

CITY OF NORTH SALT LAKE
CITY COUNCIL MEETING-BUDGET
MARCH 26, 2022

FINAL

Mayor Horrocks called the meeting to order at 8:15 a.m.

PRESENT: Mayor Brian Horrocks
Council Member Lisa Watts Baskin
Council Member Natalie Gordon
Council Member Ted Knowlton
Council Member Stan Porter
Council Member Alisa Van Langeveld

STAFF PRESENT: Ken Leetham, City Manager; Paul Ottoson, City Engineer; David Frandsen, Public Works Director; Janice Larsen, Finance Director; Craig Black, Police Chief; Sherrie Pace, Community Development Director; Wendy Page, City Recorder.

OTHERS PRESENT: Keith Larson, Bowen Collins & Associates.

1. INTRODUCTION

Ken Leetham thanked executive staff and the department heads for the capability in which they performed their responsibilities. He also commended the city councils that had been in office over the last 12 years. Mr. Leetham spoke on the forward strides and positive changes the City had made due to staff and the council members working as a team. He said the City was in excellent financial condition but there were several adjustments and corrections to be made in the coming weeks, months, and years.

Ken Leetham level of service (LOS), which was an affirmative standard established to provide desired outcomes. An example of this would be the condition of the roadways at the last budget retreat and the City Council's decision to spend \$400,000 per year on road maintenance. He said there were technical LOS such as response times or maintenance schedules and social/quality of life levels such as certain park/trail amenities, firework shows, farmers, markets, etc. Mr. Leetham explained the City Council established the LOS including ordinances and the general plan for staff to implement. He said the LOS related to the budget retreat because the budgeting process determines what is needed to maintain services in a changing environment including growth, cost unpredictability, tools and equipment, and adapting to changing public needs. The executive staff identified corrections, which should be made to continue LOS standards and the City Council's role was to determine LOS and approve or modify the proposed implementation. The budget retreat was just one part of the process on how budget requests were made with additional steps including the measurement of operational services, daily and long-term

evaluation and problem identification, reviews of alternatives and resources, the creation of a budget and policy recommendations, and the adoption of the budget by the Council. Consideration was also given to LOS standards, plans and ordinances, grant availability, funding opportunities, cost increases, revenue projections, tool and equipment needs, training, and the long term versus short term impacts and returns.

Ken Leetham spoke on the General Fund, which was the largest governmental fund at \$15 million. He said the City's financial health was excellent particularly sales tax and staff often underpredicted the percentage that would be collected. Mr. Leetham said the State had seen positive sales tax growth overall, which was impacted by shopping habits during COVID as well as an agreement with Amazon to collect and remit sales tax. He recommended the Council and staff needed to create a long-term property tax policy, during a future meeting that would be sustainable for the City.

Council Member Van Langeveld asked about the collection of franchise tax from Google Fiber. Ken Leetham replied per their contract with the City, Google Fiber would remit 2% of their gross revenue to the City as a fee for using the streets.

Ken Leetham reported on important budget issues for the upcoming fiscal year including cost of living adjustments (COLA). Staff researched data from Zions Bank and Western Region CPI along with what other cities were offering and determined that a 7% COLA was appropriate. This amount was built into the proposed budget. Other parts of this budget included the potential hiring of parks, police, and golf maintenance employees, as well as increases in the water rate, storm drain, and solid waste fees. The water rate increase was to encourage conservation, the storm drain fee increase was to cover projected capital facilities, and the solid waste fee increase was to cover operational costs and the service provider (ACE) cost increase.

He suggested as there would be a yearly 7-10% increase in the fire department contract that the fire chief attend a future Council meeting to discuss department funding.

Mayor Horrocks said the City had only done one property tax increase, which was used to help fund police department employees, in the last 25 years.

Ken Leetham commented on the long term challenges including water conservation and availability, infrastructure replacement, expanding costs, and housing affordability. He said the City was collecting housing funds through two CDAs and needed a housing policy for the use of those funds. Mr. Leetham also said there was a need for a stronger property tax policy, which would sustain the City's financial wellbeing. He then explained the budget process would include another meeting to adopt rate increases with staff to prepare impact samples of different bills for geographic locations in the City, refined cost estimates for Council Member requests, the adoption of the tentative budget in May, a public hearing in June, and the adoption of the final budget prior to June 22nd.

Ken Leetham reported the compensation survey was still two weeks from completion. He said the initial results showed that overall the current compensation was comparable to the marketplace.

Mr. Leetham said there would need to be a discussion related to the funding of Hatch Park. The South Davis Recreation District Board was reviewing several options including a general obligation bond that would be voted on by residents. He said the City could do a bond election to fund the redevelopment of the park as well.

Mayor Horrocks commented that the Recreation District was there to provide a service but did not have enough funding to do so. He did not think that they would be able to obtain all of the funding they would ask for which meant the City would need a solid plan B to move forward.

Council Member Porter said recent inflation and supply availability made it difficult to budget due to unpredictability even with signed contracts.

Ken Leetham reported that Janice Larsen would provide a detailed overview of the City's funds with an explanation on how they were all interconnected.

2. FINANCIAL OVERVIEW

Janice Larsen reported staff had prepared a working draft budget for every fund. She focused on governmental funds, what cash was available in each fund, and how it could be spent. There were two types of funds including governmental and enterprise/proprietary funds. The governmental funds were funded by taxes, development fees, grants, and impact fees. The proprietary funds were utility and golf funds that were driven by user fees. In the governmental funds there would be many transfers back and forth while there would not be as many transfers in the proprietary funds. A large sheet detailing each fund was given to those present. Ms. Larsen reviewed the transfers and activities in each fund including the estimated ending cash fund balance and how the fund could be used.

The General Fund was the primary operating fund of the City and included City Council, administration, development, fire, police, and the maintenance of streets and parks. Transfers out of the General Fund were to the roads and capital projects. General Fund revenues included property tax, sales tax, franchise tax, ARPA federal grant funds (in 2021 and 2022), and community development. There was significant growth in sales tax with a 37% increase over the past four years and 34% of the sales tax was from online sales.

Council Member Porter asked if sales tax included the RAP tax. Janice Larsen replied that it did not as it was part of Fund 32 but the ratio increased the same. The online RAP tax was still collected.

Mayor Horrocks asked about the intergovernmental revenues and the restrictions. Janice Larsen responded there was a standard allowance, which allowed for \$10 million or the full ARPA for anything. She said the ARPA amount shown would be transferred to Fund 40 to be saved for future use by the Council.

Janice Larsen commented on COLA and said payroll was not charged in Funds 25-44 due to impact fee revenue in those funds. Payroll would be found in all of the enterprise funds such as water, golf, etc. She said General Fund expenditures included COLA, fuel costs, inflation, cost for contracted fire services, and the transfer of \$705,000 of unrestricted cash to road Fund 44 for repair and maintenance. One change from the State included the ability to retain a fund balance of 35%. Ms. Larsen estimated that if the budget was adopted as presented that there would be \$2.7 million of available cash in the General Fund.

Janice Larsen reported on Redevelopment Agency (RDA) Fund 25, which primarily collected tax increment revenue. Developer agreements, administrative fees to the General Fund for payroll, and a transfer to Fund 27 for moderate to low income housing projects were paid with these revenues. Fund 27 was specifically setup to collect the revenue and keep it separated. One noticeable item about Fund 25 this year was the debt for the construction of the Wetlands Park and the incoming bond proceeds. At the end of 2023 there would be a strong cash balance but as they were restricted funds they could be used for the debt payment or in the project area such as Redwood Road. Fund 27 collected the restricted housing funds including grants with an ending cash balance next year of \$600,000.

Local Building Authority (LBA) Fund 28 was created as the City purchased homes around Hatch Park with the intent of renting them until construction began on the park. In order to collect rent the LBA and Fund 28 were created for IRS and tax code reasons. The transfer in of \$505,000 in the current year was to purchase a property adjacent to the park for future expansion. The transfer in was from Fund 41 which was the park capital project, and where park impact fees were collected. The remaining items in that fund were revenues from rental income and the expenditures of property management expenses and debt payments.

The Debt Service Fund 32 collected RAP tax revenue including sales tax with the expenditures to bond payments and the transfer out to other funds for park related expenditures. The bond was from 2010 and primarily for the Foxboro North park.

Mayor Horrocks asked about the remaining length of that bond. Janice Larsen explained the bond was refunded in 2019 with another 20 year bond. She said all of the debt schedules and amortization by year were listed in the back of the proposed budget book presented to the Council.

Janice Larsen spoke on Fund 32 and said there was \$376,000 in available cash that could be used for parks and trails. She then focused on Capital Projects Fund 40 and said per State law any excess balance in the General Fund could be moved to the Capital Projects Fund. She said the CARES and ARPA monies would be transferred over to this fund. Any building remodel generally utilized this fund including grant revenues associated with those projects and expenditures included the police parking garage, building remodels, electronic signs, and the sound and recording system. The landslide agreement and repairs were also managed through this fund. With the CARES and ARPA funds the cash balance of unrestricted was \$5.7 million and could be used for any Citywide project including operations in the General Fund.

Council Member Knowlton asked about the best plan for those funds and what percentage of those funds were already planned for. Janice Larsen replied that none of the \$5.7 million was already planned for and would be up to the Council's discretion. The Council could use these funds for one project, in lieu of a tax increase over the next five years, or a mix.

Ken Leetham commented that earlier he had mentioned a property tax policy and said the cash balance in Fund 40 might impact that policy. He said a fund balance or cash balance policy could also be created to help retain some of these funds for emergencies.

Janice Larsen reported on the Parks Capital Project Fund 41 with revenues from park impact fees and grants as well as a transfer in from Fund 32. The expenditures included park impact fees transferred to the Local Building Authority Fund 28 and park constructions, major repairs or maintenance. The cash available for park projects was about \$304,900.

Council Member Knowlton asked about the restricted growth related cash. Janice Larsen replied every time a new home/development was constructed that the City collected park impact fees. These funds could then be used for a new park, new facility, or other expanded service at a new or existing park.

Council Member Baskin asked about the impact fee and how it was calculated. Janice Larsen responded the impact fee was a specific revenue collected on every permit. She explained the impact fees were collected and then used for any growth related project.

Ken Leetham commented the impact fees were adopted at a certain dollar amount based on a study that projected the City's growth. He said all impact fee amounts were based on an equivalent residential unit and estimates projected at the time the impact fee was adopted. Mr. Leetham suggested it was probably time to review the road and park impact fees to ensure they were covering the cost of future growth. He explained it was growth when there was an expansion of capacity improvements and impact fees could be used to pay for those. Impact fees collected should cover 100% the expanded capacity required by the projected growth.

Janice Larsen reported on Public Safety Capital Project Fund 43 with revenues from public safety impact fee revenue and expenditures as a transfer out to the Capital Project Fund 40 to repay the cost of building construction. The Roads Capital Project Fund 44 revenues included road impact fee and grant revenue and transfer in from General Fund 10 of transportation tax and unrestricted cash. Expenditures included annual maintenance such as seal coating and crack sealing, road reconstruction such as overlay or mill and fill, new road construction or street widening, railroad crossings, and streetlights.

Council Member Porter commented when the City originally passed its motel tax, he felt it would be a good source to pay for the City's fireworks show. He wondered if what the City collected in motel taxes could potentially cover the costs of the fireworks. Janice Larsen replied that it was a minimal amount and was in the franchise fee.

Mayor Horrocks commended Janice Larsen for this report. Council Member Baskin agreed.

There was a brief recess from 9:47 a.m. to 10:00 a.m.

3. PRESENTATION ON PROPOSED WATER AND STORM WATER RATE INCREASE - KEITH LARSON, BOWEN COLLINS

Keith Larson reported they had presented rates to the Council approximately three weeks ago and combined this into specific recommendations for consideration. The rate study process had three steps including revenue needs, actual cost of service, and then design a rate to accomplish the needs and actual cost. The three challenges facing the City were aging infrastructure, the groundwater aquifer had approached or exceeded its sustainable capacity, and the annexation and future growth would result in additional demands on the system. He presented a graph showing ten-year revenues and expenditures for water with projected and recommended funding levels based on 3% annual inflation. The recommendation was to increase revenues through gradual rate increases over six years starting at 10% in 2022 and 2023, 8% in 2024 and 2025, and 6% in 2026 and 2027.

Mr. Larson presented the water rate comparison for light, average, and heavy water users in Bountiful, Farmington, Layton, Ogden, the City, and Salt Lake City. Implementing the rate increase would place the City in the middle of the group. He explained that the chart showed existing rates today compared to the proposed rates for residents below 350 East. He said there was a 20% increase/surcharge for those above 350 East. The cost of service and rate design observations showed an industry trend moving away from a water allowance included in the base rate. Currently the City charged \$25.90 for the base rate and included 8,000 gallons. The recommendation was to charge from the first gallon used, which would provide an incentive for conservation and would better distribute the cost based on use patterns. Some adjustment of tiers may be justified based on cost of service or desire for conservation.

Keith Larson shared water tier charts that provided comparison and normalized tier rates for the same six cities that were previously mentioned. These charts showed that the City was at the bottom of the tiered steps and was not charging enough for larger blocks of water. He said there was room for conservation potential by increasing the blocks. Mr. Larson explained the advantages to the current approach included consistency and revenue stability but said large properties and high water users benefited from this setup. He commented with more aggressive blocks the advantages included a better alignment with cost of service and it encouraged conservation.

Council Member Knowlton asked about cost of service and what was needed to be financially sustainable. Keith Larson replied there was a cost per thousand gallons when water was delivered. He explained based on the water needs in Utah that larger pipes were required to deliver during peak days. Additional water storage and wells along with larger pump stations were also required. Mr. Larson said the closer residents were to paying the rates found in the cost of service envelope the closer the City was to matching the actual costs it took to provide water.

Council Member Van Langeveld asked about the average customer use in the City. Keith Larson responded typical usage along the Wasatch Front was 50,000 gallons for a $\frac{1}{4}$ acre lot in the summer months. He said a $\frac{1}{2}$ acre lot would be approximately 80,000 to 90,000 gallons a month in the summer.

Council Member Porter commented that South Davis Water was not shown on the chart, which was what he used. He said his tax dollars should not pay for other resident's water and would like to see how the proposed rates compared to South Davis Water. Mayor Horrocks said there was a time when the City subsidized water with the General Fund.

Council Member Van Langeveld asked about the area of the City that was on South Davis Water. Council Member Porter explained there was an area that was annexed into the City that remained on South Davis Water. He said water rates were not a tax but rather cities just covering the cost of the use.

Keith Larson reported on additional detailed rate observations including differences in the Block 1 water use between water users and the other blocks. He explained that residents received 8,000 gallons in their allowance, commercial users received 10,000 gallons, Foxboro received 6,000 gallons, and multi-dwelling units received 5,000 gallons included in the base rate. The recommendation was to move away from the allowance and charging all customers from the first gallon used.

Mr. Larson said the next recommendation was moving to an industry standard for large meter base rates. A comparison of the base rate between residential and commercial customers was made which provided a ratio of the cost for large and smaller meters. The water meters ranged from $\frac{3}{4}$ inches to 10 inches and matched the size of pipe to the home or commercial building. He

then shared a chart comparing base rate ratios per the American Water Works Association (AWWA). The recommendation was for the City to use a 50 percent cost to 50% capacity ratio. The larger meter base rates could be phased in over several years.

Keith Larson then spoke on the power surcharge for customers above 350 East and said it was currently appropriate, but the City would need to have this re-examined periodically. He explained the City had 17 pressure zones with 15 located above 350 East. The power surcharge for those above 350 East was 20% more on the volume charges. The revenue from the power surcharge was \$130,000 in a normal water year and the total water power cost per year was \$400,000. Approximately two-thirds of that was associated with producing the water and one-third of the total was associated with boosting to the higher pressure zones. The recommendation was that this was an adequate surcharge at this time to meet the \$130,000 power surcharge cost. Mr. Larson said for simplicity all of the homes above 350 East were paying the 20% surcharge but the City could decide to divide it into areas with the higher locations paying more than those closer to the bottom of the hill.

Council Member Knowlton asked if there was a significant difference to provide water for those higher up on the hill. Keith Larson replied it did cost more to pump water to certain areas that were higher on the hillside.

The Council had a discussion on increasing the surcharge rates for those users that were located higher on the hillside, charging residents from the first gallon used, hardship exemptions, and decreasing the base gallons provided.

Keith Larson said this was a five year plan with all of the rates combined into a single rate for culinary use based on meter size starting at \$20 for $\frac{3}{4}$ inch meters, \$30 for 1 inch meters, etc. Foxboro users were paying \$16.50 and would now pay \$20 for culinary but this would be offset by decreasing the secondary base rate from \$14.55 to \$5. This meant it would be uniform and consistent for everyone with the same increase amount. He spoke on additional recommendations including that larger meter base rates would be adjusted to match AWWA meter ratios with this change to be phased in over several years, that all culinary water tiers would be the same for residential that did not have access to secondary water, and that all culinary tiers would be the same for residential that had access to secondary water with the tiers lowered to discourage culinary use outdoors.

Council Member Gordon asked for clarification on a resident with no access to secondary, was located below 350 East and used up to 8,000 gallons of water if it would be \$1.25 per thousand gallons. Keith Larson replied affirmatively.

Council Member Van Langeveld asked about the comparison between tiers and where these numbers came from. Keith Larson replied that the 8, 30, 60 and 100 were from the previous cost of service envelope.

Keith Larson spoke on the difficulty in determining rates for those who had access to secondary water versus those who did not. He said an incentive had to be provided for those who had secondary water to actually use it as well as to treat all residents fairly.

The Council had a discussion about water usage for those with secondary water versus those who did not.

Keith Larson explained secondary water rates and proposed that the old rates of 10, 20, 40 and above be changed to 22, 52, 92 and above. He said the reason for the increase would be to give everyone access to the same amount of water. These rates were set at 75% of culinary rates to provide an incentive for those with secondary water to use it outdoors. The base rate would be \$20.00 for all residents whether they had secondary or not.

Keith Larson reported on the additional recommendations including tier costs adjusted to match cost of service and encourage conservation with the most aggressive users to increase into the upper tiers, maintain the 20% power surcharge for use above 350 East, nonresidential water use set to weighted average cost of water, set secondary tiers to match outdoor water use tiers for culinary, secondary volume rates set at 75% of culinary rates, and the addition of a rate category for secondary water above 350 East.

Ken Leetham asked how the culinary water rate was determined for commercial. Keith Larson replied that \$2.01 was a weighted average of the residential rates.

Keith Larson presented a graph showing the ten-year revenue and expenditures related to the storm drain system. He said the funding deficit was bigger on a percentage basis but the current rates were only \$6 per month. There was a recommended \$950,000 funding increase or 110% increase in revenue. Mr. Larson also showed the storm water rate comparison of the six cities with the City currently charging the lowest rate. He said that the recommendation to meet the gap would be a funding increase over ten years with a \$1 increase per year up to \$12 in 2027.

Ken Leetham asked if there were any changes to the commercial storm water. Keith Larson responded that commercial would be charged the same as it was now but viewing the impervious area and charging accordingly.

Keith Larson said they would finalize the rate study as quickly as possible, set public hearings, and the City Council would then adopt the rate changes.

Council Member Porter asked for sample bills reflecting the proposed rates both monthly and annually.

Council Member Baskin mentioned rainwater collection and the policy from a water rate management standpoint. Keith Larson replied that a large collection of rainwater by residents would result in less culinary water usage and could have positive effect on infrastructure and production cost but would have a negative revenue effect.

Mayor Horrocks asked about State limitations on rainwater collection. Keith Larson replied that the State only allowed 2,500 gallons of rainwater storage.

Council Member Van Langeveld asked to see information about average use throughout the City along with the sample monthly and yearly bill with the proposed rate increases. She also spoke on incentives to conserve and how there was no incentive for high commercial water users. Keith Larson said tiers could be set based on meter size but would result in some inequities based on use. He said this was difficult so it was better to look at individual customers and place them on their own tiers.

Janice Larsen supported the idea and said those on larger meters could be placed in their own tier.

The Council had a discussion about commercial water users, such as Big West Oil, conservation, and charging an increased rate for high water users.

Council Member Porter asked about the well that Big West Oil accessed. Paul Ottoson replied that well had dried up.

Council Member Gordon questioned if a rate review, increase, and a truth in taxation hearing would need to occur each year or every other. Ken Leetham replied that a public hearing was not required to raise water rates. The recommendation was to raise rates every year and he suggested an annual adjustment until the rates were where they needed to be.

Keith Larson commented he was unaware of any State requirements for a public hearing but said most cities still had one when increasing rates. He mentioned that a five year schedule had been created for the City and recommended adopting that schedule.

Ken Leetham said residents should be made aware that the City's overall water system was not new and rate increases were needed to address aging infrastructure.

Mayor Horrocks mentioned water rates were higher in many of the surrounding cities.

Council Member Gordon asked if the Council was interested in reviewing a larger surcharge for higher elevation areas to better cover the costs of pumping water to those locations. Mayor Horrocks replied this may be something to consider as it did cost more money.

Paul Ottoson explained there were 17 pressure zones but water starting at the wells would be pumped up to 350 East then to the tanks in Eaglewood or the tanks above the Cove. He explained it would only take four pumps to reach those living in the highest elevation of the City.

Council Member Knowlton suggested reviewing how many households and roughly how much more the cost would be, then a determination could be made.

Ken Leetham expressed gratitude for the comprehensive water study as it provided a list of deficiencies and better view of the overall system.

4. PRESENTATION ON PROPOSED PARKS EMPLOYEES

David Frandsen reported on staffing and said the Public Works Department was making good use of the employees and thoughtful choices. He spoke on the water construction crew and said there was generally a 50% savings on those projects including infrastructure replacement and preventative maintenance including over 20 valves that were broken. Mr. Frandsen mentioned the additional storm water employee, which allowed for street sweeping to increase from twice a year to over ten times a year. He said with the inspector position that 25 miles of waterline had been added to the maps and more hydrants and valves received maintenance. Forty miles of Google Fiber had been added in the City, which meant more mapping, monitoring, and blue stake requests. He said park water usage had been cut in half last year due to staff conservation efforts.

David Frandsen spoke on population growth in the City with 6,474 residents in 1990 compared to 24,180 residents in 2022. He focused on the Parks Department and showed a map of areas that were maintained prior to 2005 compared to those after 2005 as well as those in the near future. Before 2005 there were 19 properties that the City maintained versus 57 properties now which was a 200% increase. He also showed mowing turf maintained by the City from before 2005, which was 17.72 acres or 13.42 football fields compared to 48.79 acres or 36.96 football fields now which was a 175% increase. Of those 36.96 acres, 31.07 were added since 2005.

David Frandsen talked about the number of City Parks employees before 2005 with one fulltime and seven part time employees compared to three fulltime and three seasonal employees in 2021. He said it was very difficult to find employees, particularly seasonal, at this time. There were only six applicants for the recent water and fleet positions.

Council Member Van Langeveld asked how many seasonal employees would have been preferable. David Frandsen replied at least four to five seasonal employees for Parks would be adequate.

David Frandsen spoke on warm weather duties including phragmites, tree maintenance, laying bark, weed removal, mowing, etc. Parks Department winter duties included snowplowing roads,

snow removal on sidewalks, trails, and parking lots, irrigation inventory, water leaks, cleaning, restroom repairs, painting, training, detailing, etc. He spoke on weekend needs at the park including splash pad chemical inspections, pavilion cleaning, garbage/pet waste stations, and eyes on the park. Historically the time was divided into 33% maintaining facilities, 16% turf care, 16% sprinkler work, and 11% tree care.

Mr. Frandsen reported on the request for two Parks maintenance workers, which would be grade 12 at \$15.37 per hour/\$31,978 annually. He said there was an advancement system based on certifications and experience.

David Frandsen spoke on level of service and said there was some areas including trails maintenance and aging infrastructure, which was impacted by not having adequate staffing.

Council Member Van Langeveld asked if the \$15 an hour was industry standard. David Frandsen replied these were the job comparisons and with the advancement system he hoped to attract new employees. He said one issue the City and other cities had faced was cities recruiting certified employees from other cities.

Council Member Porter asked if the proposed new hires would operate the snowplows. David Frandsen replied a CDL was required for all positions.

There was a discussion that the entry-level wages were low especially compared to other jobs in the current market. Ken Leetham commented the compensation study would help address this and wages could be discussed again before the adoption of the final budget.

Council Member Van Langeveld spoke on several ways to attract employees including increased wages and a better work/life balance such as offering part time positions.

David Frandsen commented many of the jobs included certifications such as chemicals for the pool, CDL for truck driving, etc. so 16 year olds could not be hired for those positions.

Ken Leetham addressed flexibility and nontraditional work hours such as weekends and said the City had received complaints about inattention to the parks on the weekends. He said this showed the department was understaffed especially with the major increase in additional parks property and the heavy use of the parks on the weekends.

Council Member Van Langeveld commented part time employees could work in the parks on the weekends. She asked if consideration had been given to contracting out cleaning of the park pavilions and restrooms. Mr. Frandsen responded many alternatives had been considered.

5. PRESENTATION ON PROPOSED POLICE OFFICER

Chief Black reported on the increase in demand for services, the evolution of the type and number of calls received, and plans for the future. He said in the past he could ask for a more specialized position such as community liaison or a sex offender investigation detective which were valuable pieces of the department. Chief Black spoke on the sex offender investigation detective and how sensitive this type of crime was for both the victim and those that may have been falsely accused. He spoke on the 12 hour shifts for patrol and how the complexity had increased significantly including domestic violence cases. This including spending time with victims to assess if it was a one time issue or a pattern of abuse.

Chief Black said the City was competitively hiring and focused on some recruitment/retention issues including the length of the shifts, schedules, and diversity. He then mentioned the possible annexation and how this would allow for better patrol services and service calls. Chief Black suggested this would require two additional patrol officers and a detective over a three year timeframe. He would also like to evolve from 12-hour shifts to 10-hour shifts.

Council Member Knowlton asked if the capacity increase was a net reduction in hours per week. Chief Black replied the 12-hour shifts were based on an 80 hour pay period work week. This meant they worked two 12-hour shifts, were off for two days, and then worked two 12-hour shifts, and then every other weekend they worked two 12-hour shifts and then an 8-hour shift. He explained the reduction would allow for four 10-hour shifts and then three days off.

Chief Black reported on virtual training which included the re-creation of scenario based training. He said the change to a 10-hour shift would allow for better quality of life and mental health.

Mayor Horrocks asked about the new retirement system. Chief Black responded the City paid into the URS system to offset the way the new system was setup. He spoke on how he did not actively recruit from other cities or in the system.

Council Member Van Langeveld spoke on the scope of what was expected of officers and her concern for the wellbeing of the officers and the community. She asked if there was a specialized assignment or training to address behavioral health. Chief Black replied in order for any officer to advance in the department they had to complete and remain certified in crisis intervention training. This covered substance abuse and mental health, which was helpful for officers in dealing with the public and in their personal lives. He said there was also a peer leadership group where officers could talk to other officers along with trainings.

Chief Black said the City also provided assistance and options through health insurance and EAP employee assistance program. This included asking employees if they had a plan in place to deal with the stresses of the job.

Council Member Van Langeveld asked about hiring a social worker for the police department for a crisis situation or a victim's advocate. Chief Black replied that West Valley City had a fulltime position like this and the City had a clinical psychologist on a contract-based position. He said there was also a volunteer group, Mental Health for Heroes, who provided some services free of charge.

Council Member Gordon asked if there were resources for community members as well. Council Member Van Langeveld spoke on social worker services at local schools and if there was a need for this in the department.

Chief Black commented these questions should be addressed through the Health and Wellness Committee. He said the department did have a victim services coordinator who worked part time to assist victims. Chief Black spoke on other resources that could adequately address issues including school social workers, child and family services, Davis Behavioral Health, and the Health and Wellness Committee.

Council Member Knowlton spoke on the request for an increase of three employees. He asked about the current department full time employees and previous requests. Chief Black replied that the department was authorized to have 25 sworn officers but had not made a request in the last two years. In the last twelve years approximately ten officers had been added to the department. He said this was more of a response to ensure that employees were taken care of.

Council Member Baskin asked if other departments offered 8-hour shifts. Chief Black responded that 8-hour shifts caused issues with time off, call out and overtime, no overlapping shifts, and only allowed for two days off to reach 40 hour weeks.

Council Member Van Langeveld questioned if the department could move to 10-hour shifts prior to hiring the three new positions. Chief Black replied the hope was to add the first patrol officer and then move to 10-hour shifts to avoid overtime. He clarified that the new hire would be added in the fiscal year but would not be trained until the calendar year.

Council Member Gordon asked for clarification on the requested number of new hires. Chief Black explained it would be three total hires including one detective position over the next three years. He said the issue was that detectives were required to be on call for a week.

Council Member Baskin questioned on any given day how many officers were patrolling the City. Chief Black said that they staffed for three at any given moment and also had a traffic officer for backup. He explained that minimum staffing was two officers, which was not great for a city spread over eight square miles.

Ken Leetham clarified the proposal was for one officer in upcoming fiscal year.

Chief Black spoke on the support of the department by the City Council and the difficult process of keeping up with the market for officer retention. He said this assessment was based on an evaluation of calls and also for the mental and emotional health of the officers.

There was a recess from 12:00 p.m. to 12:45 p.m.

6. PRESENTATION ON PROPOSED GOLF MAINTENANCE EMPLOYEE

This item was postponed until the April 5th City Council meeting.

7. CITY COUNCIL PRIORITIES FOR UPCOMING FISCAL YEAR

Council Member Van Langeveld asked if there was a policy or principal with City staff for diversity, equity and inclusion while reviewing plans, projects, and hiring. Ken Leetham replied that the U.S. Constitution and federal statutes required the City to follow equal employment and other rules.

Mayor Horrocks commented that he was appreciative of staff and said that the budget was the most important thing the City Council did. He recommended consideration should be given to a property tax increase plan for future sustainability. Mayor Horrocks spoke on the salary for the Council and staff was instructed to review what other cities were paying. His wish list included the overpass for 1100 North, Hatch Park, and the Wetlands Park. He suggested the Foxboro Wetlands Park was the place to start. Ken Leetham replied the City did have funding for the Wetlands and were waiting for permitting.

Council Member Knowlton mentioned Highway 89 beautification, meeting with Bountiful City to discuss zoning, active transportation connections, and the decrepit museum in Bountiful. He asked about coordinating a council to council meeting with Bountiful. He then mentioned the need for a master plan in the 2600 South 1100 North business district. He also spoke on the need to continue with the downtown form based code as well as an overall assessment and potential update of the general plan.

Council Member Baskin spoke on solutions for the Wood Museum including abatement with a potential lien. She said a resident that lived adjacent to the museum had approached her about this issue and how garbage was being dumped on the property. This issue needed to be addressed with Bountiful. She then said the odor issues at the Wasatch Resource Recovery Plant needed to be resolved.

Mayor Horrocks said the facility was a problem and they had addressed some of the issues but there was still an odor. He said the latest proposal was to hire a resident to monitor the odor occurrences.

Council Member Gordon commented they had been given a six month window to fix the issue before penalties were issued and this window had since passed. She said this should be an agenda item for discussion.

Council Member Baskin mentioned the Center Street underpass needed to be cleaned up and maintained. She also recommended working with Erin Mendenhall on the camp located on Victory Road off Beck Street.

Mayor Horrocks said he had a meeting with the Salt Lake City Council representative this week and would mention the issues on Beck Street/Victory Road.

Council Member Baskin reported she would be appointing Camille Thorpe to the Parks, Trails, Arts and Recreation Advisory Board. She commented on the idea of the Parks Department as a separate department from Public Works and it should be a discussion.

Council Member Baskin commented on the recent legislative session and her observations of the years. She said every president of the senate was a developer and something should be done. She suggested building a coalition of the willing that would not be told what to do with their land or city code. She said land use was a city's decision and the only way to solve these issues were to band together and address the legislature.

Council Member Porter reported on completing the trail section on Wild Rose to Bonneville. Council Member Knowlton agreed it was a priority to complete projects that had already been approved.

Paul Ottoson spoke on the uncompleted portion of the trail and said there was 400 feet in the City with the remainder in Salt Lake City. He said it was slowly moving forward.

Council Member Porter mentioned researching the springs at Tunnel Springs Park. He also suggested fixing up the fishing pond.

Council Member Gordon asked if this was the year to begin construction on a dog park or Hatch Park. She asked what could be done to obtain a library or community center at Hatch Park even without the Recreation District's participation. She also asked about ensuring funding for the 1100 North bridge project as well as focusing on more important projects and not completing projects just because grants had been awarded. She asked about funds for scholarships for the Youth City Council (YCC) and acknowledged the City Easter event currently was funded with the YCC budget and wondered if this could be done differently.

Council Member Gordon mentioned UTA and the lack of service in the City. She suggested discussing the City's needs and then meeting with UTA. Ken Leetham commented UTA representatives were scheduled to attend the work session on April 5th.

