

# Salt Lake County Council

## Committee of the Whole

### ~MINUTES~

Tuesday, March 20, 2018

10:30 AM

#### Committee Members

##### Present:

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

#### Closed Session

**Council Member Bradshaw, seconded by Council Member Jensen, moved to close the Committee of the Whole meeting to discuss the character and professional competence of individuals. The motion passed unanimously. Council Members Snelgrove, Jensen, and DeBry were absent for the vote.**

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

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The Council recessed and reconvened at 1:30 p.m.

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#### Citizen Public Input

No one appeared for Citizen Public Input.

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#### Review of New Hires

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<sup>1</sup> Participated electronically

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

<u>Agency</u>	<u>Position</u>
<i>Aging &amp; Adult Services Division</i>	Senior Center Manager 15 Center Program Coordinator 13 Senior Center Program Coordinator 10
<i>Center for the Arts</i>	Database Administrator 16
<i>Assessor's Office</i>	Commercial Appraiser 16 Personal Property Appraiser 13
<i>Sheriff's Office – Jail</i>	Deputy II 9 Asst. Supervisor-Booking/Releasing 12 Control Room Operator 12
<i>District Attorney's Office</i>	Prosecuting Attorney 17
<i>Facilities Services Division</i>	Senior Construction Project Manager 16 HVAC Specialist 13
<i>Parks &amp; Recreation Division</i>	Building Operations Manager 11 Construction & Maintenance Manager 16
<i>Salt Lake County Health Department</i>	Health Educator 14 Nursing Supervisor-Immunization 17
<i>Library Services Division</i>	Assistant Library Manager 15 Library Shelver 7 Library Manager 16
<i>Public Works Engineering Division</i>	Engineering Designer 15
<i>Public Works Operations Division</i>	Heavy Equipment Operator 10
<i>Solid Waste Management Division</i>	Heavy Equipment Operator 10 Compost & Organics Operations Coordinator 13

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Wasatch Canyon General Plan

**Mr. Wilf Sommerkorn**, Regional Transportation, Housing and Economic Development Department, updated the Council on the Wasatch Canyon General Plan. He stated

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this is the first time the general plan for the Wasatch Canyons has been updated since it was adopted in 1989. It is anticipated that the plan should be completed by the end of the year.

**Mr. Jake Young**, Project Manager, Wasatch Canyon General Plan, delivered a PowerPoint presentation on the Wasatch Canyon General Plan highlighting the overall process, events where input was provided, vision and principles, and the five planning themes, which include: land use, environment, recreation, transportation, and economy.

**Council Member Bradley** asked about the land use in the canyons.

**Mr. Sommerkorn** stated the Foothills Canyon Overlay Zone Ordinance (FCOZ) is the ordinance that determines what uses are permitted in the canyons.

**Council Member Bradley** asked about recreation in the canyons. He did not want to make the canyons a wide-open playground for everyone. Some recreation uses are not appropriate for the canyons.

**Mr. Sommerkorn** stated a wide range of recreation uses would be allowed in the canyon. He agreed that not all recreation uses were appropriate.

**Council Member Snelgrove** stated during the last legislative session the idea of toll roads in Big and Little Cottonwood Canyons were discussed. He asked what was happening with this idea.

**Mr. Sommerkorn** stated the Utah Department of Transportation (UDOT) is doing an Environmental Impact Study on this idea. This study will determine the feasibility of toll roads for the canyons. If a toll is charged, then the decision would have to be made on what to do with the funds received as well as how that toll would affect the accessibility to the canyons.

**Council Member Snelgrove** asked if the ski resorts are providing any incentives to those who carpool or use public transit.

**Mr. Young** stated the resorts offer incentives for those that carpool, as well as transit passes for seasonal users. The resorts are doing a lot to encourage public transit.

**Council Member Snelgrove** asked what impact it would have if Brighton decided to incorporate.

**Mr. Sommerkorn** stated if Brighton incorporated, it would not have any authority over land use. The land use authority would stay with the Mountainous Planning District Planning Commission.

[Council Member Newton excused herself. Council Member Jensen acted as chair for this part of the meeting.]

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**Mr. Sommerkorn** stated parking is becoming a huge problem in the canyons. There are only 9,000 parking stalls in both Big and Little Cottonwood Canyons. On a peak day, there can be over 11,000 cars parking in the canyons. He asked the Council if it thought it would be appropriate to eliminate roadside parking.

**Council Member Snelgrove** stated with increased usage in the canyons comes the increased need for additional restrooms and accessibility issues. He asked if UDOT had considered plowing Guardsman Pass year-round. That might help with congestion. It would provide additional accessibility to Big Cottonwood Canyon.

**Mr. Sommerkorn** stated that is something worth considering. However, the tough transportation issue is in Little Cottonwood Canyon. There are not a lot of options for this canyon.

**Mr. Young** stated another question for the Council to consider is funding. All issues that need to be resolved require additional funding. The Council could impose a toll for use of the canyon. Another option would be to place a levy on Countywide funds that would be dedicated specifically for the canyons.

**Council Member Wilson** stated the Council has found some funding for the canyons through a bond. However, the situation is not going to get any better. She would favor a toll.

**Council Member Jensen** stated the Council has never had the option to impose a toll for entrance into Big and Little Cottonwood Canyons, until this year. He felt that existing revenue sources are as tapped as they can be. The canyons are high on the priority list to receive funding from Salt Lake County, but must compete with all the other projects that need funding.

**Council Member Snelgrove** stated the goal of the Wasatch Canyons General Plan is to preserve the canyons. One of the best ways to preserve the canyons is to offer recreation opportunities someplace else. A lot could be done in Butterfield Canyon and the Oquirrh Mountains to reduce the pressure on the Wasatch Front Canyons.

**Council Member DeBry** stated there has been discussion about building a road between Tooele County and Salt Lake County through Butterfield Canyon. He asked if that was moving forward.

**Mr. Sommerkorn** stated a study was done last year where it was determined that several tunnels would need to be constructed to make this option viable. It would be very expensive.

**Council Member Snelgrove** stated Tooele County is where future growth will occur in Utah. It is not too far-fetched to think that a road would be constructed in this area connecting the two counties.

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**Council Member Bradley** asked how easy the Council wanted to make it for people to come to Salt Lake County from Tooele County. The ability to bring more people into the valley would increase the cost to accommodate them.

**Council Member Jensen** stated long-term, the economy will drive the need for the additional road. Forty percent of new jobs will be created west of the Mountain View Corridor, so there will be a need for a new road connecting the two counties.



Proposed Ordinance - Historic Preservation Commission

**Ms. Brittany Allen**, Associate Director, Planning & Development Services Division, stated the County's Historic Preservation Commission has not been operating for a while due to a lack of historical sites in unincorporated Salt Lake County. Since the County only has jurisdiction over the unincorporated County, there is a need to clean up the ordinance. The Mountainous Planning District Planning Commission and the Salt Lake County Planning Commission have agreed to act as the Historic Preservation Commission when needed. That proposed change to the ordinance will be taken to the planning commissions for a formal recommendation. It is a housekeeping measure to designate the preservation authority to the planning commissions when needed.

**Council Member Bradshaw** asked if there were any historic districts in unincorporated Salt Lake County.

**Ms. Allen** stated there has been some effort to locate some historic properties. However, this issue came to the forefront because Wheeler Farm is a historic preservation site, but Murray City does not designate it as one. Some grants require a recommendation from a Historic Preservation Commission, so Wheeler Farm asked if the County Historic Preservation Commission would be willing to weigh in on those grant applications.



Adjusted Rate Sheet for Equestrian Park

**Ms. Holly Yocom**, Director, Community Services Department, presented new rates for use of the Equestrian Park. Over the last few months several community members attended the Equestrian Park board meetings and asked for more flexibility with fees. A subcommittee of board members and community members was formed and they brought proposals back to the full board. Those are the proposed changes before the Council today for approval.

**Council Member DeBry**, seconded by **Council Member Bradshaw**, moved to approve the revised fees and forward the matter to the 4:00 p.m. Council meeting for

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**ratification. The motion passed unanimously. Council Members Burdick, Newton, and Granato were absent for the vote.**



Proposed Format for 4:00 p.m. Council Agenda

**Mr. Brad Kendrick**, Budget & Policy Analyst, Council Office, delivered a PowerPoint presentation updating the Council on the new Granicus agenda software, showing various features and views of the software. The meetings will be listed, and anyone wanting to view an agenda, will just need to click on the meeting and the agenda will show up as a PDF file. Time stamps will be inserted on the agenda, so anyone can click on a specific section to get to it. Video streaming will also be possible once projectors are connected. Once the new software is ready to go, he will update the Council. The expectation is to go live in June with the software, but there are still a couple more weeks of implementation and training before it is ready.

He also reviewed the new format of the Council agenda. The reason for the new format is because there is no correlation between the Committee of the Whole meeting agenda and the Council agenda, and the new system could not handle that. The new format keeps all the same items, but collapses some of the categories, such as putting proclamations and declarations together and combining public hearings and notices. Then, the Council agenda will have a special section for the ratification action items from the Committee of the Whole meeting, including discussion and consent items. Today, he was asking for approval for the new agenda format.

**Council Member Bradley, seconded by Council Member Bradshaw, moved to direct Mr. Kendrick to implement the new agenda format and forward the matter to the 4:00 p.m. Council meeting for ratification.**

**Council Member DeBry** asked if the agenda format would make it simpler for citizens, and if it followed County ordinance.

**Mr. Kendrick** stated the format does make everything easier to follow, and it ties the two agendas together.

**Mr. Jason Rose**, Legal Counsel, Council Office, stated this does not change the order of items, so it still complies with County ordinance. However, there is one-line item in the ordinance that talks about walk-on matters – a vestige from the days of the Commission, but that could be taken off.

**Council Member DeBry** stated more transparency and openness is great, but he also wanted to make sure the agenda and software accomplished what the Council wanted.

**Mr. Kendrick** stated some tweaking and configuration of the system may be necessary. Also, action minutes are being proposed. Once the system is ready, he would demonstrate what those would look like. Right now, the minutes summarize what took place in a meeting. With action minutes, only a brief description along with motions would be in the minutes.

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The Council will need to decide whether to go to action minutes. The Council and public will still be able to easily listen to recordings. Today, the new format is just one step of the process.

**Council Member Bradley, seconded by Council Member Bradshaw, moved to direct Mr. Kendrick to implement the new agenda format and forward the matter to the 4:00 p.m. Council meeting for ratification. The motion passed unanimously. Council Members Granato, Jensen, and Newton were absent for the vote.**



#### Human Resources Update

**Mr. Michael Ongkiko**, Director, Human Resources Division, delivered a PowerPoint presentation on the 2017 Human Resource metrics. He highlighted the average time to fill a position, tuition reimbursement, and the job slotting appeal summary. He stated of the five top things a graduate from a university is looking for in a career, not one of them relates to compensation. A person has a purpose when employed by Salt Lake County and that purpose should be a focus when trying to recruit employees.

[Council Member Newton returned and chaired the meeting. Council Member Jensen was excused and participated electronically from this point forward.]

**Ms. Nilsa Carter**, Associate Director, Human Resources Division, continued the PowerPoint presentation. She highlighted employee training, Equal Employment Opportunities (EEO) and Americans with Disabilities Act (ADA), and updated human resources policies, additional 2017 metrics, and exit interview summary data.

**Council Member DeBry** asked if there was a breakdown for specific jobs in the County, showing where there was greater turnaround than other areas.

**Mr. Ongkiko** stated statistics showing the turnaround for individual department/divisions are available. Pay and working conditions are the main reasons for employees leaving.

**Council Member Snelgrove** asked if the Human Resources Division had considered providing an incentive to employees who use their spouse's insurance plans rather than the County's.

**Mr. Ongkiko** stated there are quite a few companies in the County that already provide incentives to their employees to use other insurance. The incentive average is around \$500.

**Council Member Snelgrove** stated some companies only offer High Deductible Health Plans (HDHP) to new employees. He asked if that was being considered.

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**Mr. Ongkiko** stated yes; it makes sense for most employees to be on an HDHP. He continued the PowerPoint presentation highlighting the 2017 performance management ratings breakdown. The breakdown was close to what has been done historically.

**Council Member Newton** stated the County must do better with performance management. To say only 1.29 percent of County employees are not meeting expectations and only 2.41 percent are exceptional performers is statistically wrong. She asked how this could be fixed so the County was getting better information from its managers. The statistics mean poor performance is not being documented.

**Mr. Ongkiko** stated it is a combination of many problems within the County, including manager training, holding people accountable, and changing the culture of the County.

**Council Member Wilson** stated she thought the work the Council has been doing related to the performance management system. She asked if the County was just slow to implement it.

**Mr. Ongkiko** stated the performance management system needs to be revamped. It will take time for managers to get used to what tools are available.

**Council Member Wilson** stated the County just needs to stay with it. There are a lot of merit employees with built in protection. Managers need to be better trained. A system needs to be developed where managers can do more for employees, such as flexible work hours.

**Ms. Erin Litvack**, Deputy Mayor of County Services, stated this breakdown shows one specific data point. A lot of employees might get a four or five in one area and then one or two in a different area. This year, a comprehensive training for managers will be rolled out. The training gets to the core of some of the issues that are reflected in performance management.

**Mr. Ongkiko** continued the PowerPoint presentation going over the numbers for the two open enrollments that were held in 2017. He highlighted the medical plan enrollment, Health Savings Account (HSA) details, employee assistance program statistics, and updated the Council on the Affordable Care Act. He stated the average balance County employees have in their HSA accounts is \$3,452.36.

➤ *Long-term Disability Benefit Protection*

**Mr. Ongkiko** continued the PowerPoint presentation. He stated his office is seeking approval to opt into the Utah Retirement System (URS) Tier II benefit protection program that would provide service credit to employees who are approved for Long Term Disability (LTD) insurance while they are a County employee. Currently, Tier 1 pension contributions provide service credit for LTD participants, while Tier II pension contributions do not provide that credit.

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

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**motion passed unanimously. Council Members Granato, Bradley, and Burdick were absent for the vote.**

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### ***Consent Agenda***

#### Tax Matters

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

**Council Member Bradshaw, seconded by Council Member DeBry, 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 Bradley, Granato, and Burdick were absent for the vote.**

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#### Resolution & Interlocal Agreement

The Council reviewed the following resolution and agreement. The resolution authorizing execution of the agreement has been placed on the Council agenda for ratification:

*Utah Transit Authority* regarding a local match for Transportation Investments Generating Economic Recovery Grant Projects in Draper, Millcreek, Salt Lake City, Herriman, South Jordan, South Salt Lake and West Jordan.

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

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#### Real Estate Matter

The Council reviewed the following real estate matter, which has been placed on the Council agenda for ratification:

*Set Hearing for April 10, 2018*

*County Library Operations Center properties* located at 4175 West 5345 South (Parcel Nos. 21-07-477-002, 21-07-477-003, 21-07-477-015, 21-07-477-016) to be declared surplus.

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**Council Member Bradshaw, seconded by Council Member DeBry, moved to set the public hearing for April 10, 2018, and forward the matter to the 4:00 p.m. Council meeting for ratification. The motion passed unanimously. Council Members Bradley, Granato, and Burdick were absent for the vote.**

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The meeting was adjourned at [3:30 PM](#).

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Chair, Committee of the Whole

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Deputy Clerk

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