

Legislative Intent for 2022

1. East Bench Property for the Sheriff's Search & Rescue Team

It is the legislative intent of the Salt Lake County Council to prioritize finding and acquiring suitable property along the East Bench to construct a building for the Sheriff's search and rescue team, which provides services for the benefits of Salt Lake County residents who enjoy our majestic canyons and open spaces. The property should conform to the needs expressed by the Sheriff's Office and the acquisition proposal should consider the use of American Rescue Plan Act funding for the acquisition of the land and the construction of the building. All appropriate stakeholders may participate in finding, acquiring, and purchasing an appropriate property, which should include staff from the Council's Office, the Mayor's Office, the Greater Salt Lake Municipal Services District, the District Attorney's Office as well as the Council Member for District #6, which is currently Dea Theodore.

Added June 7, 2022

2. It is the intent of the Council to Request Reimbursement for Certain 2022 Election Costs

It is the intent of the Council to request full reimbursement from the state of Utah for certain security expenses related to the 2022 primary and general election costs. The county estimates that the additional 2022 elections costs related to the enactment in 2022 of HB 313, HB 387 and SB 119 will total over \$644,000. Approximately \$218,000 of these new costs are eligible for reimbursement using Help America Vote (HAVA) funds. The county intends to seek reimbursement for the entire \$644,000.

Added April 26, 2022

3. Evaluation of Affordable Housing in TIF Project Areas

It is the legislative intent of the Salt Lake County Council to better evaluate housing displacement and prior affordable housing set-asides as it considers the County's participation in tax increment financing (TIF) project areas. Salt Lake County Policy 1155 provides that housing affordability is a favorable consideration for Salt Lake County participation in a TIF project area. The Council requests that municipal agencies, as part of future TIF project proposals, provide the following housing affordability elements

1. Documenting historical efforts (successes and shortcomings) by the relevant municipal entity to finance affordable housing initiatives for county residents with TIF resources.
2. Reviewing potential displacement of lower-income residents that may occur within a proposed project area; and
3. Reviewing any appropriate steps that the proposing agency and/or its contractual partners intend to take to mitigate the effects of such displacement.

Such information should be part of the County's TIF review process and included in the proposals and briefings that are provided to the Council.

Added March 29, 2022

4. Countywide Law Enforcement Reports

The Salt Lake County Council wants countywide law enforcement spending to be transparent, and we welcome feedback from our cities and police agencies to ensure we are spending taxpayer funds in the manner that is most beneficial to the entire county.

To that end, it is the intent of the council to have council fiscal staff, working in conjunction with the Mayor and Sheriff's fiscal staff, draft a letter at the beginning of each year to all municipalities in the county. This letter will detail the countywide law enforcement services funded by the council in the approved county budget as allowed by the Unified Police Department interlocal agreement. The letter will outline the specific programs/services and the dollar amount for these services. Other detailed information about the program/service may also be included as the Council or Sheriff sees fit.

This letter will also request feedback from municipalities as to whether they need additional information or have comments or questions about the programs/services offered and include contact information for County Council members.

Added March 8, 2022

5. 2021 and 2022 Regional Choice Funds

It is the intent of the Council that the Office of Regional Development explore using Regional Choice Funds to improve traffic flow, to reduce congestion, and to enhance passive transportation efforts. To that end, the Council requests Regional Development staff work with SLCO municipalities and identify partnering opportunities that use the 2021 and 2022 Regional Choice Funds to help mitigate traffic congestion and enhance passive transportation efforts.

Added February 15, 2022

6. Audit of 2021 Incentive Plan Payments in Excess of \$3,000

It is the intent of the Council that Council Fiscal Staff audit all incentive plan payments that were made to County employees in 2021 that were in excess of \$3,000.

Added January 4, 2022

7. Compensation Philosophy and Pay-for-Performance

A) It is the intent of the Council to support a strategic shift in Salt Lake County's compensation philosophy. The new Human Resources (HR) Director shall coordinate with each of the independent elective offices, the Mayor's Office, and the County Council in this development. Formation of a transition committee, made up of stakeholders working to gather employee input and relevant data, will ensure thoughtful implementation of this transition.

There are specific actions required for success in this shift (*note*: several of the following items have previously been included in the Council's legislative intent):

1. An accurate, statistically valid *Salary Survey* shall be completed for all County positions. Subsequently, a plan shall be developed to equate the positions' salaries to their relevant markets.
2. A policy for proper management of the salary advancement within each grade shall be developed, which details adjustments for inflation (moving the bottom end of the grade) and a salary survey (moving the top end).
3. A revised methodology for evaluating employee performance shall be developed. That process should focus on rewarding higher performance and include the ability to create personal development plans. The goal is to incentivize and reward high employee performance and improvement. HR will work with each of the departments and agencies to develop an appropriate evaluation and employee development form that meets the county's needs and that ties to the metrics of each department and agency.
4. Career development opportunities shall be available to all county employees, through training programs and other leadership development programs. This will bring high performing employees to market in a timely fashion and, as a result, reduce County turnover to other public sector employers along the Wasatch front.
5. There shall be a substantive inquiry into each of the different departments and agencies in the county to review their missions, visions and values, and the metrics utilized to measure and verify employee success. Further, an analysis of how departments and agencies verify their findings and translate those metrics to accurate job and position descriptions must occur. Evaluating performance-review metrics will help assure that employees are receiving a fair review of their performance.
6. There shall be ongoing development and training on the proper way to administer and manage this type of pay-for-performance process so that it is fair and consistent across the county.
7. Finally, HR shall thoroughly examine assessment methods that allow for assessment of employees *and* managers – from the top down and the bottom up.

The County Council will work with HR, committees that currently deal with employee rewards, and other entities to build a program and revise County policy, as needed, in order to effectuate these changes in a systematic, rational, and fair manner throughout the county.

Added December 7, 2021

B) It is the intent of the Council to support a new performance pay plan that would incentivize and reward high employee performance. It is the Council's intent to revise policy to no longer provide an across-the-board merit adjustment to all employees who scored 3 or higher on their performance evaluation. The County Council will only provide funding for merit increases in the 2023 budget to those departments and offices that can adequately demonstrate a pay for performance methodology that distributes increases to employees based upon their performance evaluations, and which rewards higher performing employees with greater merit increases. The County Council will work with Human Resources to build a program and revise HR policy, as needed, in order to effectuate these changes in a systematic, rational, and fair manner throughout the County. Other compensation measures will also be examined as the County looks for the best way to attract and retain hard working employees.

Added November 16, 2021

C) It is the intent of the Council to research and review broad opportunities for employee compensation. The Council's intent in this review is to improve compensation for employees in areas other than salary. As part of that review, the Council proposes the following:

- Council staff should work closely with Human Resources and the Mayor's office to organize this research and review.
- When appropriate, Council staff, Human Resources, and the Mayor's office should bring forward information and their findings to the Council for a discussion on the benefits and the drawbacks of different types of compensation.
- Council staff is directed to include the following as areas to explore:
 - Impact of a 401K match per percentage point
 - Budgetary impact of a student loan reimbursement program and eligibility criteria
 - Differentials between Tier I and Tier II employees, to see if certain benefits should be applied uniformly to all employees
 - What compensation practices best serve the County at varying levels between Tier I, Tier II, and sworn employees.

Added October 12, 2021

8. Utah Museum of Contemporary Art (UMOCA) Lease Renewal

It is the intent of the Council that when the UMOCA lease agreement comes up for renewal, the County renegotiate terms so that the full operations and maintenance (O&M) cost is incorporated into the contract.

Added November 23, 2021

9. Riverbend Golf Course Water Source

It is the intent of the Council to appropriate funding for identifying and developing a plan for a new dependable and cost-effective water source for the Riverbend Golf Course. The County Parks and Recreation department should gather and analyze alternate approaches for evaluation by the Council. The Council intends to withhold funding for this project until a proposal is approved by Council vote.

Added October 29, 2021

10. Expand Eligible Candidate Pool for Sheriff's Office Employment

It is the intent of the Council that eligibility for employment within the Sheriff's office be expanded to green card holders. To achieve this expansion, the Council intends to direct the County lobbying team to develop a legislative strategy at the state-level to extend this employment opportunity to green card holders.

Added October 26, 2021

11. Regular Ordinance Revision

It is the intent of the Council to conduct a regular, systematic review of existing Salt Lake County Ordinance and Countywide Policies. The purpose of this review is to better align ordinance and policy review with the current functions and aspirations of County government. As a part of this review, the Council proposes the following:

- At least monthly, the Council will dedicate time at its Council Work Session meetings for the legislative consideration of updates and revisions to County Ordinance and Policy.
- The Council will select sections of the County Ordinance or Policy for review and discussion, and provide direction to Council staff, the District Attorney's office, and other necessary and appropriate County stakeholders.
- Council staff and the District Attorney's office should prepare revisions to County Ordinance and Policy consistent with Council direction for future legislative consideration and action.
- County departments and offices, as well as independent elected officials, are encouraged to recommend matters for Council consideration through the Mayor's steering committee process.

Added October 26, 2021

12. Evaluate Mayor’s Completed “Kick COVID to the Curb” Employee Vaccine-Incentive Program

It is the intent of the Council to evaluate the efficacy and results of the Mayor’s “Kick COVID to the Curb” employee vaccine-incentive program when results are available. The Council wants to know the extent to which employees, and members of their households were motivated by the cash incentives to get fully vaccinated against COVID-19 and the seasonal flu.

Added October 19, 2021

13. Review of Certain County Policies

It is the legislative intent of the Salt Lake County Council to review policies related to the annual award of Zoo, Arts & Park (ZAP) funds for eligible Tier II organizations. Staff of the Community Services Department will work with the Council to evaluate current county policies and identify possible improvements.

Added January 26, 2021

14. Biennial Review of Board Appointments for the Salt Lake County Council

It is the legislative intent of the Salt Lake County Council to conduct a review of the board appointments and the associated process for determining Council representation on boards in January of every-other-year.

Added January 12, 2021

15. Agenda Preparation Process for the Salt Lake County Council

It is the legislative intent of the Salt Lake County Council to adopt the following procedures concerning the preparation and publication of Council meeting agendas:

- Consistent with the Optional Plan for Salt Lake County Government and Salt Lake County Ordinance, it is the responsibility of the Council Chair to set the agendas for Council meetings.
- Council central staff shall assist the Chair in preparing and publishing the agendas for Council meetings, with the Council Communications and Administrative Coordinator having primary responsibility for assisting the Chair in this task. At the further direction of the Executive Committee and Council, central staff shall implement all administrative steps necessary to accommodate these responsibilities, including any appropriate

modifications of central staff job titles, job descriptions, compensation, and development of written internal practices to ensure consistency and help improve efficiency.

- Proposed agenda items should be submitted in Granicus before 3:00 pm on the Wednesday prior to the next scheduled Tuesday meeting of the Council. The Council Communications and Administrative Coordinator shall receive proposed items in Granicus and organize them in draft agenda form for review by the Chair. Proposed items shall be properly formatted and agenda ready, including necessary District Attorney approval as to form and legality. Items that are untimely or that are not agenda ready may be deferred to the next regularly scheduled Council meeting. Allowances will be made for matters referred by two or more Councilmembers, emergencies, exigencies approved by the Chair, matters prepared by outside legal counsel, or other contingencies. Supporting documents, PowerPoint presentations, and any revised documents should be uploaded to Granicus or otherwise provided to Council staff by 5:00 pm on Thursday.
- After receiving matters from Councilmembers, the Mayor, and other elected officials, Council central staff shall prepare Council agendas for Chair review and approval consistent with County ordinance. Council central staff shall cause final agendas to be properly noticed and published consistent with Utah law.

Added February 11, 2020

16. Suicide Protection Task Force for County Youth

It is the intent of the Council to work with the Mayor and her staff to develop and promote a Salt Lake County Youth Suicide Protection Task Force.

Added June 25, 2019

17. Sunset provisions for the Sheriff's New Medication Assisted Treatment (MAT) Program

It is the intent of the Council to sunset the new MAT program at the county's jail unless the state or federal government continues to finance the ongoing operating costs. The 8 additional FTEs requested by the Sheriff to run the program (an office coordinator, program manager, 3 nurses and 3 substance use disorder counselors) are all time-limited positions.

Added April 02, 2019