



**SOUTH SALT LAKE  
CITY ON THE  
MOVE**

**CITY COUNCIL**

BEN PENDER  
COREY THOMAS  
SHARLA BEVERLY  
PORTIA MILA  
SHANE SIWIK  
MARK KINDRED  
RAY DEWOLFE

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**South Salt Lake City Council  
Work Meeting**

Public notice is hereby given that the **South Salt Lake City Council** will hold a Work Meeting on **Wednesday, May 30, 2018** in the City Council Chambers, 220 East Morris Avenue, Suite 200, commencing at **6:00 p.m.**, or as soon thereafter as possible.

Conducting: Ben Pender, Council Chair

**MATTERS FOR DISCUSSION:**

1. Budget Discussion

Adjourn

Posted May 25, 2018

Those needing auxiliary communicative aids or other services for this meeting should contact Craig Burton at 801-483-6027, giving at least 24 hours' notice.

CITY OF SOUTH SALT LAKE  
CITY COUNCIL WORK MEETING

COUNCIL MEETING

Wednesday May 30, 2018  
6:05 p.m.

CITY OFFICES

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

PRESIDING  
CONDUCTING

Council Chair Ben Pender  
Council Chair Ben Pender

**COUNCIL MEMBERS PRESENT:**

Sharla Beverly, Ray deWolfe, Mark Kindred, Portia Mila (via telephone), Ben Pender  
Shane Siwik and Corey Thomas

**STAFF PRESENT:**

Mayor Cherie Wood  
Kyle Kershaw, Finance Director  
Craig Burton, City Recorder  
Ariel Andrus, Deputy City Recorder

**Matters for Discussion**

- 1. Budget Discussion.** Council Chair Pender would like to see raises funded and make sure they continue with the step plan. It will keep good employees here. He would like to see a three percent cost of living raise for all employees. The employees entitled to a step increase would get their step increase along with their cost of living raise. The reason for this is to attract and maintain good employees.

The Council reviewed a handout provided by staff regarding merit and COLA increases for this budget year by other cities. A copy is attached and incorporated by this reference.

Council Chair Kindred still feels they need to have the merit and COLA increases to stay competitive and not start losing people.

Council Member Kindred agreed with Council Chair Pender.

Council Member Beverly would like to fund the Green Bike program for \$30,000. She thinks it would be a great investment in the community.

Council Member Kindred added that Green Bike would do \$30,000 for three years. That would be for one station at Central Pointe by the TRAXX station. There are usually ten to fifteen bikes at a station.

Council Member Mila has heard that the Fire Marshal's Office needs more help.

Council Member deWolfe added that the Fire Marshal is asking for an additional \$30,000 to help fund a full-time employee who would work on hazard inspections, new building inspections, and help fill in when the Fire Marshal is gone.

Council Member Mila clarified that they have some money in their budget but they need an additional \$30,000 to fund a full-time employee.

Council Member Siwik said he would like to add a full-time person in the Fleet Department. He would also like to add a full-time person in the Recreation Department.

Mayor Wood advised the Council that Recreation did not request another full-time employee in the budget requests.

Council Member Thomas would like to see flashing signs at several crosswalks in the City. City Engineer, Dennis Pay, had estimated they were about \$20,000 per crosswalk.

Council Member Kindred would also like to fund the Green Bike program. He would also like to fill a full-time City Council staff person for about \$50-\$60,000. He also mentioned he does not want to see the raises come out of Fund Balance and does not want the capital improvement projects to come from Fund Balance.

Mr. Kershaw reviewed budget handouts with the Council. Copies are attached and incorporated by this reference. Mr. Kershaw explained that they try to reserve the Fund Balance accounts in the General Fund and in the Capital Fund for emergencies. It also gives them cash flow and covers all their disbursements that fluctuate month to month depending on what is being purchased. According to State law, the General Fund Balance can be anywhere between five percent up to twenty-five percent of the ensuing year's budgeted revenues. The City's is at about fourteen percent. There is no limit on the Capital Fund Balance because it is used to accumulate funds for projects.

Mr. Kershaw advised the Council that their requests add up to about \$600,000 in new programs and services. Staff will go through everything to try to come up with the money but he wanted to know if the Council had any appetite to look at any tax revenue increase to fund some of this.

The Council said they did not.

Council Member Siwik would like the City to put together a revolving fund that residents could borrow money from, at a very minimal interest rate, to do front yard landscaping and sprinklers.

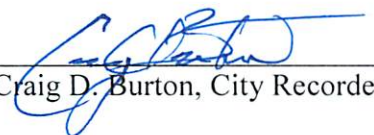
Council Member Beverly suggested that instead of sprinklers people could xeriscape their yards.

Mr. Kershaw suggested the Council could be thinking about what the terms of the loan would be. Would they need to be income qualified? How would the City handle

delinquent loans? He suggested the Council think about what an outline of the program would look like.

The meeting adjourned at 7:11 p.m.

  
\_\_\_\_\_  
Ben Pender, Council Chair

  
\_\_\_\_\_  
Craig D. Burton, City Recorder



**TENTATIVE Merit & COLA for FY2019 (as of April 2018)**

City/Entity	Merit %	COLA %	Combined %	Notes
Nibley	0	2	2	
Pleasant Grove	1	1	2	
Beaver	0	2	2	(Also has 2.5% to 2.74% merit based pay scale steps - based on performance)
West Point City	2	0	2	
Smithfiled	0	2	2	
Provo	2.5	0	2.5	
West Valley	2.5	0	2.5	(Also giving market increases in job/wage grade classificaitons that average about 2.5%)
Highland	3	0	3	
South Ogden	0	3	3	
Kaysville	0	3	3	(combined merit/COLA)
Eagle Mountain	3	0	3	(combined merit/COLA; comp study & performance evals determine final % for each employee)
Draper	3	0	3	
Mapleton	3	0	3	
Vineyard	3	0	3	
Brigham City	3	0	3	
Springdale	2	2	4	
Clearfield	2.5	1.5	4	
Herriman	2	2	4	
Orem	3	1	4	
Clinton	2	2	4	
Springville	4	0	4	(Also giving market increases in job/wage grade classificaitons by 3.25%)
Payson	4	0	4	
Riverdale	4	0	4	(combined merit/COLA)
Lindon	2	2.1	4.1	(For COLA: Lindon uses a 12-month average of change in Federal CPI from Feb to Feb)
South Jordan	2.75	2	4.75	(2.75 merit for Police/Fire only)
Lehi	3	2	5	
Odgen	4	1	5	
Brian Head Town	5	0	5	
Heber	3	3.1	6.1	(Heber is requesting higher than CPI due to rapidly increasing housing costs)
<b>AVERAGE</b>	<b>2.39</b>	<b>1.09</b>	<b>3.48</b>	

Washington Terrace Relies upon comp plan w/averages of compensation from other cities  
 Santa Clara Time In Position (TIP) increases; FY2019=\$25,000 budgeted for performance increases

## **Allocated Positions Roster-Tentative Budget**

Account Tech/Payroll Coordinator	65% Admin / 20% Water / 10% Water / 5% RDA
Comm. Development Director	85% Building / 15% RDA
City Attorney	80% Attorney's Office / 20% RDA
City Recorder	65% Admin / 25% City Council / 10% RDA
Data & Records Technician	50% Public Assets / 50% Fire
Finance Director	63% Admin / 12% Water / 10% Sewer / 15% RDA
HR/Chief of Staff/Public Works	95% Admin / 5% RDA
Mayor	83% Admin / 7% Water / 3% Sewer / 7% RDA
Parks/Facility Manager	50% Parks / 50% Facilities
Planner	90% Planner / 10% RDA
Urban Design Director	85% Admin / 15% RDA
Utility Billing Specialist	40% Water / 30% Sewer / 30% Garbage

Fund Balance Analysis  
 FY 2013 - FY 2017

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	Fiscal Year				
	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
<b>General Fund:</b>	<b>\$3,606,156</b>	<b>\$3,572,922</b>	<b>\$3,573,354</b>	<b>\$4,084,865</b>	<b>\$4,350,261</b>
<b>Capital Improvements Fund:</b>					
Available for Projects	\$6,751,989	\$5,257,656	\$7,266,356	\$8,095,339	\$8,776,456
RDA Interfund Note	\$812,609	\$812,609	\$812,609	\$1,812,609	\$1,812,609
Ambulance Fund Note	\$1,544,080	\$1,544,080	\$1,544,080	\$0	\$0
Restricted - Parks Impact Fees	\$0	\$0	\$0	\$0	\$13,416
Restricted -Grant Obligations	\$0	\$11,477	\$0	\$0	\$0
Restricted-Road Projects	\$250,000	\$3,000,000	\$2,698,044	\$1,601,352	\$2,335,612
<b>Total - Capital Improvments Fund</b>	<b>\$9,358,678</b>	<b>\$10,625,822</b>	<b>\$12,321,089</b>	<b>\$11,509,300</b>	<b>\$12,938,093</b>
<b>Total Gen/Cap Fund Balances</b>	<b>\$12,964,834</b>	<b>\$14,198,744</b>	<b>\$15,894,443</b>	<b>\$15,594,165</b>	<b>\$17,288,354</b>



FY 2019  
City Option Sales Tax Analysis

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Total Estimated Revenue:	\$3,500,000
<b>General Fund Estimated Amount</b>	\$2,200,000
Amount Xferred To RDA - Debt Service	(\$1,242,000)
Amount Xferred To RDA - Econ Dev	(\$358,000)
Amt Budgeted For Comm Dev Activities (Planning, Zoning, Bldg Inspect.)	(\$600,000)
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	\$0
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<b>Capital Fund Estimated Amount</b>	\$1,300,000
Amount Budgeted for Street Lighting (State Street Project)	(\$800,000)
Amount Budgeted for Road Improve. (2700 S Intersection/Reconstruct)	(\$500,000)
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	\$0
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