

## **Legislative Intent for 2016**

### **1. Crisis Hotline Discussion**

It is the intent of the Council to obtain additional information from the State regarding the possibility of using 311 as a crisis hotline.

Added August 16, 2016

### **2. Discussion with Employee Association Representatives**

It is the intent of the Council that, on a quarterly basis, the Human Resources Division engage with SLCO employee association representatives regarding changes and/or potential changes to Human Resources Policies. The Council intends, as early in the annual budget process as practical, to provide the employee associations an opportunity to comment and evaluate the employee compensation plans recommended by the Mayor.

Added May 17, 2016; revised September 20, 2016

### **3. Testing Goal of 100% for Rape Kits**

It is the intent of the Council to obtain the support of the County's lobbying team during the next legislative session in order to seek a legislative mandate for 100% testing of rape kits statewide.

Added April 12, 2016

### **4. Review of the 15 FTEs Added for the ATI Program**

It is the intent of the Council to review, as part of the 2018 budget process, the 15 new FTE slots created for the Alternatives to Incarceration (ATI) program.

Added March 29, 2016

### **5. Organization and Policy Options for After-School Programs**

It is the intent of the Council to create an evaluation process that identifies options for after-school programs funded to some degree by the County, including: alternate funding levels; re-structured organizations; and—if appropriate—a timetable for transition.

Added November 24<sup>th</sup>, 2015

### **6. Lockbox Amount for 2017**

It is the intent of the Council that \$9.4 million should be escrowed in 2017 in support of criminal and social justice initiatives.

Added November 17<sup>th</sup>, 2015

## **7. Pay for Success (PFS) Planning Process**

It is the intent of the Council to establish a process to better understand the Mayor's Pay for Success initiatives, and how the \$6 million earmarked for criminal and social justice programs in the 2016 budget shall be allocated. To that end, the Mayor's Office will prepare a detailed PFS overview and present it to the Council. Subsequently, early in 2016, the Salt Lake County stakeholders—including the Council, District Attorney, Sheriff, Mayor's Office, Human Services Department, and Substance Abuse Services—will work collaboratively in a planning process that identifies priorities; funding issues; and long-term goals and performance measures.

**Added November 17<sup>th</sup>, 2015**

## **8. Additional 401(k) Contributions**

It is the intent of the Council that the Human Resources Division provide a comprehensive explanation to Salt Lake County employees regarding the impact of contributing additional funds to their 401(k) accounts.

**Added November 16<sup>th</sup>, 2015**

## **9. Total Compensation: A Pay and Benefit Project**

It is the intent of the Council to approve a revised approach to implementing the Total Compensation: Pay and Benefit Project. The revised approach will include the following:

- (a) The preparation of a new countywide pay policy that promotes clear criteria for evaluating employee performance;
- (b) Because of the comments received from independent elected officials, the development of a collaborative approach that anticipates semi-monthly meetings with all of the elected officials, who can be as involved as they want to be; and
- (c) To clarify for Salt Lake County employees, and other interested parties, that the information provided by the Hay Group will serve as a guideline, but not as a directive, as the County works for the end result: demonstrating that county employees remain our most important resource.

**Added November 3<sup>rd</sup>, 2015**

## **10. Mountainous Planning District (MPD).**

It is the intent of the Council to include the following language in the bylaws of the MPD:

*In accordance with County ordinance, the Mountainous Planning Commission (hereafter referred to as the MPD) shall be comprised of nine (9) members who are registered voters of Salt Lake County. At least one member must reside within the boundaries of the MPD. As far as is practical, an additional two members should be individuals who reside in the district, or own property or businesses with the district. The representation of these three members, as far as is practical, should be from Little Cottonwood Canyon, Big Cottonwood Canyon, or from Millcreek City. Members appointed to the MPD should, as far as is practical, represent different geographical areas of the County, as well as a variety of interests and ideologies.*

It is also the intent of the Council to review the possibility of having the Mountainous Planning District Commission oversee the remaining parcels of land left in unincorporated Salt Lake County.

Added October 20<sup>th</sup>, 2015

#### **11. SLCO Budget Process Modifications.**

It is the intent of the Council to implement the following modifications to help improve the annual November budget process:

First, the deadline for closing BRASS and identifying new requests will occur one week earlier than normal in order to provide additional time for the Independent Elected Officials to strengthen their arguments for additional funding for those initiatives that were not fully funded in the Mayor's recommended budget.

Second, Committee of the Whole (COW) time will be made available prior to the November budget discussions for the Independent Elected Officials to update the Council on their respective portfolios.

Third, when the Independent Elected Officials provide the written narratives for new budget initiatives—and any other related materials—to the Mayor and the Chief Financial Officer, they will simultaneously provide the same material to the Council and its fiscal staff.

Added April 28<sup>th</sup>, 2015

#### **12. Equestrian Center Reports**

It is the intent of the Council that the Community Services Department provides a quarterly report to the County Council regarding the management transition for the Equestrian Center from SLCO to the management group SMG.

Added December 9<sup>th</sup>, 2014

### **13. Countywide Hiring Review.**

It is the intent of the Council to continue, during the 2016 Committee of the Whole Meetings, the review process for filling vacant positions. Positions that are vacant or become vacant may only be filled after the Council's review. In addition, each month the Human Resources Director, or the Council's fiscal staff, will report to the Council regarding compensation-related issues, including:

- A general update on the pulse of the county's job market;
- Salary and turnover pressures and their effects on recruiting and the pace at which vacancies are being filled;
- Progress reports for the Hay study of SLCO pay and benefits; and
- Other relevant issues.

Added December 10th, 2013, and modified December 9, 2014

### **14. Restrict Certain Appropriation Unit Shifts.**

It is the intent of the Council to continue restricting appropriation unit shifts between personnel and operations, and between personnel and capital during budget year 2016. The justification for budget adjustment requests that would circumvent this restriction shall be vetted by the County Budget Officer, and then brought to the Council for review and direction.

Added November 26<sup>th</sup>, 2013 & Modified December 10<sup>th</sup>, 2013, and again on December 9<sup>th</sup>, 2014

### **15. If Salt Lake City Transfers Ownership of the Utah Theater.**

It is the intent of the Council that in the event Salt Lake City transfers ownership of the Utah Theater to Salt Lake County it shall be without stipulation as to the use of the facility or continued ownership. Once the transfer is complete, the county is free to use the facility for whatever purpose it deems to be the highest and best use—including selling the asset.

Added on May 6<sup>th</sup>, 2014.

### **16. Salt Lake County Supports Blueprint Jordan River.**

It is the intent of the Council to affirm support of the goals and visions of Blueprint Jordan River, and to encourage all Salt Lake County elected officials and elected officials in municipalities of Salt Lake County to become active participants in the plans of Blueprint Jordan River by adhering to the following actions:

1. Permanently preserving as open space all land within the Jordan River corridor that was zoned as open space as of February 2009;
2. Enacting or modifying zoning ordinances to assure that development within the Jordan River corridor is compatible with Blueprint recommendations;
3. Considering participation in cooperative efforts to fund open space acquisition, trail development, habitat restoration, etc. where practical;

4. Selecting representatives to serve as members of the Jordan River Commission to oversee continued progress toward realization of all goals and visions of Blueprint Jordan River; and
5. Declining public financial participation of any form (including CDAs, RDAs, and sales tax sharing) in proposed developments that are incompatible with the principles, goals and visions of Blueprint Jordan River.

Added on May 6th, 2014.

#### **17. Auditor's Evaluation of the County's Bidding Process for Property Tax Sales.**

It is the intent of the Council that the County Auditor shall review and evaluate the county's bidding process for property tax sales. This review should occur as soon as practical in 2016. After reviewing the County Auditor's findings and recommendations, the Mayor and the Council shall consider such actions as may be appropriate to improve the efficiency of the bidding process as well as foster greater public understanding.

Added on April 15, 2014.

#### **18. 2016 Council Information Sessions from Mayor's Departments.**

It is the intent of the Council that each County government department shall present information regarding its mission, major programs, and funding sources. Following the department presentation, which will occur at least annually, Council Members may invite divisions from the department to provide additional information at a future meeting.

Added on March 11, 2014.

#### **19. Funding for the Regional Gang Reduction Initiative.**

It is the intent of the Council that the Mayor's Office of Regional Development prepares an annual appropriation request to help finance the county's new Regional Gang Reduction Initiative, and that the staff provides an update during the annual budget sessions regarding this initiative.

Added on March 11, 2014.

#### **20. Employee Health Clinic Updates.**

It is the intent of the Council to receive updates on the Employee Health Clinic from the Human Resources Division for the next two years on a quarterly basis. The updates should include the following: information regarding the number of patients served; the types and costs of medical services provided; and the estimated financial impact of the clinic on the county employees' health insurance program.

Added on February 25, 2014.

## **21. New County Compensation and Pay Practices Policies.**

It is the intent of the Council to review and begin to refine compensation, pay practices and related policies during 2014. Specifically, the County Council would like to work with the Administration to develop new proposed compensation and pay practice policies by October 2015 that:

- Define the overall policy for the County to adjust its compensation practices: market-based, longevity, a combination or a completely different approach;
- Address the differences between the tier 1 and tier 2 retirement systems as they impact overall compensation, and consider policy alternatives;
- Update and re-define processes for reclassifications, equity adjustments, market adjustments etc.;
- Address pay for performance;
- Address bonuses;
- Address tuition reimbursement;
- Re-affirm or alter the County's paid time off policies (i.e. traditional sick/vacation versus general paid time off); and
- Establish a rational policy and process for paying elected officials and their appointed staff members (e.g. should elected officials be able to decline a pay increase? Should there be pay consistency among elected officials and between their key staff? Should the compensation of the Mayor, Sheriff and DA more closely relate to each other and be higher than other elected officials based on span of control, risk to the county etc.? What role does/should longevity play in the compensation of appointed officials?)

The Council and the Mayor look to receive input from the Director of Human Resources regarding possible compensation alternatives for the 2015 budget as soon as practical but not later than September 16<sup>th</sup>, 2014.

Added November 5<sup>th</sup>, 2013; amended March 25<sup>th</sup>, 2014

## **22. Annual Review of County Fees.**

It is the intent of the Council that the SLCO Revenue Projection Committee conducts an annual comprehensive review of all County fees.

Added November 5<sup>th</sup>, 2013

## **23. Council-led Review and Evaluation of Existing Post-Retirement Benefits.**

It is the intent of the Council to review and evaluate the eligibility criteria and costs of the county's post-retirement benefits. A Council-led committee will consider the following issues: current policies regarding access to post-retirement benefits; and funding and benefit options for early retirees (not yet eligible for Medicare coverage) and the Medicare supplement plan. To that end, information is required regarding how the county's benefits and associated costs compare to those of other public employers, the legal precedents that

shape options to the current system, and other relevant information including strategies to control costs and fund future benefits in a responsible manner.

Added November 27<sup>th</sup>, 2012

#### **24. Ordinance Review Process.**

It is the intent of the Council that the Mayor's Office shall bring all ordinance proposals scheduled to be reviewed by other public advisory or decision bodies (i.e. community councils, planning commissions as well as other bodies with similar oversight responsibilities) to a Council Work Study session. An overview of the proposal and anticipated timeline will be provided prior to going out for public review. The objective is to allow Council Members to be familiar with a proposed ordinance through all stages of development so that they may have a deeper understanding of public concerns and requests prior to formal adoption.

Added February 28<sup>th</sup>, 2012

#### **25. Council Interns.**

It is the intent of the Council that interns working for the Council report to the Council Chair, and that the selection process affords preference to candidates attending higher education institutions located within Salt Lake County.

Added October 30<sup>th</sup>, 2012

#### **26. Utah Performing Arts Center (UPAC) Milestones.**

It is the intent of the Council to achieve the following milestones: that the Council receives updates and reviews any and all inter local agreement(s), including, but not limited to, the final operating agreement; that the City and County will continue to work collaboratively to coordinate programming within the cultural community, in an effort to reduce calendar conflicts; that with regard to the development of UPAC, the City and County actively engage with the community regarding priorities for common spaces and allocations for smaller performing and rehearsal spaces within UPAC (i.e. rehearsal studio, black box theater); and that the City and County collaborate to meet a broad range of community needs.

First discussed August 14<sup>th</sup>, 2012

#### **27. Community Council Revolving Fund.**

It is the intent of the Council that when the community councils' revolving fund contributions are distributed, it be based on population.

#### **28. Sheriff's Pay-to-Stay Program.**

It is the intent of the Council that there continue to be an ongoing analysis with regard to the Sheriff's Pay-for-Stay program to ensure proper pricing and efficient collection rates.

## **Items Carried Over for Informational Purposes**

### **Funds for Two Fire Stations.**

It is the intent of the Council to help the Fire District bond for two fire stations by providing an annual appropriation of \$250,000 for ten years through an inter-local agreement. The agreement should include a reversionary clause indicating that the County will assume ownership of the stations if the Fire District dissolves. It is the County's position that each member of the District is responsible for its own infrastructure.

### **Yearly Reports from UTA.**

It is the intent of the Council to receive annual reports from the Utah Transit Authority (UTA) regarding the amount of sales tax revenue generated to help fund the commuter rail line and the four additional light rail lines referred to in the December 2007 Inter-local Cooperating Agreement. The annual reports will commence in 2015, and will identify the annual amount of the Part 17 sales tax (one-quarter of one percent) generated and the annual expenditures financed by that tax.

### **Electronic Copies of All Studies.**

It is the intent of the Council that the public have timely access to an electronic version of all studies completed for or on the behalf of the county. In those cases where legal or proprietary considerations preclude public access to a study, the relevant elected official or department head should provide a brief explanation to the Mayor and the Council that justifies the exception prior to initiating the study.