

CITY OF SOUTH SALT LAKE  
CITY COUNCIL WORK MEETING

COUNCIL MEETING

Wednesday, December 9, 2015  
6:00 p.m.

CITY OFFICES

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

PRESIDING  
CONDUCTING

Council Chair Irvin H. Jones, Jr.  
Council Chair Irvin H. Jones, Jr.

COUNCIL MEMBERS PRESENT:

Sharla Beverly, Irvin H. Jones, Jr., Kevin Rapp,  
Michael Rutter and LeRoy Turner.

COUNCIL MEMBERS EXCUSED:

Ryan Gold and Debbie Snow.

STAFF PRESENT:

Mayor Cherie Wood  
Charee Peck, Chief of Staff  
Lyn Creswell, City Attorney  
Jack Carruth, Police Chief  
Dwayne Ruth, Deputy Police Chief  
Ron Morris, Fire Chief  
Terry Addison, Deputy Fire Chief  
Kyle Kershaw, Finance Director  
Craig D. Burton, City Recorder  
Paula Melgar, Deputy City Recorder

OTHERS PRESENT:

See attached list.

**Matters for Discussion**

- 1. Fire Policy Considerations.** Fire Chief, Ron Morris, briefed the Council on the Fire Department's operations, personnel, wages, and retirement concerns. He reviewed a presentation regarding recruitment, retention and salary adjustments with the Council. A copy is attached to these minutes and incorporated by this reference.

Council Member Beverly asked if it would be beneficial to reduce the 20 part-time positions down to ten part-time and five full-time.

Chief Morris expressed his desire to no longer have part-timers as they are not primarily concerned with the City. Some of these firefighters work elsewhere and come here to look for a rest from their full-time jobs and this is not a place to come

and rest. To replace all of the part-time positions the City would need to hire two and a half full-time people to replace one part-time person. It would be a budgeting problem but it would be much easier for Fire. South Salt Lake Fire, along with Unified Fire, are the only agencies with part-time employee programs.

Chief Morris added that the reason the South Salt Lake Fire Department has so many part-timers is because of Obama Care, which limits how many hours firefighters can work. There are firefighters that reach their hours limit and would love to keep going but aren't able to do so or benefits would have to be offered, which ties his hands.

Council Member Beverly expressed her urgency with Police but asked if this is something the Chief could have prepared for Council during budget season.

Chief Morris said he would love to do that.

Council Member Beverly stated that she, personally, is committed to restoring steps to Fire and Police, but does feel the urgency now is with Police.

Council Member Kevin Rapp also expressed his desire to take care of both Police and Fire as they are a number one priority to the City and that he would support this when it comes up for the budget.

Chief Morris thanked the Council.

Council Chair, Irvin Jones, recalled a year and a half ago, when this was spoken on, that Fire wages were higher but benefits were lower. He asked if it would be beneficial to better match wages and benefits to UFA?

Chief Morris stated that there have been interesting dynamics in the last year. UFA has been historically the best paid Fire Department in the valley. West Valley and West Jordan both pay more than UFA currently does. Having been at UFA and here, he told the Council, the City's benefits are a little better than UFA's are but their wages are a little better than City's. Chief Morris doesn't believe the problem is that the pay scale is broken, because if one was to follow the City's pay scale and UFA's pay scale or West Jordan or West Valley; the City is pretty much in step to where they should be. The problem is that the City just has not been able to fund those pay steps and they have fallen behind. Speaking for himself, Chief Morris expressed that he does not desire to be the highest paid Fire Department in the valley but would like to fairly pay his employees.


Council Member Rutter recalled when Chief Morris brought this before the Council a few years ago and the Council and Mayor came back and presented that the City did not have the ability to keep these steps. But, Council Member Rutter believed the Council was committed to watch this closely and hopes the new Council will be able to follow through on what they have talked about.


Chief Morris said he believes they have done a good job in sending a message to employees that there is no money and that there is the 2016 problem coming that the City needs to address. There was some consternation that there appears to be money to make half of them whole (referring to the Police Department receiving funding), so that is a problem he will have to deal with. They understood there was no money when they did the morale survey and there wasn't a lot of contention in the Department with salaries because they have done a good job of relaying the message.

Council Chair Jones thanked Chief Morris for his time and asked him to include his presentation in the Council's Drop Box.

Chief Morris took a moment to thank the departing council members for their service and how great it was working and getting to know them. He expressed that the Fire Department door will always open, for whatever they may need.

The meeting adjourned at 6:45 p.m.

  
Council Chair  
DEBORAH A. SNOW

  
Craig D. Burton, City Recorder

