



**South Salt Lake City Council  
Work Meeting**

Public notice is hereby given that the **South Salt Lake City Council** will hold a Work Meeting on **Wednesday, November 20, 2019** in the City Council Chambers, 220 East Morris Avenue, Suite 200, commencing at **6:30 p.m.**, or as soon thereafter as possible.

**CITY COUNCIL**

BEN PENDER  
COREY THOMAS  
SHARLA BYNUM  
PORTIA MILA  
SHANE SIWIK  
MARK KINDRED  
RAY DEWOLFE

Conducting: Ben Pender, Council Chair

**MATTERS FOR DISCUSSION:**

1. Discussion regarding possible budget amendment including, but not limited to, salary increases for some public safety employees – Ben Pender

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Adjourn

Posted November 15, 2019

Those needing auxiliary communicative aids or other services for this meeting should contact Craig Burton at 801-483-6027, giving at least 24 hours' notice.

**CHERIE WOOD  
MAYOR**

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CITY OF SOUTH SALT LAKE  
CITY COUNCIL WORK MEETING

COUNCIL MEETING

Wednesday November 20, 2019  
6:30 p.m.

CITY OFFICES

220 East Morris Avenue #200  
South Salt Lake, Utah 84115

PRESIDING  
CONDUCTING

Council Chair Ben Pender  
Council Chair Ben Pender

COUNCIL MEMBERS PRESENT:

Sharla Bynum, Mark Kindred (on the phone), Portia Mila, Ben Pender, Shane Siwik  
and Corey Thomas

COUNCIL MEMBERS EXCUSED:

Ray deWolfe

STAFF PRESENT:

Mayor Cherie Wood  
Charee Peck, Chief of Staff  
Hannah Vickery, Deputy City Attorney  
Kyle Kershaw, Finance Director  
Jack Carruth, Police Chief  
Terry Addison, Fire Chief  
Craig Burton, City Recorder  
Ariel Andrus, Deputy City Recorder

**Matters for Discussion**

- 1. Discussion regarding possible budget amendment including, but not limited to, salary increases for some public safety employees.** Council Chair Pender gave a handout to the Council regarding pay for different levels of officers for surrounding jurisdictions. A copy is attached and incorporated by this reference. In coming officers in police and fire are number five on the list of pay wage but sergeants/captains and lieutenants/battalion chiefs are lower on the scale. He would like to explore different levels of increases for sergeants, captains, lieutenants and battalion chiefs.

Council Member Thomas asked what area of the budget these increases would come from.

Council Member Bynum said that she likes the idea of these public safety employees receiving an increase but wonders if this is a discussion that should be had with the new Council starting next year because she feels that this should all be part of a larger discussion.

Council Chair Pender said that some of the employees that the Council are discussing may be in their last three years of service and he would like to see them have a raise sooner rather than later.

Council Members Bynum and Mila would like to hear from the Police and Fire Chiefs to hear their perspective on this potential raise.

Council Member Kindred suggested that the funds for this raise come from fund balance as he believes the tax revenue will come in higher than anticipated.

Police Chief, Jack Carruth, said this is the first he has heard of these possible pay raises and wished that he would have been included in conversations before tonight as he could have given his input. He feels that there are other police staff that deserve a raise as well and it is his job to keep the moral up in the police department and this may make moral go down once again. He will never say no to raises for his police officers but feels there is a larger discussion to be had.

Fire Chief, Terry Addison, agreed with Chief Carruth. He commends the Council for looking for pay increases but believes it will be at a cause moral issues within the fire department and within the City. There was tension in the City when public safety received raises but other public employees did not.

Finance Director, Kyle Kershaw, said one area of concern is that the City was awarded about \$300,000 fewer dollars of homeless mitigation funds than was originally expected. He also has concerns that the Council has not identified a dedicated revenue source for this pay increase.

Council Chair Pender realizes that what City employees are paid is a problem throughout the City but that is not a problem that can be easily fixed and may take a couple of budget cycles to fix. The City Sergeants, Captains, Lieutenants and Battalion Chiefs have been underpaid for years and he feels this is the right time to try to correct that problem.

Council Member Kindred recommended that the City Council schedule a public hearing for the next meeting date and go forward from there.

Council Member Siwik suggested that this item as well as any other budgetary items be discussed at the first work meeting in December.

The meeting adjourned at 7:02 p.m.

  
\_\_\_\_\_  
Council Chair

  
\_\_\_\_\_  
Craig D. Burton, City Recorder



2019/2020 COMPENSATION COMPARISON - OCTOBER 2019 UPDATE

MARKET ADJUSTMENT PERCENTAGE

POSITION	ORGANIZATION	2018 MINIMUM PAY	2019 MINIMUM PAY	% OF INCREASE 2018 TO 2019	2018 RANK	2019 RANK	\$ Increase to 3,4,5 rank	% Increase for 3,4,5	UPD 1%	UPD 2%
Officer 1-3	Herriman City	\$ 22.26	\$ 23.15	4%	2	1				
Officer 1-3	Murray City	\$ 22.52	\$ 23.13	3%	1	2				
Officer 1-3	Sandy City	\$ 21.85	\$ 22.29	2%	4	3	\$ 0.58	2.67%		
Officer 1-3	Utah County	\$ 22.25	\$ 22.25	0%	3	4	\$ 0.54	2.49%		
Officer 1-3	South Salt Lake	\$ 20.33	\$ 22.16	9%	9	5	\$ 0.45	2.07%		
Officer 1-3	UPD	\$ 20.48	\$ 21.71	6%	8	6			\$ 21.93	\$ 22.14
Officer 1-3	South Jordan	\$ 20.96	\$ 21.00	0%	5	7				
Officer 1-3	SLC	\$ 20.60	\$ 21.01	2%	6	8				
Officer 1-3	State of Utah	\$ 20.50	\$ 21.00	2%	7	9				
Officer 1-3	Draper City	\$ 19.25	\$ 21.00	9%	12	10				
Officer 1-3	Saratoga Springs	\$ 20.00	\$ 20.00	0%	10	11				
Officer 1-3	West Valley	\$ 19.75	\$ 20.75	5%	11	12				
Officer 1-3	Davis County	\$ 19.09	\$ 19.09	0%	13	13				

POSITION	ORGANIZATION	2018 TOP OUT PAY	2019 TOP OUT PAY	% OF INCREASE 2018 TO 2019	2018 RANK	2019 RANK	\$ Increase to 3,4,5 rank	% Increase for 3,4,5	UPD 1%	UPD 2%
Officer-Master	Murray City	\$ 37.04	\$ 38.04	3%	2	1				
Officer-Master	Sandy City	\$ 34.54	\$ 35.25	2%	3	2				
Officer-Master	SLC	\$ 33.10	\$ 35.10	6%	7	3	\$ 1.59	4.74%		
Officer-Master	West Valley	\$ 33.22	\$ 35.06	6%	6	4	\$ 1.55	4.63%		
Officer-Master	Herriman City	\$ 33.45	\$ 34.79	4%	5	5	\$ 1.28	3.82%		
Officer-Master	Draper City	\$ 29.84	\$ 34.26	15%	13	6				
Officer-Master	South Jordan	\$ 31.49	\$ 34.16	8%	10	7				\$ 34.18
Officer-Master	Utah County	\$ 33.81	\$ 33.81	0%	4	8			\$ 33.85	
Officer-Master	Saratoga Springs	\$ 31.71	\$ 33.58	6%	8	9				
Officer-Master	UPD	\$ 31.61	\$ 33.51	6%	9	10				
Officer -Master	Davis County	\$ 39.17	\$ 33.03	-16%	1	11	Original data was wrong			
Officer-Master	South Salt Lake	\$ 30.09	\$ 32.80	9%	12	12				
Officer-Master	State of Utah	\$ 31.00	\$ 32.00	3%	11	13				

POSITION	ORGANIZATION	2018 TOP OUT PAY	2019 TOP OUT PAY	% OF INCREASE 2018 TO 2019	2018 RANK	2019 RANK	\$ Increase to 3,4,5 rank	% Increase for 3,4,5	UPD 1%	UPD 2%
Sergeant	Murray City	\$ 43.78	\$ 44.96	3%	2	1				
Sergeant	Davis County	\$ 43.81	\$ 43.81	0%	1	2				
Sergeant	Sandy City	\$ 42.84	\$ 43.69	2%	3	3	\$ 3.18	7.85%		
Sergeant	Herriman City	\$ 40.44	\$ 42.06	4%	4	4	\$ 1.55	3.83%		
Sergeant	South Jordan	\$ 38.07	\$ 42.00	10%	10	5	\$ 1.49	3.68%		
Sergeant	SLC	\$ 38.59	\$ 41.07	6%	8	6				\$ 41.32
Sergeant	Draper City	\$ 38.89	\$ 40.46	4%	6	7			\$ 40.92	
Sergeant	UPD	\$ 38.22	\$ 40.51	6%	9	8				
Sergeant	West Valley	\$ 39.09	\$ 40.19	3%	5	9				
Sergeant	Utah County	\$ 38.84	\$ 38.84	0%	7	10				
Sergeant	South Salt Lake	\$ 35.12	\$ 38.28	9%	12	11				
Sergeant	State of Utah	\$ 36.00	\$ 37.50	4%	11	12				
Sergeant	Saratoga Springs	\$ 33.30	\$ 35.26	6%	13	13				

POSITION	ORGANIZATION	2018 TOP OUT PAY	2019 TOP OUT PAY	% OF INCREASE 2018 TO 2019	2018 RANK	2019 RANK	\$ Increase to 3,4,5 rank	% Increase for 3,4,5	UPD 1%	UPD 2%
Lieutenant	Murray City	\$ 52.13	\$ 53.54	3%	2	1				
Lieutenant	South Jordan	\$ 51.61	\$ 53.15	3%	3	2				
Lieutenant	Utah County	\$ 52.54	\$ 52.54	0%	1	3	\$ 3.56	7.27%		
Lieutenant	Sandy City	\$ 49.62	\$ 50.61	2%	4	4	\$ 1.63	3.33%		
Lieutenant	Herriman City	\$ 48.53	\$ 49.98	3%	6	5	\$ 1.00	2.04%		
Lieutenant	Davis County	\$ 49.10	\$ 49.10	0%	5	6			\$ 49.47	\$ 49.96
Lieutenant	UPD	\$ 46.21	\$ 48.98	6%	7	7				
Lieutenant	SLC	\$ 45.42	\$ 48.36	6%	9	8				
Lieutenant	West Valley	\$ 44.83	\$ 48.18	7%	10	9				
Asst Chief	Saratoga Springs	N/A	\$ 47.04	#VALUE!		10				
Lieutenant	Draper City	\$ 45.95	\$ 46.43	1%	8	11				
Lieutenant	South Salt Lake	\$ 42.16	\$ 45.95	9%	11	12				
Lieutenant	State of Utah	\$ 40.10	\$ 41.75	4%	12	13				

POSITION	ORGANIZATION	2018 TOP OUT PAY	2019 TOP OUT PAY	% OF INCREASE 2018 TO 2019	2018 RANK	2019 RANK	\$ Increase to 1 rank	% for 1	UPD 1%	UPD 2%
Captain	Sandy City	\$ 56.85	\$ 57.99	2%	2	1	\$ 1.90	3.39%		
Captain	UPD	\$ 52.92	\$ 56.09	6%	4	2			\$ 56.65	\$ 57.21
Captain	Davis County	\$ 55.08	\$ 55.08	0%	3	3				
Captain	SLC	\$ 51.37	\$ 54.77	7%	5	4				
Captain	State of Utah	\$ 42.90	\$ 48.00	12%	6	5				
Captain	West Valley	\$ 63.39	N/A	#VALUE!	1					

POSITION	ORGANIZATION	2018 TOP OUT PAY	2019 TOP OUT PAY*	% OF INCREASE 2018 TO 2019	2018 RANK	2019 RANK	\$ Increase to 3,4,5 rank	% Increase for 3,4,5	UPD 1%	UPD 2%
Chief	Draper City	\$ 78.73	\$ 73.00	-7%	1	1				
Asst. Chief	SLC	\$ 70.22	\$ 70.25	0%	2	2				
Dep Chief	Sandy	N/A	\$ 65.11	#VALUE!		3	\$ 5.89	9.95%		
Dep Chief	Herriman City	\$ 61.99	\$ 63.84	3%	6	4	\$ 4.62	7.80%		
Dep Chief	Murray	N/A	\$ 61.92	#VALUE!		5	\$ 2.70	4.56%		
Prec Chief	UPD	\$ 55.87	\$ 59.22	6%	5	6			\$ 59.81	\$ 60.40
Prec Chief	Utah County	\$ 59.04	\$ 59.04	0%	4	7				
Prec Chief	South Jordan	\$ 56.90	\$ 58.60	3%	7	8				
Dep Chief	South Salt Lake	N/A	\$ 55.99	#VALUE!		9				
Prec Chief	Davis County	\$ 73.93	N/A	#VALUE!	3					

\* Top out may not equal actual pay of incumbent