

**MURRAY CITY MUNICIPAL COUNCIL
BUDGET AND FINANCE COMMITTEE
Fiscal Year 2008-2009
April 17, 2008**

The Murray City Municipal Council met as the Budget and Finance Committee on April 17, 2008, in the Murray City Center, Conference Room #107, 5025 South State Street, Murray, Utah.

Members in Attendance:

Jeff Dredge	Budget Chairman
Patricia W. Griffiths	Budget Vice Chairman
Robert D. Robertson	Committee Member
Jim Brass	Committee Member
Krista K. Dunn	Committee Member

Others in Attendance:

Daniel C. Snarr	Mayor
Jan Wells	Mayor's Chief of Staff
Pat Wilson	Director of Finance & Administration
Gabe Johns	Finance
Michael D. Wagstaff	Council Executive Director
Janet M. Lopez	Council Administrative Secretary
Caren Lopez	Customer Service Supervisor
Doug Roberts	Police
Craig Burnett	Police
Pete Fondaco	Police Chief
Dale Whittle	Human Resources Director
Joe Tarver	Police
Gil Rodriquez	Fire Chief
Laura Lloyd	Fire Department
Brent Davidson	Deputy Recorder
Carol Heales	City Recorder
Paul Thompson	Justice Court Judge

Chairman Dredge called the meeting to order at 2:07 p.m. and welcomed those in attendance. Mr. Dredge thanked the Mayor's staff for their efforts in preparing the budget.

Finance Director, Pat Wilson began her comments with introductions of staff personnel, Gabe Johns, accountant, who input the numbers into the HTE system and created reports, and Caren Lopez, customer service supervisor, who is present to answer questions regarding her area.

Ms. Wilson explained that in assembling the budget binders, she used the HTE system as much as possible, in order to prevent lifting numbers into spread sheets. This did cause some problems, in that, she was not able to get the sub-totals that she would have liked to appear on the sheets.

Regarding personnel, Ms. Wilson commented that a spread sheet was used, due to the fact that Murray has no personnel module from HTE.

Ms. Wilson has talked with department heads and would like to begin the process earlier next year and create some uniformity in the forms used. She would welcome suggestions from Council on things they would like to see.

Ms. Wilson explained the pattern of the budget binder, including the schedule and index. Departments have been color coded. The red tab contains departments that fall under the general fund. The index is not numbered consecutively, however, it was done to be able to see each tab behind the color. Following that is a separate yellow tab for power. Doug Hill's departments, are behind the blue tab; the first two fall under the general fund, with the enterprise funds and central garage (internal service) last. At the end of the binder, under the green tab, are other miscellaneous departments, such as library and capital improvements.

Ms. Dunn expressed her opinion that it is a nice improvement, and easier to find each department.

REVENUE

The blue tab contains general information and revenues. Under tab #1 is the *Budget Addendum* from the Mayor. These are items that would require separate public hearings if not included here in the budget process.

Ms. Wilson pointed out that the general fund revenue projections are under tab #2.

Mr. Robertson asked, regarding the revenue projections, if Ms. Wilson could explain the two columns.

Ms. Wilson stated that the first column, *FY 2008 Adjusted Budget*, shows what she expects in revenue for the current fiscal year (FY) which ends in June. *Recommended by Mayor* are the figures estimated for fiscal year 2009, next year.

Mr. Dredge asked what percentage of increase is expected overall in the general fund. Ms. Wilson responded that, by looking at the bottom line, the projection is a little less than FY 2008, because some of the general fund balance was not used, as planned. The budget from the Mayor for FY 2009 consists of revenues equaling expenditures with no use of general fund

balances.

Mr. Robertson commented that the City has always been very conservative on projected revenues and that has proven beneficial.

Ms. Wilson noted that she has remained conservative, actually with very slight increases in sales tax. She has sent emails to the Council regarding what is currently happening with sales tax revenue. She said that there is the possibility that it should have been decreased.

Ms. Griffiths commented that she appreciates the monthly updates to be aware of where the City stands.

The last item on the revenue is financing, with a lease purchase, half of the fire truck and all of the ambulances. Consequently, the item *capital lease financing* are proceeds from borrowing.

Tab #3 are the estimates on revenue from enterprise funds. The power department handles their own revenue and expenses, therefore Ms. Wilson is not sure if the numbers reflect the anticipated fee increase.

Mayor Snarr commented that some expenses have been cut in power in order to have the ability to put \$500,000 into reserve.

Tab #4 contains revenue in other areas that do not fall into previous categories.

EXPENDITURES

Ms. Wilson continued by explaining that the first group, under the red tab, is for general fund departments. There are two pages, almost identical, with the budget worksheet numbers. The top page was added later to give you *last years actual* figures. The second sheet was left in the book to give a space to write. The detail on salaries follow on a separate sheet. The first two sheets are from the software HTE package, and the personnel are from an Excel worksheet. New positions suggested are shaded on the spreadsheet.

Ms. Wilson asked everyone to look under tab #23, to show an example of a *budget priority list* that was included in the larger departments. The shaded items there, are the items approved by the Mayor. In this section, you will see a *department project request* which gives description and justification regarding the funding requests. This is the form that will be more uniform next year.

Mr. Dredge thanked Ms. Wilson on her efforts to make the process more efficient. He asked the Council and those present to have an overriding consideration, as the departments

report, on what key financial indicators may be helpful to receive on a monthly basis. This would be in addition to the sales tax report. It is not intended to be a mini-budget, just key indicators. Mr. Dredge stated that the Council needs to decide what items would give a feel for how City finances are progressing in order to respond should sales tax drop off unexpectedly, for example. Perhaps progress on capital improvements would be helpful. He would like this report to be quantitative and qualitative in nature. It was interesting to see, from the human resource department, what the City turn-over was and why. He intends to follow up to see what may be of value to the Council, not written in stone, however, a starting place for creating a valuable tool.

Ms. Wilson stated that she would like to meet with the Council when the financial statement is completed. There is much worthwhile information to be gained by perusing it together. She stated that Murray again received the Certificate of Achievement for Excellence in Financial Reporting.

Ms. Wilson reported that there are a few universal items that she would like to explain. In many of the budgets there will be fuel increases projected by department heads. She did not go through and increase fuel line items for them. You will also notice changes in software support expenditures, because the MIS department has gone through and allocated their expenses, so depending on the use by each department, it may have increased or decreased, Ms. Wilson said. There was some discussion regarding where MIS expenses should go, in the individual departments or MIS. It was decided that some items are only used by individual departments and those items can be tracked there, other programs may be new packages used by the entire City, so MIS will have that in its budget. The department heads have shown an interest in using facets of HTE that have not previously been put into service and along with that training has been requested. Of course, there are changes throughout in salary and benefits. Human resources will address those proposed changes.

FINANCE DEPARTMENT

Ms. Wilson pointed out that she had changed many line items. It is her belief that expenses should be reported and budgeted properly, not placed where money is available. She explained that it is more helpful in planning if the invoices are coded appropriately and reported in the correct line item. Many times a department head might see that no money is left in the proper category, so they code the item in another category where money is available. The bottom line does not change, however, we really don't know what was spent in each account.

Mr. Dredge offered that he feels this should be a City policy. The Mayor, Ms. Dunn and Ms. Griffiths agreed with her comments.

Another item that Ms. Wilson will work on for next year will be making line items a uniform number in all funds. For example, office supplies should be the same number throughout the City.

Finance and Administration: Ms. Wilson has asked the Mayor for funding to keep her CPA certification current. It is necessary to have forty hours of education per year and these funds will support that. Additional training, and a dues and membership line item has been included in the finance budget. She has also incorporated HTE training for her staff. On the professional line item, this is the funding for outside audit and financial statements. Before Mr. Whetzel left, he suggested the increase of \$9000 for this line item.

Customer Accounts: Ms. Wilson did ask Caren Lopez to be present, in case there were questions. Additional funds have been requested in training for the meter reader supervisor, due to new equipment. There is one conference that would be very beneficial. Expenditures in the telephone category have been increased to purchase some radio/cell phone equipment to make systems more compatible. Some line items have been increased based on current spending, such as, billing supplies, postage, and fuel. The new annexed area has contributed to increases such as these.

Mr. Dredge asked how personal usage of cell phone time is tracked. He wondered if there is a policy concerning this.

Ms. Wilson responded that it is an area with no specific policy. The IRS states that a City employee should pay for their personal usage of the cell phone. Ms. Wilson contends that it is difficult to determine what is personal usage.

Mayor Snarr stated that when bulk minutes are purchased, a substantial discount is given by the provider.

To be perfectly clear regarding cell phone calls, Ms. Wilson offered that an employee should have two phones, one used only for business, the other for strictly personal calls. Most people don't want to carry two phones.

Ms. Wells added that policies regarding cell phone use are being collected from the various City departments. She is hopeful that a policy will be developed soon that will offer multi-dimensional options depending on what works best within each department.

Mr. Brass commented that with a flat rate for minutes, City employees might spend more time computing than is recovered. The Mayor agreed.

Ms. Dunn suggested that other cities policies might be useful.

Non-Departmental: This area was addressed by Ms. Wilson, with the comment that the UTOPIA funds of \$250,000 are contained herewith. The unemployment benefit was increased here, due to possible claims that the City might be exposed to. Additional earthquake insurance coverage was added increasing that line item. The premium increased last December when the

coverage was raised to \$25 million, and at that time the plan was to raise the premium again by \$10,000 now. She added that the City will review all insurance plans to determine who will provide that insurance, commenting that Murray is self-insured on liability up to \$250,000. The utility relief program was budgeted at \$12,000 and been increased to \$17,000, due to the fact that citizens are becoming aware of the program and utilizing it more.

Mr. Dredge asked what line item #5112 for bad debts referred to.

Ms. Griffiths responded that it was a write off for the Boys and Girls Club. Ms. Wilson agreed with that answer.

Ms. Dunn asked about the \$1000 for the Disability Resources Board, since the Board has been discontinued.

Ms. Wells answered that the Mayor's office would like to continue that program. Mr. Whittle added that the program could be administered out of his office, with some publicity in the Valley Journal for input from non-profit organizations.

HUMAN RESOURCES - Dale Whittle

Dale Whittle, Director of Human Resources (HR), offered information regarding increases in his budget. Line item #2120, public notices, is for newspaper advertising to recruit and fill open positions. He has seen an increase in people leaving and recruiting, additionally, the charges for advertising has increased by the Newspaper Agency. One small ad for one Sunday runs \$600. Mr. Whittle has asked for an increase to \$4000 for vehicle maintenance, item #2152. The safety manager uses a 1997 Ford Taurus, and it was determined that the department should keep the vehicle but raise the maintenance line item.

Ms. Wells noted that it is possible the Taurus could be replaced with another retired vehicle within the City which would not require so much maintenance.

Mr. Whittle continued, stating that small equipment has decreased, due to a computer purchase this year which will not be necessary in 2009. Professional services, #3110, were increased in order to complete drivers license checks and things of that nature. In the past, some services were distributed to the departments, however, they will be here now.

Mr. Whittle stated that the other major change is his retirement next month. He anticipates that Mike Terry will be appointed as Human Resource Director. Mike is a Civil Service Commissioner for Salt Lake City and he had a meeting to attend, therefore, he was not able to be here for budget today. In discussions with the Mayor and Ms. Wells, Mr. Whittle has suggested that a deputy director be named when there is someone in the department who has been on board for a while. Current plans are to hire another HR analyst and, in time, with

experience and knowledge of responsibilities, move to a senior analyst and from there to deputy director. Salaries will decrease in HR with these plans in place.

Mr. Whittle proceeded to discuss some of the compensation salary issues. The *Murray City Employee Statistics*, from March 2008, show the turnover rate over the past few years. The rate has increased and, he feels, part of that is the impact of not keeping up on salaries. Including retirees, turnover is 10%.

Mr. Dredge asked if there is an idea what percentage is related to pay. Mr. Whittle responded that some are related to pay, perhaps as many as 50% are moving to a position for greater salary.

Ms. Griffiths inquired if Mr. Whittle conducts exit interviews. He said that he does, and sometimes an employee will share information, others will not.

Mr. Snarr said that there is a questionnaire provided by the City. Many of them say better opportunities, greater pay, and many went to West Jordan, where there are challenges now.

Ms. Wilson stated that Mr. Whittle has shared some information regarding the turnover in customer service. She is trying some restructuring in an effort to slow down the turnover.

Mr. Whittle included statistics regarding sick leave utilization, as that can reflect some morale issues with employees. There is also information regarding merit increase history, which indicates changes in 2002 when there were some challenges and the merit increases were lowered. He is recommending the City maintain the 4% average and 5% maximum for merit increases this year. In market position, Murray's pay averaged 5% above market from 1990 to 2005. From 2005 to present, the City pay has remained average in the market, and he stated that has had an impact on turnover and morale.

This year Mr. Whittle is suggesting that Murray move to paying 3% above the average market pay rates. If this is done, 134 positions, not employees, citywide would receive a market adjustment. If the increase is 2.5%, 127 positions would receive a market adjustment. If we moved to average in the market, 68 positions would be affected plus 15 in which department requests have been made for upgrades or reclassification. He has also included history of market adjustments. Mr. Whittle distributed the list of positions that would receive a market adjustment. The majority would receive a one grade increase. He also recommends a 3% cost of living adjustment (COLA).

Employees are not eligible to receive both a market adjustment and a merit increase. The policy states the employee would be eligible to receive whichever is greater, market adjustment or COLA increase. If the 3% above market and 3% COLA are accepted and approved, the people that show a one grade market adjustment will receive the equivalent to a 2.5% increase in pay.

Therefore, the vast majority of these people would receive the greater which is the 3% COLA increase and their grade would move up, as shown on the document in your binder.

Mr. Dredge asked if this market adjustment would help with the compression of pay for longer term employees, as was previously discussed with some of the City departments.

Mr. Whittle responded that it would help some, by moving the grade. There is a 5% increment in pay between grades. The employee would move up one grade and get a 3% COLA, which means there will be 2% more available on the high end of that salary range. This will change the number of red-lined employees. The positions which would receive a two grade increase would receive a 5% market adjustment, but no COLA. One person receives a three grade increase which is equal to a 7.5% market adjustment, and no COLA. This does indicate that we are behind the curve and need to catch-up in pay.

Mr. Whittle distributed an additional page to the City Employment Statistics which shows a comparison with other Wasatch Front cities for starting pay for police and fire employees. In the police department, it has been a challenge to keep up with salaries. Several years ago, it became necessary to raise the minimum starting grade, in order to stay competitive. Two years ago the starting salary for Murray police officers became \$16.50 per hour. This year, canvassing the market, the starting pay for entry level police officers is significantly higher than Murray. In working with the Chief of Police, the salary review committee, the Wasatch Compensation comparables and in reviewing these numbers, Mr. Whittle recommends that beginning July 1, 2008, the starting pay for entry level police officers be \$18 per hour, in order to be competitive and retain officers. The average pay of the Salt Lake area entities is \$17.59. The 3% above that average is \$18.11, therefore, he feels the \$18 is competitive. This does cause some salary compression, and it will be necessary to make some salary adjustments to current officers, which impacts about 15 positions. If not adjusted, then new officers will be paid more than some existing officers.

Mr. Whittle stated that there is a similar problem in the power department, however, it does not affect entry level employee salaries. In power, it has to do with getting the apprenticeship programs in line. There will be a few adjustments that have caused some issues.

Mr. Whittle commented that there are some additional agencies that he feels are important to include in the entities surveyed in the Wasatch Compensation comparables. They are South Jordan, Unified Fire Authority, and South Davis Metro Fire Agency.

Mr. Dredge asked if the cost to make these salary adjustments could be quantified.

Mr. Whittle responded that all the increases have been plugged into the individual department budgets, and overall for the City, the cost is \$1.5 million, which includes market adjustments, cost of living and avoiding compression increases.

Regarding the ordinance for cost of living increases, Mr. Whittle stated that, it was changed a year ago to look at national labor statistics rather than local and national statistics. The Employees Association is requesting a 4.1% COLA. The HR recommendation of a 3% COLA is based on the Department of Labor, Bureau of Labor Statistics. There are many different indexes found on the website, and he has put together a summary of a couple of areas that he feels are key in analyzing cost of living over 12 months. News reports quote different indexes, so it can be pretty confusing. Mr. Whittle explained that it is appropriate to use an index with a *12 month increase* which is *not seasonally adjusted*. It is called a CPIU, which is an urban index. The two reports in the handout show 2.8% and 2.9%.

Included with the Labor Statistics is an explanation of what the seasonally adjusted cost of living consists of versus not seasonally adjusted. The last page discusses this data. He feels this information indicates that the not seasonally adjusted is the consistent figure to look at. Mr. Whittle is hopeful that these figures will be used on a consistent basis in future years in determining COLA.

Lastly, Mr. Whittle addressed the chart on medical insurance. Based upon utilization and claims history for this year, the Public Employees Health Plan has determined that there is no need to increase premiums for medical or dental programs. This is good news and very rare; last year Murray's increase was only 2.7%, which was fortunate. Credit should go to the employees participation in wellness, health and fitness programs, and to those who watch their costs and claims, which contribute to the favorable report.

In the past, Murray has offered three plans. The *Preferred plan* allowed the patient to see any doctor or go to any hospital and was very expensive. There have been about 24 employees on that plan. Last year it was communicated to all employees that the *Preferred plan* would be discontinued. The two plans continuing are the *Advantage Care*, which is Intermountain Health Care (IHC) network, and the *Summit Care*, which is non-IHC network. Those are the two most cost effective plans, however, they are very comprehensive for employees.

According to the Murray ordinance, the City is to pay 85% and employee 15% of the total premium. To complete the phase-in of the proper breakdown for each plan individually, the rates to the employee will be raised this year, as shown in the schedule provided.

Ms. Wells mentioned that the savings to the City is \$180,000 by reaching the 85/15 split in premium.

Mr. Whittle pointed out that the 401K contributions and retirement rates will be maintained as is, however, there is a small increase for fire. Police have one issue on COLA which has not been determined. There will be an additional charge to the City, once it is decided.

POLICE DEPARTMENT - Chief Pete Fondaco

Ms. Wilson explained that the first page in the police department is the priority list, rearranged. On the top of the page, are items that are ongoing requests and at the bottom are the new requests. The shaded area contains items approved by the Mayor. For example, the Chief requested nine patrol vehicles, and the Mayor approved eight, and four detective vehicles were requested with only three being approved. Where the number of cars was decreased, the money should be decreased proportionately, too. Chief Fondaco has asked for one new employee and a new roof on the training floor. The Mayor agreed to roof repair instead.

Chief Fondaco stated that the priority list is the most important. To repeat, eight patrol vehicles were funded by the Mayor, and the equipment for the vehicles is next at \$46,800. Three detective vehicles were approved, one animal control vehicle was approved. The equipment for the animal control vehicles is extremely high, so he is trying to decrease that amount.

The Chief did request two narcotics officers. He has two current narcotics officers who have been instructed to contact all complainants within 24 hours to inform them that their complaint was received. The report, completed last November, shows that there were 241 cases and about 120 have been contacted, however, those cases have not been touched. A severe backlog is building in the neighborhood narcotics cases, that is why he requested the two new officers. A Murray gang unit officer went to Salt Lake City. The Chief has not filled that position and plans to use it for narcotics, so that with the new position approved he would have a team of two additional officers in narcotics. This would give Murray four narcotics officers in the City for awhile and the Chief will look at filling the gang unit position if the need arises. The Chief told of one problem with the gang position which was that the officer's time was primarily spent in Salt Lake City and West Valley City. Murray does have graffiti problems.

Mr. Robertson stated that there are 125 gang members living in Murray, and that the homicide on 4500 South was gang related.

Chief Fondaco agreed, but stated that he does not see high activity. He continued, stating that Murray has not broken ties with the gang unit; last year Craig Burnett was the chairman of the board of operations for the gang unit. Like other cities, he has informed them that he needed to reallocate that staff for awhile. The narcotics problem, which is gang related, is more of a problem than the gangs are. Some agencies have taken the school resource officers and put them into the gang unit during the summer. That might be something he would consider, and they do have knowledge of who causes problems.

Chief Fondaco negotiated with the Mayor over this position, however, when he looked at the budget, he noticed the position was approved at \$62,000, and he had requested \$92,000. A new officer requires a vehicle, equipment and salary, which is figured at \$18 per hour. In addition, the lease on vehicles will need to be adjusted because the present narcotics officers

lease vehicles. To add to the vehicle lease, he will need some help from Pat Wilson, as the banks do not like to approve a lease for police cars. Formerly, Mr. Whetzel, due to his contacts, was able to convince Zions Bank to fund the lease. The reason for the lease is that every three years he can change the vehicles rather than to own them and then decide what to do once a car has been identified.

A records secretary had been requested by Chief Fondaco, however, that was not funded by the Mayor. In the summer, the peak time of year, the records are falling three to four weeks behind to get a report typed and into the system. If someone comes in to request the report, it is moved to the top. That backlog does cause a problem.

Ms. Dunn inquired if some of the off duty police might enter records.

The Chief responded that he has contracts for confidentiality with a couple of his employees daughters to type the narratives on Word and then it is input into the system. He feels he can maintain this and maybe add some extra people to transcribe.

Regarding laptop computer replacement, there is a three year rotation on patrol car computers. That was funded by the Mayor along with the desktop computers. That includes all of the desktops even those that are used in the schools by the resource officers.

The criminal investigation line item increase is to raise the available funds for DNA testing that is necessary for homicides. There were three homicides that required DNA testing this year and those took the department over budget. This will be \$20,000 for all criminal investigation, which was approved by the Mayor.

Ballistic vest replacement, of \$5000, was funded by the Mayor. There is a \$5000 vest grant, on matching funds, that will become available giving a total of \$10,000 for the replacement of vests as part of a scheduled safety program upgrade.

One item not funded by the Mayor was the taser replacement line item for \$15,000. All of the tasers are out of warranty; they cost \$850 each. Taser requires that an officer shoot at least two practice and one live cartridge, which are \$20 each. The City has sent tasers for repairs and replacements up to a value of \$10,000 this year. He said this figure was coming out of the federal seizure funds, from the Drug Enforcement Administration (DEA). A line item would help pay for this expense.

The Mayor asked how much of the DEA funds Murray gets back each year. He wondered if it depends on how much the City brings in or if it is based on population.

Ms. Dunn and the Chief agreed that it is a percentage.

Chief Fondaco explained that all the money awarded to the police department is sent to the state. Following that the City can apply for a grant to gain a percentage of it back. The Chief said that if the money is sent through the federal government, the City gets 80% of it. He further commented that when Initiative B was overridden by the legislature, a new system was created in which the state controls the money and refunds it through a competitive grant. The Chief stated that last year Murray put in \$100,000 and they have the ability to seek up to \$20,000 back in grant money, however, he said Murray will not get near that amount. The only way the state legislature would put the seizure money into the bill, was if the state controlled it.

The SWAT line item increase is to raise the amount to \$20,000. Chief Fondaco said that he has 16 members of the SWAT team, and a vest replacement alone is \$1,300. This amount was approved by the Mayor and allows for a little other equipment replacement as needed.

Handgun line item of \$5000 was approved by the Mayor.

Other items, not approved by the Mayor, were:

- Forensic video enhancement - Chief Fondaco explained that this item is the equipment that Salt Lake City and West Valley City have in the criminal identification units. It is possible to take video from banks and enhance it to get a clear picture.
- Radar replacements - This is equipment in every patrol vehicle and was to keep up on a replacement rotation, in the amount of \$7,500.
- Voice activated radio dispatch alarm (VARDA) equipment - This is for the bait car surveillance. It contains pads and mats that can be put down in case of burglaries in certain areas, so that if it is stepped on it triggers an alarm and the police can respond to it. There is some great voice activated equipment available.
- Transcription recorders - That was requested for the records department. The Chief agreed that it could be eliminated this year.
- Security cameras equipment - This is for Murray City treasurer's office, personnel, customer service, attorney's office, court. Currently, it is wired into the telephonic office in police and is outdated, and doesn't function properly. New equipment would allow a recording device to automatically start if an alarm is triggered. The police could then go back and view the recording or make sure that everything is okay in that area. Now, if an alarm is triggered a light goes on to indicate where the problem is and police proceed to that area. There is no recording device functional.

Chief Fondaco pointed out that he put in both the roof replacement and roof repair. The Mayor approved the roof repair in the amount of \$14,000. The roof is just over 10 years old and the seams are beginning to pop. He feels that the repair will be sufficient for a couple of years.

The Chief reviewed the grants: one is for the victims advocate in the amount of \$5000, and the other is the justice assistance grant for \$30,000. These funds will not be used until grants are received and only what is awarded will be spent.

Mr. Robertson commented about the state retirement opportunity for police officers at 4%. He asked if that brings them in line with the fire department.

Chief Fondaco responded that all state employees are at 4% and this brings the law enforcement in line with them.

Ms. Dunn said that years ago, when fire went to 4%, it was not done for police. The excuse was that police get a 20 year retirement, when actually, fire also has a 20 year retirement. This was not mandated, it was merely suggested, however, if other departments do it and not Murray, then we appear to be at the low end of the scale.

Mr. Robertson asked how much it would cost Murray.

Ms. Wells stated that it had not been figured, although the amount will be determined.

Mr. Brass asked if there was a time frame for deciding on the retirement benefit.

Ms. Wells said the time is about a year and a half out.

Mr. Robertson and Mr. Brass asked for some figures to be compiled before the time frame arrives.

Mr. Dredge thanked Chief of Police, Pete Fondaco, for his presentation.

Mayor Snarr stated that this is a hard time for him, preparing the budget. He tries to be very austere. The revenue is an unknown, however they must anticipate some figure to run the City. He feels it is better to plan conservatively and then reopen the budget should additional funds become available.

Ms. Dunn said that according to the reports received from Ms. Wilson, Murray is not down near as much as she has heard from talking to people in other cities. She commented that West Jordan and Salt Lake City are both in a panic over revenue right now.

Mr. Robertson is pleased that Murray will be raising the pay so that some of the good officers he knows will be comfortable coming to work for the City.

Mr. Dredge called for a recess in the budget meeting at 3:36 p.m.

At 3:50 p.m. the meeting reconvened.

FIRE DEPARTMENT - Chief Gil Rodriquez

Chief Rodriquez began his comments by pointing out that the large purchase for Fire is the 95 foot platform ladder truck. The existing ladder truck is 10 years old, which exceeds its life capacity in fire apparatus. It has over 90,000 miles and the biggest concern is that it is out of service an average of over two months a year. When that happens, it is necessary to use other older model reserve engines, not a truck, which is marginal, as these are retired vehicles. The fleet maintenance budget is entirely spent, as it was last year. The old ladder truck will go into reserve, for use when tires are being changed, for example. The former ladder truck is a 1974 and it is not reliable.

The new truck is state of the art, a mid mount platform, with additional safety features and will reach about eight stories. It will be great at Fireclay. It is a dual axle, and the biggest future expense will be tires and brakes.

Mayor Snarr mentioned some of the other items he approved for the fire department: The paramedic certification course for 2 emergency medical technicians, 12 portable hand-held radios, four computers and six monitors. The Mayor did not fund the 2008 Explorer or the paramedic difficult airway training course.

Mr. Brass questioned the reason for not approving the paramedic training course, given the approved purchase of three ambulances and equipment to staff the ambulance service.

Chief Rodriquez commented that this is above and beyond normal training. He also stated that cars used in the fire department are retired vehicles from the police. The radios are on a rotation basis for replacement and computers are necessary every year.

The Mayor further commented that the item not funded for \$12,000, the building for demolition west of Station #81, is not being given to the City. The owner was planning to give the building to the City as a tax write off, however, a family member decided to take it instead. The deal had not been signed or finalized. It may have asbestos, consequently, that would have had to be mitigated anyway.

Ambulance Service: Mr. Robertson asked the status on the ambulance service.

The Chief said that there had been no objections and he expects to get the license about May 1st. He further noted that he will probably be ready to begin ambulance service by about October or November. He will not start until completely ready. He needs to hire and train nine people.

Mayor Snarr pointed out that everything necessary to make the ambulance service operational was fully funded.

Ms. Wells clarified that originally the City planned to pay for the ambulances out of the reserve account, however, it seems to work best to pay for half of the fire truck up front and roll the rest of the fire truck and ambulances into a lease.

Chief Rodriguez added that he feels a lease on the ambulances is a good direction, due to the life of an ambulance. It takes four to six months to order the ambulances. They will be purchased through a company owned by Gold Cross and the specifications have been approved by Metro Fire.

Ms. Wells reported that all the ambulance expenses listed are already in the reserve account and not additional budgeted items.

RECORDER - Carol Heales

Recorder/Purchasing: Ms. Wilson asked Ms. Heales to discuss the records management proposal that is under professional #3110 in the department.

Ms. Heales explained that the Cadence Group proposal came in just under \$50,000. She thought it was best to split that between two years, if approved. The policy and retention schedule would be the concentration for the first year, and the second year would follow with implementation of the on line desk top training module. The Mayor has approved this expense.

Ms. Wilson noted that the software support fees and training for HTE has been discussed with other departments, who have similar requests.

Business License/Election: Ms. Heales, has requested additional funds for HTE training. The City is looking at linking up to a code enforcement module and plans to use some features from that program.

Government building: It is felt that the regular budget will be sufficient to take of minor building improvements, including repair or replacement of the roof on the south end of City Hall. Ms. Heales has asked to enhance the position for Tom Baker to facilities work coordinator, due to the improvements citywide that he addresses, and she would like him to use HTE software to track some building project costs.

Mayor Snarr commented that, over the years, Tom Baker has saved the City tens of thousands of dollars by completing improvements in house. Ms. Dunn agreed that he also has a great attitude and his work is high quality.

COURT - Judge Thompson

Judge Thompson complimented Mike Williams on his level of work and ability to manage the day to day operations of the court.

Currently, a salaried police officer is being used for court security, however, he will be retiring soon and the Judge feels that contracting bailiffs might prove advantageous. That may give the ability to screen persons at the court when two bailiffs are present.

The other item in the court budget is the cost for defense council. Murray probably spends five times what other courts of similar size expend, however, that is a carry-over from the previous judge, who felt it was important for every case to have legal defense representation. Judge Thompson is of the opinion that it may not be necessary, therefore, he feels this is an area where some money may be saved. He likes the fact that the City emphasizes counseling on domestic violence and drug related offenses and he appreciates the fact that Murray is lenient in providing counsel to make sure that the charges are screened and appropriate. His philosophy is that if a person desires to plea on a *driving under the influence* (DUI) charge, doesn't have an attorney or qualify for a court appointed attorney, that is fine.

Ms. Dunn stated that she had asked about that in the past and agrees with Judge Thompson's comments, and said the funds could be used elsewhere.

The Mayor and other Council Members also supported the Judge's opinion on representation.

The Judge stated that he realizes the Council is aware of sentencing for DUI and he made the observation that with a 19 year old person, who has abused alcohol, a fine collected may not be as beneficial as suspending that fine and getting the individual into counseling. This effort to try to solve the issue when they first come into the justice system is preferred so that the person does not become a repeat offender. He appreciates the City support on this because it does cost Murray some revenue.

Mr. Williams is hoping to be approved for some new carpet.

Judge Thompson noticed that citation income was down some, under \$1000 for a couple of months, and that income is generally about \$1500 a month.

Mayor Snarr has noticed that when there is a significant winter, police are addressing

accidents and other issues so that citations do decrease.

The Judge offered that 43,000 people died in traffic accidents last year. It does not seem to get much attention, however, 90% of those deaths are caused by violations of law. By enforcing traffic laws, lives are saved.

Ms. Dunn commented that the number one complaint elected officials receive are regarding drivers speeding through neighborhoods.

The Mayor stated that some citizens have come into the office to complain about traffic tickets. He tries to explain that it is for the safety of all citizens that traffic is managed as it is.

Judge Thompson explained the hearing officer program which works with legitimate guilty pleas that are held and then dismissed. What occurs is, in the case of a first offense or very few matters on the record, the offender may attend traffic school, pay a fine and have the citation dismissed. If anyone thinks this procedure is too liberal or too strict, he is happy to review it, however, Pat Davis is the hearing officer, and she does a good job.

The Judge thanked the Council for funding a good full time prosecution office. The staff does a good job of keeping things moving so that there is not a back-log of cases. Senior Judge Rigby is also appreciated for handling small claims and a show-cause calendar for persons who are not current on their fines. She comes in twice a month to take care of that and it is a good service. A full time judge's schedule is considered about 500 cases per month, he stated that Murray has a busy court, with about 1,000 to 1,500 case filings, and the part time positions are helpful in handling those cases.

Judge Thompson took a moment to compliment the police force. They are well trained and groomed in court and write good tickets. They testify well and are not bitter if they lose. The City seems to have good retention and that contributes to their ability as well.

Mr. Dredge adjourned the meeting at 4:32 p.m., stating that the Budget and Finance Committee meetings would continue at 9:00 a.m. the next morning.

Janet M. Lopez
Administrative Secretary