

MINUTES OF THE SALT LAKE CITY COUNCIL
Tuesday, May 25, 2021

The City Council of Salt Lake City, Utah, met in Work Session on Tuesday, May 25, 2021 in an Electronic Meeting, pursuant to the Chair's determination and Salt Lake City Emergency Proclamation No. 2 of 2020(2)(b).

The following Council Members were present:

Amy Fowler, Ana Valdemoros, Chris Wharton, Daniel Dugan, Darin Mano, James Rogers, Dennis Faris

Present Legislative leadership:

Cindy Gust-Jenson, Executive Director; Jennifer Bruno, Deputy Director; Lehua Weaver, Associate Deputy Director

Present Administrative leadership:

Mayor Erin Mendenhall; Rachel Otto, Chief of Staff; Lisa Shaffer, Chief Administrative Officer

Present City Staff:

Cindy Lou Trishman – City Recorder, Katie Lewis – City Attorney, Ben Luedtke – Senior Public Policy Analyst, Kira Luke – Policy Analyst/Public Engagement, Robert Nutzman – Administrative Assistant, Russell Weeks – Senior Advisor, Sam Owen – Public Policy Analyst, DeeDee Robinson – Deputy City Recorder, Debra Alexander – Human Resources Director, Lorna Vogt – Public Services Director, Mary Beth Thompson – Chief Financial Officer, Vicki Bennett – Sustainability Director, Thais Stewart – Minutes and Records Clerk, David Salazar – Human Resource Program Manager II, Matt Kammeyer – Golf Division Director, Kristin Riker – Director of Public Lands, Nancy Bean – Fleet Management Division Director, Jorge Chamorro – Director of Public Services, Allison Rowland – Senior Public Policy Analyst, Christopher Bell – Water and Recycling Division Director, Elyse Haggerty – 911 Dispatcher, Karolyn Campbell – HR Division, Allison Dupler – Homeless Strategies Outreach Supervisor

Council Member Fowler presided at and conducted the meeting.

The meeting was called to order at 2:00 pm

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Work Session Items

[Click Here for the Mayor's Recommended Budget for Fiscal Year 2021-22](#)

1. Informational: Updates from the Administration	~ 2:00 p.m. 30 min.
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The Council will receive an update from the Administration on major items or projects, including but not limited to:

- COVID-19, the March 2020 Earthquake, and the September 2020 Windstorm;
- Updates on relieving the condition of people experiencing homelessness;
- Police Department work, projects, and staffing, etc.; and
- Other projects or updates.

FYI – Project Timeline: (subject to change per Chair direction or Council discussion)

Briefing - Recurring Briefing

Set Public Hearing Date - n/a

Hold hearing to accept public comment - n/a

TENTATIVE Council Action - n/a

Minutes:

Council Member Fowler welcomed all in attendance to the meeting and read a statement concerning the impact of George Floyd's death.

Moment of silence in honor of George Floyd, and in memory of those who have been abused, injured or cheated by a system that requires change; and invite peace on earth and justice.

Mayor Mendenhall provided an up on COVID-19:

- Westside vaccination rates by zip code
- Vaccinations for the Westside areas remained behind the eastside
- Emergency Responder Pandemic Leave (ERPL) usage increased by 39 totaling 1348 utilizations
- Federal Families First Coronavirus Act (FFCA) usage increased by 15, totaling 327 utilizations

Homelessness update:

- Homeless Resource Center (HRC) usage slightly up this week
- Victory Road Resource Fair:
 - Volunteers of America (VOA) moved 28 people into detox or shelter in the week prior to the Resource Fair
 - YWCA engaged between 10 to 15 people, handed out clothing, food, water, hygiene products and backpacks
 - Asian Association of Utah engaged eight people
 - Ruff Haven engaged nine people
 - Salt Lake County Health Department administered 17 COVID-19 vaccinations
 - Justice Courts resolved seven District Court cases, six Salt Lake City cases, and one West Valley City case
- Kayak Court was scheduled for May 21, 2021 on the Jordan River

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Police Department update:

August 3, 2020 policy reforms introduced for the Salt Lake City Police Department's policies in three areas:

- Use of Force
 - More restrictive, with added language and specific expectations that create a clearer and narrower requirement for justification for use of force
 - De-escalation requirements
 - Use of force reporting
- Body Worn Camera
 - Outlines discipline for intentional or negligent failure to activate cameras
- Search and Seizure
 - Requirements around informing on right to refuse, and signature for consent
- The last six months (October 2020-March 2021) Use of Force declined 15% compared to the previous six months (April 2020 – September 2020)
- K-9 Apprehension Program
 - Program suspended since August 24, 2020
- KultureCity
 - All City First Responders will be trained on how to safely interact with individuals with sensory needs
- FY2021-22 Budget Proposal Highlights
 - Hiring of six additional social workers to ensure Salt Lake City had a mental-health professional on duty almost round the clock
 - Over \$200,000 for additional equity, inclusion and diversity training for police officers
 - Creation of a new senior-level position in the Mayor's Office to liaise education partners on equity and justice issues, including how School Resource Officers work
 - \$20,000 for Peer Court program, offering alternative ways for youth to be held accountable outside of the criminal justice system
 - Hiring of a full-time on-site clinician for SLC police officers to help ensure that they have the support they need to cope with the difficult situations they face in the line of duty

Allison Dupler presented and update on the Kayak Court project including the guiding values of public service, compassion, safety and justice.

Council Members, Mayor Mendenhall, and Allison Dupler discussed the population of the Magnolia apartments (67 residents), the process of Kayak Court, participation of the Council through Kayak Court and thanked the Administration for the creative ways to build trust with the community.

2. **Informational: Updates on Racial Equity and Policing**

~ 2:30 p.m.
5 min.

The Council will hold a discussion about recent efforts on various projects City staff are working on related to racial equity and policing in the City. The conversation may include issues of community concern about race, equity, and justice in relation to law enforcement policies, procedures, budget, and ordinances. Discussion may include:

- An update or report on the Commission on Racial Equity in Policing; and
- Other project updates or discussion.

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FYI – Project Timeline: (subject to change per Chair direction or Council discussion)
Briefing - Recurring Briefing
Set Public Hearing Date - n/a
Hold hearing to accept public comment - n/a
TENTATIVE Council Action - n/a

Minutes:

Kira Luke stated public listening session were available on Facebook and YouTube; upcoming subcommittee meetings May 25, 2021- audit conversation, May 26 - Training and School Safety, and May 27- Policies and Practices information for all items can be found by at slcrepcommission.com

3. Fiscal Year 2021-22 Budget: Human Resources Department	~ 2:35 p.m. 20 min.
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The Council will receive a briefing about the proposed Human Resources Department budget for Fiscal Year 2021-22.

FYI – Project Timeline: (subject to change per Chair direction or Council discussion)
Briefing - Tuesday, May 25, 2021
Set Public Hearing Date - Tuesday, April 20, 2021
Hold hearing to accept public comment - Tuesday, May 18, 2021 and Tuesday, June 1, 2021 at 7 p.m.
TENTATIVE Council Action - TBD

Minutes:

Ben Luedtke gave an overview highlighting:

- Location and of the proposed budget in the budget book (page B23)(E45-50)
- \$52 million total budget or 4% increase over FY 2020
- Increase was due to medical costs and 5 proposed new full-time employees (FTEs)
- Policy questions include:
 - Creation of a hybrid work environment policy
 - Supporting equitability across all departments
 - HR staffing currently below best practices standards

Deb Alexander presented the scope of Human Resources, HR staffing numbers and the request for 5 additional FTEs for a total of 30 HR employees Council Members, Ben Luedtke, and Debra Alexander, discussed:

- \$1.8 million increase for 5 new FTEs, included restoration of the 6 month hiring freeze, insurance increases and merit increases
- The cost of 1% merit increase and how the rate compared to statewide staffing compensation

4. Fiscal Year 2021-22 Budget: Proposed Compensation for City Employees	~ 2:55 p.m. 20 min.
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The Council will receive a briefing about the proposed Compensation budget, which accounts for personnel and payroll costs, for Fiscal Year 2021-22.

FYI – Project Timeline: (subject to change per Chair direction or Council discussion)
Briefing - Tuesday, May 25, 2021
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Hold hearing to accept public comment - Tuesday, May 18, 2021 and Tuesday, June 1, 2021 at 7 p.m.

TENTATIVE Council Action - TBD

Minutes:

Ben Luedtke gave a brief overview of the compensation budget highlighting:

- Compensation was two-thirds of the general fund budget which was typical for a service oriented organization
- Total compensation budget – \$216 million 6% increase from FY2021
- Reflects increases for new FTE, insurance, 1% general increase and merit increases for represented employees
- Reviewed policy questions regarding – mid year review of the large medical reserve account, increasing mental health resources and conducting cultural assessments and exit interviews

David Salazar presented the compensation budget highlighting:

- Citizens' Compensation Advisory Committee
- SLC Compensation Philosophy – Past, Present and Future
- Salt Lake City – A Local Pay Leader (graph comparing Salt Lake City pay rates to other entities)
- Pay Equity Audit Findings
- FY2022 Compensation Budget Overview
 - Total general fund budget cost was \$215.9 million for employee compensation in FY2022
 - FY2022 costs are \$11.8 million (5.8%) over FY2021
 - Higher costs are due to 42.85 new General Fund positions, planned merit step increases for represented employees, and increased insurance costs
 - In addition to merit step increases for eligible union employees, the Mayor's recommended budget includes funding for a 1% base pay increase for all city employees
 - A living wage rate increase from \$10.87 to \$13.15 per hour for seasonal and part-time employees covered under the General Fund and Golf Division
- FY2022 Compensation Budget Overview
 - Medical and Retirement Benefits Costs
 - Costs for the city's high-deductible Summit STAR health plan include a 3.5% premium increase to the plan
 - Estimated reserve balance was \$13.1 million, which equals 137 days of typical claims. Higher reserve balance are attributed to a reduced number of claims for elective procedures and voluntary delay/avoidance for healthcare services during the COVID-19 pandemic
 - Utah Retirement System (URS) did not require increases for employer pension contribution rates for FY2022
- 2021-22 Benefits Enhancements
 - More flexible parental leave benefit allows employees to defer six weeks of paid leave for up to one-year
 - More flexible short-term disability insurance provider allow for part-time return to work options
 - New benefits in medical coverage recommended by the City's Employee Benefits Committee include:

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- Hearing aid benefit
- Enhanced autism benefit
- Enhanced gender dysphoria benefit
- Market Pay Adjustments
 - Past budget recommendation have included market pay adjustments based on cost of labor for employees in benchmarked jobs shown to lag market either slightly or significantly
 - Funding for market adjustments are proposed for nine benchmark groups show to lag significantly
 - Projected general fund cost for FY22 market adjustments is \$154,700
- Non-Represented Employee Salaries and Wagers
 - Recommended FY2022 budget proposes a 1% general increase for non-represented employees, including the following:
 - Elected Officials
 - Appointed department staff and directors
 - Non-represented professional and paraprofessional employees
- Negotiations with AFSCME are ongoing at this time
 - FY2022 budget includes costs required to honor merit increase for eligible 100,200 and 330 series employees
 - 100 Series step increases range between 13% and 17 %
 - 200 Series step increases range between 6% and 17%
 - 330 Series step increases range between 6% and 11%
- Negotiation with Salt Lake City Police Department are on-going
 - FY2022 budget increases include costs required to honor merit increases for eligible Police Officers
 - Eligible 500 series Police Officers will receive merit step increases, which range between 6% and 17.5 %
- Negotiations with Firefighters Local 81 are on-going
 - Budget request includes costs required to honor merit increases for eligible 400 Series Firefighters throughout FY2022
 - Step increases for Firefighters range between 6% and 23.5%

Council Members, **Cindy Gust-Jenson**, **Carolyn Campbell** and David Salazar discussed:

- City policy for compensation and if had been discussed by the Council – Council could discuss the policy of compensation but the practice had been to pay employees 95% of market to retain employees
- Philosophy had developed over time and utilized data contributing to the decision
- City's comparison to other entities and if it was competitive – SLC lead by 38% including benefits
- Were represented and non-represented evaluated together/separately and how often was it done – current survey was for 90 specific bench marked jobs, based on duties being preformed, equal number of union and non union jobs and the survey was conducted yearly
- Medical reserve account – what number was desired and at what number would a holiday be given – mandated to have 153 days of premium however, there was a lag in claims because it was such an unusual year, October/November to review reserve
- Meeting next week to talk about the effectiveness of compensation policy would be held with administration
- Continue to focus on cost of living in the city – measure pay with cost of labor, while being as specific as possible

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- Programs to assist with down payments/rental as part of the employees benefits package
- Was inflation taken into consideration when wages were considered, moral of each department needs to be reviewed as it was a huge loss for the City especially Public Safety Department
- How to keep employees at the City – when you take care of your employees they will take care of you
- Look at the philosophies in review, evaluate and ensure that people want to stay in SLC and work here
- Aim to pay our Firefighters and Police Department the best we can to attract the best of the best to work for Salt Lake City

5. **Fiscal Year 2021-22 Budget: 911 Department** ~ 3:15 p.m. 30 min.

The Council will receive a briefing about the proposed 911 Department budget for Fiscal Year 2021-22. The Department provides both Police and Fire Dispatch services for the City.

FYI – Project Timeline: (subject to change per Chair direction or Council discussion)

Briefing - Tuesday, May 25, 2021

Set Public Hearing Date - Tuesday, April 20, 2021

Hold hearing to accept public comment - Tuesday, May 18, 2021 and Tuesday, June 1, 2021 at 7 p.m.

TENTATIVE Council Action - TBD

Minutes:

Ben Luedtke discussed

- Location of the budget in the book (pages b26 and b39, e9-12)
- Proposed budget was \$8.8 million (8% more than FY 21)
- Increase was due to hiring 8 a dispatchers FTE, restoring vacancy savings from the 6 month hiring freeze
- Budget includes a pilot program where dispatchers would work 32 hours per week and retain existing salary levels
- 8 new dispatcher FTEs are necessary for the pilot program
- Reviewed charts (contained in the Staff Report) of the total number of 911 call dispatch received and call answering statics
- Employee turnover for the 911 center, pilot program would address high rates of employee turnover

Elyse Haggerty presented the SLC 911 Budget including:

- 2020 statistics:
 - January 1, 2020 – Fully Staffed
 - March 18, 2020 – 700 more calls than 2019
 - May 30, 2020 – 1,200 more calls than 2019
 - September 8, 2020 – 2,000 more calls than 2019
 - December 31, 2020 – down 20 employees

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- Mental Health
- Since September 1, 2020, University of Utah Mobile Crisis Outreach Team (MCOT) had assisted on 300+ calls, half of those were handled without a police response
- 32 Hour Work Week Pilot Program
- 2020 Changes in calls and operations
- 911 Growth Opportunities in 2022
 - All employees are trained to handle all calls
 - Added staff during certain periods of the day to keep up with the increase in call volume
 - SLC911 developed a police and fire questioning structure with the assistance of SLCPD and SLCFD
 - Currently working with SLCPD to help give callers additional options to lower the number of police response calls
 - Responsive and realistic time frames for our citizens
- Anticipate program start date January 2022

Council Members and Elyse Haggerty discussed options for in-house counselor at the 911 dispatcher center and the value of having a counselor accessible.

6. **Informational: Council Audit of Police Department Follow-up**

~ 3:45 p.m.

45 min.

The Council will receive a follow-up briefing about the audit of the Police Department. The audit is split in two parts: financial items and operational findings. The findings and key recommendations may inform the Council's annual budget deliberations in May and June.

FYI – Project Timeline: (subject to change per Chair direction or Council discussion)

Briefing - Tuesday, April 20, 2021 and Tuesday, May 25, 2021

Set Public Hearing Date - n/a

Hold hearing to accept public comment - n/a

TENTATIVE Council Action - n/a

Minutes:

Ben Luedtke stated information was requested to be added to the Police Audit report for prioritization and implementation.

Richard Brady (Matrix Consulting Group) and **Alan Pennington** (Matrix Consulting Group) summarized the changes highlighting:

- Budget Development
 - Budgets must be organized to allow all expenditures to be allocated to services provided
 - A different approach to personnel cost estimation should be implemented that anticipates attrition rather than using attrition savings to cover unbudgeted expenses
 - Line items historically over or under budget should be adjusted to align with actual anticipated expenditure levels
 - Cost for department-wide expenditures, not related to direct service provision, should be consolidated into a central services administrative overhead category
- Airport Expenditures
 - All airport expenditures, and other Police Services provided to other entities, should be fully funded and tracked to provide data regarding full cost of service provision

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- Costs for “internal service” type functions (Information Technology, building maintenance and repair) should be fully funded centralized within internal service departments
 - appropriate service level standards and replacement cycles must be adopted and funded to ensure department needs are met
- Budget Monitoring
 - All unbudgeted special projects, initiatives and one-time expenses should be coded with project codes to enable full reporting of expenditures and transparency regarding unplanned expenditures
 - A master contract listing should be developed for the Police Department to provide visibility to all obligations for the delivery of police services
- Internal service cost
- Fundamental organizational blocks
- Zero-Based budgeting implementation
- Current Approaches to Mental Health (MH) Crisis:
 - Methodology
 - Demand for MH Co-Response
 - Addressing MH Response Needs
 - Core and Non-Core Functions
 - Call for Service Diversion
 - Call Diversion Potential Impacts

John Scruggs (Matrix Consulting Group) reviewed internal affairs in Salt Lake City Police Department proposal:

- Discipline/ Internal Affairs
- Employee wellness- a need for better wellness program training and awareness
- Personal management systems- current system was not up to standard
- Body Worn Camera (BWC) issues, 92% activation rate.
- BWCs transparency recommendations should use same standards as audits

Council Members, Ben Luedtke, Richard Brady and Alan Pennington discussed:

- Calls that would be addressed by the civilian response team and social workers
- Police Officers’ response to the study, areas where the proposal and the budget overlapped
- Number of new positions the proposal was requesting and the number of FTEs the budget was proposing
- Discussion with the police regarding a pilot program for the civilian response team
- Next steps for the zero based budget
- Value of more CIT trained and how to fund the pilot program in the future

7. **Tentative Break**

~ 4:30 p.m.
15 min.

FYI – Project Timeline: (subject to change per Chair direction or Council discussion)

Briefing - n/a

Set Public Hearing Date - n/a

Hold hearing to accept public comment - n/a

TENTATIVE Council Action - n/a

8. Fiscal Year 2021-22 Budget: Sustainability Department and Refuse Fund

~ 4:45 p.m.

30

min. The Council will receive a briefing about the proposed Sustainability Department budget and Refuse Fund for Fiscal Year 2021-22.

FYI – Project Timeline: (subject to change per Chair direction or Council discussion)

Briefing - Tuesday, May 25, 2021

Set Public Hearing Date - Tuesday, April 20, 2021

Hold hearing to accept public comment - Tuesday, May 18, 2021 and Tuesday, June 1, 2021 at 7 p.m.

TENTATIVE Council Action - TBD

Minutes:

Sam Owen presented the sustainability budget requests highlighting:

- Proposed 12% rate increase for residential waste and recycling collection
- Proposed transition of the Environment and Energy division toward general fund incorporation by fiscal year 2025
- A requested \$655,000 in new projects funding for Environmental and Energy
- Call 2 Hall adjustments, such as an additional annual green waster collection option and a neighborhood collection scheduling option
- A \$5,676,289 revenue request for Waste and Recycling in initiate financing of 16 new refuse packers, and a corresponding expense line item'
- Continuation and implementation on the Community Renewable Energy Program, including \$275,000 toward planning and coordination for the program

Vicki Bennet, Chris Bell and Debbie Lyons presented:

- Sustainability Mission
 - Protect Natural Resources
 - Reduce Pollution
 - Slow Climate Change
 - Equity, Resilience, Empowerment and Inclusion
- The Refuse Enterprise Fund consists of:
 - Operations Fund- Waste and Recycling Division
 - Goals- Financial Resilience, High Quality Services, Call 2 Haul (C2H) Enhancements and Delong Yard Improvements
 - Environmental & Energy (E&E) Fund – Sustainability Division
 - Goals – Sustainable funding, Energy Efficiency and Renewable, Engagement: Food and Energy and Air Quality
- Waste and Recycling FY21 Accomplishments
 - Managed collections and composting of over 5,400 tons of green waste debris caused by the windstorm
 - Maintained on-time daily collections and scheduled C2H collections during the week of the windstorm
 - Completed 10,300 C2H requests
 - Collected 343 lawn mowers to date from residents during spring lawn mower exchange
- Goal was to continue current service levels, maintain financial resilience for Waste and Recycling, while minimizing fee increase impact on households
- Call 2 Haul Enhancements (\$30,000)

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- General
 - Increase pile height allowed from 2 feet to 4 feet high
 - Group request for up to 20 homes
- Green Waste
 - One additional pick up for green waste
 - Expand materials allowed – Bushes, branches and stumps
- Delong Yard Improvements (\$295,000)
 - Paving: Including grading, drainage upgrades to facilitate easier maintenance of C2H recyclable material staging area, at same time as planned improvements to the areas used by Public Services
 - Modular Loading Dock: This modular platform loading dock was a long-term asset that would greatly improve the safety and efficiency of container maintenance operation.
- Sustainability Division Budget (E&E Fund)
 - Goals
 - Community-driven climate, energy and food initiatives and projects
 - Sustainable funding source
- Sustainability (E&E) Transition into General Fund
 - Waste and Recycling fee support operations
 - Landfill fund disbursement, tipping fees, recycling have funded E&E
 - City-wide benefits of climate, energy, air quality and food equity
 - Transition of E&E Division to General Fund, beginning FY22
- 100% Community Renewable Energy Plan (C-REP) (\$275,000)
 - Program development and implementation
 - Final community commitments
 - Funding secured
 - Community agreements with utility
 - Customer bill impact estimated
 - Low-Income Engagement Plan
 - Joint Program Application filed with PSC
 - Support SLC's Joint Resolution goal of 100% renewable electricity by 2030 and 80% reduction in greenhouse gases by 2040
- Renewable Energy and Climate Equity Plan (\$200,000)
 - Climate and Equity Working Group
 - Low-Income Engagement Plan for C-REP
 - SLC Climate and Equity Plan
- Building Electrification and Energy Efficiency (\$25,000)
 - Energy Retrofits
 - Leverage utility and weatherization incentives
 - Direct improvements for HH with “high energy burden” 2019 Building Electrification Study
 - Evaluation, coordination execution
- Electrified Transportation (\$70,000)
 - 3-year Operations and Manufacturing Contract
 - Minor repairs
- Air Quality Dashboard (\$85,000)
 - Mobile app – Real time Air Quality conditions by location
 - Data on movement of pollution from different sources through SLC

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- Healthy Food Access Initiatives (\$210,000)
 - Implementation of recommendation(s) from 2021 Resident Food Equity Advisor Cohort
 - Community-informed update of Community Food Assessment
- Council Members, Sam Owen, Vicki Bennett, Chris Bell and Debbie Lyons discussed:
- Small group meetings on Community Renewable Energy program
 - How was roof top solar and lower-income areas affected by the program
 - Healthy food initiative and if the food was from a store or a farm (farm or garden)
 - Thanked Vicki Bennet for all the hard work and the City and congratulations on retirement
 - Funding for waste removal over the years and what caused the decrease in available funds
 - Ways to help residents utilize the Call 2 Haul program

9. **Fiscal Year 2021-22 Budget: Non-Departmental Fund** ~ 5:15 p.m. 30 min.

The Council will receive a briefing about the proposed Non-Departmental Fund budget for Fiscal Year 2021-22, which accounts for transfers to other funds, grants, and other special revenue funds that do not belong to particular City departments.

FYI – Project Timeline: (subject to change per Chair direction or Council discussion)
Briefing - Tuesday, May 25, 2021

Set Public Hearing Date - Tuesday, April 20, 2021

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TENTATIVE Council Action - TBD

Minutes:

Russell Weeks presented the budget highlighting:

- Fleet Replacement Fund
- Funding Future Transit
- Racial Equity in Policing and Social Workers
- Fair Park International Market (\$1 million)

Council Members, Russell Weeks, **Jennifer Bruno**, **Mayor Mendenhall**, **Jennifer Bruno**, and **Mary Beth Thompson** discussed

- Funding for the Fairpark International Market – funding was from dollars generated from the North Temple viaduct/ RDA area
- Funding Our Future Transit money – \$1.8 million remaining in the holding account – would like to allocate this funding for street improvements in the 600 North corridor
- Includes the decrease in the Capital Improvement Projects – look at constituent CIP programs and increase the funding back to 7% as was the base in prior years
- Reasons for the percentage shrinkage of the CIP percentage
- Timeframe for completion of a CIP project (3 years)
- Bond dollars have to be new projects not to fix older ones
- How CIP projects were chosen and approved
- Transit – micro grid program and if it was a multi-year funding request (yes)
- If it was possible to do the project on 600 North at this time
- The reasoning behind the 57 million bond request and why the number was not higher – several deferred maintenance needs and not enough funding available through CIP
- Need to look at the citizen request for CIP funds that have been waiting a long time

10. Fiscal Year 2021-22 Budget: Department of Public Services ~ 5:45 p.m.
including the Proposed Department of Public Lands
 45 min.

The Council will receive a briefing about the proposed Department of Public Services budget for Fiscal Year 2021-22, including the proposed Department of Public Lands.

FYI – Project Timeline: (subject to change per Chair direction or Council discussion)

Briefing - Tuesday, May 25, 2021

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TENTATIVE Council Action - TBD

Minutes:

Allison Rowland, Lorna Vogt and Kristin Riker presented the proposal highlighting:

- Mission Statement
- FY22 Strategic Goals
- Organizational Structure
- FY2022 Budget (\$62,432,503)
 - Key Implementations
 - Transfer Engineering to Public Services \$5,445,845 + 5 Full-time Employees (FTEs)
 - Public Lands Division to Department – (\$17,372,425)
 - Transfer Youth and Family to Community and Neighborhoods (CAN) – (\$2,063,498)
 - Concrete Road Maintenance Initiative – Ongoing: \$80,000; One-time: \$69,500
 - Increase 1/2 Asphalt (Ongoing- \$120,000)
- Engineering Transfer to Public Services
 - Brings capital development closer to capital asset management
 - Ensures capital investments are built to sustainable standards that can be managed for the asset's entire life
 - Creates more unified approach to project delivery
- Road Maintenance
 - Extend life of City's concrete roads by doing preventive maintenance
 - Perpetual pavement planning to reduce lifecycle costs and carbon emissions
 - Create strategy for widening repair/maintenance options for more lane miles
- Youth and Family Transfer to Community and Neighborhoods
 - Core function-community development
 - Enhance Housing and Neighborhood Development's (HAND) work
 - Grant writing and management skills
 - Continues building strong community relationships
- Public Lands Department – Division to Department Benefits
 - Recognizes scope, scale and complexity of demands on the four divisions
 - Needs have changed dramatically
 - Stewardship, long-term planning community engagement, events

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- More responsive to Council, Mayor and residents
- Funding opportunities
- Sets the stage for new opportunities
- Department of Public Lands
- Mission Statement
- Key Values
 - Stewardship
 - Livability
 - Equity
- Expansion of Salt Lake City Public Lands' Responsibilities
 - Increased community and stakeholder expectations have led to increased operations, services and responsibilities
- Master Plans
 - Foothills
 - 2021 Comprehensive Master Plan
 - Salt Lake City Cemetery
 - 2022 Glendale Water park
 - 2022 Allen Park
 - Proposed – Liberty Park and Jordan River Trail
- Projects Underway, Contemplated and Needed
 - Master Planning and Public Engagement
 - Asset Renewal and Ongoing Maintenance
 - Urban Resilience and Biological Diversity
 - Park Safety and Activation
- City Improvement Projects and Impact Fees
- Proposed FY22 Budget (\$28,526,135)
 - Key Initiatives
 - Contractual \$79,000
 - Living Wage Adjustment \$21,230
 - Utilities \$162,500
 - New Properties/Amenities – \$338,413 & 1 FTE
 - New Recreational Trail Systems (on-going) – \$304,167 and 2 FTEs
 - Public Lands Department – \$550,983 and 4 FTEs
- Proposed Organizational Structure
- Key Transfer Questions
 - Why Transfer from Public Services
 - Optimizing chain of command
 - Elevates Public Lands as integral function of SLC Government
 - Better respond to Mayor and Council
- What are the benefits and losses
 - Increased capacities
 - More responsive to community demands
 - Foundational admin positions
- Will it cost more
 - Yes, however, new positions necessary despite department status
- How will this impact the budget moving forward
 - Shared resources
 - Positioned Public Lands to be ready for a transfer
- What about Engineering moving to Public Services
 - New relationship will enhance close ties

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- How does this better serve Salt Lake City Residents and visitors
 - Greater restoration of native species and wildlife habitats
 - Deeper public engagement
 - Maximized external funding sources

Council Members, Allison Rowland, Lorna Vogt and Kristin Riker discussed:

- Reorganization and increase in FTE's would remain the same if the Department was divided or not
- Public Lands Development FTEs (4) – what were the job descriptions
- Proposal was right on point and could help bring the City up to speed
- The proposal would create a tax raise and why was the Redwood Meadows project not complete
- Why start a new department when things were not taken care of with the current departments
- Cost of construction lead to the issues with Redwood Meadows park
- Plans for funding parks and maintenance in the future
- Public benefits resulting from the split of Departments
- The main reason for the split was to offer better services to the residents of Salt Lake City

11. **Dinner Break** ~ 6:30 p.m. 30 min.

FYI – Project Timeline: (subject to change per Chair direction or Council discussion)

Briefing - n/a

Set Public Hearing Date - n/a

Hold hearing to accept public comment - n/a

TENTATIVE Council Action - n/a

12. **Fiscal Year 2021-22 Budget: Fleet Fund** ~ 7:00 p.m. 30 min.

The Council will receive a briefing about the proposed Fleet Fund budget for Fiscal Year 2021-22, which provides vehicles, fuel, and vehicle maintenance and repair services for all City departments.

FYI – Project Timeline: (subject to change per Chair direction or Council discussion)

Briefing - Tuesday, May 25, 2021

Set Public Hearing Date - Tuesday, April 20, 2021

Hold hearing to accept public comment - Tuesday, May 18, 2021 and Tuesday, June 1, 2021 at 7 p.m.

TENTATIVE Council Action - TBD

Minutes:

Ben Luedtke presented the proposal highlighting:

- Total proposed budget was 28 million broken into two parts:
- 13.5 million maintenance budget – 7% more than last year
- 14.5 million vehicle replacement budget – more than double previous years
- History of Fleet budget and allowance to purchase new vehicles
- FY 22 budget would restore the budget to purchase Public Safety vehicles
- Fleet was 2.8 million below industry best practices for replacing vehicles
- Thousands of dollars are being spent to repair vehicles when they are beyond their life span

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Nancy Bean, and **Lorna Vogt** presented:

Fleet Services

- Fleet Services Fund – Public Services Department
 - Maintenance
 - Customer Service
 - Parts Warehouse
 - Administration
- Fleet by the Numbers
 - 1,580 vehicles
 - 45 Full-time employees (FTEs)
 - 16 Fuel Stations
 - 2,400 Pieces of Machinery
 - 20 Motor Pool Vehicles
 - 10,607 FY20 Work Orders completed
- Organizational Structure
- FY22 Budget
 - Total Fleet Maintenance expense was proposed to increase \$821,896 (FY21 unfunded needs plus FY22 needs)
 - Key Changes
 - FY21 unfunded – \$246,580
 - Fuel – \$108,282
 - Parts – \$133,467
 - GPS expenses – \$179,600
 - Misc. \$153,967
- Funding Our Future – Public Safety
 - \$4 million to replace Fire apparatus (two engines, one Quint, one water tanker, one hazmat truck and three ATV for emergency medical response)
 - Investing now builds reserve capacity to better address wildfires and other public health emergencies
 - A single piece of fire equipment may take 18-24 months from purchase to delivery
 - All electric engines are on the market to test
- Funding Our Future (FOF)– Streets
 - \$950,916 to replace two sweepers, one paver, and miscellaneous equipment to improve road maintenance
 - Over the last two years, Streets FOF funding has decreased \$998,553
 - Hybrid street sweepers are under review by are \$400,000 more per sweeper
 - Exciting new ZEV technology in the mid-duty vehicle class
- Fleet Replacement Funding replacement versus 3.5% estimated inflation increase
- Fleet 10-Year plan – goal is to sustain a healthy replacement plan to capitalize on resale value and decrease maintenance costs. This trajectory would have 86% of fleet replaced by 2033

Council Members, Nancy Bean, **Jorge Chamorro** and Lorna Vogt discussed replacement goals, impact fee eligibility, mechanic qualifications and why the Funding Our Future street maintenance funding had decreased almost 1 million dollars, the ideal amount for street maintenance including machinery and personnel.

13. Fiscal Year 2021-22 Budget: Golf Fund

~ 7:30 p.m.
40 min.

The Council will receive a briefing about the proposed Golf Fund budget for Fiscal Year 2021-22.

FYI – Project Timeline: (subject to change per Chair direction or Council discussion)

Briefing - Tuesday, May 25, 2021

Set Public Hearing Date - Tuesday, April 20, 2021

Hold hearing to accept public comment - Tuesday, May 18, 2021 and Tuesday, June 1, 2021 at 7 p.m.

TENTATIVE Council Action - TBD

Minutes:

Jennifer Bruno introduced budget proposal:

- History of the Golf fund
- Proposed budget would cover expenses
- Proposed increase in fees to catch up on capital projects

Matt Kammeyer and **Kristen Riker** presented:

- Structuring has been recently updated and reclassified to a three tiered system designed for the specific type of course needs
- Division Goals (Golf Division is within Public Services)
 - Grow the game
 - Develop Talent
 - Improve Assets
 - Be a Community Partner
- Operations
 - 1,012 Acres of Maintained Open Space
 - 15 Free Practice Areas
 - 357,937 Annual Golf Rounds (5-year average)
 - 1,338 LoyalTee Discount Card Members
 - 54% of Reservations made Online
 - 28,560 Social Media Followers
 - 18,771 Play SLC Golf App Downloads
 - 52,828 Customer Email Database
- Events
 - 968 Men's League Participants
 - 520 Women's League Participants
 - 142 Junior League Participants
 - 96 Corporate and Group Events
 - 66 Women's Clinic Participants
 - 958 Junior Clinic Participant
- Course Benefits
 - In addition to providing quality recreation amenities to the community, the golf course ecosystem
 - Captures and cleanses runoff in urban areas
 - Provides wildlife habitat

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- Protects topsoil from water and wind erosion
- Improves community aesthetic
- Absorbs and filters rain
- Improves air quality via trees, and other plants
- Discourages pests and reduces weed incursions and negative pollen releases
- Makes substantial contributions to the community's economy
- COVID-19 Impact
- Golf FY22 Budget (\$9,697,417)
 - Key Changes
 - General Fund Transfers – \$1,869,909
 - Living Wage and CCAC Salary Adjustments Transfer – \$370,100
 - ESCO Payment Transfer – \$476,633
 - City Related Administration Fee Transfer – \$323,176
 - IMS Fee Transfer – \$200,000
 - Golf Fund Balance deficit Transfer – \$500,000
- Golf CIP Fund FY22 Initiative – \$237,836
 - Range Improvements – \$177,836
 - Tee Box Leveling – \$60,000
- New Call Center – \$40,173 – 8 part time employees covering 18-20 shifts per week – Open daily from 8am to 6pm

Council Members, Matt Kammeyer and Kristen Riker discussed if the use in 2020 an anomaly or was there evidence it would continue – the trend was showing it would continue at a hire rate the pre 2020.

14. Fiscal Year 2021-22 Budget: Department of Economic Development	Written Briefing
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The Council will receive a written briefing about the proposed budget for the Department of Economic Development for Fiscal Year 2021-22.

FYI – Project Timeline: (subject to change per Chair direction or Council discussion)

Briefing - Tuesday, May 25, 2021

Set Public Hearing Date - Tuesday, April 20, 2021

Hold hearing to accept public comment - Tuesday, May 18, 2021 and Tuesday, June 1, 2021 at 7 p.m.

TENTATIVE Council Action - TBD

Minutes:

Written briefing only

Standing Items

15. Report of the Chair and Vice Chair

Report of Chair and Vice Chair.

Minutes:

No discussion held

16. Report and Announcements from the Executive Director

Report of the Executive Director, including a review of Council information items and announcements. The Council may give feedback or staff direction on any item related to City Council business, including but not limited to scheduling items.

Minutes:

No discussion held

17. Tentative Closed Session

The Council will consider a motion to enter into Closed Session. A closed meeting described under Section 52-4-205 may be held for specific purposes including, but not limited to:

- a. discussion of the character, professional competence, or physical or mental health of an individual;
- b. strategy sessions to discuss collective bargaining;
- c. strategy sessions to discuss pending or reasonably imminent litigation;
- d. strategy sessions to discuss the purchase, exchange, or lease of real property, including any form of a water right or water shares, if public discussion of the transaction would:
 - (i) disclose the appraisal or estimated value of the property under consideration; or
 - (ii) prevent the public body from completing the transaction on the best possible terms;
- e. strategy sessions to discuss the sale of real property, including any form of a water right or water shares, if:
 - (i) public discussion of the transaction would:
 - (A) disclose the appraisal or estimated value of the property under consideration; or
 - (B) prevent the public body from completing the transaction on the best possible terms;
 - (ii) the public body previously gave public notice that the property would be offered for sale; and
 - (iii) the terms of the sale are publicly disclosed before the public body approves the sale;
- f. discussion regarding deployment of security personnel, devices, or systems; and
- g. investigative proceedings regarding allegations of criminal misconduct.

A closed meeting may also be held for attorney-client matters that are privileged pursuant to Utah Code § 78B-1-137, and for other lawful purposes that satisfy the pertinent requirements of the Utah Open and Public Meetings Act.

Minutes:

No discussion held

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Meeting adjourned at 8:40 pm

Minutes Approved: February 7, 2023

City Council Chair

City Recorder



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This document along with the digital recording constitute the official minutes of the City Council Work Session meeting held Tuesday, May 25, 2021.

May 25, 2021

Final Audit Report

2023-02-14

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