



CITY COUNCIL

MEMBERS:

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

ORDER OF SPECIAL MEETING

As provided by Section 10-3-502, Utah Code Annotated 1953, as amended, we, the undersigned members of the City Council, order a **Special Meeting** of the City Council of the City of South Salt Lake to be held at **6:00 p.m. on Monday, August 2, 2021**, for the purpose set out in the attached agenda for such meeting. Public notice of the meeting shall be given pursuant to Sections 10-3-502 and 52-4-202, Utah Code Annotated 1953, as amended.

Dated this 29th day of July, 2021.

220 E MORRIS AVE
SUITE 200
SOUTH SALT LAKE CITY
UTAH
84115
P 801.483.6027
F 801.464.6770
TTY: 711
SSLC.COM



South Salt Lake City Council SPECIAL MEETING AGENDA

Pursuant to Order of Special Meeting signed by the Mayor of the South Salt Lake on July 29, 2021, notice is hereby given that the South Salt Lake City Council will hold a Special Meeting on Monday August 2, in the City Council Chambers, 220 East Morris Avenue, **commencing at 6:00 p.m.**

CITY COUNCIL

MEMBERS:

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

Conducting: Sharla Bynum, Council Chair

Items for Discussion and Vote:

- 1. An Ordinance of the South Salt Lake City Council to Amend the South Salt Lake Zoning Map for Property Located at 3453 South State Street, from Commercial Corridor (CC) and Residential Multiple (RM) to Include A Townhome Overlay (TO)**
- 2. Police Salary Budget Discussion**

THOSE NEEDING AUXILIARY COMMUNICATIVE AIDS OR OTHER SERVICES FOR THIS MEETING SHOULD CONTACT CRAIG D. BURTON AT 801-483-6027, GIVING AT LEAST 24 HOURS' NOTICE.

220 E MORRIS AVE
SUITE 200
SOUTH SALT LAKE CITY
UTAH
84115
P 801.483.6027
F 801.464.6770
TTY: 711
SSLC.COM

CRAIG D. BURTON
CITY RECORDER
JULY 30, 2021

**CITY OF SOUTH SALT LAKE
SPECIAL CITY COUNCIL MEETING**

COUNCIL MEETING

**Wednesday, August 2, 2021
6:00 p.m.**

CITY OFFICES

**220 East Morris Avenue
South Salt Lake, Utah 84115**

PRESIDING

Council Chair Sharla Bynum

CONDUCTING:

Sharla Bynum

COUNCIL MEMBERS PRESENT:

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

STAFF PRESENT:

**Mayor Wood
Charee Peck, Chief of Staff
Josh Collins, City Attorney
Kyle Kershaw, Finance Director
Terry Addison, Fire Chief
Jack Carruth, Police Chief
Alex White, Community Development Director
Lindsey Hampton, Homeless Outreach and Strategies Director
Sean Lewis, Deputy Community Development Director
Dwayne Ruth, Deputy Police Chief
Craig Burton, City Recorder
Ariel Andrus, Deputy City Recorder**

Items for Discussion and Vote:

- 1. An Ordinance of the City of South Salt Lake City Council amending the South Salt Lake Zoning Map for Property Located at 3453 South State Street, from Commercial Corridor and Residential Multiple to Include a Townhome Overlay.** Deputy Community Development Director, Sean Lewis, said at the last regular Council meeting staff discussed the Prestwick Townhome project with the Council and the rules were suspended and the Development Agreement was passed. Staff failed to bring forward the Ordinance that should have been included in that presentation. Staff presented the Ordinance tonight. A copy is attached and incorporated by this reference.

Council Member deWolfe made a motion to approve this Ordinance

MOTION: Ray deWolfe

SECOND: Natalie Pinkney

Roll Call Vote:

Bynum: Yes
deWolfe: Yes
Huff: Yes
Mila: Yes
Pinkney: Yes
Siwik: Yes
Thomas: Yes

- 2. Police Salary Budget Discussion.** Council Chair Bynum said the City Council would like to look at some short term solutions to this issue to keep the City competitive with Police wages across the Salt Lake Valley. They would also like to look at some long term solutions for going forward.

Mayor Wood said that she and staff will be working with legislators as well as lobbyists to try to see if there is a solution to this issue at a State level.

Police Chief, Jack Carruth, said at a State level there was a round table discussion with the most of the Salt Lake County Chiefs and police salaries was brought to Governor Cox's attention.

Finance Director, Kyle Kershaw, gave the Council an officer pay analysis handout. A copy is attached and incorporated by this reference. The City used the West Valley pay scale to formulate a response. One issue with the West Valley pay scale is that they offer differential pay and Chief Carruth is adamant that he doesn't want to use differential pay. Staff looked at West Valley's afternoon level of wages and that is the area South Salt Lake will be modeling. The City will be giving South Salt Lake officers a twenty-three percent increase, sergeants a sixteen percent increase, lieutenants an eleven percent increase and the Deputy

Chief a five percent increase.

Chief Carruth gave an explanation as to why he doesn't like the idea of differential pay.

Mr. Kershaw explained how they came up with the number for steps eleven and twelve and the number for the Deputy Police Chief. He also gave the Council a handout with the cumulative impact that these increases will have on City budget. These raises will go into effect on August 7th.

Council Member Siwik asked how the City can have these raises go into effect without a budget amendment first.

Mr. Kershaw said the City has already gone through three pay periods in fiscal year 2021/2022 and so the effect of this year's budget will be about \$1,000,050 and there will be no retroactive pay. The City currently has money budgeted for employee's salaries and there is enough to cover these increase until a budget amendment occurs at likely the Council meeting on August 25th. A Resolution is presented to the Council to show support of this increase. A copy is attached and incorporated by this reference. The funding source for this increase is fund balance because it is so early in the fiscal year.

Mr. Kershaw went on to say that the City won't know what course to take for at least another six to eight months because it is too early in the year to see how much sales tax the City will make or if a property tax increase is going to be needed.

Council Member Siwik asked with this increase where this puts South Salt Lake's starting pay for police officers.

Chief Carruth said this will put South Salt Lake at number one. The starting pay for an officer in South Salt Lake is \$28 per hour.

Council Member Thomas asked what fund balance was at right now and where this deduction from fund balance will leave the City.

Mr. Kershaw said fund balance is about seven or eight million. Sales tax revenue has done really well and if sales tax revenue continues to exceed the estimates the City may not even need to touch fund balance for these increases.

There was a discussion by the Council and Mayor about the Homeless Mitigation funds and if the City still receives those funds.

Council Member Siwik asked why South Salt Lake Police officers should be the highest paid in the Salt Lake Valley when South Salt Lake residents have lower incomes overall and higher taxes.

Chief Carruth said South Salt Lake police officers don't have shift differential pay so the increased salary across the board is a benefit in South Salt Lake. An increased salary across the board will go towards police officer's pension and it is also a recruitment tool.

Council Member deWolfe said that recruitment and training is costly for the Police Department and he wonders if this salary will help retain the officers that are employed in South Salt Lake and in turn will help reduce costs.

Chief Carruth believes that this will help retain officers in the City. The current officers in South Salt Lake don't want to leave and this increase will help them stay in the City.

Council Member Mila feels that it is smart for South Salt Lake to be ahead of every other agency on the pay scale so the Council doesn't have to revisit this issue again within the next year.

Council Member Thomas has concerns how this increase for the Police Department will affect the Fire Department.

Council Chair Bynum asked with all the changes other agencies have made this past week how many cities have the same pay scale for their police and fire.

Chief Carruth said there are no cities that have the same pay scale.

Council Chair Bynum believes that the different pay scales for their public safety will be the new normal for agencies.

Council Chair Bynum also added that in recent surveys the number one concern has been crime and safety in the community. If the City is not staffed fully or there is a lot of turnover that is going to impact the Police Department's response time.

Council Member Pinkney added that she would like to have a discussion at a future meeting to come up with a long term sustainable plan to fund public safety and also talk to the Fire Department about how this increase has impacted them.

The Council is in support of a wage increase for the Police Department.

Council Member Thomas made a motion to approve the Resolution in support of a pay scale adjustment for South Salt Lake Police.

MOTION: Corey Thomas

SECOND: Portia Mila

Roll Call Vote:

Bynum: Yes
deWolfe: Yes
Huff: Yes
Mila: Yes
Pinkney: Yes
Siwik: Yes
Thomas: Yes

Council Member Mila made a motion to adjourn.

MOTION: Shane Siwik
SECOND: Natalie Pinkney

Voice Vote:

Bynum: Yes
deWolfe: Yes
Huff: Yes
Mila: Yes
Pinkney: Yes
Siwik: Yes
Thomas: Yes

The meeting adjourned at 8:02 p.m.


Sharla Bynum, Council Chair


Craig D. Burton, City Recorder

COUNCIL MEETING - SPECIAL MEETING LIST OF ATTENDEES

[illegible]

City of South Salt Lake
Police Officer Pay Increase Analysis - 8/2/21
Estimated Annual Costs

Officer Schedule:

Salaries	\$725,000
Benefits @ 42%	\$304,500
Total	<u>\$1,029,500</u>

Sergeant Schedule:

Salaries	\$123,000
Benefits @ 42%	\$51,660
Total	<u>\$174,660</u>

Lieutenant Schedule:

Salaries	\$31,000
Benefits @ 42%	\$13,020
Total	<u>\$44,020</u>

Deputy Chief Schedule:

Salaries	\$6,500
Benefits @ 47%	\$3,055
Total	<u>\$9,555</u>

Estimated Annual Cost	<u><u>\$1,257,735</u></u>
-----------------------	---------------------------

OFFICER	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<u>South SL Schedule</u>												
Current Annual	\$47,930.82	\$49,841.26	\$51,836.61	\$53,916.87	\$56,067.88	\$58,317.96	\$60,652.94	\$63,072.83	\$65,591.78	\$68,223.94	\$70,955.16	\$73,793.24
Current Hourly	\$23.0437	\$23.9621	\$24.9214	\$25.9216	\$26.9557	\$28.0375	\$29.1601	\$30.3235	\$31.5345	\$32.8000	\$34.1131	\$35.4775
<u>South SL @ 23%</u>												
	\$58,954.91	\$61,304.75	\$63,759.03	\$66,317.75	\$68,963.49	\$71,731.09	\$74,603.12	\$77,579.58	\$80,677.89	\$83,915.45	\$87,274.85	\$90,765.69
	\$28.3437	\$29.4734	\$30.6534	\$31.8835	\$33.1555	\$34.4861	\$35.8669	\$37.2979	\$38.7874	\$40.3440	\$41.9591	\$43.6373
<u>West Valley Schedule</u>												
Days	\$27.1500	\$28.7790	\$29.6424	\$30.5316	\$31.4476	\$34.7496	\$35.7921	\$36.8658	\$37.9718	\$39.1110	N/A	N/A
Afternoon	\$27.8288	\$29.4985	\$30.3834	\$31.2949	\$32.2338	\$35.6183	\$36.6869	\$37.7875	\$38.9211	\$40.0887	N/A	N/A
Grave	\$28.5075	\$30.2180	\$21.1245	\$32.0582	\$33.0200	\$36.4871	\$37.5817	\$37.7091	\$39.8704	\$41.0665	N/A	N/A

SERGEANT	Step 1	Step 2	Step 3	LIEUTENANT	Step 1	Step 2	Step 3	DEP. CHIEF	Step 1	Step 2	Step 3
<u>South SL Schedule</u>				<u>South SL Schedule</u>				<u>South SL Schedule</u>			
Current Annual	\$81,933.28	\$85,204.08	\$86,644.12	Current Annual	\$98,332.00	\$102,269.44	\$106,357.68	Current Annual	\$119,818.40	\$124,619.04	\$129,600.64
Current Hourly	\$39.3910	\$40.9635	\$41.6558	Current Hourly	\$47.2750	\$49.1680	\$51.1335	Current Hourly	\$57.6050	\$59.9130	\$62.3080
<u>South SL @ 16%</u>				<u>South SL @ 11%</u>				<u>South SL @ 5%</u>			
	\$95,042.60	\$98,836.73	\$100,507.18		\$109,148.52	\$113,519.08	\$118,057.02		\$125,809.32	\$130,849.99	\$136,080.67
	\$45.6936	\$47.5177	\$48.3208		\$52.4753	\$54.5765	\$56.7582		60.4853	62.9087	65.4234
<u>West Valley Schedule</u>				<u>West Valley Schedule</u>							
Days	\$44.4094	\$45.9637	\$47.5725	Days	\$51.8540	\$53.4096	\$55.0119				
Afternoon	\$45.5196	\$47.1128	\$48.7618	Afternoon	\$53.1503	\$54.7448	\$56.3872				
Grave	\$46.6299	\$48.2619	\$49.9511	Grave	\$54.4467	\$56.0801	\$57.7625				

AN ORDINANCE OF THE SOUTH SALT LAKE CITY COUNCIL TO AMEND THE SOUTH SALT LAKE ZONING MAP FOR PROPERTY LOCATED AT 3453 SOUTH STATE STREET, FROM COMMERCIAL CORRIDOR (CC) AND RESIDENTIAL MULTIPLE (RM) TO INCLUDE A TOWNHOME OVERLAY (TO)

WHEREAS, the City Council is authorized by law to enact ordinances establishing zoning districts and other regulations for land use;

WHEREAS, on May 26, 2021, the City Council adopted a new zoning district, the Townhome Overlay Zone, to encourage townhome development with narrowly tailored requirements to enhance the housing diversity within the City.

WHEREAS, on July 15, 2021, the Planning Commission held a legally notified public hearing to consider amending the South Salt Lake City Zoning Map property to add the Townhome Overlay Zoning District to the property as shown in Exhibit A;

WHEREAS, the Planning Commission found that the proposed additional zoning district was consistent with the goals and objectives of the South Salt Lake General Plan, and complies with the standards found in Title 17 of the South Salt Lake Municipal Code, and recommended City Council approval; and

WHEREAS, the City Council finds the recommended amendments to the Zoning Map will facilitate new townhome development in this area.

NOW THEREFORE, BE IT ORDAINED, by the City Council of the City of South Salt Lake that:

SECTION I. Pursuant to section 17.03.270 of the South Salt Lake City Code, the South Salt Lake City Zoning Map for the property located at 3453 and 3499 South State Street is amended to include a Townhome Overlay District applied over the existing zone, as shown in Exhibit A.

SECTION II. Effective Date. This ordinance shall become effective upon Mayor's signature and publication, or after fifteen days of transmission to the office of the Mayor if neither approved nor disapproved by the Mayor, and thereafter, publication.

(signatures appear on next page)

DATED this 2nd day of August, 2021.

BY THE CITY COUNCIL:

Sharla Bynum
Sharla Bynum, Council Chair

ATTEST:

Ariel Andrus

~~Craig D. Burton, City Recorder - Deputy~~
Ariel Andrus

City Council Vote as Recorded:

Bynum	<u>Yes</u>
deWolfe	<u>Yes</u>
Huff	<u>Yes</u>
Mila	<u>Yes</u>
Pinkney	<u>Yes</u>
Siwik	<u>Yes</u>
Thomas	<u>Yes</u>



Transmitted to the Mayor's office on this 3rd day of August 2021.

Ariel Andrus

~~Craig D. Burton, City Recorder - Deputy~~
Ariel Andrus

MAYOR'S ACTION: Approve

Dated this 3rd day of August, 2020.

Cherie Wood
Cherie Wood, Mayor

ATTEST:

Ariel Andrus

~~Craig D. Burton, City Recorder - Deputy~~
Ariel Andrus

RESOLUTION NO. 2021 10

A RESOLUTION IN SUPPORT OF AN ADJUSTED PAY SCALE FOR EMPLOYEES OF
THE CITY OF SOUTH SALT LAKE EMPLOYED AS LAW ENFORCEMENT OFFICERS IN
THE SOUTH SALT LAKE POLICE DEPARTMENT

WHEREAS, the South Salt Lake City Council acts as the legislative body of the City of South Salt Lake (the "City") and is duly organized and existing pursuant to the Constitution and laws of the State;

WHEREAS, pursuant to applicable law, the City Council has the power to appropriate funds, review municipal administration and pass resolutions and ordinances concerning the City budget;

WHEREAS, the City Council recognizes the invaluable and essential work of the City's Police Department and is committed to supporting the City's law enforcement officers; and

WHEREAS, the City Council has determined it is in the best interests of the City to commit to a pay scale that is the same or substantially similar to the August 2, 2021, City of South Salt Lake Police Officer Pay Increase Analysis, attached as Exhibit A, for employees of the City employed as law enforcement officers in the City's Police Department.

Now, therefore, BE IT RESOLVED, by the South Salt Lake City Council that:

1. The Council will adopt a pay scale for the City's law enforcement officers that is the same or substantially similar to the attached August 2, 2021, City of South Salt Lake Police Officer Pay Increase Analysis.

2. Consistent with state law, the City will provide notice of a budget amendment and the Council will meet to approve a budget amendment to adopt the attached pay scale at the earliest possible regularly scheduled meeting.

(signatures appear on separate page)

APPROVED AND ADOPTED by the City Council of the City of South Salt Lake, Utah, on this 2nd day of August, 2021.

BY THE CITY COUNCIL:


Sharla Bynum, Council Chair

Council vote as recorded:

Bynum	<u>Yes</u>
deWolfe	<u>Yes</u>
Huff	<u>Yes</u>
Mila	<u>Yes</u>
Pinkney	<u>Yes</u>
Siwik	<u>Yes</u>
Thomas	<u>Yes</u>

ATTEST:


Craig D. Burton, City Recorder - Deputy



EXHIBIT A
City of South Salt Lake
Police Officer Pay Increase Analysis
August 2, 2021

City of South Salt Lake
Police Officer Pay Increase Analysis - 8/2/21

OFFICER	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<u>South SL Schedule</u>												
Current Annual	\$47,930.82	\$49,841.26	\$51,836.61	\$53,916.87	\$56,067.88	\$58,317.96	\$60,652.94	\$63,072.83	\$65,591.78	\$68,223.94	\$70,955.16	\$73,793.24
Current Hourly	\$23.0437	\$23.9621	\$24.9214	\$25.9216	\$26.9557	\$28.0375	\$29.1601	\$30.3235	\$31.5345	\$32.8000	\$34.1131	\$35.4775
<u>South SL @ 23%</u>												
	\$58,954.91	\$61,304.75	\$63,759.03	\$66,317.75	\$68,963.49	\$71,731.09	\$74,603.12	\$77,579.58	\$80,677.89	\$83,915.45	\$87,274.85	\$90,765.69
	\$28.3437	\$29.4734	\$30.6534	\$31.8835	\$33.1555	\$34.4861	\$35.8669	\$37.2979	\$38.7874	\$40.3440	\$41.9591	\$43.6373
<u>West Valley Schedule</u>												
Days	\$27.1500	\$28.7790	\$29.6424	\$30.5316	\$31.4476	\$34.7496	\$35.7921	\$36.8658	\$37.9718	\$39.1110	N/A	N/A
Afternoon	\$27.8288	\$29.4985	\$30.3834	\$31.2949	\$32.2338	\$35.6183	\$36.6869	\$37.7875	\$38.9211	\$40.0887	N/A	N/A
Grave	\$28.5075	\$30.2180	\$21.1245	\$32.0582	\$33.0200	\$36.4871	\$37.5817	\$37.7091	\$39.8704	\$41.0665	N/A	N/A

SERGEANT	Step 1	Step 2	Step 3	LIEUTENANT	Step 1	Step 2	Step 3	DEP. CHIEF	Step 1	Step 2	Step 3
<u>South SL Schedule</u>				<u>South SL Schedule</u>				<u>South SL Schedule</u>			
Current Annual	\$81,933.28	\$85,204.08	\$86,644.12	Current Annual	\$98,332.00	\$102,269.44	\$106,357.68	Current Annual	\$119,818.40	\$124,619.04	\$129,600.64
Current Hourly	\$39.3910	\$40.9635	\$41.6558	Current Hourly	\$47.2750	\$49.1680	\$51.1335	Current Hourly	\$57.6050	\$59.9130	\$62.3080
<u>South SL @ 16%</u>				<u>South SL @ 11%</u>				<u>South SL @ 5%</u>			
	\$95,042.60	\$98,836.73	\$100,507.18		\$109,148.52	\$113,519.08	\$118,057.02		\$125,809.32	\$130,849.99	\$136,080.67
	\$45.6936	\$47.5177	\$48.3208		\$52.4753	\$54.5765	\$56.7582		60.4853	62.9087	65.4234
<u>West Valley Schedule</u>				<u>West Valley Schedule</u>							
Days	\$44.4094	\$45.9637	\$47.5725	Days	\$51.8540	\$53.4096	\$55.0119				
Afternoon	\$45.5196	\$47.1128	\$48.7618	Afternoon	\$53.1503	\$54.7448	\$56.3872				
Grave	\$46.6299	\$48.2619	\$49.9511	Grave	\$54.4467	\$56.0801	\$57.7625				