economic development, but local governments need to have a say in how things work. It is important for all local governments to bond together to address issues.

Other Appropriations

This was a big year for counties despite some of the other hiccups. Counties were granted \$41 million in ongoing dollars and \$7 million in one-time funding for the election commission, criminal justice reform, economic development, human services, the courts, Medicaid funding, and state hospital.

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Mayor McAdams stated last year, the County received funding to contract jail beds in adjacent counties to address jail overcrowding, but came to the conclusion that people would be better served by opening the Oxbow Jail. Language had to be changed to be able to do that, but it did give the County the ability to use that State money to support the opening of the Oxbow Jail. State funding for Condition of Probation (COP) was also extended through the end of 2020. However, there was cut in that money. The impact to the County will be \$300,000 to \$400,000.

Mr. Schurtz stated COP funding is going to be a big issue in the year to come. The issue of contracting for jail beds and COP funding is convoluted and mixed together. The Legislature thinks it is supporting the County by funding contracting beds, when in essence, it is taking money from COP to do so. Recognizing COP's role and understanding what the legislative obligation is with the additional probation is something UAC and the County should look at during the coming year, as that will potentially impact the County.



Proposed TRCC Trails Project Funding for 2018

Ms. Holly Yocom, Director, Community Services Department, stated last year during the budget meetings, the Council set aside \$600,000 in the Tourism, Recreation, Cultural, and Convention (TRCC) Fund for trails, and asked the Parks and Recreation Division to come back with a proposal on how to spend that \$600,000.

Mr. Wayne Johnson, Parks and Recreation Division, reviewed the following trails, which the Parks and Recreation Division recommended spending the \$600,000 on:

- 1) Utah and Salt Lake Canal Trail. This extends the existing trail from 5600 West 1.75 miles to 7200 West. Funding allocated for this project is \$400,000.
- 2) Rose and Yellow Fork Canyon Trails. Two years ago, the County put in a parking lot there, which filled up the first week it opened. This new project will expand and upgrade the existing trailhead and add trail wayfinding signage. Funding is \$125,000.
- 3) Big Water to Elbow Fork Trail. This four-mile trail section is to reduce recreational bike and vehicle conflicts after bikes transitioned from the Wasatch Crest Trail to Millcreek Canyon . It will cost the County \$50,000.
- 4) Dog Lake Trail. This project is to heavily repair and maintain the trail. The County is spending \$25,000, and will also receive a grant of \$15,000 for this project.

Council Member Newton asked if there was any ability to access property along the canals. There are a lot of canals in the West Jordan and Taylorsville areas, and it would be easy to do trails there.

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Mr. Johnson stated the Utah and Salt Lake Canal Company is responsible for the primary canal in Taylorsville. There is a maintenance road on one side of the canal, which the company will not allow the use of, but it is agreeable to letting the County use the other side. The problem is funding.

Council Member Bradley asked if any citizen and advisory groups worked on this decision.

Mr. Johnson stated Parks and Recreation met with Trails Utah and the U.S. Forest Service initially, and then had its own internal team go through everything.

Council Member Bradley asked if the County got a stamp of approval for the recommendations.

Ms. Yocom stated yes. In fact, the County works with Trails Utah on different projects all the time. Most people want more trails, and the County is doing the best it can to accommodate them. The TRCC Advisory Board was also advised of these recommendations and did not oppose them.

Council Member Bradley stated trails can cause conflicts between bikers and hikers. He asked if these projects addressed any of that.

Mr. Johnson stated that is an issue, and a couple of the bond projects will address that.

Council Member Snelgrove stated one of the best things the County can do to take pressure off the Wasatch Range is provide trail and open space acquisition in the Oquirrh Mountains. He asked where the additional parking was going to go in at Rose Canyon in relation to an existing house on the north side.

Mr. Johnson stated it was going in to the immediate east of the house.

Council Member Snelgrove asked Parks and Recreation to keep its eyes on parcels that become available along an outcropping called Step Mountain in the southwest quadrant, and to keep lines of communication open with Rio Tinto, the largest landowner of all.

Ms. Yocom stated Parks and Recreation can prepare a list of all the open space properties on the east and west side of the County if the Council would like to inquire about any of them.

Council Member Wilson stated the County will have to maintain an ongoing conversation on trails because of population growth, but this is a big step.

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Council Member Jensen, seconded by Council Member DeBry, moved to approve the recommendations. The motion passed unanimously.

Mr. Johnson updated the Council on the projects funded from the \$1 million Bond Fund.

- 1) Cardiff By-Pass Trail. This addresses safety concerns of users hiking along the road when Donut Falls Trailhead is full. This three-mile trail will connect Big Cottonwood Canyon parking to Donut Falls Trailhead. County funding is \$425,000, and a \$100,000 grant will go along with it.
- 2) Silver Lake Trail. This is to reconstruct the boardwalk, piers, decking, and trails. County funding is \$100,000.
- 3) Mill B North Trail. This is to do heavy maintenance and water break repair to increase safety. It will cost \$25,000.
- 4) Mormon Pioneer Trail. This will re-route the trail to prevent vegetation damage, erosion, and to protect water quality in Mountain Dell Reservoir. Funding for this project is \$20,000.
- 5) Gate Butress. This is a grant of \$255,000 to the Climbers Alliance to do work on the Gate Butress climbing area.
- 6) Bonneville Shoreline Trail. This is for land acquisition and trail development for additional trail segments. County funding is \$78,000, and a \$500,000 grant from Cottonwood Canyons Foundation will go toward this project.
- 7) Red Pine Trail. This is for heavy maintenance and repair along one section of the trail. Funding for this project is \$62,000.

Ms. Yocom stated the update on the bond projects is just informational.



Employee Compression Fund Proposal

Ms. Erin Litvack, Deputy Mayor of County Services, stated over the last couple of years, the County has been setting aside funding to try to tackle compression. Before utilizing those funds, it had to do an analysis of what the actual compression looked like, and how to best spend those funds. The Total Compensation Advisory Committee (TCAC) was formed to look at that, and has since unanimously supported a recommendation for the distribution of the funds to Salt Lake County employees.

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Mr. Michael Ongkiko, Director, Human Resources Division, delivered a PowerPoint presentation on the process the County took regarding the compression issue. In November and December 2017, employees input their related and equivalent work experience into PeopleSoft, and January-March 2018, supervisors reviewed and approved that input and the Human Resources Division had a data analysis done. Then, March/April 2018, a Compression Taskforce and TCAC analyzed the data to make a recommendation. The related work experience was analyzed strictly for leave accrual, and the equivalent work experience analyzed just for compression.

Ms. Litvack continued the PowerPoint reviewing the compression analysis and data, stating the compression analysis was done for 2,927 merit employees. It did not include sworn, temporary, or appointed employees. Based on the compression formula, 2,459 employees are compressed. The total countywide compression cost is estimated at \$25.7 million, the compression direct salary cost of approximately 75 percent at \$19.3 million, and the compression benefit cost (which occurs when salaries change), at approximately 25 percent at \$6.4 million. Compression occurs when employees with significant experience are paid nearly the same as another employee with much less experience in the same position. Compression is caused by many factors – the three primary drivers in the County were ineffective pay policies, market demands, and outdated salary structures. Compression develops over many years and often leads to pay inequity.

Mr. Darrin Casper, Deputy Mayor of Finance and Administration, reviewed the compression recommendation. The 2018 compression budget is \$4.4 million - \$3.9 million of direct appropriations currently in the budget and \$500,000 set aside in reserve or smaller funds. The direct salary cost is \$3.3 million, and the benefit cost \$1.1 million. TCAC unanimously recommended putting 75 percent of the funds toward addressing the most compressed salaries of which there were 767 employees, bringing them above an 81 percent floor, and a 25 percent broader distribution to most of the employee population impacted by compression – 1,692 employees, bumping the average compression increase for employees to 0.75 percent.

Aggregate data will now need to be converted into per fund data, and it likely will not necessarily line up on a ratable basis. Since some organizations' funds are more compressed on average than other funds, there will probably have to be a budget adjustment that is technical in nature shifting monies to the appropriate areas. Three funds that cannot be co-mingled are the Countywide Fund, the Library Fund, and Fund 735, an enterprise fund.

Mr. Jon Thelen, Business Intelligence Manager, Information Services (IS) Division, stated the Total Compensation Advisory Committee had IS run nine different plans to compare all the different ones, and recommended Plan 2, which is the plan Mr. Casper reviewed. He presented bubble graphs representing where employees' salaries were now and where their salaries would be if they were paid their target salary. If 100 percent of the budget was applied to raising the floor to 83 percent, fewer employees would benefit. So, the compromise was to go to the 81 percent floor.

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Mr. Sim Gill, District Attorney, stated that one-tenth of a fractional difference gives the County the capacity to reach the largest number of employees.

Ms. Litvack stated the committee analyzed what would happen if it applied 100 percent of the money to the most egregiously compressed, and 100 percent of the funds to everyone who was compressed, and worked its way through all the data scenarios until it found the plan that impacted the most employees, but also raised the floor of the compression issue to get the biggest bang for the buck.

Council Member Bradshaw asked if the simplest explanation of how the target pay was determined was mid-point of the range.

Mr. Casper stated yes.

Council Member Bradshaw asked if the 81 percent was 81 percent of the mid-point range.

Ms. Litvack stated every individual job has a different mid-point. For example, if she had enough market experience and her mid-point number was 10 years, and she had equivalent work experience of 5 years, she would be halfway to the mid-point in her salary. If she had 10 years of equivalent work experience, she would be at the mid-point. The committee looked at where employee salaries were today versus where they should be within the range of their market salaries.

Mr. Ongkiko stated the next goals are to implement the salary adjustments by the end of May 2018, retroactive to January 1, 2018. Then, under TCAC's direction, Human Resources will continue to address the County's compression issue each year with a commitment to make this the #1 priority in the budget.

Mr. Gill explained the \$4.4 million that will be spent in 2018 will be a down payment to employees to alleviate compression, but only resolves one-fifth of the decades-long issue of compression. This is moving in the right direction, but elected officials will continuously need to look at it.

Ms. Litvack stated the Mayor's Office will continue to look at compression individually and at markets to make sure salaries meet the market levels, and it will continue working with the TCAC group to bring fourth budget recommendations moving into the 2019 budget process.

Council Member Bradley asked if the commitment for each subsequent year added up to \$25 million. He thought the longer the County waited, the more the problem would be compounded.

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Mr. Casper stated as long as payments are made to people, the problem will not get worse. The single biggest cause of the compression was the four consecutive years of no pay increases, and at the same time, market adjustments were done that took people up, but without additional pay.

Mr. Gill stated the Council could allocate the \$25 million all at once, but that was not the best, most equitable methodology.

Council Member Bradley asked if it would be appropriate to tighten the schedule down to three or four years because economic developments may allow it to make that choice. Five years is a lot of time.

Mr. Gill stated this can be done however aggressively the Council wants to do it.

Ms. Litvack stated she and Mr. Ongkiko discussed whether this had to be done in the budget process, or if managers could be given some flexibility to make adjustments when they had funding come available. If the County follows its new compensation philosophy, it should also be hiring people based on their market range, not higher than compressed, as that creates inequities in house.

Mr. Gill stated compression is one-half of the model; the compensation continues to be a separate part of that. So, whatever extra monies are available would certainly help to solve this problem for employees.

Council Member Bradley asked if not resolving this problem would impact the County's ability to retain employees.

Ms. Litvack stated it is impacting retention. Sometimes, the County's benefit package helps to retain employees, but the salary piece does not. Salaries also impact recruiting and hiring, especially in the low unemployment market that the County is in today.

Mr. Gill stated his office invests in the professional development of its employees, as they have a certain skill set. Then, if the County is not market responsive, it loses them. That is a waste of the investment made in them. Also, not paying market rate dishonors the employee.

Council Member Bradley asked if this was the number one priority throughout the County.

Mr. Casper stated this will be the Mayor's priority in the budget. It was last year as well.

Ms. Litvack stated this is a high priority for everyone. She asked that the Council support this recommendation

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Council Member Bradshaw, seconded by Council Member DeBry, moved to approve the recommendation of the Total Compensation Advisory Committee. The motion passed unanimously.

Council Member Bradley asked that the Council look at this as the minimum effort it puts forth to resolve this issue.

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CONSENT AGENDA

Gifts to Salt Lake County

The Council reviewed the following gifts to Salt Lake County. The Declaration of Gift forms have been placed on the Council agenda for final approval and execution:

Sheriff's Office

Sabrena Suite-Mangum has offered to donate \$2,000 to be used to purchase pillows for female inmates at the Salt Lake County Jail.

Salt Lake Honorary Colonels has offered to donate \$25,000 to be used for the Sheriff's Banquet and other events or expenses that promote good morale.

Animal Services Division

Utah Emergency Animal Response Coalition has offered to donate a Haulmark trailer, generator, crates, and other supplies and equipment.

Council Member Bradshaw, seconded by Council Member Jensen, moved to approve the donations and forward the Declaration of Gift forms to the 4:00 p.m. Council meeting for ratification. The motion passed unanimously.

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Council and Mayor's Contributions

The Council reviewed the request of the **Sandy Exchange Club** for a \$650 contribution—\$325 from the Council's contribution fund and \$325 from the Mayor's 2018 budget to support the Sandy Pride cleanup day.

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Council Member Bradshaw, seconded by Council Member Jensen, moved to approve the recommendation and forward it to the 4:00 p.m. Council meeting for ratification, finding the County received fair and adequate consideration for the contribution. The motion passed unanimously.

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Mayor's Community Contribution

The Council reviewed the recommendation of the Contribution Review Committee for the following community contribution to be appropriated from the Mayor's 2018 budget:

**The Special Collections Division
(University of Utah's J. Willard Marriott Library)
to support the Raymond S. Uno Legacy Celebration \$1,000**

Council Member Bradshaw, seconded by Council Member Jensen, moved to approve the recommendation and forward it to the 4:00 p.m. Council meeting for ratification, finding the County received fair and adequate consideration for the contribution. The motion passed unanimously.

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Office of Regional Transportation, Housing & Economic Development Contribution

The Council reviewed the request of **Envision Utah** for a \$627.69 contribution in exchange for a table at its Spring Breakfast.

Council Member Bradshaw, seconded by Council Member Jensen, moved to approve the recommendation and forward it to the 4:00 p.m. Council meeting for ratification, finding the County received fair and adequate consideration for the contribution. The motion passed unanimously.

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Fleet Replacement Fund Increase

The Council reviewed the following request, which has been placed on the Council agenda for ratification:

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Request to increase the Fleet Replacement Fund. The Equestrian Park is purchasing a water truck, which will increase the number of vehicles in the Fleet Replacement Fund by one.

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

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Board Appointments

Mayor Ben McAdams submitted a letter requesting the Council's advice and consent to the appointment of **Soren Simonsen** as the Council District 4 representative on the Parks and Recreation Advisory Board to serve a three-year term. His term will begin April 10, 2018, and end April 9, 2021.

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Mayor Ben McAdams submitted a letter requesting the Council's advice and consent to the appointment of **Jerry Cordova Ong** as the Council District 5 representative on the Parks and Recreation Advisory Board to serve a three-year term. His term will begin April 10, 2018, and end April 9, 2021.

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Mayor Ben McAdams submitted a letter requesting the Council's advice and consent to the appointment of **Nasir Khan** as the Council District 6 representative on the Parks and Recreation Advisory Board to serve a three-year term. His term will begin April 10, 2018, and end April 9, 2021.

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Mayor Ben McAdams submitted letters requesting the Council's advice and consent to the appointments of **Carl Fisher** and **Jorge Chamorro** as the at-large representatives on the Parks and Recreation Advisory Board to serve three-year terms. Their terms will begin April 10, 2018, and end April 9, 2021.

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 ratification. The motion passed unanimously.

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Fee Waiver

The **Utah Sports Commission Foundation** requested a waiver of the Mountain America Expo Center rental fee to hold the Governor's State of Sport Awards dinner.

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



Resolutions

The Council reviewed the following resolutions, which have been placed on the Council agenda for final approval and execution:

Easement & Release of Easement

1) *Salt Lake City* to convey a perpetual easement to the County to access, operate, and maintain the Surplus Canal in its current location, which flows along the boundary of the expanded Salt Lake City International Airport; and the County to release and reconvey its interest in the portions of the original easements that lie within the current boundaries of the Airport and the Canal Relocation Easement.

Interlocal Agreements

2) *Central Wasatch Commission* regarding the assignment of rights to the Dashboard and Environmental Monitoring and Adaptive Management Plan.

3) *Salt Lake City* regarding funding the costs of capital renewal and capital improvement projects at the Sorenson Multi-Cultural Center, Sorenson Unity Center, and Steiner West Pool.

4) *Cottonwood Heights City* regarding a contribution of Tourism, Recreation, Cultural, and Convention Funds to expand the restrooms at Mountview Park and install shade structures on one end of the splash pad and over the playground north of the splashpad.

5) *Sandy City* regarding the transfer of funds from the County's Transportation Fund for transportation projects.

6) *Utah Transit Authority* regarding the transfer of funds from the County's First Class State Highway Projects Fund for the costs of constructing and implementing double tracking of the Sugar House Streetcar between 300 East and 500 East, South Salt Lake.

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Council Resolution

7) *Clark Planetarium* regarding the distribution of show tickets to further the Planetarium's mission of science education and marketing, and provide guidelines for processing requests from schools, and Parent Teacher Association and non-profit groups.

Surplus Property

8) *Cordillera Sage Holdings, LLC.* to purchase surplus property located at 3843 South Hillside Lane, Holladay.

9) *Richard M. Latimer* to purchase surplus property located at 3843 South Hillside Lane, Holladay.

Amendment to Interlocal Agreement

10) *Millcreek* regarding renewal of engineering services for an additional three months.

Council Member Bradshaw, seconded by Council Member Jensen, 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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Constable Appointments

Mr. Richard Jaussi, Senior Policy Advisor, Council Office, submitted letters requesting the approval of the appointments of **Mathew Webb** and **James Brooks** as deputy constables under Constable Larry Bringham.

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 ratification. The motion passed unanimously.

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Tax Matters

The Council reviewed the tax matters, which have been 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 ratification. The motion passed unanimously.

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The meeting adjourned at 3:22.

Chair, Committee of the Whole

Deputy Clerk

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