



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, July 28, 2021** in the City Council Chambers, 220 East Morris Avenue, Suite 200, commencing at **6:15 p.m.**, or as soon thereafter as possible. The meeting can be viewed on Ustream. The link can be found on the City Council page on the City's website sslc.com/city-government/council-meetings.

CITY COUNCIL

MEMBERS:

LEANNE HUFF
COREY THOMAS
SHARLA BYNUM
PORTIA MILA
SHANE SIWIK
NATALIE PINKNEY
RAY DEWOLFE

Conducting: Sharla Bynum

MATTERS FOR DISCUSSION:

1. Police Department Salaries
2. General Plan

Posted July 22, 2021

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.

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CITY OF SOUTH SALT LAKE
CITY COUNCIL WORK MEETING

COUNCIL MEETING

Wednesday July 28, 2021
6:15 p.m.

CITY OFFICES

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

PRESIDING
CONDUCTING

Council Chair Sharla Bynum
Council Chair Sharla Bynum

COUNCIL MEMBERS PRESENT:

Sharla Bynum, Ray deWolfe, LeAnne Huff,
Natalie Pinkney, Shane Siwik and Corey Thomas

COUNCIL MEMBERS EXCUSED:

Portia Mila

STAFF PRESENT:

Mayor Cherie Wood
Charee Peck, Chief of Staff
Josh Collins, City Attorney
Kyle Kershaw, Finance Director
Randy Sant, Economic Development Consultant
Jack Carruth, Police Chief
Terry Addison, Fire Chief
Alexandra White, Community Development Director
Sean Lewis, Deputy Community Development Director
Sharen Hauri, Urban Design Director
Craig Burton, City Recorder
Ariel Andrus, Deputy City Recorder

Matters for Discussion

- 1. Police Department Salaries.** Police Chief, Jack Carruth, reviewed a handout with the Council. A copy is attached to these minutes and incorporated by this reference. He explained that when Taylorsville created their police department last year their pay scale was extremely lucrative and made it challenging for other agencies in the valley. Entry level was about a \$10,000 increase and then across the board up to senior officer, sergeant, lieutenant, and deputy chief. The City lost two officers to Taylorsville during their recruitment process.

Unknown to the other chiefs in the valley, Salt Lake City came out with a pay increase to match Taylorsville with a commitment to their officers that they would stay one percent above the highest agency in the valley. About a week later West Valley City came out with a new pay scale. South Jordan came out with a new pay scale today. West Jordan will be making an announcement tomorrow to match West Valley's pay scale.

West Jordan is currently down twelve officers, South Jordan ten, West Valley twenty-four and Salt Lake City forty to sixty-four officers.

South Salt Lake has a large group of officers that don't want to leave but when they look at a ten to twelve thousand dollar a year increase it becomes very appealing. This is not recruitment from the other cities, but our officers looking at the pay difference.

In 2018 the City hired six officers, 2019 twelve, 2020 fourteen, and twelve so far in 2021. Chief Carruth believes he will hire more than twenty by the end of the year. Compensation is becoming a bigger threat, especially in the climate of law enforcement right now. They are in a crisis situation and they need to react. As soon as they start losing officers, the workload goes up, calls for service, the stress on officers go up, morale goes down and then you have a mass exodus. Agencies closely network and when they see South Salt Lake struggling they won't even apply to work here. If they aren't in the ballpark of being competitive they won't last.

He knows it's a financial challenge to fund and sustain it. With that comes the conversation of is it time to split the pay scales of Police and Fire. The market has kind of forced that decision. They need to stop the bleeding in the Police Department so they can have officers on the street and he believes that requires splitting the pay scales. He doesn't have any intention of splitting his partnership with the Fire Department, or not working with them. Someday Fire may catch up, or they may have this same problem and exceed the Police Department. If that happens he will still support them.

Chief Carruth asked the Council to make an abrupt, immediate decision to look at the budget, fund the officers, and keep our South Salt Lake officers here. They don't want to leave. They are waiting to see what happens. He has put out an email, department wide, asking them to pause. He believes many of them are patiently waiting to see what happens.

Council Chair Bynum said this is on the Council's radar and they were starting to talk about plans. Now with West Valley and South Jordan increasing their pay scales she thinks it's important they are here tonight talking on public record about their commitment to keeping our police officers.

Council Member deWolfe asked which levels in the police department are the most difficult to recruit and retain.

Chief Carruth said it is the entry level right now but West Valley has put us at risk of losing senior officers as well.

Council Member deWolfe asked if they could just raise the entry level position or does it need to be across the board.

Chief Carruth said it needs to be across the board because senior level positions are now at the low end of the pay scale as well.

Council Member Siwik said he wants to know how much they are looking at, where's the money coming from, and how is it sustainable? The Legislature needs to do something to stop the cannibalization of police departments. They can match other departments but it will never be enough. Someone needs to stop this. He needs to know how much they are talking about and where it is coming from. He asked what non-salary benefits can be offered that could offset the cost a little bit.

Chief Carruth said they are competitive in that area. He can provide a list of the benefits but that is not the issue. The issue is the pay. He doesn't want to spin wheels on having discussions and coming back with information because the clock is ticking. South Jordan and West Valley City are taking applications now. It is due diligence to have the information and do their homework, but the primary concern and threat is the pay scale. It is not the benefits, shift differential, or the equipment.

Council Member Pinkney would like to see some forecasting of unforeseeable causes. It seems that year after year there is going to be something. She is fearful of the budget. How much is the Police Department budget in 2040, and how much is the General Fund? She would like to talk not only about the salary now, but how will they meet it in 2040.

Council Member Huff supports looking at all the options.

Fire Chief, Terry Addison, said he understands. He does not discredit what the police officers do. They deserve everything they get and this is a crisis. The Fire Department has its own challenges, equipment challenges. They need to have future discussions on what they can do to retain and recruit paramedics and firefighters, and discuss their pay equity in relation to the rest of the valley. He does support this to a sense. He would like to have a future opportunity to have these same discussions.

Council Member Bynum said the Council is all showing a commitment to moving forward and looking at options, both short-term and long-term.

2. **General Plan.** Christine Richman, with GSBS Architects, reviewed a presentation with the Council. A copy is attached to these minutes and incorporated by this reference.

The meeting adjourned at 6:59 p.m.


Sharla Bynum, Council Chair


Craig D. Burton, City Recorder

July 28, 2021

CITY COUNCIL - WORK MEETING LIST OF ATTENDEES

[illegible]

SOUTH SALT LAKE GENERAL PLAN 2040

City Council Briefing

July 28, 2021



SCHEDULE

- ~~May 26~~

- ~~Housing~~
- ~~Economic Development~~

- ~~June 9~~

- ~~Economic Development~~
- ~~Parks, Trails, Recreation, Open Space~~

- ~~June 14~~

- ~~Community Event @ State of the City~~

- ~~June 23~~

- ~~Transportation & Connectivity~~
- ~~Community Facilities~~
- ~~Natural Environment & Sustainability~~
- ~~Natural Hazards & Resiliency~~

- ~~July 14~~

- ~~Community Vision & Future Land Use~~
- ~~Future Land Use Map~~

- July 28 (Tonight)

- Discuss draft plan

- August 11

- Public Hearing
- Possible Adoption



2040 Vision Statement

South Salt Lake is a community that fosters diversity, equity, and inclusion. South Salt Lake is a city of safe and enduring neighborhoods where people are connected to jobs, vibrant retail areas, green spaces, and each other. As the City on the Move, we take advantage of our unique location and unparalleled transportation options. We are a modern city that is home to parks and green spaces, clean water ways, and sustainable services and policies. South Salt Lake residents embrace diversity, feel part of the community, and share an enthusiasm for their “small city with big opportunities.”



Guiding Value #1

- Diversity, Equity, & Inclusion

We value an accessible community and the cultural diversity of our residents, visitors, neighborhoods, shops and restaurants and support continued and increased diversity in the community. We promote and support policies and services that treat all members of the community fairly. We are committed to equitable access to the community, its amenities, and resources. All members of the community are active participants and enjoy the benefits of living or working in South Salt Lake.



Guiding Value #2

- Safe, Cared for, & Vibrant

We value a community that is safe, cared for, and vibrant. A community where people take pride in their home or business and have a sense of community. Ours is a community where buildings, roadways, and public amenities create safe walking, bicycling, and play areas; enhance awareness of neighborhood activities and interactions; and encourage positive interactions between all members of the community. We are a community where people enjoy visiting parks and shops and spending time in the neighborhoods and business areas getting to know their community and each other.



Guiding Value #3

- Enduring & Resilient

We value the community passed on from prior generations of South Salt Lake residents and businesses. We believe it is our responsibility to leave a legacy of a healthy and vibrant city for the next generation. Our decisions today will consider the needs of the future. We partner and cooperate with each other and surrounding cities, communities, the County, and the State to implement policies and projects.



Guiding Value #4

- Connected, Sustainable, & Healthy

We value a healthy environment. We believe it is our responsibility to protect water quality, the watershed, and air quality through the wise use of land. We take advantage of active transportation and open space to support healthy activities that contribute to our physical and mental health and protect our natural resources.



WHAT OUR COMMUNITY IS SAYING



TRANSPORTATION

SAFE PLACES TO WALK AND BIKE
PEDESTRIAN CROSSINGS
TRANSPORTATION OPTIONS
TRAFFIC MAJOR ARTERIALS
CONNECTIONS

QUALITY OF LIFE

HEADED IN RIGHT DIRECTION
RECYCLING PROGRAM CULTURAL ACTIVITIES
SENSE OF COMMUNITY FUNKY VIBE
DIVERSE AND CREATIVE CITY NEW SENIOR CENTER
RETAIN CURRENT RESIDENTS RELIABLE INTERNET

PARKS & RECREATION

NEW RECREATION CENTER
IMPROVING EXISTING PARKS
MORE PARKS AND RECREATION
TRAILS AND BIKE LANES
MORE NATURAL OPEN SPACE

SAFETY

STREET LIGHTING
SIDEWALK MAINTENANCE
UNSHeltered RESIDENTS
EMERGENCY CALL BOXES
PEDESTRIAN SAFETY
EMERGENCY SERVICES

NEIGHBORHOOD LIVABILITY

IDENTITY & PRIDE
GROWTH & SERVICES
DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

ENVIRONMENT

NATURAL RESOURCES
URBAN FORESTRY JORDAN RIVER
INFRASTRUCTURE IMPROVEMENTS
ENVIRONMENTALLY-FRIENDLY POLICIES

HOUSING / NEIGHBORHOODS

MAINTAINING NEIGHBORHOODS **MIX OF RETAIL AND SERVICES**
ATTRACT FAMILIES **UNIQUE NEIGHBORHOODS** QUIET AND FRIENDLY
AFFORDABLE HOUSING ADU'S HOUSING OPTIONS CODE ENFORCEMENT

ECONOMIC DEVELOPMENT

IDENTITY CULTURAL ACTIVITIES
DISTINGUISHABLE PUBLIC PLAZAS
ECONOMIC DEVELOPMENT SPECIALTY SHOPS **ADD JOBS**
NIGHTLIFE **PLACE-MAKING** RESTAURANTS AGING INFRASTRUCTURE
SERVICES STORE FRONTS AND BEAUTIFICATION **GROWTH**

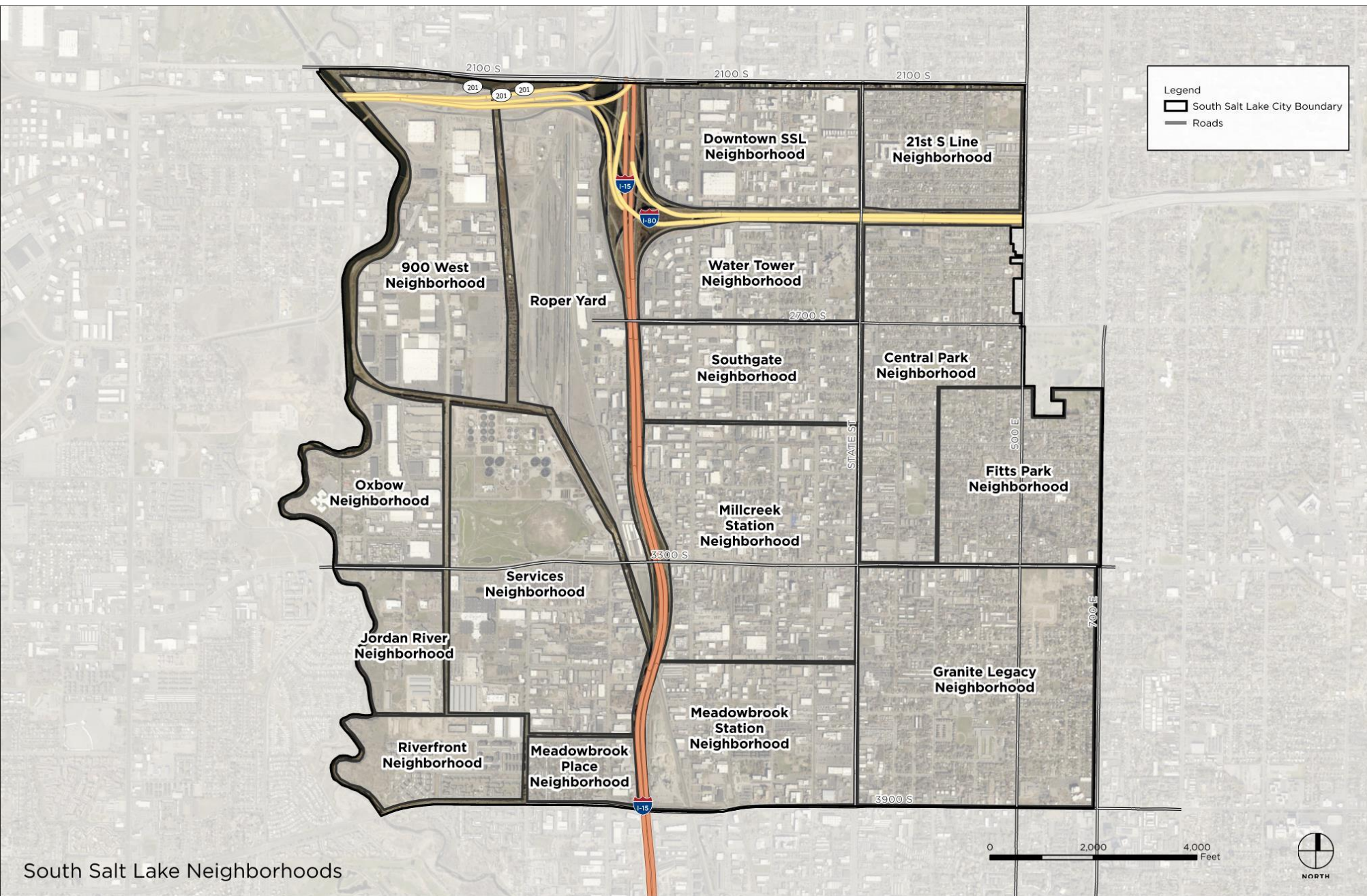
The Big Moves



The Big Six

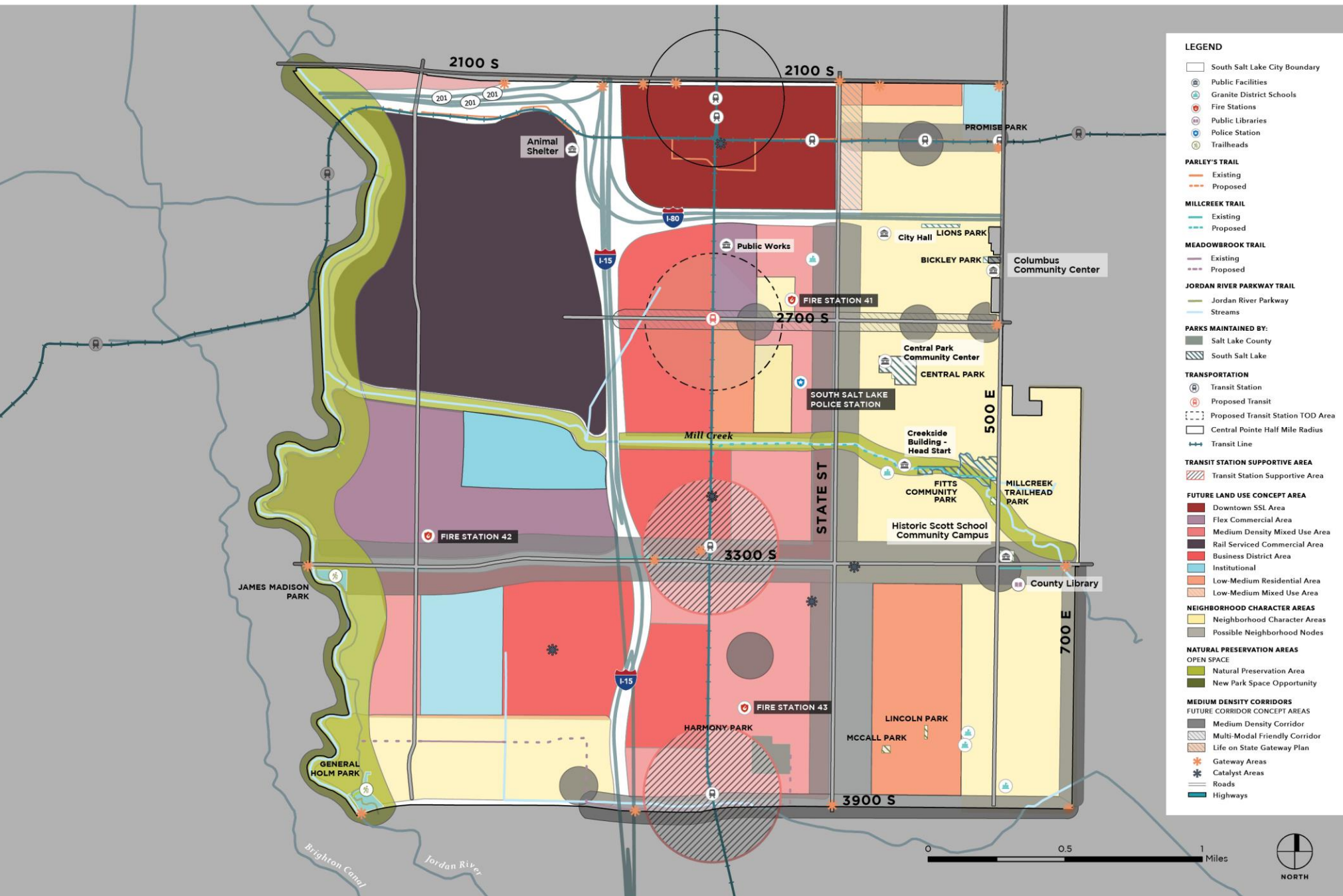
- Continue to encourage mixed-use density at or near transit and on major transportation routes.
- Enhance housing, economic, and social opportunities for all members of the community.
- Improve South Salt Lake's image through urban design, wayfinding, signage, landscaping, and streetscape improvements.
- Reinforce South Salt Lake as a “City on the Move.”
- Increase neighborhood livability.
- Green the City.



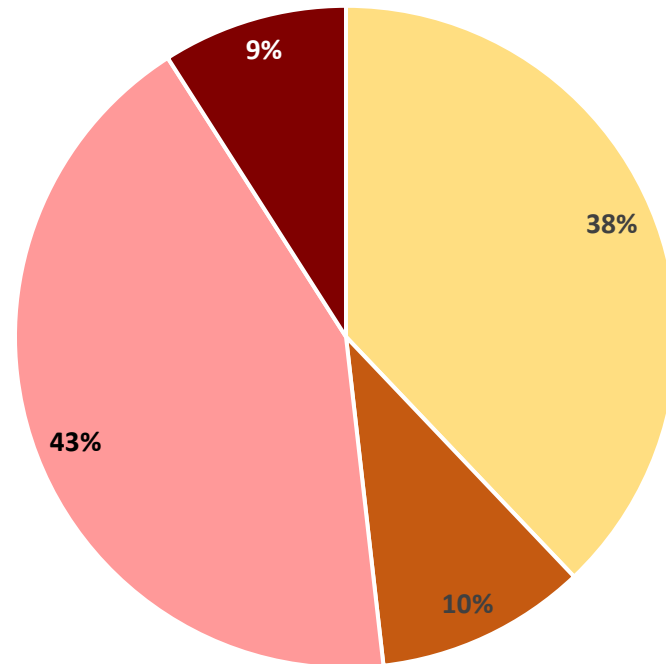


South Salt Lake Neighborhoods





Future Residential Densities



■ Low-Density ■ 12-36 DU/Acre ■ 36-60 DU/Acre ■ Unlimited



Future Land Use Map Area Types

- Neighborhood Character Areas – Maintain the density & massing of existing residential and/or neighborhood serving commercial areas.
- Low-Medium Density Residential Areas – Areas of primarily residential development at densities of 12-36 units per acre. May include incidental neighborhood serving commercial areas at neighborhood nodes.
- Low-Medium Density Mixed Use Areas - Areas of primarily residential development at densities of 12-36 units per acre. Areas also include neighborhood and community service commercial with transportation or transit access.



Future Land Use Map Area Types (Cont'd)

- Neighborhood Nodes – Areas for consideration of neighborhood serving retail and services considering:
 - Capacity of collector & neighborhood road network
 - Walking, biking, and transit access
 - Parking requirements & location
- Medium Density Corridor Areas – Areas with appropriate transportation networks and existing or planned services & amenities to support housing at 35-60 du/acre and commercial of 3-6 stories



Future Land Use Map Area Types (Cont'd)

- Downtown SSL
 - Core Area – Within 1/4 mile of station platforms and existing or planned services and amenities unlimited density limited by setbacks and parking
 - Transition Area – Remaining area with existing or planned services and amenities unlimited density limited by height, setbacks, and parking
- Medium Density Mixed-Use Areas – Areas within ½ mile of TRAX or streetcar station with appropriate transportation networks and existing or planned services & amenities to support housing at 35-60 du/acre and commercial of 3-6 stories
- Business Development Areas – Employment focused areas with appropriate transportation networks and existing or planned services & amenities to support high quality commercial uses



Future Land Use Map Area Types (Cont'd)

- Rail-Serviced Commercial Area – Heavy-rail or interstate served areas for preservation and expansion of large format commercial uses.
- Flex-Commercial Area – Areas with access to the interstate and arterial network for preservation and expansion of large format public and private uses.
- Nature Preservation Areas – Areas near the Jordan River and Mill Creek for preservation of natural areas, trails, and nature education centers.
- Community Gateways – Primary access points to SSL for urban design treatments including signage, landscaping, streetscape, wayfinding, streetlighting, etc.
- Parks – Existing and planned parks
- Trails – Existing and planned trails
- Recreation Facilities – Existing facilities



Future Land Use Map Area Types (Cont'd)

- Catalyst Areas
 - Downtown/S-Line
 - Brewery Row
 - Creative Businesses
 - 3300 South (West & East)
 - State Street Corridor
 - Cultural Area
 - Entertainment Area
 - Transit Hubs
 - Neighborhood Nodes
 - Roper Yard



Updated Goals



Community Values



Goal #1

Ensure that existing and new development has equitable access to all services and amenities in South Salt Lake.



Goal #2

Support neighborhood livability by creating pedestrian, bike, and play environments appropriate to the surrounding housing types.



Goal #3

Take advantage of opportunities relating to the City's location at the center of the regional transportation, transit, trails, open space, library, recreation, and school systems to serve residents, businesses, and visitors.



Goal #4

Enhance community pride and identity.



Goal #5

Manage the General Plan according to best planning practices.



Future Land Use & Neighborhoods



Goal #1

Continue to welcome new residents and businesses into
South Salt Lake.



Goal #2

Concentrate higher density development near transportation and transit in mixed-use neighborhoods.



Goal #3

Enhance urban and streetscape design in the city to support South Salt Lake's distinct image and enhance community pride.



Goal #4

Preserve and enhance the unique identity of South Salt Lake.



Housing



Goal #1

Encourage the development of diverse, safe, affordable, and attractive housing that is accessible and appropriate for residents of all incomes, needs, ages, backgrounds, and familial status.



Goal #2

Connect housing of various densities to appropriate services and amenities within and between neighborhoods.



Goal #3

Continue and expand current community- and neighborhood-based events and activities to encourage neighborhood and community pride and social interaction.



Economic Development



Goal #1

Maximize South Salt Lake's social and economic equity through value-based decision making.



Goal #2

Continue to focus on recruitment and retention of higher paying jobs for all skill and education levels.



Goal #3

Continue to support existing and future businesses through the city's partnership with the South Salt Lake Chamber of Commerce and a comprehensive business retention and recruitment program.



Goal #4

Create “business identity” catalytic areas to preserve South Salt Lake’s role as a commerce hub in the Valley.



Goal #5

Continue to influence the future of South Salt Lake using the tax increment and similar tools available in State Statute.



Transportation



Goal #1

Improve the active transportation system to enhance South Salt Lake as a safe and enjoyable place to walk and bicycle.



Goal #2

Increase connections within and between neighborhoods to improve access to amenities and services without requiring the use of an automobile.



Goal #3

Identify programs and investments to increase affordable transportation options.



Parks, Recreation, & Open Space



Goal #1

Increase the number and acreage of parks, open space, and recreation amenities to serve current and future residents.



Goal #2

Identify opportunities to add parks, open space, and recreation amenities in currently underserved areas of the city.



Goal #3

Continue to provide equitable access to city programs and amenities for all residents.



Natural Hazards & Resiliency



Goal #1

Remain resilient and thriving by providing guidelines and resources to withstand the threat of natural hazards and changing resource availability to mitigate the impact of natural disasters.



Goal #2

Plan for and implement best practices to address the impacts of climate change.



Community Facilities & Services



Goal #1

Provide a full range of public facilities and services that reflect the needs of the community.



Goal #2

Support programs that promote health, education, and equity.



Goal #3

Ensure equal access to city services and facilities for all members of the South Salt Lake Community.



Goal #4

Adopt and implement the draft Streetlighting Master Plan.



Goal #5

Invest in urban forestry as a neighborhood asset.



Natural Resources & Sustainability



Goal #1

Reduce vehicle miles traveled and improve air quality.



Goal #2

Implement requirements to preserve wildlife habitat, waterways and open space.



Goal #3

Support social sustainability through attention towards the diversity, equity, inclusivity, and accessibility values and initiatives identified in the guiding values.



Goal #4

Encourage economic sustainability by supporting balanced growth and efforts to increase household wealth.



POLICE PAY PLAN 2021

	S1	S2	S3	S4	S5	S6	S7	S8	S9		
Police Officer	\$27.04	\$27.85	\$28.69	\$29.55	\$30.43	\$31.35	\$32.29	\$33.26	\$34.25	Days	
	\$27.72	\$28.55	\$29.40	\$30.29	\$31.19	\$32.13	\$33.09	\$34.09	\$35.11	Afternoons 2.5%	
	\$28.41	\$29.26	\$30.14	\$31.04	\$31.97	\$32.93	\$33.92	\$34.94	\$35.99	Graveyards 5%	
Senior Officer						\$32.77	\$33.76	\$34.77	\$35.81	\$36.89	Days
						\$33.59	\$34.60	\$35.64	\$36.71	\$37.81	Afternoons 2.5%
						\$34.43	\$35.47	\$36.53	\$37.63	\$38.75	Graveyards 5%
Master Officer							\$37.44	\$38.57	\$39.72	Days	
							\$38.38	\$39.53	\$40.72	Afternoons 2.5%	
							\$39.34	\$40.52	\$41.73	Graveyards 5%	
Sergeant							\$43.21	\$44.51	\$45.84	\$47.22	Days
							\$44.29	\$45.62	\$46.99	\$48.40	Afternoons 2.5%
							\$45.40	\$46.76	\$48.16	\$49.61	Graveyards 5%

Day shift salaries effective 7/25/2021

Shift differential salaries effective date to be determined





POLICE DEPARTMENT PAY SCALE

FY 2021/2022 - Revised

Effective July 10, 2021

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
POLICE OFFICER												
DAYS		\$56,472.00 \$27.1500	\$59,860.32 \$28.7790	\$61,656.13 \$29.6424	\$63,505.81 \$30.5316	\$65,410.99 \$31.4476	\$72,279.14 \$34.7496	\$74,447.52 \$35.7921	\$76,680.94 \$36.8658	\$78,981.37 \$37.9718	\$81,350.81 \$39.1110	
AFTERNOONS	2.50%	\$57,883.80 \$27.8288	\$61,356.83 \$29.4985	\$63,197.53 \$30.3834	\$65,093.46 \$31.2949	\$67,046.26 \$32.2338	\$74,086.12 \$35.6183	\$76,308.70 \$36.6869	\$78,597.96 \$37.7875	\$80,955.90 \$38.9211	\$83,384.58 \$40.0887	
GRAVEYARDS	5.00%	\$59,295.60 \$28.5075	\$62,853.34 \$30.2180	\$64,738.94 \$31.1245	\$66,681.10 \$32.0582	\$68,681.54 \$33.0200	\$75,893.10 \$36.4871	\$78,169.89 \$37.5817	\$80,514.99 \$38.7091	\$82,930.44 \$39.8704	\$85,418.35 \$41.0665	

OFFICER 1ST CLASS

DAYS		\$75,170.31 \$36.1396	\$77,425.42 \$37.2238	\$79,748.18 \$38.3405	\$82,140.62 \$39.4907	\$84,604.84 \$40.6754	\$87,142.99 \$41.8957	
AFTERNOONS	2.50%	\$77,049.56 \$37.0431	\$79,361.05 \$38.1544	\$81,741.88 \$39.2990	\$84,194.14 \$40.4780	\$86,719.96 \$41.6923	\$89,321.56 \$42.9431	
GRAVEYARDS	5.00%	\$78,928.82 \$37.9465	\$81,296.69 \$39.0849	\$83,735.59 \$40.2575	\$86,247.66 \$41.4652	\$88,835.09 \$42.7092	\$91,500.14 \$43.9905	

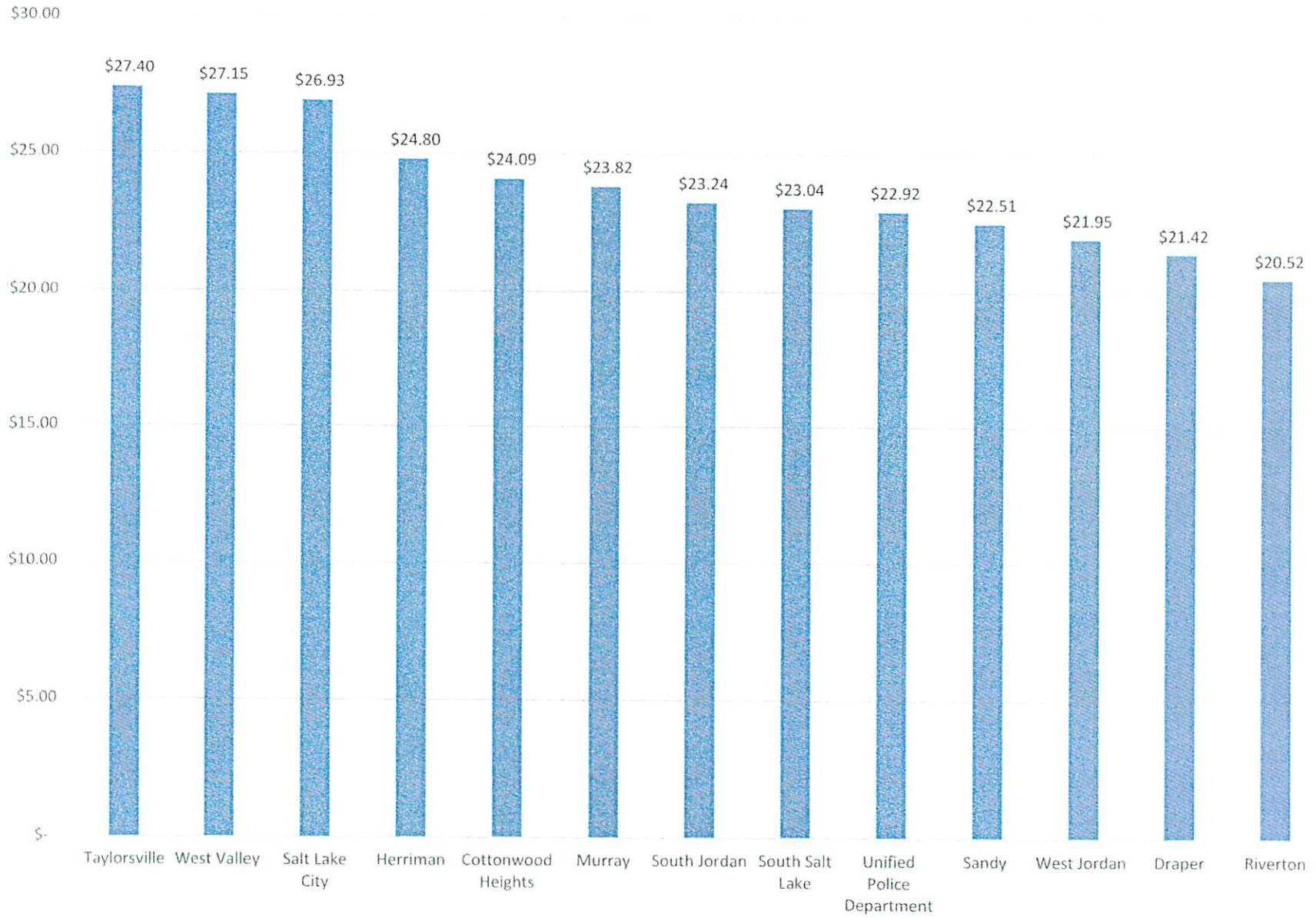
SERGEANT

DAYS		\$92,371.57 \$44.4094	\$95,604.57 \$45.9637	\$98,950.73 \$47.5725	
AFTERNOONS	2.50%	\$94,680.86 \$45.5196	\$97,994.69 \$47.1128	\$101,424.50 \$48.7618	
GRAVEYARDS	5.00%	\$96,990.15 \$46.6299	\$100,384.80 \$48.2619	\$103,898.27 \$49.9511	

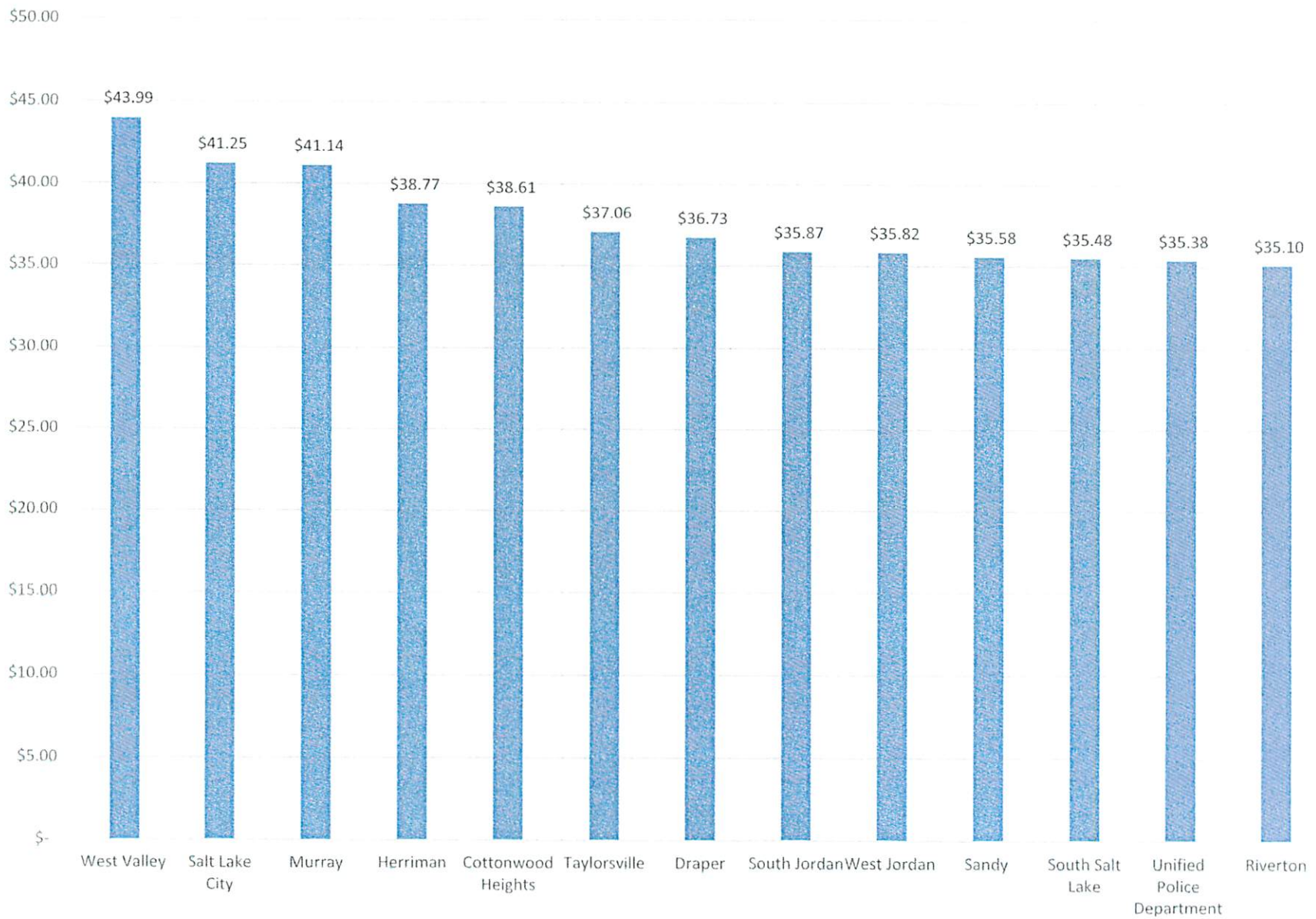
LIEUTENANT

DAYS		\$107,856.30 \$51.8540	\$111,091.99 \$53.4096	\$114,424.75 \$55.0119	
AFTERNOONS	2.50%	\$110,552.71 \$53.1503	\$113,869.29 \$54.7448	\$117,285.37 \$56.3872	
GRAVEYARDS	5.00%	\$113,249.11 \$54.4467	\$116,646.59 \$56.0801	\$120,145.98 \$57.7625	

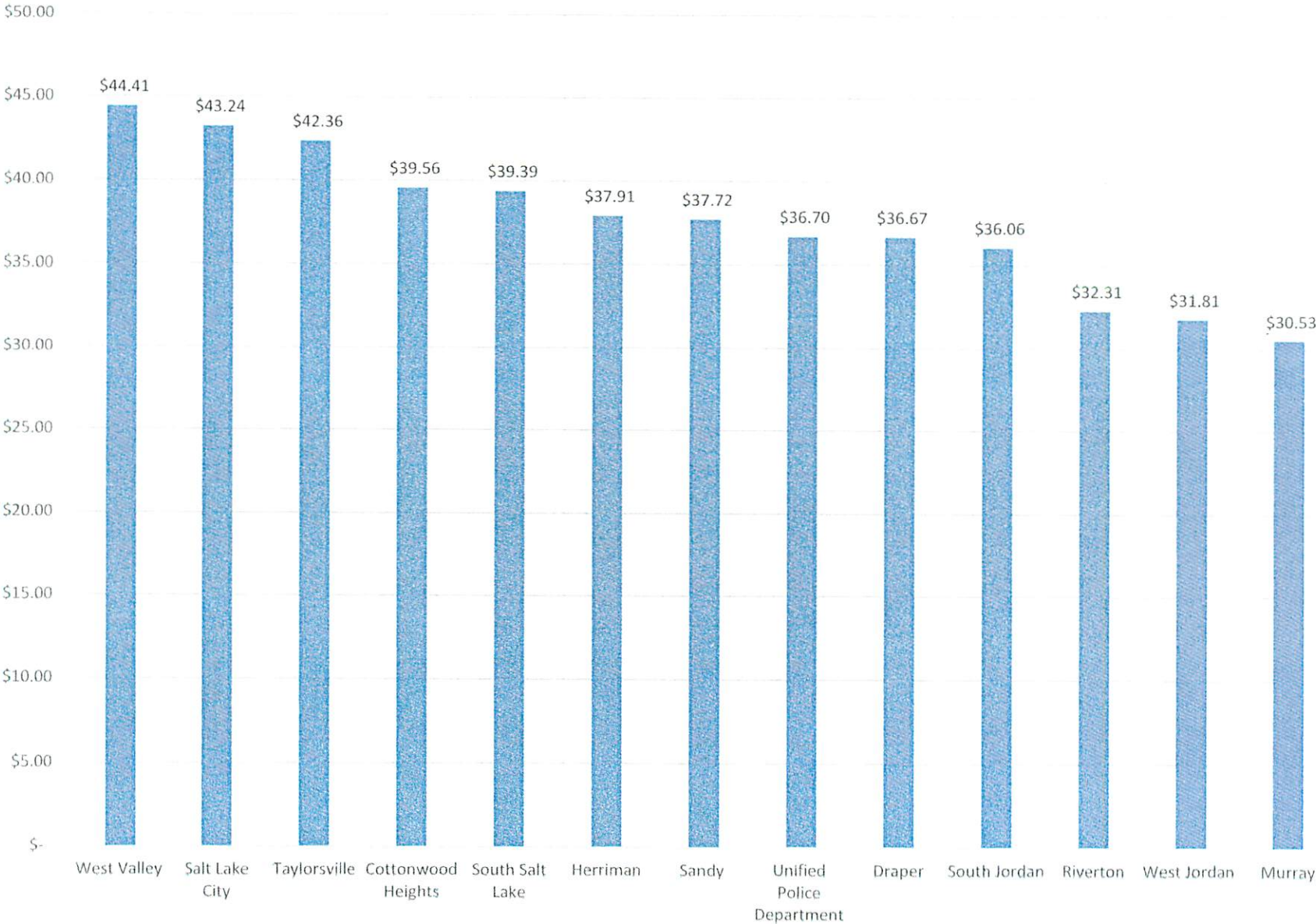
Entry Police Officer



Max Police Officer



Entry Sergeant



Max Sergeant

