



RALPH BECKER
MAYOR

SALT LAKE CITY CORPORATION

OFFICE OF THE MAYOR

CITY COUNCIL TRANSMITTAL

RECEIVED

MAY 04 2010

Salt Lake City Mayor

David Everitt, Chief of Staff

Date Received: 05/04/2010

Date sent to Council: 05/04/2010

TO: Salt Lake City Council
JT Martin, Chair

DATE: May 4, 2010

FROM: David Everitt, Chief of Staff

SUBJECT: FY 2010-11 Budget-Related Ordinances

STAFF CONTACT: Gina Chamness, 535-7766

DOCUMENT TYPE: Ordinances

RECOMMENDATION: The Administration recommends the Council adopt this series of ordinances necessary to implement the FY2010-11 budget recommendation. This transmittal includes ordinances that make changes in a variety of fee structures, makes changes in the organizational and fund structures, authorizes a compensation plan for non-represented City employees, and authorizes memorandums of understanding with the City's represented employees. In addition, this transmittal includes a resolution for the Council to adopt the Mayor's Recommended Budget as the tentative budget for the City.

BUDGET IMPACT: The overall impact of this series of budget ordinances will be discussed as part of the Mayor's Recommended Budget for FY 2010-11.

BACKGROUND/DISCUSSION: The Administration is forwarding a series of budget-related ordinances necessary to implement the Mayor's Recommended Budget for FY 2010-11.

PUBLIC PROCESS: n/a

RESOLUTION NO. ____ 2010

Adopting the Tentative Budgets of Salt Lake City, including the Tentative Budget of the Library Fund, for fiscal year 2010-2011

WHEREAS, the Budget Officer of Salt Lake City Corporation (the "City") has filed tentative budgets, including the tentative budget for the Library Fund, accompanied by a budget message pursuant to Section 10-6-111 of the Utah Code; and

WHEREAS, the City Council is required to review, consider and adopt the tentative budgets in a regular or special meeting called for that purpose; and

WHEREAS, each tentative budget adopted by the City Council and all supporting schedules and data shall be a public record in the office of the City Recorder, available for public inspection for a period of at least ten days prior to the adoption of the final budgets; and

WHEREAS, at the meeting in which the tentative budgets are adopted, the City Council shall establish the time and place of a public hearing to consider the adoption and shall order that notice thereof be published at least seven days prior to the hearing in at least one issue of a newspaper of general circulation published in Salt Lake County, Utah.

NOW, THEREFORE, be it resolved by the City Council of Salt Lake City, Utah, as follows:

1. The tentative budgets for fiscal year 2010-2011, including the tentative budget for the Library Fund, filed by the City's Budget Officer with the City Council, are hereby adopted as the City's tentative budgets and are ordered to be filed and maintained as a public record, available for public inspection in the office of the City Recorder, City

and County Building, 451 South State Street, Room 415, Salt Lake City, Utah, until adoption of the final budgets.

2. This Resolution shall become effective upon publication.

Passed by the City Council of Salt Lake City, Utah, this _____ day of _____, 2010.

SALT LAKE CITY COUNCIL

By _____
CHAIRPERSON

ATTEST:

CITY RECORDER

APPROVED AS TO FORM
Salt Lake City Attorney's Office
Date 4-28-10
By [Signature]

SALT LAKE CITY ORDINANCE

No. ____ of 2010

(Adopting the City budget, excluding the budget for the Library Fund which is separately adopted, and the employment staffing document of Salt Lake City, Utah for fiscal year 2010-2011)

An ordinance adopting the city budget, excluding the budget for the Library Fund which is separately adopted, and the employment staffing document of Salt Lake City for fiscal year 2010-2011.

PREAMBLE

Pursuant to the provisions of Section 10-6-111 of the Utah Code, the City Budget Officer prepared and filed with the City Council a tentative budget in proper form for all funds for which budgets are required by said law, including tentative budgets for the general fund, the library fund, special revenue funds, debt service funds and the capital improvements funds for fiscal year 2010-2011. The tentative budget was accompanied by a budget message as required by law.

That tentative budget was adopted by the City Council, in Resolution No. ____ of 2010, on May ____, 2010.

Section 10-6-118 of the Utah Code requires that before the 22nd day of June of each fiscal year, or August 17, in case of a property tax increase under Sections 59-2-919 through 59-2-923 of the Utah Code, the governing body shall, by resolution or ordinance, adopt a budget for the ensuing fiscal year for each fund for which a budget is required.

The City budget officer has prepared a budget, in proper form, for all funds for which budgets are required by law. Section 2.52.020 of the Salt Lake City Code states in part that employment staffing documents shall be adopted as an element of the City's budget, or otherwise, as the City Council may require. Three copies of such documents have been filed for use and examination of the public in the Office of the City Recorder.

NOW, THEREFORE, be it ordained by the City Council of Salt Lake City:

SECTION 1. PURPOSE. The purpose of this ordinance is to adopt a budget, except the budget for the Library Fund which is separately adopted, for fiscal year 2010-2011, and to adopt the employment staffing documents. All conditions precedent to the adoption of the budget, which includes the employment staffing documents, have been accomplished.

SECTION 2. ADOPTION OF BUDGET. The budget attached hereto and made a part of this Ordinance, shall be, and the same hereby is adopted as the budget of the City, excluding the budget for the Library Fund which is separately adopted, for the fiscal year beginning July 1, 2010 and ending June 30, 2011, in accordance with the requirements of Sections 10-6-105, 10-6-118 and 59-2-923 of the Utah Code, subject to the conditions set forth herein. The budget is subject to the approval of the Mayor and reconsideration of the City Council pursuant to Section 10-3b-204 of the Utah Code.

SECTION 3. EMPLOYMENT STAFFING. The employment staffing documents, three copies of which are filed for use and examination in the Office of the City Recorder, are hereby adopted as an element of the budget, pursuant to Section 2.52.020 of the Salt Lake City Code.

SECTION 4. FILING OF BUDGET. The City Budget Officer is hereby authorized and directed to certify and file copies of said budget with the State Auditor as required by Section 10-6-118 of the Utah Code.

SECTION 5. PUBLIC INSPECTION. The City Budget Officer is hereby authorized and directed to certify and file copies of the budget in the office of said Budget Officer and in the Office of the City Recorder, which budget shall be available for public inspection during regular business hours as required by Section 10-6-119 of the Utah Code.

SECTION 6. EFFECTIVE DATE. This Ordinance shall be deemed effective on July 1, 2010.

Passed by the City Council of Salt Lake City, Utah, this _____ day of _____, 2010.

CHAIRPERSON

ATTEST:

CHIEF DEPUTY CITY RECORDER

SALT LAKE CITY ORDINANCE

No. ____ of 2010

(Adopting the budget for the Library Fund
of Salt Lake City, Utah for fiscal year 2010-2011)

An ordinance adopting the budget for the library fund of Salt Lake City, Utah for
fiscal year 2010-2011.

PREAMBLE

Pursuant to the provisions of Section 10-6-111 of the Utah Code, the City Budget
Officer prepared and filed with the City Council a tentative budget in proper form for all
funds for which budgets are required by said law, including the tentative budget for the
Library Fund, for fiscal year 2010-2011. The tentative budget was accompanied by a
budget message as required by law.

The tentative budget, including the tentative budget for the Library Fund, was
adopted by the City Council in Resolution No. ____ of 2010, on May ____, 2010.

Section 10-6-118 of the Utah Code requires that before the 22nd day of June of
each fiscal year, or August 17, in case of a property tax increase under Sections 59-2-919
through 59-2-923 of the Utah Code, the governing body shall, by resolution or ordinance,
adopt a budget for the ensuing fiscal year for each fund for which a budget is required.

The City budget officer has now prepared a budget for the Library Fund, in proper
form.

NOW, THEREFORE, be it ordained by the City Council of Salt Lake City:

SECTION 1. PURPOSE. The purpose of this ordinance is to adopt the budget for the Library Fund, for fiscal year 2010-2011. All conditions precedent to the adoption of the budget for the Library Fund have been accomplished.

SECTION 2. ADOPTION OF BUDGET. The budget attached hereto and made a part of this Ordinance, shall be, and the same hereby is adopted as the budget for the Library Fund of the City for the fiscal year beginning July 1, 2010 and ending June 30, 2011, in accordance with the requirements of Sections 10-6-105, 10-6-118 and 59-2-923 of the Utah Code. The budget for the Library Fund is subject to the approval of the Mayor and reconsideration of the City Council pursuant to Section 10-3-1214 of the Utah Code.

SECTION 3. FILING OF BUDGET. The City Budget Officer is hereby authorized and directed to certify and file copies of the budget with the State Auditor as required by Section 10-6-118 of the Utah Code.

SECTION 4. PUBLIC INSPECTION. The City Budget Officer is hereby authorized and directed to certify and file copies of the budget in the office of said Budget Officer and in the Office of the City Recorder, which budget shall be available for public inspection during regular business hours as required by Section 10-6-119 of the Utah Code.

SECTION 5. EFFECTIVE DATE. This Ordinance shall become effective on July 1, 2010.

Passed by the City Council of Salt Lake City, Utah, this _____ day of _____, 2010.

CHAIRPERSON

ATTEST:

CHIEF DEPUTY CITY RECORDER

Transmitted to the Mayor on _____.

Mayor's Action: _____ Approved. _____ Vetoed.

MAYOR

ATTEST:

CITY RECORDER

APPROVED AS TO FORM
Salt Lake City Attorney's Office
Date 4-28-10
By [Signature]

(SEAL)

Bill No. _____ of 2010.
Published: _____.

SALT LAKE CITY ORDINANCE

No. ____ of 2010

(Adopting the rate of tax levy upon all
real and personal property within Salt Lake City,
made taxable by law for fiscal year 2010-2011)

An ordinance adopting the rate of tax levy upon all real and personal property
within Salt Lake City made taxable by law for fiscal year 2010-2011.

Be it ordained by the City Council of Salt Lake City:

PREAMBLE

Chapter 2, Title 59 of the Utah Code states that the governing body of each city shall, by ordinance or resolution, adopt a proposed tax levy or, if the tax rate is not more than the certified tax rate, a final tax levy on the real and personal property for various municipal purposes. Chapter 2, Title 59, of the Utah Code provides for certain notice and hearing requirements if the proposed tax rate exceeds the certified tax rate. In that event, the proposed tax rate does not become final unless approved by resolution of the City Council following such notice and public hearing. It is the intent of Salt Lake City to comply with the mandate of the Utah Legislature, but reserve in itself the power to amend the tax rates set herein to guarantee, after final appraisal figures have been determined, that it does not exceed the amount required for its governmental operations and taxing authority granted by the Legislature. Further, it is the intent of the City to levy an additional tax, if necessary, to cover costs of Sate legislative mandates or judicial or administrative orders under Chapter 2, Title 59 of the Utah Code.

SECTION 1. PURPOSE. The purpose of this ordinance is to adopt a tax levy, pursuant to Chapter 2, Title 59 of the Utah Code, upon all real and personal property within Salt Lake City made taxable by law during fiscal year 2010-2011 to defray the necessary and proper expenses of Salt Lake City to maintain the government thereof and for operating and maintaining its libraries and reading rooms and to pay for costs of State legislative mandates or judicial or administrative orders under Chapter 2, Title 59 of the Utah Code.

SECTION 2. TAX LEVY: 2010-2011. The City Council hereby adopts the following levy, subject to Chapter 2, Title 59 of the Utah Code, upon all real and personal property within Salt Lake City made taxable by law, for the fiscal year of Salt Lake City beginning July 1, 2010 and ending June 30, 2011, a tax of _____ on each dollar of taxable valuation of said property apportioned as follows:

- a) _____ shall be credited as revenue in the general fund;
- b) _____ shall be credited as revenue in the special library fund; and
- c) _____ shall be credited toward repayment of General Obligation Bonds.

The City Council hereby further levies a tax to cover the costs of State legislative mandates or judicial or administrative orders under Chapter 2, Title 59 of the Utah Code as determined by the Utah State Tax Commission and the Salt Lake County Auditor's Office.

Said tax levies in this Section 2 shall be subject to Mayor approval and City Council reconsideration pursuant to § 10-3b-204 of the Utah Code.

SECTION 3. CERTIFIED TO AUDITOR. The tax levies hereinabove determined and levied shall be certified by the City Recorder to the Auditor of Salt Lake County, State of Utah, pursuant to the provisions of Chapter 2, Title 59 of the Utah Code.

SECTION 4. RESERVED POWER AND RIGHT TO AMEND. The City hereby expressly reserves the power and right to amend any property tax levy made herein as it may deem just, proper and appropriate under the law.

SECTION 5. EFFECTIVE DATE. This Ordinance shall become effective on July 1, 2010.

Passed by the City Council of Salt Lake City, Utah, this _____ day of _____, 2010.

CHAIRPERSON

ATTEST:

CITY RECORDER

Transmitted to the Mayor on _____.

Mayor's Action: _____ Approved. _____ Vetoed.

MAYOR

ATTEST:

CHIEF DEPUTY CITY RECORDER

(SEAL)

APPROVED AS TO FORM
Salt Lake City Attorney's Office
Date 4-28-10
By [Signature]

Bill No. _____ of 2010.
Published: _____
HB_ATTY-#12673-v1-Adopting_Tax_Levy_Real_and_Personal_Property.DOC

Transmitted to the Mayor on _____.

Mayor's Action: _____ Approved. _____ Vetoed.

MAYOR

ATTEST:

CITY RECORDER

APPROVED AS TO FORM
Salt Lake City Attorney's Office
Date 4-28-10
By [Signature]

(SEAL)

Bill No. _____ of 2010.

Published: _____.

SALT LAKE CITY ORDINANCE

No. _____ of 2010

(Approving the Compensation Plan for
All non-represented Employees
of Salt Lake City)

AN ORDINANCE APPROVING A COMPENSATION PLAN FOR ALL NON-
REPRESENTED EMPLOYEES OF SALT LAKE CITY.

Be it ordained by the City Council of Salt Lake City, Utah:

SECTION 1. PURPOSE. The purpose of this Ordinance is to approve the attached Compensation Plan for all non-represented Salt Lake City employees. Three copies of said Compensation Plan shall be maintained in the City Recorder's Office for public inspection.

SECTION 2. APPLICATION. The Compensation Plan shall not apply to employees whose employment terminated prior to the effective date of this Ordinance.

SECTION 3. EFFECTIVE DATE. This Ordinance shall be deemed effective on July 1, 2010.

Passed by the City Council of Salt Lake City, Utah, this _____ day of _____, 2010.

CHAIRPERSON

ATTEST:

CITY RECORDER

Transmitted to the Mayor on _____.

Mayor's Action: _____ Approved. _____ Vetoed.

MAYOR

ATTEST:

CITY RECORDER

(SEAL)

Bill No. _____ of 2010.

Published: _____.

APPROVED AS TO FORM
Salt Lake City Attorney's Office
Date 4-28-10
By [Signature]

Salt Lake City Corporation

**ANNUAL
COMPENSATION PLAN
FOR SALT LAKE CITY
CORPORATION**

Ralph Becker, Mayor

Prepared by SLC Human Resource Department



FY 2011

FY 2011 COMPENSATION PLAN FOR SALT LAKE CITY CORPORATION

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FY 2011 COMPENSATION PLAN FOR SALT LAKE CITY CORPORATION

EFFECTIVE DATE

The provisions of this plan shall be effective commencing July 1, 2010.

EMPLOYEES COVERED BY THIS PLAN

This ordinance shall apply to all city employees not covered by a memorandum of understanding.

AUTHORITY OF THE MAYOR

Employees covered by this compensation plan may be appointed, classified and advanced under rules and regulations promulgated by the Mayor, or the Civil Service Commission, if applicable, within budget limitations established by the City Council.

APPROPRIATION OF FUNDS

All provisions in this compensation plan are subject to the appropriation of funds by the City Council.

SECTION I: DEFINITIONS

SUBSECTION I - DEFINITION OF TERMS

As used in this ordinance:

1. "Appointed employees", with the exception of Justice Court Judges who are covered under this plan, means employees who are "at-will" employees serving at the pleasure of the Mayor (or the City Council if they are employees of the Office of the City Council).
2. "Adult Designee" means any individual with whom an employee has a long-term, committed relationship of mutual caring and support. The adult designee must have resided in the same household with the eligible employee for at least the past 12 consecutive months, and must have common financial obligations with the employee. The adult designee and the employee must be jointly responsible for each other's welfare. Adult designees and adult designees' children are not covered by Family Medical Leave Act.
3. "Exempt" refers to any employee who is not subject to or eligible to receive compensation for overtime according to §213 of the Fair Labor Standards Act.

4. "FLSA" means the federal Fair Labor Standards Act, which governs and determines the lawful requirements associated with compensating covered employees for time worked over 40 hours in a work week.
5. "Non-Exempt" refers to an employee who is covered by and must be compensated for overtime in accordance with §213 of the Fair Labor Standards Act.
6. "Regular Part-Time" or "RPT" means employees who are regularly required to work twenty (20) or more but less than forty (40) hours a week.

SECTION II: EMPLOYEE WAGES, SALARIES & BENEFITS

SUBSECTION I - COMPENSATION PROGRAM & SALARY SCHEDULES

The City's compensation system and program, in conjunction with this ordinance, is intended to attract, motivate and retain qualified personnel necessary to effectively meet public service demands.

A. Determination

1. The Mayor shall develop policies and guidelines for the administration of the pay plans.
2. To the degree that funds permit, employees shall be paid compensation that:
 - a. Is commensurate with the skills and abilities required of the position;
 - b. Achieves equal pay for equal work;
 - c. Attains comparability and is competitive with the compensation paid by other public and/or private employers with whom the City compares and/or competes for personnel recruitment and retention.
3. When applicable, compensation surveys used to determine comparability shall include a cross section of comparable benchmark positions in organizations with whom the City competes for personnel recruitment and retention.
 - a. Compensation surveys shall measure total compensation including salaries and wages, paid leave, group insurance plans, retirement, and all other benefits.
 - b. The compensation plans may provide salary range widths that reflect the normal growth and productivity potential of employees within a job classification.

B. Salary Schedules

1. All Employees shall be paid base wages or salaries according to the wage schedule attached as Appendix "A". Wages and salaries shall not be less than the established range minimum or higher than the range maximum, unless otherwise approved by the Mayor or Mayor's designee. Appointed Employees: The pay level assignment for Appointed Employees is attached as Appendix "B".
2. Elected Officials: Elected officials shall be paid annual compensation according to schedule attached as Appendix "C".

C. Other Compensation

The Mayor or the City Council may distribute appropriated monies to City employees as discretionary retention incentives or retirement contributions; or special lump sum supplemental payments. Retention incentives or special lump sum payments are subject to the Mayor's or City Council's approval.

SUBSECTION II - EMPLOYEE COMPENSATION FOR FISCAL YEAR 2011

The City will increase each employee's base salary or hourly rate by 1.5% beginning July 1, 2010. In addition, the City will provide each employee one (1) additional personal holiday which must be used during fiscal year 2011. If the additional personal holiday is unused by an employee during this period, it will be forfeited on July 1, 2011. Use of the additional personal holiday shall be taken upon request of each employee and at the discretion of the employee's supervisor. This personal holiday will not be included when computing overtime during the week it is taken.

SUBSECTION III - EMPLOYEE INSURANCE

The City will make available medical, dental, life, accidental death & dismemberment, long-term disability insurance and an employee assistance program (EAP) to all eligible employees and their eligible spouse, adult designee, dependents and dependents of adult designee pursuant to City policy.

- A. Group Insurance. The City's contribution towards any medical plan will be an amount equal to 85% of the total premium of the most economical medical plan. The City's contribution for RPT employees will be equal to 50% of the total premium paid for a regular, full-time employee.
- B. 501(c) (9) Post Employment Health Plan. The City will contribute \$24.30 per biweekly pay period into each employee's Nationwide Post Employment Health Plan account. For any year in which there are 27 pay periods, no such contribution will be made on the 27th pay period.

SUBSECTION IV - WORKERS' COMPENSATION

The City will provide Workers' Compensation coverage to employees as required by law.

SUBSECTION V - SOCIAL SECURITY ADOPTED, EXCEPTION FOR POLICE

All sworn employees in the Police and Fire departments are exempt from the provisions of the Federal Social Security System unless determined otherwise by the City or unless required by state or federal law.

SUBSECTION VI - RETIREMENT

- A. Retirement Programs. The City hereby adopts the Utah State Retirement System for providing retirement pensions to employees covered by the plan. The City may permit or require the participation of employees in its retirement program(s) under terms and conditions established by the Mayor and consistent with state law. Such programs may include:
 - 1. The Utah State Public Employees' or Public Safety Retirement Systems (Contributory and Non-Contributory); or, the Utah Firefighters Retirement System
 - 2. Deferred Compensation Programs
- B. The 2010-2011 fiscal year retirement contribution rates for employees covered by this paragraph are shown in Appendix "D".

SUBSECTION VII - REGULAR PART-TIME EMPLOYEES

- A. The City may pay Regular Part-Time employees a wage similar to classified full-time employees who perform the same work.
- B. Unless otherwise modified by the Mayor, Regular Part-Time employees are eligible to receive retirement and insurance benefits, wage differentials and other allowances as shown in the Table included as Appendix "E".
- C. There shall be no cost to Regular Part-time employee for Short-term Disability insurance. Short-term disability benefits will be prorated.

SECTION III: EMPLOYEE OVERTIME & OTHER PAY ALLOWANCES

SUBSECTION I - OVERTIME COMPENSATION

- A. Overtime Compensation. The City will pay non-exempt employees overtime compensation as required by the Fair Labor Standards Act. The City will pay for overtime hours at 1 ½ times the regular hourly rate or, at the employee's request and department director's approval, provide compensatory time off at a rate of 1 ½ hours for each overtime hour. Employees may accrue compensatory time up to a maximum as determined by the department director. The City may pay an employee for any or all accrued compensatory hours. The City will include all holiday leave hours when calculating overtime.
- B. Labor Costs—Declared Emergency—Overtime Compensation for FLSA Exempt Employees. The City may pay exempt employees (excluding Department heads/

officials) overtime pay for any hours worked over forty (40) hours in a workweek at a rate of 1-1/2 times their regular hourly rates of pay during periods of a declared emergency. The City shall only make such payment when all of the following conditions occur:

1. The Mayor or the City Council has issued a "Proclamation of Local Emergency;" and,
2. Exempt employees are required to work over forty (40) hours for one workweek during the Emergency period: and,
3. The Mayor or the City Council has approved the use of available funds to cover the overtime payments.

The City shall distribute any overtime payments consistently with a pre-defined standard that treats all employees equitably. Hours worked under a declared Emergency must be paid hours and cannot be accrued as compensatory time.

SUBSECTION II - LONGEVITY PAY

- A. Eligibility. With exception of Appointed employees, the City will pay a monthly longevity benefit to full-time employees based on the most recent date an employee began full-time employment as follows:
 - 1) Employees who have completed six (6) consecutive years of employment with the City will receive \$50.00;
 - 2) Employees who have completed ten (10) consecutive years of employment with the City will receive \$75;
 - 3) Employees who have completed sixteen (16) full years of employment with the City will receive \$100; and,
 - 4) Employees who have completed twenty (20) full years of employment with the City will receive \$125.
- B. Pension Base Pay. Longevity pay will be included in base pay for purposes of pension contributions.
- C. Longevity While on an Unpaid Leave of Absence. Employees do not earn or receive longevity payments while on an unpaid leave of absence. When an employee returns from an approved unpaid leave of absence, longevity payments will resume.

SUBSECTION III - WAGE DIFFERENTIALS & ADDITIONAL PAY

Eligible employees receive certain wage differentials as follows:

- A. Call Back and Call Out Pay. Non-exempt employees will be paid Call Back or Call Out pay based upon Department Director approval and the following guidelines:

1. Call Back Pay: Non-sworn, non-exempt employees who have been released from normally scheduled work and standby periods, and who are directed by an appropriate department head or designated representative to return to work prior to their next scheduled normal duty shift, will be paid for a minimum of three (3) hours straight-time pay and, in addition, will be guaranteed a minimum four (4) hours work at straight-time pay.
 2. Call Out Pay for Police Sergeants. Sergeants who have been released from their scheduled work shifts and have been directed by an appropriate division head or designated representative to perform work without at least 24 hours advance notice or scheduling, shall be compensated as follows:
 - a. Sergeants who are directed to report to work shall receive a minimum of four (4) hours compensation at one and one-half times their hourly wage rate, or one and one-half times their hourly wage rate for actual hours worked, whichever is greater.
 - b. Sergeants who are assigned to day shift, and who are directed to perform work within eight (8) hours prior to the beginning of their regularly scheduled shift shall receive a minimum of four (4) hours compensation at one and one-half times their hourly wage rate, or one and one-half times their hourly wage rate for actual hours worked, whichever is greater.
 - c. Sergeants who are assigned to the afternoon or graveyard shifts, and who are directed to perform work within eight (8) hours following the end of their regularly scheduled shift shall receive a minimum of four (4) hours compensation at one and one-half times their hourly wage rate, or one and one-half times their hourly wage rate for actual hours worked, whichever is greater.
- B. Standby Pay: Non-exempt employees will be paid Standby pay based upon Department Director approval and the following guidelines:
1. Standby for Non-Sworn Employees: Non-exempt, non-sworn employees who have been released from normally scheduled work but have not been released from standby status and who return to their normal work site upon direction of an appropriate department head or designated representative prior to their next normal duty shift and without advanced notice or scheduling, shall be paid a minimum of four (4) hours work at straight-time.
 - a. Employees may be eligible for: (1) two hours of straight time pay for each 24 hour period of limited standby status; or (2) two hours straight time pay for each 12-hour period of limited standby status if they are Department of Airports or Public Utilities Department employees.
 - b. Any employee on standby as a member of the Snow Fighter Corps shall not receive standby/on-call pay or shift differential when on standby or called back to fight snow.
 2. Standby for Police Sergeants: Police Sergeants directed by their Division Commander or designee to keep themselves available for City service during otherwise off-duty hours shall be compensated one (1) hour of straight time for each twenty-four (24) hours while on a designated Standby

status. This compensation shall be in addition to any callout pay or pay for time worked the employee may receive during the standby period.

- C. Extra-Duty Shifts for Police Sergeants. "Extra-duty shifts" are defined as scheduled or unscheduled hours worked other than the sergeant's normally scheduled work shifts. "Extra-duty shifts" do not include extension or carry over of the sergeant's normally scheduled work shift.
1. In the event a Sergeant is required by the City to work extra-duty shifts, time worked during each shift will be paid at one and one-half times the Sergeant's hourly wage rate.
- D. Shift Differential/Allowance, not including Police Sergeants & Lieutenants. Non-exempt employees assigned to perform afternoon/ swing or evening shift work are eligible to receive a shift allowance.
1. The City will include all shift allowance when computing overtime. An employee who receives Snow Fighter Corps differential pay is not eligible to also receive a shift differential.
 2. Day Shift: No differential or allowance will be paid for working a regularly scheduled day shift.
 3. Swing Shift: If the majority of the hours in a regularly scheduled shift are between the hours of 3:00 p.m. - 10:00 p.m. and 4:00 a.m. - 9:00 a.m., the City will pay an eligible employee a differential of \$0.70 per hour for each working hour of that shift. Full-time exempt employees may receive an allowance of \$73.60 per pay period.
 4. Night Shift: If the majority of the hours in a regularly scheduled shift are between the hours of 10:00 p.m. and 4:00 a.m., the City will pay an eligible employee a differential of \$0.90 per hour for each working hour of that shift. Full-time exempt employees may receive an allowance of \$97.43 per pay period.
- E. Shift Differential for Police Sergeant & Lieutenant: The City will pay Police Sergeants & Lieutenants shift differentials according to the shift actually worked. Actual shift differential rates are determined as follows:
1. Day Shift: No differential pay for hours worked during day shift, which begins at 0500 hours until 1159 hours.
 2. Swing Shift: A differential of 2.5% in addition to the regular day rate shall be paid for swing shift, which begins at 1200 hours until 1859 hours.
 3. Graveyard Shift: A differential of 5.0% in addition to the regular day rate shall be paid for graveyard shift, which begins at 1900 hours until 0459 hours.
- F. Acting/Working out of Classification. A department head may elect to grant additional compensation to an employee for work performed in an acting capacity or otherwise beyond the employee's regular job classification for any period lasting 20 or more working days. Compensation adjustments may be retroactive to the start date of the temporary job assignment.

G. Snowfighter Pay. The City will pay employees designated by the department head, or designee, as members of the Snow Fighter Corps a pay differential equal to \$200 per pay period for the snowfighter season not to exceed \$2,000 during each fiscal year for work related to snow removal. This pay shall be separate from regular earnings on each employee's wage statement.

SUBSECTION IV - EDUCATION AND TRAINING PAY

A. Education Incentives. The Mayor may adopt programs to promote employee education and training, provided that all compensation incentives are authorized within appropriate budget limitations established by the City Council.

1. Police Captains and Lieutenants are eligible for a \$500 per year job-related training allowance.
2. Fire Department employees shall be eligible for incentive pay following completion of degree requirements at a fully accredited college or university and submission of evidence of his/her diploma to the Fire Chief or designee. The City will pay monthly allowances according to the educational degree held, as follows:

Doctorate.....	\$100.00
Masters.....	\$75.00
Bachelors.....	\$50.00
Associate.....	\$35.00

- a. No employee shall be entitled to compensation for an educational degree which qualifies the employee for his/her position of employment; or for any degree which is not specifically related to the employee's actual employment duties.

SUBSECTION V – OTHER PAY ALLOWANCES

A. Meal Allowance. When approved by management, employees may receive meal allowances in the amount of \$10.00 when an employee works two or more hours consecutive to their normally scheduled shift. Employees may also be eligible to receive \$10.00 for each additional four hour consecutive period of work which is in addition to the normally scheduled work shift.

1. Fire Department employees shall provided with adequate food and drink to maintain safety and performance during emergencies or extraordinary circumstances.

B. Business Expenses. City policy shall govern the authorization of employee advancement or reimbursement for actual expenses reasonably incurred while performing City business. Advance payment or reimbursement for expenses shall be approved only when the amounts are documented and within the budget limitations established by the City Council.

C. Automobiles

1. The Mayor may authorize, subject to the conditions provided in City policy, an employee to utilize a City vehicle on a take-home basis, and may require an

employee to reimburse the City for a portion of the take-home vehicle cost as provided in City ordinance.

2. Employees who are authorized to use privately-owned automobiles for official City business will be reimbursed for the operation expenses at the rate specified in City policy.
3. A car allowance may be paid to Department Directors, the RDA Director and up to three employees in the Mayor's Office at a rate not to exceed \$400 per month as determined by the Mayor. A car allowance may be paid to the Council Executive Director at a rate not to exceed \$400 per month as determined by the Council Chair. A car allowance may be paid to specific Appointed employees at a rate not to exceed \$400 per month as recommended by the Mayor and approved by the Council.

D. Uniform Allowance. The City will provide employees who are required to wear uniforms in the performance of their duties a monthly uniform allowance as follows:

1. Airport Police supervisory employees—\$75.00
2. Parking Enforcement Field Supervisor—\$65.00
3. Non-sworn Police and Fire Department employees—\$65.00
4. Watershed Management Division employees—\$65.00
5. Fire: Battalion Chiefs will be provided uniforms and other job-related safety equipment, as needed. Employees may select uniforms and related equipment from an approved list. The total allowance provided shall be \$475 per year, or the amount received by Firefighter employees, whichever is greater. Appointed employees shall be provided uniforms or uniform allowances to the extent stated in Fire Department policy.
 - a. Dangerous or contaminated safety equipment shall be cleaned, repaired, or replaced by the Fire Department.
6. Police: Police Sergeants, Lieutenants and Captains in uniform assignments, as determined by their Division Commander, may purchase authorized uniform items up to \$450.00 per fiscal year.
 - a. The City will provide for the cleaning of uniforms as described in Police Department policy.
 - b. Employees in plainclothes assignments, as determined by their Division Commander, are provided a clothing and cleaning allowance totaling \$ 39.00 per pay period.
 - c. In addition to the regular uniform, clothing and cleaning allowances, covered employees are allowed one additional uniform consisting of a uniform pant, shirt, and tie. The cost of this additional uniform will be paid for by the Police Department.

- d. Uniforms or uniform allowances for Appointed Police employees will be provided to the extent stated in Police Department policy.
- E. Allowances for Certified Golf Teaching Professionals. The Mayor may, within budgeted appropriations and as business needs indicate, authorize golf lesson revenue sharing between the City and employees recognized as Certified Golf Teaching Professionals as defined in the Golf Division's Golf Lesson Revenue Policy. Payment to an employee for lesson revenue generated shall be reduced by: 1) a ten (10%) percent administrative fee to be retained by the Golf Division, and 2) the employee's payroll tax withholding requirements in accordance with federal and state law.
- F. Other Allowances. The Mayor or the City Council may, within budgeted appropriations, authorize the payment of other allowances in extraordinary circumstances (as determined by the Mayor or the City Council).

SUBSECTION VI - SEVERANCE BENEFIT

Subject to availability of funds, any current Appointed employee who is not retained, not terminated for cause and who is separated from City employment involuntarily shall receive severance benefits based upon their respective appointment date.

- A. Severance benefits shall be calculated using the employee's salary rate in effect on the employee's date of termination. Receipt of severance benefits is contingent upon execution of a release of all claims approved by the City Attorney's Office.
 - 1. Current Appointed Employees Who Were Appointed Before January 1, 1989 shall receive a severance benefit equal to one month's base salary for each year of continuous City employment, calculated on a pro-rata basis, for a total benefit of up to a maximum of six months.
 - 2. Current Appointed employees appointed on or after January 1, 1989 and before January 1, 2000 shall receive a severance benefit equal to one month's base salary for each continuous year of City employment before January 1, 2000. Severance shall be calculated on a pro-rata basis for a total benefit of up to a maximum of six months.
 - 3. Current Department heads appointed on or after January 1, 2000 shall receive a severance benefit equal to two months' base salary after one full year of continuous City employment; four months' base salary after two full years of continuous City employment; or, six months' base salary after three full years or more of continuous City employment.
 - 4. Current Appointed employees who are not Department heads, and who were appointed on or after January 1, 2000 shall receive a severance benefit equal to one week's base salary for each year of continuous City employment, calculated on a pro-rata basis, for a total benefit of up to a maximum of six weeks.

- B. Leave Payout: Appointed employees with leave hour account balances under Plan A or Plan B shall, in addition to the severance benefit provided, receive a severance benefit equal to the "retirement benefit" value provided under the leave plan of which they are a participant (either Plan A or Plan B), if separation is involuntary and not for cause.
- C. Not Eligible for Benefit. An Appointed employee is ineligible to be paid severance benefits under the following circumstances:
1. An employee who, at the time of termination of employment, has been convicted, indicted, charged or is under active criminal investigation concerning a public offense involving a felony or moral turpitude. This provision shall not restrict the award of full severance benefits should such employee subsequently be found not guilty of such charge or if the charges are otherwise dismissed.
 2. An employee who has been terminated or asked for a resignation by the Mayor or Department Director under bona fide charges of nonfeasance, misfeasance or malfeasance in office.
 3. An employee who fails to execute a Release of All Claims approved by the City Attorney's Office, where required as stipulated above.

SECTION IV: HOLIDAY, VACATION & LEAVE ACCRUAL

SUBSECTION I – HOLIDAYS

Full-Time employees shall receive holidays and vacation as provided in this section. Employees do not earn or receive holiday and vacation benefits while on unpaid leave of absence. However, employees on an unpaid military leave of absence may be entitled to the restoration of such leave benefits, as required by federal laws, regulations and city ordinance.

- A. The following days shall be recognized and observed as holidays for employees covered by this plan. Full-Time and RPT employees will receive pay for unworked holidays equal to their regular rate of pay times the total number of hours which make a regularly scheduled shift.
1. New Year's Day, the first day of January.
 2. Martin Luther King, Jr. Day, the third Monday of January.
 3. President's Day, the third Monday in February.
 4. Memorial Day, the last Monday of May.
 5. Independence Day, the fourth day of July.

6. Pioneer Day, the twenty-fourth day of July.
 7. Labor Day, the first Monday in September.
 8. Columbus Day, the second Monday of October (only for eligible employees assigned to the Justice Court Division)
 9. Veteran's Day, the eleventh day of November.
 10. Thanksgiving Day, the fourth Thursday in November.
 11. The Friday after Thanksgiving Day (floating holiday, see explanation below).
 12. Christmas Day, the twenty-fifth day of December.
 13. One personal holiday, taken upon request of an employee and as approved by a supervisor.
- B. When any holiday listed above falls on a Sunday, the following business day shall be considered a holiday. When any holiday listed above falls on a Saturday, the preceding business day shall be considered a holiday. In addition to the above, any day may be designated as a holiday by proclamation of the Mayor and/or the City Council.
- C. No employee shall receive in excess of the equivalent of one work day or a regular scheduled shift as holiday pay for a single holiday. Employees must work or be on authorized leave their last scheduled working day before and the next working day following the holiday to qualify for holiday pay.
- D. Holiday Exception: Employees may observe the following holidays up to 50 days prior to the actual holiday, with prior management approval: 1) the Friday after Thanksgiving Day (for all eligible employees except for those assigned to the Justice Court Division); or, 2) Columbus Day (only for eligible employees assigned to the Justice Court Division).
- E. Police Sergeant, Lieutenant & Captain: Police Sergeants, Lieutenants and Captains who retire or separate from City employment for any reason shall be compensated for any holiday time accrued and unused during the preceding 12 months. Employees shall not be compensated for any unused holiday time accrued before the 12 months preceding the employee's retirement or separation.

SECTION II - VACATION LEAVE

The City will pay Full-Time employees their regular salaries during vacation periods earned and taken in accordance with the following provisions. Regular Part-Time employees are entitled to receive 50% of the same vacation leave benefits as regular full-time employees.

No employee shall be entitled to use any vacation unless the employee has successfully completed his or her initial probationary period.

- A. Full-Time employees and Appointed employees (except for Department Directors & Fire Battalion Chiefs) shall accrue vacation leave based upon years of City Service as follows:

<u>Years of City Service</u>	<u>Hours of Vacation Accrued Per Biweekly Pay Period</u>
0 to end of year 3	3.08
4 to 6	3.69
7 to 9	4.62
10 to 12	5.54
13 to 15	6.15
16 to 19	6.77
20 or more	7.69

- B. For Department Directors, the Mayor's Chief of Staff, up to two additional senior positions in the Mayor's Office as specified by the Mayor, the Executive Director of the City Council, and the Director of the Redevelopment Agency, the following schedule shall apply:

<u>Years of City Service</u>	<u>Hours of Vacation Accrued Per Biweekly Pay Period</u>
0 to end of year 14	6.15
15 or more	7.69

- C. Fire Battalion Chiefs in the Operations Division of the Fire Department shall accrue vacation leave according to the following schedule:

<u>Years of City Service</u>	<u>Shifts of vacation per year for Operations Fire Employees</u>
0 to end of year 3	5
4 to 6	6
7 to 9	7.5
10 to 12	9
13 to 14	10

15 to 19	11
20 or more	12.5

- D. For any plan year in which there are 27 pay periods, no vacation leave hours will be awarded on the 27th pay period.
- E. Years of City Service shall be based on the most recent date the person became a Full-Time salaried employee.
- F. Regular full-time and regular part time employees re-hired by Salt Lake City are eligible to receive up to three years of prior service credit for vacation and personal leave accrual.
- G. Full-Time and Appointed employees (except those listed in Paragraph B of this subsection) may accumulate vacations, according to the length of their full-time years of City Service up to the following maximum limits:

Up to and including 9 years	Up to 30 days/ 15 shifts/ 240 hours
After 9 years	Up to 35 days/ 17.5 shifts/ 280 hours
After 14 years	Up to 40 days/ 20 shifts/ 320 hours

For purposes of this subsection, "days" means "8-hour" days and "shifts" means "24 hour" combat shifts.
- H. Department Directors and those included in Paragraph B of this subsection may accumulate up to 320 hours of vacation without regard to their years of employment with the City.
- I. Any vacation accrued beyond the allowable maximums will be deemed forfeited unless utilized prior to the end of each calendar year in which the hours are accrued. However, in the case of an employee's return from an unpaid military leave of absence, leave hours may be restored according to requirements under federal law and city ordinance.
- J. Vacation Payout at Termination: Employees shall be paid at their base hourly rate for any unused accrued vacation leave time following termination of employment, including retirement.
- K. Vacation Allowance: As a recruiting incentive, the Mayor or the City Council may provide a one-time allowance of up to 120 hours of vacation leave.

SECTION III - SICK AND OTHER RELATED LEAVE OR PERSONAL LEAVE

Benefits in this section are for the purpose of continuing income to employees during absence due to illness, accident or personal reasons. Some of these absences may qualify under the Family and Medical Leave Act (FMLA). The City requires all employees using FMLA leave to exhaust their paid leave allotments for FMLA-qualifying events prior to taking unpaid FMLA leave. Employees are not eligible to earn or receive leave benefits while on an unpaid leave of absence. However,

employees on an unpaid military leave of absence may be entitled to the restoration of such leave benefits, as provided by federal law and city ordinance.

Employees hired on or after November 16, 1997 shall receive personal leave benefits under Plan B. All other employees shall participate in the plan they participated in on November 15, 1998. Employees who were hired before November 16, 1997, shall participate in Plan B if they so elected during any City-established election period occurring after 1998.

A. Plan "A"

1. Sick Leave

- a. Sick leave shall be provided for Full-Time employees under this Plan "A" as insurance against loss of income when an employee is unable to perform assigned duties because of illness or injury. The Mayor may establish rules governing the interfacing of sick leave and Workers' Compensation benefits and avoiding, to the extent allowable by law, duplicative payments.
- b. Each Full-Time employee shall accrue sick leave at a rate of 4.62 hours per pay period. For any plan year in which there are 27 pay periods, no sick leave hours will be awarded on the 27th pay period. Authorized and unused sick leave may be accumulated from year to year, subject to the limitations of this plan.
- c. Under this Plan "A," Full-Time employees who have accumulated 240 hours of sick leave may choose to convert up to 64 hours of the sick leave earned and unused during any given year to vacation. Any sick leave used during the calendar year reduces the allowable conversion by an equal amount.
- d. Conversion at the maximum allowable hours will be made unless the employee elects otherwise. Any election by an employee for no conversion, or to convert less than the maximum allowable sick leave hours to vacation time, must be made by notifying his or her Personnel/Payroll Administrator, in writing, not later than the second payperiod of the new calendar year. Otherwise, the opportunity to waive conversion or elect conversion other than the maximum allowable amount shall be deemed waived for that calendar year. In no event shall sick leave days be converted from other than the current year's sick leave allocation.
- e. Any sick leave hours, properly converted to vacation benefits as above described, shall be taken prior to any other vacation hours to which the employee is entitled; provided, however, that in no event shall an employee be entitled to any pay or compensation upon an employee's separation for any sick leave converted to vacation. Any sick leave converted to vacation remaining unused at the date of separation shall be forfeited by the employee.
- f. Sick Leave Benefits Upon Layoff. Employees who are subject to layoff because of lack of work or lack of funds will be paid at 100% of the hourly

base wage rate on date of termination for each accumulated unused sick leave hour.

2. Hospitalization Leave

- a. Hospitalization leave shall be provided for Full-Time employees under this Plan "A," in addition to sick leave authorized hereunder, as insurance against loss of income when employees are unable to perform assigned duties because of scheduled surgical procedures, urgent medical treatment, or hospital inpatient admission.
- b. Employees shall be entitled to 30 days of hospitalization leave each calendar year. Hospitalization leave shall not accumulate from year to year. Employees may not convert hospitalization leave to vacation or any other leave, nor may they convert hospitalization leave to any additional benefit at time of retirement.
- c. Employees who are unable to perform their duties during a shift due to preparations (such as fasting, rest, or ingestion of medicine), for a scheduled surgical procedure, may report the absence from the affected shift as hospitalization leave, with the prior approval of their division head or supervisor.
- d. Employees who must receive urgent medical treatment at a hospital, emergency room, or acute care facility, and who are unable to perform their duties during a shift due to urgent medical treatment, may report the absence from the affected shift as hospitalization leave. The employee is responsible to report the receipt of urgent medical treatment to the employee's Division head or supervisor as soon as practical. For purposes of use of hospitalization leave, urgent medical treatment includes at-home care directed by a physician immediately after the urgent medical treatment and within the affected shift.
- e. Employees who are admitted as an inpatient to a hospital for medical treatment, so they are unable to perform their duties, may report the absence from duty while in the hospital as hospitalization leave.
- f. Medical treatment consisting exclusively or primarily of post-injury rehabilitation or therapy treatment, whether conducted in a hospital or other medical facility, shall not be counted as hospitalization leave.
- g. An employee requesting hospitalization leave under this section may be required to provide verification of treatment or care from a competent medical practitioner.

3. Dependent Leave

- a. Under Plan "A," dependent leave may be requested by a Full-Time employee for the following reasons:
 - 1) Becoming a parent through birth or adoption of a child or children.

- 2) Placement of a foster child in the employee's home.
 - 3) Due to the care of the employee's child, spouse, spouse's child, adult designee, adult designee's unmarried child under age 26, or parent with a serious health condition.
- b. Under Plan "A," dependent leave may also be requested by a Full-Time employee to care for an employee's child, spouse, spouse's child, adult designee, adult designee's unmarried child under age 26, or a parent who is ill or injured but who does not have a serious health condition.
- c. The following provisions apply to the use of dependent leave by a Full-Time employee:
- 1) Dependent leave may be granted with pay on a straight time basis.
 - 2) If an employee has available unused sick leave, sick leave may be used as dependent leave.
 - 3) An employee is required to give notice of the need to take dependent leave, including the expected duration of leave, to to his or her supervisor as soon as possible.
 - 4) Upon request of a supervisor, an employee will be required to provide a copy of a birth certificate or evidence of child placement for adoption, or a letter from the attending physician in the event of hospitalization, injury or illness of a child, spouse, spouse's child, adult designee, adult designee's child, or parent within five calendar days following a return from leave.
 - 5) An employee's sick leave shall be reduced by the number of hours taken by an employee as dependent leave provided the reduction of up to 40 hours of dependent leave used during the calendar year will not affect the sick leave conversion options.
 - 6) Probationary employees are not eligible for dependent leave.

4. Career Incentive Leave, Plan "A."

Full-Time employees, who have been in continuous Full-Time employment with the City for more than 20 years, and who have accumulated to their credit 1500 or more sick leave hours, may make a one-time election to convert up to 160 hours of sick leave into 80 hours of paid Career Incentive Leave. Career Incentive Leave must be taken prior to retirement. Sick leave hours converted to Career Incentive Leave will not be eligible for a cash payout upon termination or retirement even though the employee has unused Career Incentive Leave hours available. This leave can be used for any reason. Requests for Career Incentive Leave must be submitted in writing to the Department Director and be approved subject to the department's business needs (e.g., work schedules and workloads).

5. Retirement Benefit, Plan "A."

- a. Persons who retire under the eligibility requirements of the Utah State Retirement System will be paid at their base hourly rate for 25% of their accumulated sick leave hours balance.
- b. In lieu of the above, Full-Time employees may elect to convert 50% of the sick leave hours provided under Plan A to pay for health insurance premiums. Any sick leave hours converted to a dollar allowance are subject to state, federal and social security income tax withholding required by law. Upon an issuance of payment to an employee, the employee shall endorse the payment to the City, which is to be held in a non-interest bearing account from which the City will pay the insurance carrier until the account balance is exhausted. This provision shall not act to reinstate an employee with sick leave benefits which were in any respect lost, used, or forfeited prior to the effective date of this plan.

B. Plan "B"

- 1. The benefit Plan Year of Plan "B" begins in each calendar year on the first day of the pay-period that includes November 15. Under this Plan "B," paid personal leave shall be provided for employees as insurance against loss of income when an employee needs to be absent from work because of illness or injury, to care for a dependent, or for any other emergency or personal reason. Where the leave is not related to the employee's own illness or disability—or an event that qualifies under the FMLA—a personal leave request is subject to supervisory approval based on the operational requirements of the City and any policies regarding the use of such leave adopted by the department in which the employee works.
- 2. Each Full-Time employee under this Plan "B" shall be awarded, at the beginning of the second pay period of November in each calendar year, personal leave hours based on the following schedule:

<u>Months of Consecutive City Service</u>	<u>Hours of Personal Leave</u>
Less than 6	40
Less than 24	60
24 or more	80

Employees hired during the plan year will be provided paid personal leave on a pro-rated basis.

- 3. Not later than October 31st in each calendar year, employees covered by Plan "B" may elect, by notifying their Personnel/Payroll Administrator in writing, to:
 - a. Convert any unused personal leave hours available at the end of the first pay period of November to a lump sum payment equal to the following: For each converted hour, the employee shall be paid 50 percent of the

employee's hourly base wage rate in effect on date of conversion. In no event shall total pay hereunder exceed 40 hours of pay; or,

- b. Carryover to the next calendar year up to 80 unused personal leave hours; or,
 - c. Convert a portion of unused personal leave hours, to a lump sum payment as provided in subparagraph (a), above, and carry over a portion as provided in subparagraph (b), above.
4. Maximum Accrual. A maximum of 80 hours of personal leave may be carried over to the next plan year. Any personal leave hours unused at the end of the plan year in excess of 80 shall be converted to a lump sum payment as provided in subparagraph 3(a) above.
 5. Termination Benefits. At termination of employment for any reason, accumulated unused personal leave hours, minus any adjustment necessary after calculating the "prorated amount," shall be paid to the employee at 50 percent of the hourly base wage rate on date of termination for each unused hour. For purposes of this paragraph, "prorated amount" shall mean the amount of personal leave credited at the beginning of the plan year, multiplied by the ratio of the number of months worked in the plan year (rounded to the end of the month which includes the separation date) to 12 months. If the employee, at the time of separation, has used personal leave in excess of the prorated amount, the value of the excess amount shall be reimbursed to the City and may be deducted from the employee's paycheck.
 6. Conditions on Use of Personal Leave include:
 - a. Minimum use of personal leave is one hour, with supervisory approval.
 - b. Except in unforeseen circumstances, such as emergencies or the employees' inability to work due to their illness or accident, or an unforeseen FMLA-qualifying event, the employees must provide their supervisors with prior notice to allow time for the supervisors to make arrangements necessary to cover the employees' work.
 - c. For leave due to unforeseen circumstances, the employees must give their supervisors as much prior notice as possible.
 7. Career Enhancement Leave, Plan "B." A Full-Time employee covered under this Plan "B" is eligible, after 15 years of full time service with the City, to be selected to receive up to two weeks of career enhancement leave. This one-time leave benefit could be used for formal training, informal course of study, job-related travel, internship, mentoring or other activity that could be of benefit to the City and the employee's career development. Selected employees shall receive their full regular salary during the leave. Request for this leave must be submitted in writing to the appropriate department head, stating the purpose of the request and how the leave is intended to benefit the City. The request must be approved by the department head and by the Human Resources Director (who will review the request for compliance with the guidelines outlined here).

8. Retirement/Layoff (RL) Benefit, Plan "B"

- a. Full-Time employees currently covered under Plan "B" who were hired before November 16, 1997, and who elected to be covered under Plan "B," shall have a retirement/layoff (RL) account equal to sixty percent of their accumulated unused sick leave hours available on November 16, 1997, minus any hours withdrawn from that account since it was established.
- b. Full-Time employees who were hired before November 16, 1997 and who elected in 1998 to be covered under Plan "B," shall have a retirement/layoff (RL) account equal to fifty percent of their accumulated unused sick leave hours available on November 14, 1998, minus any hours withdrawn after the account is established.
- c. Full-Time employees who were hired before November 16, 1997 and who elected in 2007 or later during any period designated by the City to be covered under Plan "B," shall have a retirement /layoff (RL) account equal to forty percent of their accumulated unused sick leave hours available on the date that Plan B participation began, minus any hours withdrawn after the account is established.
- d. Payment of the RL Account.
 - 1) All of the hours in the RL account shall be payable to an employee only upon retirement or as a result of layoff. Hours shall be paid according to the employee's base hourly rate of pay on date of retirement or layoff.
 - 2) In the case of retirement only, in lieu of the above, Full-Time employees may elect to convert the RL account payment as provided herein to pay for health insurance premiums. Such payment shall be subject to any state and federal income and social security tax withholding required by law. An employee's available RL account balance, computed by the hours therein times the base salary rate at the effective date of employment separation, determines the number of months of medical and surgical coverage that may be purchased. The purchase is made on a monthly basis, which shall be computed on a monthly basis of charges against the account balance. If insurance costs increase, the number of months of coverage will decrease.
- e. Hours may be withdrawn from the RL account for emergencies or to supplement Workers' Compensation benefits after personal leave hours are exhausted. RL account hours, when added to the employee's Workers' Compensation benefit, may not exceed the employee's regular net salary.

9. Short-Term Disability Insurance, Plan "B." Protection against loss of income when an employee is absent from work due to short-term disability shall be provided to Full-Time employees covered under Plan "B" through short-term disability insurance (SDI). There shall be no cost to the employee for SDI. SDI shall be administered in accordance with the terms determined by the City. As one of the conditions for receiving SDI, the employee may be required to submit to a medical examination by a medical provider of the City's choosing.

SUBSECTION IV - BEREAVEMENT LEAVE

- A. Time off with pay will be granted to an employee who suffers the loss of a current wife or husband; child; mother, father, brother, sister; current father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law; grandparent; current step-grandfather, step-grandmother; grandchild, or current step grandchild, stepchild, stepmother, stepfather, stepbrother or stepsister, grandfather-in-law, grandmother-in-law; or, adult designee or adult designee's relative as if the adult designee were the employee's spouse. In the event of death in any of these instances, the employee will be paid his/her regular base pay for scheduled work time from the date of death through the day of the funeral or memorial service, not to exceed five (5) working days. The employee will be permitted one additional day of funeral leave on the day following the funeral or memorial service if all of the following apply: 1) such service is held more than 150 miles distance from Salt Lake City; 2) the employee attends the service; and, 3) the day following the service is a regular work shift.
1. In the event of death of a first-line extended relative to the employee, employee's spouse or adult designee's relative as if the adult designee were the employee's spouse, not covered in paragraph A above (such as an uncle, aunt or cousin), the City will pay an employee for time off for one work shift to attend memorial services.
 2. In the event of death of friends, an employee may be allowed to use vacation or personal leave for time off to attend the funeral or memorial service, as approved by an immediate supervisor.
 3. In the event of death of any covered family member while an employee is on vacation leave, an employee's absence may be extended and authorized as bereavement leave.

SUBSECTION V - MILITARY LEAVE

- A. Leave of absence for employees who enter uniformed service. An employee who enters the service of a uniformed services of the United States, including the United States Army, United States Navy, United States Marine Corps, United States Air Force, commissioned Corps of the National Oceanic and Atmospheric Administration, United States Coast Guard, or the commissioned corps of the Public Health Service, shall be entitled to be absent from his or her duties and service from the City, without pay, as required by state and federal law. Leave shall be granted for no more than five cumulative years, consistent with the federal Uniform Services Employment and Reemployment Act.
- B. Leave while on duty with the armed forces or Utah National Guard. An employee who is or who becomes a member of the reserves of the federal armed forces, including United States Army, United States Navy, United States Marine Corps, United States Air Force, and the United States Coast Guard, or any unit of the Utah National Guard, shall be allowed military leave for up to 11 working days per calendar year for time spent on active or reserve duty. Military leave may be in addition to vacation leave and need not be consecutive days of service. To be covered, an employee must provide documentation to the City demonstrating a duty requirement.

SUBSECTION VI - JURY LEAVE & COURT APPEARANCES

A. Jury Leave: An employee shall be released from duty with full pay when, in obedience to a subpoena or direction by proper authority, the employee is required to either serve on a jury or appear as a witness as part of their position for the federal government, state of Utah, or other political subdivision.

3. Employees are entitled to retain statutory juror's fees paid for jury service in the State and Federal Courts.
4. On any day that an employee is required to report for jury service and is thereafter excused from such service during his or her regular working hours from the City, he or she shall forthwith return to and carry on his or her regular City employment. Employees who fail to return to work after being excused from jury service for the day shall be subject to discipline.

B. Court Appearances. A Police Sergeant is eligible to receive compensation as a witness subpoenaed by the City, the State of Utah, or the United States for a court or administrative proceeding appearance as follows:

1. Appearances in court or administrative proceeding made while on-duty will be compensated as normal hours worked.
2. In the event an appearance extends beyond the end of an employee's regularly scheduled shift, time will be counted as normal work time for the purpose of computing an employee's overtime compensation.
3. Appearances made while off-duty will be compensated as follows:
 - (a) The City will pay employees for two (2) hours of preparation time plus actual time spent in court or in an administrative hearing at 1 ½ times their regular hourly rate. Lunch periods granted are not considered compensable time. Compensation for additional preparation time for any subsequent appearance during the same day is allowed only when there is at least two (2) hours between the employee's release time from a prior court or administrative proceeding and the start of the other.
 - (b) In the event the time spent in court or administrative proceeding extends into the beginning of the employee's regularly scheduled work shift, time spent in court or in administrative proceeding shall be deemed ended at the time such shift is scheduled to begin.
4. An employee is required to provide a copy of the subpoena, including the beginning time and time released from the court or administrative hearing with initials of the prosecuting or another court representative within seven (7) working days following the appearance.

5. Any employee failing to appear in compliance with the terms of a formal notice or subpoena may be subject to disciplinary action.

SUBSECTION VII - INJURY LEAVE (AIRPORT POLICE EMPLOYEES ONLY)

The City has established rules governing the administration of an injury leave program for employees of the Operations Division of the Department of Airports who are required to carry firearms as part of their jobs, under the following qualifications and restrictions:

- A. The disability must have resulted from an injury arising out of the discharge of official duties and/or while exercising some form of necessary job related activity as determined by the City;
- B. The employee must be unable to return to work due to the injury as verified by a medical provider acceptable to the City;
- C. The leave benefit shall not exceed the value of the employee's net salary during the period of absence due to the injury, less all amounts paid or credited to the employee as Workers' Compensation, Social Security, long-term disability or retirement benefits, or any form of governmental relief whatsoever;
- D. The value of benefits provided to employees under this injury leave program shall not exceed the total of \$5,000 per employee per injury; unless approved in writing by the employee's Department Head after receiving an acceptable treatment plan and consulting with the City's Risk Manager;
- E. The City's Risk Manager shall be principally responsible for the review of injury leave claims provided that appeals from the decision of the City's Risk Manager may be reviewed by the Human Resource Director, who may make recommendations to the Mayor for final decisions;
- F. If an employee is eligible for Workers' Compensation as provided by law; and is not receiving injury leave pursuant to this provision, an employee may elect to use either accumulated sick leave or hours from the RL account, if applicable, and authorized vacation time to supplement Workers' Compensation. The total value of leave hours or hours from an RL account combined with a Workers' Compensation benefit may not exceed an employee's regular net salary.

SUBSECTION VIII - ADDITIONAL LEAVES OF ABSENCE

Additional unpaid leaves of absence may be requested in writing and granted to an employee at the discretion of a Department Director.

**APPENDIX A - SALT LAKE CITY CORPORATION
GENERAL EMPLOYEE PAY PLAN (GEPP)
Effective July 1, 2010**

GRADE	Min	MKT	Max
SEAX/TEMP	\$7.58	\$11.38	\$15.18
10	\$10.63	\$13.28	\$15.94
11	\$11.16	\$13.95	\$16.74
12	\$11.72	\$14.64	\$17.57
13	\$12.30	\$15.38	\$18.45
14	\$12.92	\$16.14	\$19.37
15	\$13.56	\$16.95	\$20.34
16	\$14.24	\$17.80	\$21.36
17	\$14.95	\$18.69	\$22.43
18	\$15.70	\$19.62	\$23.55
19	\$16.48	\$20.61	\$24.73
20	\$17.31	\$21.64	\$25.96
21	\$17.47	\$22.72	\$27.96
22	\$18.35	\$23.85	\$29.36
23	\$19.26	\$25.05	\$30.83
24	\$20.23	\$26.30	\$32.37
25	\$21.24	\$27.61	\$33.99
26	\$22.30	\$28.99	\$35.69
27	\$23.41	\$30.44	\$37.47
28	\$24.58	\$31.97	\$39.35
29	\$25.81	\$33.56	\$41.31
30	\$27.10	\$35.24	\$43.38
31	\$28.46	\$37.00	\$45.55
32	\$29.88	\$38.85	\$47.83
33	\$31.38	\$40.80	\$50.22
34	\$32.95	\$42.84	\$52.73
35	\$34.59	\$44.98	\$55.36
36	\$36.32	\$47.23	\$58.13
37	\$38.14	\$49.59	\$61.04
38	\$40.05	\$52.07	\$64.09
39	\$42.05	\$54.67	\$67.30
40	\$44.15	\$57.41	\$70.66
41	\$46.36	\$60.28	\$74.19
42	\$48.68	\$63.29	\$77.90
43	\$73.96	\$96.17	\$118.37

APPENDIX B – APPOINTED EMPLOYEES PAY LEVEL ASSIGNMENT
Effective July 1, 2010

Grade 43	Grade 42	Grade 41	Grade 39
Executive Director Of Airports	City Attorney Public Utilities Director DCED Director	Chief of Staff Police Chief Public Services Director Fire Chief Deputy City Attorney City Council Office Executive Director	Public Services Deputy Director Chief Information Officer Communication Director Senior Advisor - Mayor Finance Director Capital Asset Management Director City Prosecutor Airport Operations Director Airport Maintenance Director P. Util. Finance Administrator Airport Finance/Acct Director Director of Airport Information Technology Airport Engineering Director Airport Admin/Comm Director Redevelopment Director City Council Deputy Director Appointed Sr. City Attorney City Engineer Public Utilities Deputy Director
Grade 37	Grade 35	Grade 33	Grade 31
Deputy Police Chief Planning Director DCED Dep Director - Comm Dev DCED Deputy Director - Econ Dev City Treasurer Human Resource Director Deputy Fire Chief Airport Plan/Cap Prog Dir Wtr. Quality/Treat Administrator Dep City Eng/Major Projects	Deputy Director, RDA Justice Court Judge Airport Police Chief	P.S. Fin/Admin Serv Director Building Official HAND Director Transportation Engineer Public Utilities Chief Engineer Civilian Review Bd Investigator Sustainability Director	Chief Procurement Officer City Courts Director Airport PR/Marketing Director City Recorder Fleet Division Manager Public Policy Analyst Const Liaison/Pub Pol Analyst Community Facilitator Downtown Transp Dev Coord Emergency Mgt Program Director
Grade 29	Grade 26	Grade 24	Grade 21
Coord For Human Rights/Divers Assistant Communication Dir Assistant To Chief of Staff Youth City Programs Manager Planning/Mgt Director – UASI	Council Constituent Liaison Econ Dev Mgr Small Business Const Liaison/Budget Analyst Com Affairs/ADA Analyst Community Liaison	Assistant To The Mayor Administrative Assistant	Admin Asst to the Office of the Mayor Policy Assistant to the Office of the Mayor Staff Assistant Admin Secretary II Management Support Coordinator Coalition Coordinator Executive Office Assistant

APPENDIX C – ELECTED OFFICIALS SALARY SCHEDULE
Bi-Weekly Rates
July 1, 2010

Mayor	\$4,540.56
Council Members	\$908.11

APPENDIX D- UTAH STATE RETIREMENT CONTRIBUTIONS FY 2010-2011

UTAH STATE RETIREMENT SYSTEM	EMPLOYEE CONTRIBUTION	TOTAL EMPLOYEE CONTRIBUTION PAID BY CITY	TOTAL EMPLOYER CONTRIBUTION	GRAND TOTAL CONTRIBUTION
Public Employee Contributory Retirement System	0	6.00%	9.36%	15.36%
Public Employee Non-Contributory Retirement System	0	0	13.37%	13.37%
Public Safety Non-Contributory Retirement System	0	36.31%	36.31%	36.31%
Firefighter Retirement System	16.18%	16.18%	0	16.18%
<u>Non-Legislative</u>				
Exempt Plan				
Department Heads	0	0	18%	18%
Acting/Interim Dept. Heads	0	0	18%	18%
Mayor's Chief of Staff	0	0	18%	18%
Up to two Additional Senior Executives in the Mayor's Office as specified by the Mayor	0	0	18%	18%
Executive Director, City Council	0	0	18%	18%
<u>Other Appointed Employees</u>				
Public Employee Contributory Retirement System	6.00%	9.36%	7.65%	15.36%
Public Employee Non- Contributory Retirement System	0	0	13.37%	13.37%

APPENDIX E - REGULAR PART TIME EMPLOYEE SUMMARY SHEET

Benefit	Rates & Accrual	
Regular Hours	20 - 39 Hours	
Standby/Call Back	Yes	
Shift (Swing/Grave)	100% of Full-Time Employee (Non-Exempt Only)	
Meals	Full Value	
Longevity	50% of Full Time Employee (Appointed employees excluded)	
501c9	\$24.30	
Pension	100% of Required Contribution	
Uniform Allowance	Full Applicable Value as defined in Comp Plan	
Tuition Reimbursement	50% of Full Time Employee Benefit	
Fitness Reimbursement	50% of Full Time Employee Benefit	
Holidays	100% of Scheduled Shift	
Personal Holidays	100% of Scheduled Shift	
Bereavement Leave	100% of Scheduled Shift as defined in Comp Plan	
Military	100% of Schedule Shift for 11 Working Days	
Jury	100% of Schedule Shift During Jury Duty	
Short Term Disability	Full Value / Service Prorated	
Long Term Disability	Full Value	
Prior Service Credit	Up to Three Years for Vacation & Personal Leave (Plan B)	
RPT- Designation by Plan	Benefits - Plan B	Benefits - Plan A
Accrued Vacation	50% of Full Time Employee*	50% of Full Time Employee*
Vacation Limit	50% of Full Time Employee*	50% of Full Time Employee*
Personal Leave	50% of Full Time Employee*	N/A
Sick	N/A	2.31 Per Pay Period
Sick to Vacation Conversion	N/A	Up to 64 Hours
Hospital/Dependent Leave	N/A	Yes at 100% of Scheduled Shift

* NOTE: Based on years of service as defined in Comp Plan

FY 2010 COMPENSATION PLAN FOR SALT LAKE CITY CORPORATION

I. EFFECTIVE DATE

The provisions of this plan shall be effective commencing July 1, ~~2009~~2010

II. EMPLOYEES COVERED BY THIS PLAN

~~Employees subject to this plan include: Full Time, Regular Part Time and Job Sharing City employees not otherwise represented by a recognized collective bargaining unit and not covered by the provisions of an applicable memorandum of understanding, including "600 Series" and "300 Series" "Exempt and Non-Exempt Professional" employees; Regular Part-time "700 Series" employees; Police Lieutenants & Captains, classified as "800 Series"; "900 Series" "Exempt" Fire Battalion Chiefs; and, Elected Officials and full-time employees classified as "Appointed". This ordinance shall apply to all city employees not covered by a memorandum of understanding.~~

III. WAGES AND SALARIES

The City's compensation system and program, in conjunction with this ordinance, is intended to attract, motivate and retain qualified personnel necessary to effectively meet public service demands.

A. Determination

1. The Mayor shall develop policies and guidelines for the administration of the pay plans.
2. To the degree that funds permit, employees shall be paid compensation that:
 - a. Is commensurate with the skills and abilities required of the position;
 - b. Achieves equal pay for equal work;
 - c. Attains comparability and is competitive with the compensation paid by other public and/or private employers with whom the City compares and/or competes for personnel recruitment and retention.
3. When applicable, compensation surveys used to determine comparability shall include a cross section of comparable benchmark positions in organizations with whom the City competes for personnel recruitment and retention.
 - a. Compensation surveys shall measure total compensation including salaries and wages, paid leave, group insurance plans, retirement, and all other benefits.
 - b. The compensation plans may provide salary range widths that reflect the normal growth and productivity potential of employees within a job classification.
4. Due to the current economic crisis, the City will suspend and reduce each City employee's base salary or hourly rate by 1.5% beginning July 1, 2009. In exchange for this suspension, the City shall provide each employee one (1) additional personal holiday during each quarter for a total of four (4) additional

personal holidays during fiscal year 2010. An employee not using a personal holiday during the quarter it is provided will lose the right take the personal holiday and will not receive any additional compensation for the suspension of pay. Use of additional personal holidays shall be taken upon request of each employee and at the discretion of the employee's supervisor.

B. Salary Schedules

1. All Employees shall be paid base wages or salaries according to the wage schedule attached as Appendix "A". Wages and salaries shall not be less than the established range minimum or higher than the range maximum, unless otherwise approved by the Mayor or Mayor's designee. Appointed Employees: The pay level assignment for Appointed Employees is attached as Appendix "B".

1. ~~Full Time "300 Series" Non-Exempt Professional (non-union) employees shall be paid compensation according to the wage schedule attached as Appendix "A." "Non-Exempt Professional" employees shall mean Professional employees who are covered by the overtime provisions of the FLSA.~~

2. ~~Full Time "600 Series" Exempt Professional employees shall be paid compensation according to the salary schedule attached as Appendix "B." "Exempt Professional" employees shall mean Professional employees who are defined by §213 of the Fair Labor Standards Act (the "FLSA") as exempt from the Act's overtime provisions.~~

3. ~~Regular Part Time "700 Series" employees are those who were hired prior to July 1, 1996, who are regularly required to work twenty (20) or more but less than forty (40) hours a week; or employees, hired on or after July 1, 1996, who are regularly required to work twenty-four (24) or more but less than forty (40) hours a week. Wages paid to employees covered by this plan shall be based on comparability to wages paid by other public employers and private enterprises for similar work, provided, however, that employees covered by this Plan, hired on or after July 1, 1996, shall not receive compensation higher than the entry level for the applicable job grouping.~~

4. ~~Full-time "800 Series" Lieutenants and Captains in the City's Police Department shall be paid compensation according to the wage schedule attached as Appendix "C."~~

5. ~~Employees classified as "900 Series" "Exempt" Battalion Chiefs in the City's Fire Department shall be paid compensation according to Appendix "D."~~

6. ~~"Appointed" employees, with the exception of Justice Court Judges who are covered under this plan, are "at-will" employees serving at the pleasure of the Mayor (or the City Council if they are employees of the Office of the City Council). Appointed employees shall be paid within the ranges provided in the schedule attached as Appendix "E".~~

Any performance-based pay adjustment about the "Base Pay Maximum" of the salary range shall be given as a supplemental payment not added to base. In no case will such annual supplemental payment be allowed to exceed the "Range Top."

7.3. Elected officials shall be paid annual compensation according to schedule attached as Appendix "F."

- C. Other Compensation. The foregoing shall not restrict the Mayor or the City Council from distributing appropriated monies to employees of the City in the form of discretionary retention incentives or retirement contributions; or special lump sum supplemental payments. Retention incentives or special lump sum payments recommended by the department directors, Police Chief or Fire Chief are subject to the Mayor's approval. The Mayor or the City Council may also grant a discretionary retention incentive benefit, if deemed appropriate due to employment market conditions or where it would be in the City's best interests to do so. Additionally, nothing in the foregoing shall restrict the Mayor from classifying or advancing employees under rules established by the Mayor. The Mayor or the City Council may distribute appropriated monies to City employees as discretionary retention incentives or retirement contributions; or special lump sum supplemental payments. Retention incentives or special lump sum payments are subject to the Mayor's or City Council's approval.

IV. INSURANCE

The City will make available medical, dental, life, accidental death & dismemberment, long-term disability insurance and an employee assistance program (EAP) to all eligible employees and their eligible spouse, adult designee, dependents and dependents of adult designee pursuant to City policy.

- A. Group Insurance. The City's contribution towards any medical plan will be an amount equal to 85% of the total premium of the most economical medical plan. The City's contribution for RPT employees will be equal to 50% of the total premium paid for a regular, full-time employee.

- B. 501(c) (9) Post Employment Health Plan. The City will contribute \$24.30 per biweekly pay period into each employee's Nationwide Post Employment Health Plan account. For any year in which there are 27 pay periods, no such contribution will be made on the 27th pay period.

- A. Group Insurance. The City will make available medical, dental, life, accidental death & dismemberment, long-term disability insurance and an employee assistance program (EAP) to all eligible employees and their eligible spouse, adult designee, dependents and dependents of adult designee. The City's contribution towards any medical plan will be an amount equal to 90% of the total premium of the most economical medical plan (Summit Care). The City will pay 100% of the basic term life and basic accidental death & dismemberment plan premiums. The City will deduct the employee portion of any premiums due for benefit plans for which an employee elects, including medical, dental, additional life insurance, additional accidental death & dismemberment and long-term disability each bi-weekly pay day.

~~B. The City will participate in the Nationwide Post Employment Health Plan, as adopted by the City by ordinance. Each year, the City will contribute \$24.30 per biweekly pay period into each employee's Nationwide Post Employment Health Plan account. For any year in which there are 27 pay periods, no such contribution will be made on the 27th pay period.~~

V. WORKERS' COMPENSATION

In addition to the foregoing, the Mayor may provide for Workers' Compensation coverage to the employees under applicable provisions of State statute.

SUBSECTION V - SOCIAL SECURITY ADOPTED, EXCEPTION FOR POLICE

All sworn employees in the Police and Fire departments are exempt from the provisions of the Federal Social Security System unless determined otherwise by the City or unless required by state or federal law

VII. RETIREMENT

A. Retirement Programs. The City hereby adopts the Utah State Retirement System for providing retirement pensions to employees covered by the plan. The City may permit or require the participation of employees in its retirement program(s) under terms and conditions established by the Mayor and consistent with state law. Such programs may include:

1. The Utah State Public Employees' or Public Safety Retirement Systems (Contributory and Non-Contributory); or, the Utah Firefighters Retirement System
2. Deferred Compensation Programs
- ~~3. Retirement Incentive Programs~~

B. The ~~2009-2010~~2010-2011 fiscal year retirement contribution rates for employees covered by this paragraph are shown in Appendix "GD".

VIII. RECOGNITION OF THE PROFESSIONAL EMPLOYEES COUNCIL

The City recognizes the Professional Employees Council (PEC) to maximize input into decisions regarding this Compensation Plan.

IX. SENIORITY

For purposes of this Compensation Plan, "seniority" shall be defined as an employee's continuous, full-time salaried employment with the City. An employee's earned seniority shall not be lost because of absence due to authorized leaves of absence or temporary layoffs not to exceed two years.

X. AUTHORITY OF THE MAYOR

Employees covered by this compensation plan may be appointed, classified, and advanced under rules and regulations promulgated by the Mayor, or the Civil Service Commission, if applicable, within budget limitations established by the City Council.

XI. APPROPRIATION OF FUNDS

All provisions in this compensation plan that involve the expenditure of funds are subject to appropriation of funds for such purposes.

XII. JOB SHARING

1. Employees may be authorized, by the City, to job share a Full-Time "300 Series" or "600 Series" position. Under an authorized job share arrangement, the employees involved shall, pursuant to a written agreement between them, equally share in the compensation and benefits normally provided to the Full-Time position that is being shared. The Full-Time position that is being shared shall maintain its classification and the compensation and benefits equally shared shall be based on said classification.
2. A job share arrangement will not be authorized unless the following occurs:
 - a. The employees, who are sharing a job, have voluntarily entered into a written agreement acknowledging that the hours worked and the benefits shared will be on a 50 percent basis.
 - b. The Department Director has approved the job sharing arrangement.

XIII. REGULAR PART-TIME EMPLOYEES

- A. Regular Part-Time employees are employees whose jobs regularly require them to work twenty (20) or more but less than forty (40) hours a week. Regular Part-Time employees do not include seasonal employees and employees who job share.
- B. Regular Part-Time employees shall be paid a wage equal to a prorated amount of the salary of a similarly classified Full-Time employee.
- C. Unless otherwise modified by the Mayor, Regular Part-Time employees shall receive fifty percent (50%) of the following benefits subject to the conditions provided in this Plan:
 1. Longevity Pay;

2. Education and Training Pay;
3. Holidays, vacation and other leaves of absence; and,
4. City's contribution to insurance premiums.
- D. Regular Part-Time employees may also receive other insurance benefits, wage differentials and other allowances.
- E. Regular Part-Time employees may participate in retirement programs.
- F. There shall be no cost to Regular Part-time employee for Short-term Disability insurance. Short-term disability benefits will be prorated.

"EMPLOYEE OVERTIME & OTHER PAY ALLOWANCES"

This ordinance shall apply to all City employees not otherwise represented by a recognized collective bargaining unit and not covered by the provisions of an applicable a memorandum of understanding.

I. OVERTIME COMPENSATION

A. Payment of Overtime Compensation To Non-Exempt Employees. -The City will pay overtime compensation as required by the Fair Labor Standards Act. Management may authorize or require FLSA non-exempt employees to perform City work on an overtime basis as defined by the Fair Labor Standards Act. The City will pay for overtime hours shall be compensated by actual payment of at 1 ½ times the regular hourly rate or, at the employee's request and department director's approval, given as provide compensatory time off at a rate of 1 ½ -hours for each overtime hour. Employees may accrue compensatory time up to a maximum as determined by the department director. The City may pay an employee for any or all accrued compensatory hours. The City will include all holiday leave hours when calculating overtime. -of compensable time for which overtime compensation is required.

1. — In addition to hours actually worked, all holiday leave hours paid shall be used in the calculation of overtime. Determination whether an employee receives cash payment or compensatory time off shall be at the discretion of the Department Director, subject to the limitations of the Fair Labor Standards Act and City policy.

— An employee may receive compensatory time for overtime up to a maximum of 80 hours. The City may, at its sole discretion, pay an employee for any or all accrued compensatory hours.

B. Compensation for Police Sergeant Court and Other Appearances:

1. A Police Sergeant shall be entitled to receive compensation for a court or administrative proceeding appearance as a witness subpoenaed by the City, the State of Utah, or the United States as follows:

a. — Court or as a party to legal or administrative proceeding appearances made while on duty shall constitute normal hours of work.

b. — In the event a court or administrative proceeding appearance extends beyond the end of the employee's regularly schedule shift, such time spent in court or administrative proceedings will be treated as normal work time for the purpose of computing an employee's overtime compensation.

c. — Court or administrative proceeding appearances made while off duty will be compensated as follows:

(1) ~~Employees shall be paid at the rate of one and one-half times their regular rate of pay for two (2) hours or time spent while off duty for preparation in conjunction with such appearances; provided, however, that no employee is authorized to, and shall not spend in excess of two (2) hours while off duty in preparation for a court or administrative proceeding appearance.~~

(2) ~~In addition to the compensation provided in (1) above, employees shall be paid at the rate of one and one-half times their regular rate of pay for the actual time spent in court or in an administrative proceeding. Time granted by a court or administrative body to Sergeants for lunch shall not be compensated hereunder.~~

(3) ~~In the event the time spent in court or administrative proceeding extends into the beginning of the employee's regularly scheduled work shift, time spent in court or in administrative proceeding shall be deemed ended at the time such shift is scheduled to begin.~~

2. ~~Compensation shall be provided by authority of this section only if:~~

- a. ~~_____ The beginning time of the required appearance is noted on the subpoena;~~
- b. ~~_____ The time the employee is released from the court or administrative proceeding appearance is noted on the subpoena and initialed by the prosecuting attorney or appropriate government representative;~~
- c. ~~_____ A copy of the employee's subpoena complying herewith is delivered to their supervisor within seven (7) working days following the court or administrative proceeding appearance.~~

3. ~~Compensation for preparation time shall be provided for more than one appearance per day, only if any additional appearance is scheduled to begin at least two (2) hours after the employee is released from any prior court or administrative proceeding appearance.~~

1. 4. ~~The prosecuting attorney or appropriate government representative shall have the right and the duty to refuse to initial the subpoena of any employee who through absence or neglect fails to appear in compliance with the terms of the subpoena. Any employee failing to appear in compliance with the terms of a formal notice or subpoena shall be subject to disciplinary action. (moved to JURY LEAVE SECTION)~~

C. Labor Costs—Declared Emergency. The City may pay FLSA-exempt "600 Series" and "Appointed" (excluding Department heads /officials) employees (excluding Department heads /officials) overtime pay for any hours worked over forty (40) hours in a workweek at a rate of 1-1/2 times their regular

hourly rates of pay. The City shall only make such payment when all of the following conditions occur:

1. The Mayor or the City Council, pursuant to Salt Lake City Ordinance 2-04-030, or its successor provisions, has issued a "Proclamation of Local Emergency;" and,
2. Exempt employees are required to work over forty (40) hours for one workweek during the Emergency period; and,
3. The Mayor or the City Council has approved the use of Funds are available. The City shall determine if funds are available and obtain prior approval from the Mayor to use available funds to cover the overtime payments.

The City shall distribute any overtime payments consistently with a pre-defined standard that treats all employees equitably. Hours worked under a declared Emergency must be paid hours and cannot be accrued as compensatory time.

II. LONGEVITY PAY

B. A. Eligibility. With the exception of Appointed employees, the City will pay a monthly longevity benefit to full-time employees based on the most recent date an employee began full-time employment as follows:

- 1) employees who have completed 6 consecutive full years of employment with the City shall will receive a monthly longevity benefit in the sum of \$50.00;
- 2) Said benefit shall be \$75.00 per month for employees who have completed 10 full consecutive years of employment with the City will receive \$75;
- 3) Said benefit shall be \$100.00 per month for employees who have completed 16 full years of employment with the City will receive \$100;
- 4) Said benefit shall be \$125.00 per month for employees who have completed 20 full years of employment with the City will receive \$125.

The computation of longevity pay shall be based on the most recent date the person became a Full-Time salaried employee.

1. "Appointed" employees shall not be eligible for longevity benefits.

B. Pension Base Pay. Longevity paid to full-time employees pursuant to paragraph A of this section shall pay will be deemed included within in base pay for purposes of pension contributions.

C. Longevity pay is paid pro-rata each bi-weekly pay period, based on the most recent date the person became a full-time salaried employee. Employees do not earn or receive longevity payments while on an unpaid leave of absence. When an employee returns from Upon return from an approved approved, unpaid leave of absence, longevity payments shall will resume on the same basis as if the employee had not been on such leave of absence resume.

III. WAGE DIFFERENTIALS & ADDITIONAL PAY

Eligible employees receive certain wage differentials as follows:

A. Call-back and Standby for ~~Full Time "300 Series" employees may receive~~ Non-Exempt Employees will be paid Call Back or Call Out pay-back and standby compensation based upon Department Director approval and the following guidelines:

1. 1. ~~CALL BACK:~~ Non-sworn, non-exempt eEmployees who have been released from normally scheduled work and standby periods, and who return to their normal work site upon direction of an appropriate department head or designated representative prior to their next normal duty shift and without advanced notice or scheduling, shall receive a minimum of three (3) hours straight-time pay and in addition shall be guaranteed a minimum four (4) hours work or straight-time pay thereof.

2. Call Out for Police Sergeants. Sergeants who have been released from their scheduled work shifts and have been directed by an appropriate division head or designated representative to perform work without at least 24 hours advance notice or scheduling, shall be compensated as provided in subparagraphs one (1) through three (3) below:

1. Sergeants who are directed to report to work shall receive a minimum of four (4) hours compensation at one and one-half times their hourly wage rate, or one and one-half times their hourly wage rate for actual hours worked, whichever is greater.

2. Sergeants who are assigned to day shift, and who are directed to perform work within eight (8) hours prior to the beginning of their regularly scheduled shift shall receive a minimum of four (4) hours compensation at one and one-half times their hourly wage rate, or one and one-half times their hourly wage rate for actual hours worked, whichever is greater.

3. Sergeants who are assigned to the afternoon or graveyard shifts, and who are directed to perform work within eight (8) hours following the end of their regularly scheduled shift shall receive a minimum of four (4) hours compensation at one and one-half times their hourly wage rate, or one and one-half times their hourly wage rate for actual hours worked, whichever is greater.

B.2. Standby Pay: Non-exempt employees will be paid Standby pay based upon Department Director approval and the following guidelines:

1. STAND-BY: Non-exempt, non-sworn Eemployees who have been released from normally scheduled work but have not been released from standby status and who return to their normal work site upon direction of an appropriate department head or designated representative prior to their next normal duty shift and without advanced notice or scheduling, shall be guaranteed a minimum four (4) hours work or straight-time pay thereof.

3-a. — Employees may be eligible for: (1) two hours of straight time pay for each 24 hour period of limited standby status; or (2) two hours straight time pay for each 12-hour period of limited standby status if they are Department of Airports or Public Utilities Department employees.

b. Any employee on standby as a member of the Snow Fighter Corps shall not receive standby/on-call pay or shift differential when on standby or called back to fight snow.

2. Standby for Police Sergeants. Police Sergeants directed by their Division Commander or designee to keep themselves available for City service during otherwise off-duty hours shall receive the following compensation: a Sergeant will be compensated one (1) hour of straight time for each twenty-four (24) hours or significant portion thereof for being immediately available. This compensation shall be in addition to any callout pay or pay for time worked the employee may receive during the standby period.

C. Extra-Duty Shifts for Police Sergeants. "Extra-duty shifts" are defined as scheduled or unscheduled hours worked other than the sergeant's normally scheduled work shifts. "Extra-duty shifts" do not include extension or carry over of the sergeant's normally scheduled work shift.

1. In the event sergeants are required by the City to work extra-duty shifts, time worked during each shift will be paid at one and one-half times the sergeant's hourly wage rate.

B. ~~Shift Allowance/ Differential.~~ Full-time "300 Series" and "600 Series" employees who work a swing shift or night shift may receive an allowance or differential.

D. Shift Allowance/ Differential for Non-Exempt & Exempt Professional (non-union) Employees, not including Police Sergeants. Eligible employees who work a swing shift or night shift may receive an allowance or differential.

1. All shift differential pay shall be included when computing overtime. Employees who are receiving the snow fighter corps differential pay shall not receive a shift differential while receiving snow fighter corps differential pay.

1-2. Day Shift: No differential or allowance will be paid working a regularly scheduled day shift.

2-3. Swing Shift: If the majority of the hours in a regularly scheduled shift are between the hours of 3:00 p.m. - 10:00 p.m. and 4:00 a.m. - 9:00 a.m., a "300 Series" the City will pay an eligible employee shall receive an allowance a differential of \$0.70 for each working hour of that shift; a full-time "600 Series" exempt employee is eligible to may receive an allowance not to exceed \$73.60 per pay period.

3-4. Night Shift: If the majority of the hours in a regularly scheduled shift are between 10:00 p.m. and 4:00 a.m., the City will pay an "300 Series" eligible employee shall receive a premium a differential of \$0.90 per hour for each working hour of that shift; a full-time "600 Series"

exempt employee is eligible to receive an allowance not to exceed \$97.43 per pay period.

4. "700 Series Employees: Employees classified as "700 Series" may receive a shift differential based upon Department Director approval. The same rates paid for shift work performed by regular full-time employees in similar classifications apply.

FC. Shift Differential for Police Sergeant & Lieutenant-Shift Differential:

Employees classified as "500 Series" Police Sergeants & Lieutenants shall be paid shift differentials according to the approved wage schedule shift actually worked. Shifts-Additional pay rates are to be determined as follows:

1. Day shiftShift: No differential pay for hours worked during day shift, which begins at 0500 hours until 1159 hours.
2. Swing shiftShift: A differential of 2.5% in addition to the regular day rate shall be paid for swing shift, which begins at 1200 hours until 1859 hours.
3. Graveyard shiftShift: A differential of 5.0% in addition to the regular day rate shall be paid for graveyard shift, which begins at 1900 hours until 0459 hours.

GD. Acting/Working out of Classification. Management, with guidance from a department head, may temporarily assign additional higher level job duties to employees which may include some or all of the duties of a supervisor or other team member. In consultation with the Division of Human Resource Management, a department head may elect to grant additional compensation to an employee for work performed in an acting capacity or otherwise beyond the employee's regular job classification for any period lasting 20 or more working days. Compensation adjustments may be retroactive to the start date of the temporary job assignment,
as deemed appropriate.

1. Typically, additional compensation is provided when a temporary assignment lasts for more than 20 working days. Compensation adjustments may be retroactive to the start date of the temporary job assignment.

E.H. Snowfighter Pay for Full Time "300 Series" Employees Designated by the City. Full Time "300 Series" Employees designated by the department head City as members of the Snow Fighter Corps shall receive a pay differential equal to \$200 per pay period for the snowfighter season not to exceed \$2,000 during each fiscal year of this compensation plan. Such pay differential shall be for work related to snow removal, and This pay shall be separate from regular earnings on each employee's wage statement.

1. Employees who are qualified to operate snow removal equipment shall be assigned to the Snowfighter Corps by department seniority on a volunteer basis. If the City does not have enough volunteers to staff a snowfighter crew, as determined by the supervisor or department head, employees shall be assigned on a department seniority basis, with the junior employees assigned first.

~~2. Any employee otherwise qualified for the allowance, who is absent from normal scheduled work more than five working days in a pay period, shall be ineligible to receive the allowance for that pay period. Vacation and compensatory time shall not be considered as absent work days for purposes of determining eligibility for this allowance.~~

IV. EDUCATION AND TRAINING PAY

A. Education Incentives. The Mayor may adopt programs to promote employee education and training, provided that all compensation incentives under such programs are authorized within appropriate budget limitations established by the City Council.

1. Police Captains and Lieutenants are eligible for a \$500 per year job-related training allowance.
2. Fire Department employees shall be eligible for incentive pay following completion of degree requirements at a fully accredited college or university and submission of evidence of his/her diploma to the Fire Chief or designee. Education incentive pay shall be awarded according to the following monthly allowances according to the educational degree held:

Doctorate.....	\$100.00
Masters.....	\$75.00
Bachelors.....	\$50.00
Associate.....	\$35.00

- a. No employee shall be entitled to compensation for an educational degree which qualifies the employee for his/her position of employment; or for any degree which is not specifically related to the employee's actual employment duties.

V. ALLOWANCES

A. Meal Allowance. Employees shall be eligible for meal allowances in the amount of \$10.00 when said employees work two or more hours consecutive to their normally scheduled shift, as pre-approved by their supervisor. Said employees may also receive \$10.00 for each additional four hour consecutive period of work which is in addition to the normally scheduled work shift, as preapproved by their supervisor.

1. Fire Department employees shall provided with adequate food and drink to maintain safety and performance during emergencies or extraordinary circumstances.

B. Business Expenses. City policy shall govern the authorization of employee advancement or reimbursement for actual expenses reasonably incurred in the performance of City business. Advancement or reimbursement shall be approved only for expenses documented and authorized in advance within budget limitations established by the City Council.

C. Automobiles

1. The Mayor may authorize, subject to the conditions provided in City policy, an employee to utilize a City vehicle on a take-home basis, and may require said employee to reimburse the City for a portion of the take-home vehicle cost as provided in City ordinance.
 2. Employees who are authorized to use, and who do use, privately owned automobiles for official City business shall be reimbursed for the operation expenses of said automobiles at the rate specified in City policy.
 3. A car allowance may be paid to Department Directors, the RDA Director and up to three employees in the Mayor's Office at a rate not to exceed \$400 per month as determined by the Mayor. A car allowance may be paid to the Council Executive Director at a rate not to exceed \$400 per month as determined by the Council Chair. A car allowance may be paid to specific Appointed employees at a rate not to exceed \$400 per month as recommended by the Mayor and approved by the Council.
- D. Uniform Allowance. Employees shall be provided the following monthly uniform allowances when required to wear uniforms in the performance of their duties:
1. Airport Police supervisory employees—\$75.00
 2. Field Supervisor (Parking Enforcement)—\$65.00
 3. Non-sworn Police and Fire Department employees—\$65.00
 4. Watershed Management Division Personnel—\$65.00
 5. Fire: "900 Series" Battalion Chiefs shall be provided uniforms and other job-related safety equipment, as needed. Employees may select uniforms and related equipment from an approved list. The total allowance provided shall be \$475 per year, or the amount received by the ~~400 Series Firefighter~~ employees, whichever is greater. Appointed employees shall be provided uniforms or uniform allowances to the extent stated in Fire Department policy.
 - a. Dangerous or contaminated safety equipment shall be cleaned, repaired, or replaced by the Fire Department.
 6. Police: "800 Series" Police Sergeants, Lieutenants and Captains in uniform assignments, as determined by their Division Commander, may purchase authorized uniform items up to \$450.00 per fiscal year.
 - a. The City shall provide for the cleaning of uniforms -as described in Police Department policy.
 - b. Employees in plainclothes assignments, as determined by their Division Commander, shall be provided a clothing and cleaning allowance of \$ 39.00 per pay period.
 - c. In addition to the above uniform, clothing and cleaning allowances, employees shall be allowed one additional uniform

consisting of a uniform pant, shirt, and tie. The cost of this additional uniform shall be paid for by the Police Department.

d. Uniforms or uniform allowances for Police Appointed employees shall be provided to the extent stated in Police Department policy.

- E. Allowances for Certified Golf Teaching Professionals. The Mayor may, within budgeted appropriations and as business needs and market surveys indicate, authorize golf lesson revenue sharing between the City and employees recognized as Certified Golf Teaching Professionals as defined in the Golf Division's Golf Lesson Revenue Policy. Such individuals may be salaried or seasonal employees. Payment to an employee for lesson revenue generated shall be reduced by 1) a 10 percent administrative fee to be retained by the Golf Division, and 2) the employee's payroll tax withholding requirements in accordance with federal and state law.
- F. Other Allowances. The Mayor or the City Council may, within budgeted appropriations, authorize the payment of other allowances in extraordinary circumstances (as determined by the Mayor or the City Council) and as dictated by City needs.

VI. SEVERANCE BENEFIT

- A. Subject to availability of funds, any current Appointed employee who is not retained, not terminated for cause and who is separated from City employment involuntarily shall receive severance benefits based upon their respective appointment date.

Severance benefits shall be calculated using the employee's salary rate in effect on the employee's date of termination. Receipt of severance benefits is contingent upon execution of a release of all claims approved by the City Attorney's Office.

1. Current Appointed Employees Who Were Appointed Before January 1, 1989 shall receive a severance benefit equal to one month's base salary for each year of continuous City employment, calculated on a pro-rata basis, for a total benefit of up to a maximum of six months.
2. Current Appointed employees appointed on or after January 1, 1989 and before January 1, 2000 shall receive a severance benefit equal to one month's base salary for each continuous year of City employment before January 1, 2000. Severance shall be calculated on a pro-rata basis for a total benefit of up to a maximum of six months.
3. Current Department heads appointed on or after January 1, 2000 shall receive a severance benefit equal to two months' base salary after one full year of continuous City employment; four months'

base salary after two full years of continuous City employment; or, six months' base salary after three full years or more of continuous City employment.

4. Current Appointed employees who are not Department heads, and who were appointed on or after January 1, 2000 shall receive a severance benefit equal to one week's base salary for each year of continuous City employment, calculated on a pro-rata basis, for a total benefit of up to a maximum of six weeks.
- B. Leave Payout: Appointed employees with leave hour account balances under Plan A or Plan B shall, in addition to the severance benefit provided, receive a severance benefit equal to the "retirement benefit" value provided under the leave plan of which they are a participant (either Plan A or Plan B), if separation is involuntary and not for cause.
- C. Not Eligible for Benefit. An Appointed employee is ineligible to be paid severance benefits under the following circumstances:
1. An employee who, at the time of termination of employment, has been convicted, indicted, charged or is under active criminal investigation concerning a public offense involving a felony or moral turpitude. This provision shall not restrict the award of full severance benefits should such employee subsequently be found not guilty of such charge or if the charges are otherwise dismissed.
 2. An employee who has been terminated or asked for a resignation by the Mayor or Department Director under bona fide charges of nonfeasance, misfeasance or malfeasance in office.
 3. An employee who fails to execute a Release of All Claims approved by the City Attorney's Office, where required as stipulated above.

"HOLIDAY, VACATION & LEAVE ACCRUAL"

~~This ordinance shall apply to all City employees not otherwise represented by a recognized collective bargaining unit and not covered by the provisions of an applicable memorandum of understanding.~~

I. HOLIDAYS

Full-Time employees shall receive holidays and vacation as provided in this section. Employees do not earn or receive holiday and vacation benefits while on unpaid leave of absence. However, employees on an unpaid military leave of absence may be entitled to the restoration of such leave benefits, as provided by federal laws, regulations and city ordinance.

A. ~~The following days shall be recognized and observed as holidays for Full-Time employees covered by this plan. Such Full-Time and RPT employees shall will receive their regular rate of pay for each of the unworked holidays. Regular Part-time "700 Series" employees shall receive four hours of pay at their regular rate of pay for each of the unworked holidays: pay for unworked holidays equal to their regular rate of pay times the total number of hours which make a regularly scheduled shift.~~

1. New Year's Day, the first day of January.
2. Martin Luther King, Jr. Day, the third Monday of January.
3. President's Day, the third Monday in February.
4. Memorial Day, the last Monday of May.
5. Independence Day, the fourth day of July.
6. Pioneer Day, the twenty-fourth day of July.
7. Labor Day, the first Monday in September.
8. Columbus Day, the second Monday of October (only for eligible employees assigned to the Justice Court Division)
9. Veteran's Day, the eleventh day of November.
10. Thanksgiving Day, the fourth Thursday in November.
11. The Friday after Thanksgiving Day (floating holiday, see explanation below).
12. Christmas Day, the twenty-fifth day of December.
13. One personal holiday, taken upon request of the employee and at the discretion of the supervisor.

- B. When any holiday listed above falls on a Sunday, the following business day shall be considered a holiday. When any holiday listed above falls on a Saturday, the preceding business day shall be considered a holiday. In addition to the above, any day may be designated as a holiday by proclamation of the Mayor and/or the City Council.
- C. No Full-time employee shall receive in excess of the equivalent of one work day or a regularly scheduled shift as of holiday pay for a single holiday. ~~No regular part-time "700 Series" employee shall receive in excess of four hours of holiday pay for a single holiday.~~ Employees must work or be on authorized leave their last scheduled working day before and the next working day following the holiday to qualify for holiday pay.
- D. Holiday Exception: Employees may observe the following holidays up to 50 days prior to the actual holiday, with prior management approval: 1) the Friday after Thanksgiving Day (for all eligible employees except for those assigned to the Justice Court Division); or, 2) Columbus Day (only for eligible employees assigned to the Justice Court Division).
- E. Police Sergeant, Lieutenant & Captain: ~~Employees classified as "800 Series" Police Sergeants, Lieutenants and Captains who retire or separate from City employment for any reason shall be compensated for any holiday time accrued and unused during the preceding 12 months. Employees shall not be compensated for any unused holiday time accrued before the 12 months preceding the employee's retirement or separation.~~

II. VACATION LEAVE

- A. ~~The City will pay Full-Time employees shall be entitled to receive their regular salaries during vacation periods earned and taken in accordance with the following provisions. Regular Part-Time employees are entitled to receive 50% of the same vacation leave benefits as regular full-time employees. No employee shall be entitled to use any vacation unless the employee has successfully completed his or her initial probationary period.~~
- B. ~~Except for "900 Series" Fire Battalion Chiefs and those listed in Paragraph C of this section, Full-Time employees and Appointed employees (except for Department Directors & Fire Battalion Chiefs)~~ shall accrue vacation leave based upon years of City Service as follows:

<u>Years of City Service</u>	<u>Hours of Vacation Accrued Per Biweekly Pay Period</u>
0 to end of year 3	3.08
4 to 6	3.69
7 to 9	4.62
10 to 12	5.54

13 to 15	6.15
16 to 19	6.77
20 or more	7.69

C. For Department Directors, the Mayor's Chief of Staff, up to two additional senior positions in the Mayor's Office as specified by the Mayor, the Executive Director of the City Council, and the Director of the Redevelopment Agency, the following schedule shall apply:

<u>Years of City Service</u>	<u>Hours of Vacation Accrued Per Biweekly Pay Period</u>
0 to end of year 14	6.15
15 or more	7.69

D. ~~"900 Series"~~ Fire Battalion Chiefs in the Operations Division of the Fire Department shall accrue vacation leave according to the following schedule:

<u>Years of City Service</u>	<u>Shifts of vacation per year for Operations Fire Employees</u>
0 to end of year 3	5
4 to 6	6
7 to 9	7.5
10 to 12	9
13 to 14	10
15 to 19	11
20 or more	12.5

- E. For any plan year in which there are 27 pay periods, no vacation leave hours will be awarded on the 27th pay period.
- F. Years of City Service shall be based on the most recent date the person became a Full-Time salaried employee.
- G. Regular full-time and regular part time employees re-hired by Salt Lake City are eligible to receive up to three years of prior service credit for vacation and personal leave accrual.
- H. Full-Time and Appointed employees (except those listed in Paragraph C of this section) may accumulate vacations, according to the length of their full-time years of City Service up to the following maximum limits:

Up to and including 9 years	Up to 30 days/ 15 shifts/ 240 hours
After 9 years	Up to 35 days/ 17.5 shifts/ 280 hours
After 14 years	Up to 40 days/ 20 shifts/ 320 hours

"Days," herein, means "8-hour" days. "Shifts," herein, means "24 hour" combat shifts.

I. Department Directors and those included in Paragraph C of this section may accumulate up to 320 hours of vacation without regard to their years of employment with the City.

J. Any vacation accrued beyond said maximums shall be deemed forfeited unless utilized prior to the end of the calendar year in which the maximum has been accrued. However, in the case of an employee returning from an unpaid military leave of absence, related provisions under city ordinance shall apply.

~~J.~~ K. Vacation Payout at Termination: Employees shall be paid in cash at their base hourly rate for any unused accrued vacation leave time following termination of employment.

~~K.~~ L. Vacation Allowance: As a recruiting incentive, the Mayor or the City Council may, as a recruiting incentive, provide an one-time allowance of up to 120 hours of vacation leave, if it would be in the City's best interest to do so.

III. SICK AND OTHER RELATED LEAVE OR PERSONAL LEAVE

A. Benefits in this section are for the purpose of continuing income to employees during absence due to illness, accident or personal reasons. Some of these absences may qualify under the Family and Medical Leave Act (FMLA). The City requires all employees using FMLA leave to exhaust their paid leave allotments for FMLA-qualifying events prior to taking FMLA leave unpaid. Employees are not eligible to earn or receive leave benefits while on unpaid leave of absence. However, employees on an unpaid military leave of absence may be entitled to the restoration of such leave benefits, as provided by city ordinance.

B. Employees hired on or after November 16, 1997 shall receive personal leave benefits under Plan B. All other employees shall participate in the plan they participated in on November 15, 1998, except as provided in paragraph III(C) below.

C. Employees who were hired before November 16, 1997, shall participate in Plan B if they so elected during any City-established election period occurring after 1998.

~~D.~~ A. Plan "A"

1. Sick Leave

- a. Sick leave shall be provided for Full-Time employees under this Plan "A" as insurance against loss of income when an employee is unable to perform assigned duties because of illness or injury. The Mayor may establish rules governing the interfacing of sick leave and Workers' Compensation benefits and avoiding, to the extent allowable by law, duplicative payments.
- b. Each Full-Time employee shall accrue sick leave at a rate of 4.62 hours per pay period. For any plan year in which there are 27 pay periods, no sick leave hours will be awarded on the 27th pay period. Authorized and unused sick leave may be accumulated from year to year, subject to the limitations of this plan.
- c. Under this Plan "A," Full-Time employees who have accumulated 240 hours of sick leave may choose to convert up to 64 hours of the sick leave earned and unused during any given year to vacation. Any sick leave used during the calendar year reduces the allowable conversion by an equal amount.
- d. Conversion at the maximum allowable hours will be made unless the employee elects otherwise. Any election by an employee for no conversion, or to convert less than the maximum allowable sick leave hours to vacation time, must be made by notifying his or her Personnel/Payroll Administrator, in writing, not later than the second payperiod of the new calendar year. Otherwise, the opportunity to waive conversion or elect conversion other than the maximum allowable amount shall be deemed waived for that calendar year. In no event shall sick leave days be converted from other than the current year's sick leave allocation.
- e. Any sick leave hours, properly converted to vacation benefits as above described, shall be taken prior to any other vacation hours to which the employee is entitled; provided, however, that in no event shall an employee be entitled to any pay or compensation upon an employee's separation for any sick leave converted to vacation. Any sick leave converted to vacation remaining unused at the date of separation shall be forfeited by the employee.

2. Hospitalization Leave

- a. Hospitalization leave shall be provided for Full-Time employees under this Plan "A," in addition to sick leave authorized hereunder, as insurance against loss of income when employees are unable to perform assigned duties because of scheduled surgical procedures, urgent medical treatment, or hospital inpatient admission.
- b. Employees shall be entitled to 30 days of hospitalization leave each calendar year. Hospitalization leave shall not accumulate from year to year. Employees may not convert hospitalization leave to vacation or any other leave, nor may they convert hospitalization leave to any additional benefit at time of retirement.

- c. Employees who are unable to perform their duties during a shift due to preparations (such as fasting, rest, or ingestion of medicine), for a scheduled surgical procedure, may report the absence from the affected shift as hospitalization leave, with the prior approval of their division head or supervisor.
- d. Employees who must receive urgent medical treatment at a hospital, emergency room, or acute care facility, and who are unable to perform their duties during a shift due to urgent medical treatment, may report the absence from the affected shift as hospitalization leave. The employee is responsible to report the receipt of urgent medical treatment to the employee's Division head or supervisor as soon as practical. For purposes of use of hospitalization leave, urgent medical treatment includes at-home care directed by a physician immediately after the urgent medical treatment and within the affected shift.
- e. Employees who are admitted as an inpatient to a hospital for medical treatment, so they are unable to perform their duties, may report the absence from duty while in the hospital as hospitalization leave.
- f. Medical treatment consisting exclusively or primarily of post-injury rehabilitation or therapy treatment, whether conducted in a hospital or other medical facility, shall not be counted as hospitalization leave.
- g. An employee requesting hospitalization leave under this section may be required to provide verification of treatment or care from a competent medical practitioner.

3. Dependent Leave

- a. Under Plan "A," dependent leave may be requested by a Full-Time employee covered by this Compensation Plan for the following reasons:
 - 1) Becoming a parent through birth or adoption of a child or children.
 - 2) Placement of a foster child in the employee's home.
 - 3) Due to the care of the employee's child, spouse, spouse's child, adult designee (as defined in Paragraph H. below), adult designee's unmarried child under age 26, or parent with a serious health condition.

~~"Adult Designee" shall mean any individual with whom an eligible employee has a long term committed relationship of mutual caring and support. The adult designee must have resided in the same household with the eligible employee for at least the past 12 consecutive months, and must have common financial obligations with the employee. The adult designee and the employee must be~~

jointly responsible for each other's welfare.

~~Adult designees and adult designees' children are not covered by FMLA. (moved to another section)~~

- b. Under Plan "A," dependent leave may also be requested by a Full-Time employee to care for an employee's child, spouse, spouse's child, adult designee, adult designee's unmarried child under age 26, or a parent who is ill or injured but who does not have a serious health condition.
 - c. The following provisions apply to the use of dependent leave by a Full-Time employee:
 - 1) Dependent leave may be granted with pay on a straight time basis.
 - 2) If the employee has available unused sick leave, the employee shall be entitled to use as dependent leave such unused sick leave.
 - 3) The employee shall give notice of the need to take dependent leave and the expected duration of such leave to to his or her supervisor as soon as possible under the circumstances.
 - 4) The employee shall provide, upon request of the supervisor, certification of birth or evidence of a child placement for adoption, or a letter from the attending physician in the event of hospitalization, injury or illness of a child, spouse, spouse's child, adult designee, adult designee's child, or parent within five calendar days following termination of such leave.
 - 5) An employee's sick leave shall be reduced by the number of hours taken by an employee as dependent leave under this paragraph provided, however, that up to 40 hours of dependent leave used during the calendar year will not affect the sick leave conversion options as outlined in paragraph III(D)(1)(d).
 - 6) Probationary employees are not eligible for dependent leave.
4. Career Incentive Leave, Plan "A." Full-Time employees, who have been in continuous Full-Time employment with the City for more than 20 years, and who have accumulated to their credit 1500 or more sick leave hours, may make a one-time election to convert up to 160 hours of sick leave into 80 hours of paid Career Incentive Leave. Career Incentive Leave must be taken prior to retirement. Sick leave hours converted to Career Incentive Leave will not be eligible for a cash payout upon termination or retirement even though the employee has unused Career Incentive Leave hours available. This leave can be used for any reason. Requests for Career Incentive Leave must be submitted in writing to the Department Director and be approved subject to the department's business needs (e.g., work schedules and workloads).

5. Retirement Benefit, Plan "A."

- a. Persons who retire under the eligibility requirements of the Utah State Retirement System will be paid in cash at their base hourly rate for 25% of their accumulated sick leave hours balance.
- b. In lieu of the above, Full-Time employees may elect to convert 50% of the sick leave hours provided above to pay for health insurance premiums. The sick leave hours converted to a dollar allowance shall be subject to any state and federal income and social security tax withholding required by law. Upon an issuance of payment to an employee, the employee shall endorse the payment to the City, which is to be held in a non-interest bearing account from which the City will pay the insurance carrier until the account balance is exhausted. This provision shall not act to reinstate an employee with sick leave benefits which were in any respect lost, used, or forfeited prior to the effective date of this plan.

E. Plan "B"

1. The benefit Plan Year of Plan "B" begins in each calendar year on the first day of the pay-period that includes November 15. Under this Plan "B," paid personal leave shall be provided for employees as insurance against loss of income when an employee needs to be absent from work because of illness or injury, to care for a dependent, or for any other emergency or personal reason. Where the leave is not related to the employee's own illness or disability—or an event that qualifies under the FMLA—a personal leave request is subject to supervisory approval based on the operational requirements of the City and any policies regarding the use of such leave adopted by the department in which the employee works.
2. Each Full-Time employee under this Plan "B" shall be awarded, at the beginning of the second pay period of November in each calendar year, personal leave hours based on the following schedule:

<u>Months of Consecutive City Service</u>	<u>Hours of Personal Leave</u>
Less than 6	40
Less than 24	60
24 or more	80

Employees hired during the plan year will be provided paid personal leave on a pro-rated basis.

3. Not later than October 31st in each calendar year, employees covered by Plan "B" may elect, by notifying their Personnel/Payroll Administrator in writing, to:

- a. Convert any unused personal leave hours available at the end of the first pay period of November to a lump sum payment equal to the following: For each converted hour, the employee shall be paid 50 percent of the employee's hourly base wage rate in effect on date of conversion. In no event shall total pay hereunder exceed 40 hours of pay, or
 - b. Carryover to the next calendar year up to 80 unused personal leave hours, or
 - c. Convert a portion of unused personal leave hours, to a lump sum payment as provided in subparagraph (a) above and carry over a portion as provided in subparagraph (b) above.
4. Maximum Accrual. A maximum of 80 hours of personal leave may be carried over to the next plan year. Any personal leave hours unused at the end of the plan year in excess of 80 shall be converted to a lump sum payment as provided in subparagraph 3.a above.
5. Termination Benefits. At termination of employment for any reason, accumulated unused personal leave hours, minus any adjustment necessary after calculating the "prorated amount," shall be paid to the employee at 50 percent of the hourly base wage rate on date of termination for each unused hour. For purposes of this paragraph, "prorated amount" shall mean the amount of personal leave credited at the beginning of the plan year, multiplied by the ratio of the number of months worked in the plan year (rounded to the end of the month which includes the separation date) to 12 months. If the employee, at the time of separation, has used personal leave in excess of the prorated amount, the value of the excess amount shall be reimbursed to the City and may be deducted from the employee's paycheck.
6. Conditions on Use of Personal Leave are:
- a. Minimum use of personal leave is one hour, with supervisory approval.
 - b. Except in unforeseen circumstances, such as emergencies or the employees' inability to work due to their illness or accident, or an unforeseen FMLA-qualifying event, the employees must provide their supervisors with prior notice to allow time for the supervisors to make arrangements necessary to cover the employees' work.
 - c. For leave due to unforeseen circumstances, the employees must give their supervisors as much prior notice as possible.
7. Career Enhancement Leave, Plan "B." A Full-Time employee covered under this Plan "B" is eligible, after 15 years of full time service with the City, to be selected to receive up to two weeks of career enhancement leave. This one-time leave benefit could be used for formal training, informal course of study, job-related travel, internship, mentoring or other activity that could be of benefit to the City and the employee's career development. Selected employees shall receive their full regular salary during the leave. Request for this leave must be submitted in writing to

the appropriate department head, stating the purpose of the request and how the leave is intended to benefit the City. The request must be approved by the department head and by the Human Resources Director (who will review the request for compliance with the guidelines outlined here).

8. Retirement/Layoff (RL) Benefit, Plan "B"

- a. Full-Time employees currently covered under Plan "B" who were hired before November 16, 1997, and who elected to be covered under Plan "B," shall have a retirement/layoff (RL) account equal to sixty percent of their accumulated unused sick leave hours available on November 16, 1997, minus any hours withdrawn from that account since it was established.
- b. Full-Time employees who were hired before November 16, 1997 and who elected in 1998 to be covered under Plan "B," shall have a retirement/layoff (RL) account equal to fifty percent of their accumulated unused sick leave hours available on November 14, 1998, minus any hours withdrawn after the account is established.
- c. Full-Time employees who were hired before November 16, 1997 and who elected in 2007 or later during any period designated by the City to be covered under Plan "B," shall have a retirement /layoff (RL) account equal to forty percent of their accumulated unused sick leave hours available on the date that Plan B participation began, minus any hours withdrawn after the account is established.
- d. Payment of the RL Account.
 - 1) All of the hours in the RL account shall be payable to an employee only upon retirement or as a result of layoff. Hours shall be paid according to the employee's base hourly rate of pay on date of retirement or layoff.
 - 2) In the case of retirement only, in lieu of the above, Full-Time employees may elect to convert the RL account payment as provided herein to pay for health insurance premiums. Such payment shall be subject to any state and federal income and social security tax withholding required by law. An employee's available RL account balance, computed by the hours therein times the base salary rate at the effective date of employment separation, determines the number of months of medical and surgical coverage that may be purchased. The purchase is made on a monthly basis, which shall be computed on a monthly basis of charges against the account balance. If insurance costs increase, the number of months of coverage will decrease.
- e. Hours may be withdrawn from the RL account for emergencies or to supplement Workers' Compensation benefits after personal leave hours are exhausted. RL account hours, when added to the

employee's Workers' Compensation benefit, may not exceed the employee's regular net salary.

9. Short-Term Disability Insurance, Plan "B." Protection against loss of income when an employee is absent from work due to short-term disability shall be provided to Full-Time employees covered under Plan "B" through short-term disability insurance (SDI). There shall be no cost to the employee for SDI. SDI shall be administered in accordance with the terms determined by the City. As one of the conditions for receiving SDI, the employee may be required to submit to a medical examination by a medical provider of the City's choosing.

IV. BEREAVEMENT LEAVE

- A. Time off with pay will be granted to an employee who suffers the loss of a current wife, husband, child, mother, father, brother, sister, current father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparent, grandfather, current step-grandfather, grandmother, step-grandmother, grandchild, or current step grandchild, stepchild, stepmother, stepfather, stepbrother or stepsister, grandfather-in-law, grandmother-in-law, or adult designee or adult designee's relative as if the adult designee were the employee's spouse. In the event of death in any of these instances, the employee will be paid his/her regular base pay for scheduled work time from the date of death through the day of the funeral or memorial service, not to exceed five working days. The employee will be permitted one additional day of funeral leave on the day following the funeral or memorial service if: such service is held more than 150 miles distance from Salt Lake City; the employee attends the service; and the day following the service is a regular work shift.
 1. In the event of death of a relative other than those enumerated in paragraph A above, an employee shall be paid for time off from scheduled working hours while attending the memorial services for such person, not to exceed one work shift.
 2. In the event of death of friends, an employee may be allowed to use vacation or personal leave for time off to attend the funeral or memorial service for such person, subject to the approval of his/her immediate supervisor.
 3. In the event of death of any covered family member while an employee is on vacation, the employee's vacation shall be extended by the amount of time authorized as bereavement leave under this subsection.

V. MILITARY LEAVE

- A. Leave of absence for employees who enter uniformed service. An employee who enters the service of a uniformed services of the United States, including the United States Army, United States Navy, United States Marine Corps, United States Air Force, commissioned Corps of the National Oceanic and Atmospheric Administration, United States Coast Guard, or the commissioned corps of the Public Health Service, shall be entitled to be absent from his or her duties and service from the City, without pay, as

required by state and federal law. ~~Said leave~~ Leave shall be granted for no more than five cumulative years, consistent with the federal Uniform Services Employment and Reemployment Act.

B. Leave while on duty with the armed forces or Utah National Guard.

Employees covered by this Plan who are or who shall become members of the reserves of a federal armed forces, including United States Army, United States Navy, United States Marine Corps, United States Air Force, and the United States Coast Guard, or any unit of the Utah National Guard, shall be allowed full pay for all time not in excess of 11 working days per calendar year spent on duty with such agencies. This leave shall be in addition to the annual vacation leave with pay. To qualify, employees claiming the benefit under this provision shall provide documentation to the City demonstrating duty with such agencies. To qualify, duty herein need not be consecutive days of service.

VI. JURY LEAVE

A. An employee shall be released from duty with full pay when, in obedience to a subpoena or direction by proper authority, the employee is required to either serve on a jury or appear as a witness as part of their position for the federal government, state of Utah, or other political subdivision.

1. Employees shall be entitled to receive and retain statutory juror's fees paid for jury service in the State and Federal Courts.
2. On any day that an employee is required to report for jury service and is thereafter excused from such service during his or her regular working hours from the City, he or she shall forthwith return to and carry on his or her regular City employment. Employees who fail to return to work after being excused from jury service for the day shall be subject to discipline.

VII. INJURY LEAVE

A. The City shall establish rules governing the administration of an injury leave program for employees of the Operations Division of the Department of Airports who are required to carry firearms as part of their jobs, under the following qualifications and restrictions:

1. The disability must have resulted from an injury arising out of the discharge of official duties and/or while exercising some form of necessary job related activity as determined by the City;
2. The employee must be unable to return to work due to the injury as verified by a medical provider acceptable to the City;
3. The leave benefit shall not exceed the value of the employee's net salary during the period of absence due to the injury, less all amounts paid or credited to the employee as Workers' Compensation, Social Security, long-term disability or retirement benefits, or any form of governmental relief whatsoever;

4. The value of benefits provided to employees under this injury leave program shall not exceed the total of \$5,000 per employee per injury; unless approved in writing by the employee's Department Head after receiving an acceptable treatment plan and consulting with the City's Risk Manager;
5. The City's Risk Manager shall be principally responsible for the review of injury leave claims provided that appeals from the decision of the City's Risk Manager may be reviewed by the Chief Administrative Officer who may make recommendations to the Mayor for final decisions;
6. If an employee is eligible for Workers' Compensation as provided by law; and is not receiving injury leave pursuant to this provision, said employee may elect in writing to the Director of Management Services to use either accumulated sick leave or hours from the RL account, if applicable, and authorized vacation time to supplement Workers' Compensation so that the employee is receiving the employee's regular net salary.

VIII. ADDITIONAL LEAVES OF ABSENCE

Additional unpaid leaves of absence may be requested in writing and granted to an employee at the discretion of the Department Director.

APPENDIX F – ELECTED OFFICIALS SALARY SCHEDULE
Bi-Weekly Rates
July 1, 2009

Mayor	\$4,324.34 \$4,540.56
Council Members	\$864.87 \$908.11

APPENDIX G- UTAH STATE RETIREMENT CONTRIBUTIONS FY 2010-2011

UTAH STATE RETIREMENT SYSTEM	EMPLOYEE CONTRIBUTION	TOTAL EMPLOYEE CONTRIBUTION PAID BY CITY	TOTAL EMPLOYER CONTRIBUTION	GRAND TOTAL CONTRIBUTION
Public Employee Contributory Retirement System	0	6.00%	<u>9.367.65%</u>	<u>15.3643.65%</u>
Public Employee Non-Contributory Retirement System	0	0	<u>13.3744.66%</u>	<u>13.3744.66%</u>
Public Safety Non-Contributory Retirement System 800-Series	0	<u>36.3135.71%</u>	<u>36.3135.71%</u>	<u>36.3135.71%</u>
Firefighter-Contributory Retirement System	<u>16.189.68%</u>	<u>16.189.68%</u>	0	<u>16.189.68%</u>
<u>Non-Legislative</u>				
Exempt Plan				
Department Heads	0	0	18%	18%
Acting/Interim Dept. Heads	0	0	18%	18%
Mayor's Chief of Staff	0	0	18%	18%
Up to two Additional Senior Executives in the Mayor's Office as specified by the Mayor	0	0	18%	18%
Executive Director, City Council	0	0	18%	18%
City Engineer	0	0	13%	13%
<u>Other Appointed Employees</u>				
Public Employee Contributory Retirement System	6.00%	<u>9.366.00%</u>	7.65%	<u>15.3643.65%</u>
Public Employee Non- Contributory Retirement System	0	0	<u>13.3744.66%</u>	<u>13.374.66%</u>

100-SERIES BASE WAGE SCHEDULE-R
Effective June 28, 2009 through June 30, 2010

Step	A		B		C		D		E	
	Hourly	Approximate Monthly Equivalent	Hourly	Approximate Monthly Equivalent	Hourly	Approximate Monthly Equivalent	Hourly	Approximate Monthly Equivalent	Hourly	Approximate Monthly Equivalent
101	\$9.86	\$1,709	\$10.35	\$1,794	\$10.82	\$1,875	\$11.26	\$1,952	\$11.82	\$2,049
102	\$10.15	\$1,759	\$10.65	\$1,846	\$11.14	\$1,931	\$11.61	\$2,012	\$12.18	\$2,111
103	\$10.43	\$1,808	\$10.94	\$1,896	\$11.70	\$2,028	\$11.93	\$2,068	\$12.50	\$2,167
104	\$10.75	\$1,863	\$11.25	\$1,950	\$11.76	\$2,038	\$12.29	\$2,130	\$12.87	\$2,231
105	\$11.06	\$1,917	\$11.58	\$2,007	\$12.12	\$2,101	\$12.63	\$2,189	\$13.24	\$2,295
106	\$11.34	\$1,966	\$11.92	\$2,066	\$12.46	\$2,160	\$12.97	\$2,248	\$13.61	\$2,359
107	\$11.65	\$2,019	\$12.21	\$2,116	\$12.79	\$2,217	\$13.33	\$2,311	\$13.98	\$2,423
108	\$12.02	\$2,083	\$12.62	\$2,187	\$13.19	\$2,286	\$13.78	\$2,389	\$14.46	\$2,506
109	\$12.36	\$2,142	\$12.95	\$2,245	\$13.58	\$2,354	\$14.16	\$2,454	\$14.88	\$2,579
110	\$12.73	\$2,207	\$13.35	\$2,314	\$13.99	\$2,425	\$14.60	\$2,531	\$15.34	\$2,659
111	\$13.10	\$2,271	\$13.75	\$2,383	\$14.40	\$2,496	\$15.01	\$2,602	\$15.75	\$2,730
112	\$13.47	\$2,335	\$14.14	\$2,451	\$14.83	\$2,571	\$15.46	\$2,680	\$16.24	\$2,815
113	\$13.85	\$2,401	\$14.55	\$2,522	\$15.27	\$2,647	\$15.94	\$2,763	\$16.71	\$2,896
114	\$14.29	\$2,477	\$14.99	\$2,598	\$15.69	\$2,720	\$16.41	\$2,844	\$17.23	\$2,987
115	\$14.69	\$2,546	\$15.43	\$2,675	\$16.16	\$2,801	\$16.87	\$2,924	\$17.74	\$3,075
116	\$15.12	\$2,621	\$15.90	\$2,756	\$16.66	\$2,888	\$17.40	\$3,016	\$18.27	\$3,167
117	\$15.58	\$2,701	\$16.38	\$2,839	\$17.15	\$2,973	\$17.91	\$3,104	\$18.82	\$3,262
118	\$16.04	\$2,780	\$16.86	\$2,922	\$17.67	\$3,063	\$18.45	\$3,198	\$19.39	\$3,361
119	\$16.55	\$2,869	\$17.37	\$3,011	\$18.21	\$3,156	\$19.04	\$3,300	\$20.01	\$3,468
120	\$17.01	\$2,948	\$17.88	\$3,099	\$18.75	\$3,250	\$19.59	\$3,396	\$20.58	\$3,567
121	\$17.50	\$3,033	\$18.38	\$3,186	\$19.33	\$3,351	\$20.18	\$3,498	\$21.21	\$3,676
122	\$18.05	\$3,129	\$18.96	\$3,286	\$19.88	\$3,446	\$20.77	\$3,600	\$21.86	\$3,789
123	\$18.61	\$3,226	\$19.51	\$3,382	\$20.49	\$3,552	\$21.42	\$3,713	\$22.53	\$3,905
124	\$19.13	\$3,316	\$20.14	\$3,491	\$21.11	\$3,659	\$22.04	\$3,820	\$23.19	\$4,020
125	\$19.74	\$3,422	\$20.75	\$3,597	\$21.78	\$3,775	\$22.73	\$3,940	\$23.94	\$4,150

Advancement from Step A to Step B and Step B to Step C is scheduled to occur at 6-month intervals.
 Advancement from Step C to Step D and Step D to Step E is scheduled to occur at 12-month intervals.

200 SERIES HOURLY BASE WAGE SCHEDULE-R
Effective June 28, 2009 through June 30, 2010

Step/ Grade	A	B	C	D	E	F	G	H	I	J
201	\$ 7.58	\$ 7.85	\$ 8.12	\$ 8.40	\$ 8.69	\$ 9.01	\$ 9.35	\$ 9.65	\$ 10.04	\$ 10.39
202	\$ 7.83	\$ 8.13	\$ 8.37	\$ 8.67	\$ 8.98	\$ 9.30	\$ 9.64	\$ 9.98	\$ 10.35	\$ 10.71
203	\$ 8.05	\$ 8.36	\$ 8.66	\$ 8.97	\$ 9.28	\$ 9.60	\$ 9.98	\$ 10.33	\$ 10.70	\$ 11.09
204	\$ 8.33	\$ 8.64	\$ 8.93	\$ 9.26	\$ 9.59	\$ 9.94	\$ 10.27	\$ 10.66	\$ 11.07	\$ 11.47
205	\$ 8.60	\$ 8.92	\$ 9.24	\$ 9.56	\$ 9.90	\$ 10.25	\$ 10.64	\$ 11.03	\$ 11.46	\$ 11.87
206	\$ 8.88	\$ 9.22	\$ 9.52	\$ 9.86	\$ 10.21	\$ 10.61	\$ 11.00	\$ 11.39	\$ 11.81	\$ 12.26
207	\$ 9.17	\$ 9.52	\$ 9.84	\$ 10.19	\$ 10.57	\$ 10.96	\$ 11.38	\$ 11.79	\$ 12.24	\$ 12.69
208	\$ 9.49	\$ 9.82	\$ 10.16	\$ 10.54	\$ 10.94	\$ 11.33	\$ 11.75	\$ 12.20	\$ 12.64	\$ 13.10
209	\$ 9.78	\$ 10.15	\$ 10.52	\$ 10.87	\$ 11.31	\$ 11.70	\$ 12.14	\$ 12.62	\$ 13.06	\$ 13.56
210	\$ 10.11	\$ 10.49	\$ 10.85	\$ 11.25	\$ 11.68	\$ 12.12	\$ 12.54	\$ 13.05	\$ 13.53	\$ 14.02
211	\$ 10.43	\$ 10.82	\$ 11.22	\$ 11.64	\$ 12.06	\$ 12.50	\$ 12.97	\$ 13.47	\$ 13.97	\$ 14.29
212	\$ 10.79	\$ 11.20	\$ 11.61	\$ 12.04	\$ 12.50	\$ 12.94	\$ 13.45	\$ 13.94	\$ 14.48	\$ 15.01
213	\$ 11.18	\$ 11.58	\$ 11.99	\$ 12.44	\$ 12.90	\$ 13.42	\$ 13.89	\$ 14.45	\$ 14.97	\$ 15.57
214	\$ 11.55	\$ 11.97	\$ 12.43	\$ 12.90	\$ 13.43	\$ 13.91	\$ 14.47	\$ 15.01	\$ 15.62	\$ 16.23
215	\$ 11.93	\$ 12.38	\$ 12.85	\$ 13.35	\$ 13.86	\$ 14.40	\$ 14.96	\$ 15.56	\$ 16.16	\$ 16.78
216	\$ 12.35	\$ 12.81	\$ 13.32	\$ 13.84	\$ 14.35	\$ 14.94	\$ 15.51	\$ 16.11	\$ 16.74	\$ 17.41
217	\$ 12.78	\$ 13.27	\$ 13.78	\$ 14.32	\$ 14.88	\$ 15.43	\$ 16.05	\$ 16.67	\$ 17.34	\$ 18.05
218	\$ 13.22	\$ 13.73	\$ 14.27	\$ 14.82	\$ 15.40	\$ 16.00	\$ 16.61	\$ 17.27	\$ 17.97	\$ 18.68
219	\$ 13.65	\$ 14.19	\$ 14.74	\$ 15.34	\$ 15.94	\$ 16.56	\$ 17.21	\$ 17.88	\$ 18.61	\$ 19.33
220	\$ 14.14	\$ 14.70	\$ 15.27	\$ 15.88	\$ 16.51	\$ 17.14	\$ 17.82	\$ 18.53	\$ 19.26	\$ 20.03
221	\$ 14.63	\$ 15.27	\$ 15.89	\$ 16.56	\$ 17.26	\$ 18.02	\$ 18.76	\$ 19.59	\$ 20.41	\$ 21.31
222	\$ 15.13	\$ 15.76	\$ 16.45	\$ 17.14	\$ 17.86	\$ 18.66	\$ 19.44	\$ 20.25	\$ 21.14	\$ 22.04
223	\$ 15.67	\$ 16.35	\$ 17.06	\$ 17.76	\$ 18.53	\$ 19.33	\$ 20.15	\$ 21.00	\$ 21.93	\$ 22.88
224	\$ 16.22	\$ 16.93	\$ 17.65	\$ 18.38	\$ 19.18	\$ 19.99	\$ 20.87	\$ 21.79	\$ 22.71	\$ 23.70
225	\$ 16.80	\$ 17.53	\$ 18.27	\$ 19.07	\$ 19.88	\$ 20.74	\$ 21.61	\$ 22.56	\$ 23.54	\$ 24.57

NON-EXEMPT PROFESSIONAL EMPLOYEES SALARY SCHEDULE - R
Bi-Weekly and Monthly Rates
July 1, 2009

Grade	Minimum		Midpoint		Maximum	
	Bi-Weekly	Monthly	Bi-Weekly	Monthly	Bi-Weekly	Monthly
301	\$ 997.61	\$ 2,161.49	\$ 1,266.01	\$ 2,743.02	\$ 1,534.40	\$ 3,324.53
302	\$ 1,043.31	\$ 2,260.54	\$ 1,292.46	\$ 2,800.33	\$ 1,541.60	\$ 3,340.13
303	\$ 1,091.38	\$ 2,364.66	\$ 1,377.69	\$ 2,985.00	\$ 1,664.00	\$ 3,605.33
304	\$ 1,141.81	\$ 2,473.92	\$ 1,446.11	\$ 3,133.24	\$ 1,750.40	\$ 3,792.53
305	\$ 1,193.82	\$ 2,586.61	\$ 1,509.31	\$ 3,270.17	\$ 1,824.80	\$ 3,953.73
306	\$ 1,248.98	\$ 2,706.12	\$ 1,576.09	\$ 3,414.86	\$ 1,903.20	\$ 4,123.60
307	\$ 1,312.81	\$ 2,844.42	\$ 1,656.81	\$ 3,589.76	\$ 2,000.80	\$ 4,335.07
308	\$ 1,364.03	\$ 2,955.40	\$ 1,720.42	\$ 3,727.58	\$ 2,076.80	\$ 4,499.73
309	\$ 1,424.70	\$ 3,086.85	\$ 1,797.55	\$ 3,894.69	\$ 2,170.40	\$ 4,702.53
310	\$ 1,490.11	\$ 3,228.57	\$ 1,879.86	\$ 4,073.03	\$ 2,269.60	\$ 4,917.47
311	\$ 1,558.66	\$ 3,377.10	\$ 1,968.13	\$ 4,264.28	\$ 2,377.60	\$ 5,151.47
312	\$ 1,667.41	\$ 3,612.72	\$ 2,129.31	\$ 4,613.51	\$ 2,591.20	\$ 5,614.27
313	\$ 1,740.69	\$ 3,771.50	\$ 2,224.35	\$ 4,819.43	\$ 2,708.00	\$ 5,867.33
314	\$ 1,821.07	\$ 3,945.65	\$ 2,326.14	\$ 5,039.97	\$ 2,831.20	\$ 6,134.27
315	\$ 1,901.44	\$ 4,119.79	\$ 2,429.52	\$ 5,263.96	\$ 2,957.60	\$ 6,408.13

SLCC Base Wage Table - R
Non-Sworn Inspector, Public Education Specialist
Effective July 1, 2009

————— Schedule Includes Longevity

Step	Annual Equivalent	Bi-Weekly Equivalent	Combat Pay Rate	Day Pay Rate	Monthly Equivalent
410A	\$ 34,798	\$ 1,338.40	\$ 11.95	\$ 16.73	\$ 2,900
410B	\$ 36,608	\$ 1,408.00	\$ 12.57	\$ 17.60	\$ 3,051
410C	\$ 38,522	\$ 1,481.60	\$ 13.23	\$ 18.52	\$ 3,210
410D	\$ 40,581	\$ 1,560.80	\$ 13.94	\$ 19.51	\$ 3,382
410E	\$ 42,702	\$ 1,642.40	\$ 14.66	\$ 20.53	\$ 3,559
410F	\$ 44,949	\$ 1,728.80	\$ 15.44	\$ 21.61	\$ 3,746
410G	\$ 47,358	\$ 1,821.48	\$ 16.26	\$ 22.77	\$ 3,947
410H	\$ 49,813	\$ 1,915.88	\$ 17.11	\$ 23.95	\$ 4,151
410I	\$ 52,434	\$ 2,016.68	\$ 18.01	\$ 25.21	\$ 4,369
410J	\$ 55,179	\$ 2,122.28	\$ 18.95	\$ 26.53	\$ 4,598
410K	\$ 55,583	\$ 2,137.82	\$ 19.09	\$ 26.72	\$ 4,632
410L	\$ 55,904	\$ 2,150.15	\$ 19.20	\$ 26.88	\$ 4,659
410M	\$ 56,266	\$ 2,164.10	\$ 19.32	\$ 27.05	\$ 4,689

Firefighter

————— Schedule Includes Longevity

Step	Annual Equivalent	Bi-Weekly Equivalent	Combat Pay Rate	Day Pay Rate	Monthly Equivalent
415A	\$ 36,774	\$ 1,414.40	\$ 12.63	\$ 17.68	\$ 3,065
415B	\$ 38,730	\$ 1,489.60	\$ 13.30	\$ 18.62	\$ 3,227
415C	\$ 40,726	\$ 1,566.40	\$ 13.99	\$ 19.58	\$ 3,394
415D	\$ 42,890	\$ 1,649.60	\$ 14.73	\$ 20.62	\$ 3,574
415E	\$ 45,136	\$ 1,736.00	\$ 15.50	\$ 21.70	\$ 3,761
415F	\$ 47,528	\$ 1,828.00	\$ 16.32	\$ 22.85	\$ 3,961
415G	\$ 50,021	\$ 1,923.88	\$ 17.18	\$ 24.05	\$ 4,168
415H	\$ 52,662	\$ 2,025.48	\$ 18.08	\$ 25.32	\$ 4,389
415I	\$ 55,429	\$ 2,131.88	\$ 19.03	\$ 26.65	\$ 4,619
415J	\$ 58,341	\$ 2,243.88	\$ 20.03	\$ 28.05	\$ 4,862
415K	\$ 58,682	\$ 2,257.02	\$ 20.15	\$ 28.21	\$ 4,890
415L	\$ 59,045	\$ 2,270.95	\$ 20.28	\$ 28.39	\$ 4,920
415M	\$ 59,386	\$ 2,284.10	\$ 20.39	\$ 28.55	\$ 4,949

SLCC Base Wage Table -- R
Engineer, Hazardous Material Specialist, Aircraft Rescue Firefighter, Inspector, Investigator, Battalion Aide
Effective July 1, 2009

____ Schedule Includes Longevity

Step	Annual Equivalent	Bi-Weekly Equivalent	Combat Pay Rate	Day Pay Rate	Monthly Equivalent
416A	\$ 39,333	\$ 1,512.80	\$ 13.54	\$ 18.94	\$ 3,278
416B	\$ 41,662	\$ 1,602.40	\$ 14.31	\$ 20.03	\$ 3,472
416C	\$ 43,784	\$ 1,684.00	\$ 15.04	\$ 21.05	\$ 3,649
416D	\$ 46,030	\$ 1,770.40	\$ 15.81	\$ 22.13	\$ 3,836
416E	\$ 48,339	\$ 1,859.20	\$ 16.60	\$ 23.24	\$ 4,028
416F	\$ 50,814	\$ 1,954.40	\$ 17.45	\$ 24.43	\$ 4,235
416G	\$ 53,515	\$ 2,058.28	\$ 18.38	\$ 25.73	\$ 4,460
416H	\$ 56,323	\$ 2,166.28	\$ 19.34	\$ 27.08	\$ 4,694
416I	\$ 59,318	\$ 2,281.48	\$ 20.37	\$ 28.52	\$ 4,943
416J	\$ 62,418	\$ 2,400.68	\$ 21.43	\$ 30.01	\$ 5,201
416K	\$ 62,801	\$ 2,415.42	\$ 21.57	\$ 30.19	\$ 5,233
416L	\$ 63,163	\$ 2,429.35	\$ 21.69	\$ 30.37	\$ 5,264
416M	\$ 63,546	\$ 2,444.10	\$ 21.82	\$ 30.55	\$ 5,296

Paramedic

____ Schedule Includes Longevity

Step	Annual Equivalent	Bi-Weekly Equivalent	Combat Pay Rate	Day Pay Rate	Monthly Equivalent
420A	\$ 42,931	\$ 1,651.20	\$ 14.74	\$ 20.64	\$ 3,578
420B	\$ 44,450	\$ 1,709.60	\$ 15.26	\$ 21.37	\$ 3,704
420C	\$ 46,634	\$ 1,793.60	\$ 16.01	\$ 22.42	\$ 3,886
420D	\$ 48,922	\$ 1,881.60	\$ 16.80	\$ 23.52	\$ 4,077
420E	\$ 51,355	\$ 1,975.20	\$ 17.64	\$ 24.69	\$ 4,280
420F	\$ 53,810	\$ 2,069.60	\$ 18.48	\$ 25.87	\$ 4,484
420G	\$ 56,614	\$ 2,177.48	\$ 19.44	\$ 27.22	\$ 4,718
420H	\$ 59,610	\$ 2,292.68	\$ 20.47	\$ 28.66	\$ 4,967
420I	\$ 62,771	\$ 2,414.28	\$ 21.56	\$ 30.18	\$ 5,231
420J	\$ 66,058	\$ 2,540.68	\$ 22.68	\$ 31.76	\$ 5,505
420K	\$ 66,441	\$ 2,555.42	\$ 22.82	\$ 31.94	\$ 5,537
420L	\$ 66,803	\$ 2,569.35	\$ 22.94	\$ 32.12	\$ 5,567
420M	\$ 67,228	\$ 2,585.70	\$ 23.09	\$ 32.32	\$ 5,602

500 SERIES BASE WAGE SCHEDULE - R**Effective 6/28/2009**

Step	A - Days		B - Afternoons		C - Graveyards		Years of Service*
	Hourly Rate	Bi-Weekly Equivalent	Hourly Rate	Bi-Weekly Equivalent	Hourly Rate	Bi-Weekly Equivalent	
502	\$18.27	\$1,461.60	\$18.73	\$1,498.40	\$19.18	\$1,534.40	Entry
503	\$19.47	\$1,557.60	\$19.96	\$1,596.80	\$20.44	\$1,635.20	1
504	\$20.71	\$1,656.80	\$21.23	\$1,698.40	\$21.75	\$1,740.00	2
505	\$21.97	\$1,757.60	\$22.52	\$1,801.60	\$23.07	\$1,845.60	3
506	\$23.24	\$1,859.20	\$23.82	\$1,905.60	\$24.40	\$1,952.00	4
507	\$24.19	\$1,935.20	\$24.79	\$1,983.20	\$25.40	\$2,032.00	5
508	\$25.81	\$2,064.80	\$26.46	\$2,116.80	\$27.10	\$2,168.00	6
509	\$26.81	\$2,144.80	\$27.48	\$2,198.40	\$28.15	\$2,252.00	7
510	\$28.09	\$2,247.20	\$28.79	\$2,303.20	\$29.49	\$2,359.20	8+

EXEMPT PROFESSIONAL EMPLOYEES SALARY SCHEDULE--R

Bi-Weekly and Monthly Rates

July 1, 2009

Grade	Minimum		Midpoint		Maximum	
	Bi-Weekly	Monthly	Bi-Weekly	Monthly	Bi-Weekly	Monthly
601	\$ 1,401.06	\$ 3,035.63	\$ 1,768.13	\$ 3,830.95	\$ 2,135.20	\$ 4,626.27
602	\$ 1,463.32	\$ 3,170.53	\$ 1,857.60	\$ 4,024.80	\$ 2,229.60	\$ 4,830.80
603	\$ 1,529.51	\$ 3,313.94	\$ 1,939.20	\$ 4,201.60	\$ 2,324.00	\$ 5,035.33
604	\$ 1,650.07	\$ 3,575.15	\$ 2,093.60	\$ 4,536.13	\$ 2,512.80	\$ 5,444.40
605	\$ 1,671.35	\$ 3,621.26	\$ 2,121.60	\$ 4,596.80	\$ 2,545.60	\$ 5,515.47
606	\$ 1,745.42	\$ 3,781.74	\$ 2,216.00	\$ 4,801.33	\$ 2,659.20	\$ 5,761.60
607	\$ 1,799.79	\$ 3,899.55	\$ 2,367.20	\$ 5,128.93	\$ 2,907.20	\$ 6,298.93
608	\$ 1,916.42	\$ 4,152.24	\$ 2,509.60	\$ 5,437.47	\$ 3,075.20	\$ 6,662.93
609	\$ 2,014.92	\$ 4,365.66	\$ 2,640.00	\$ 5,720.00	\$ 3,232.80	\$ 7,004.40
610	\$ 2,145.72	\$ 4,649.06	\$ 2,832.00	\$ 6,136.00	\$ 3,488.00	\$ 7,557.33
611	\$ 2,232.40	\$ 4,836.87	\$ 2,950.40	\$ 6,392.53	\$ 3,632.80	\$ 7,871.07
612	\$ 2,350.60	\$ 5,092.97	\$ 3,079.20	\$ 6,671.60	\$ 3,772.00	\$ 8,172.67
613	\$ 2,531.84	\$ 5,485.65	\$ 3,317.60	\$ 7,188.13	\$ 4,063.20	\$ 8,803.60
614	\$ 2,677.62	\$ 5,801.51	\$ 3,508.80	\$ 7,602.40	\$ 4,298.40	\$ 9,313.20
615	\$ 2,942.39	\$ 6,375.18	\$ 3,855.20	\$ 8,352.93	\$ 4,720.80	\$ 10,228.40

~~800 SERIES EMPLOYEES SALARY SCHEDULE - R~~
~~Bi-Weekly Rates~~
~~July 1, 2009~~

SERGEANT	A	B	C
	Days	Swing	Graves
Level 813	\$2,642.16	\$2,708.21	\$2,774.27
Level 812	\$2,516.87	\$2,579.79	\$2,642.71
 LIEUTENANT			
Level 822	\$3,108.66	\$3,186.38	\$3,264.09
Level 821	\$2,960.52	\$3,034.53	\$3,108.55
 CAPTAIN			
Level 830	\$3,516.06		
Level 829	\$3,349.00		

~~Change in pay level assignment depends on approval of the Police Chief~~

~~900 SERIES EMPLOYEES SALARY SCHEDULE -- R~~
~~Bi-Weekly Rates~~
~~July 1, 2009~~

~~GRADE 901 - FIRE CAPTAIN~~

Top Level	\$ 2,914.81
Level 2	\$ 2,809.22
Level 1	\$ 2,692.60

~~GRADE 902 - FIRE BATTALION CHIEF~~

Top Level	\$ 3,415.19
Level 2	\$ 3,301.72
Level 1	\$ 3,189.82

~~Change in pay level assignment depends on approval of the Fire Chief~~

Appointed Employees Bi-Weekly Salary Schedule and Pay Level Assignment – R
July 1, 2009

Level	Min	Mid	Base Max	Top
000	\$6,276.63	\$7,693.42	\$9,111.20	\$10,192.80
001	\$4,939.29	\$4,948.85	\$5,868.40	\$6,560.00
002	\$2,078.78	\$3,866.60	\$4,752.22	\$5,025.15
003	\$4,039.29	\$4,948.85	\$5,868.40	\$6,560.40
004	\$3,672.08	\$4,498.84	\$5,325.60	\$5,955.20
005	\$3,368.70	\$4,127.55	\$4,886.40	\$5,463.20
006	\$3,090.54	\$3,786.47	\$4,482.40	\$5,012.00
007	\$2,862.02	\$3,506.21	\$4,160.40	\$4,640.80
008	\$2,650.04	\$3,246.62	\$3,843.20	\$4,297.60
009	\$2,476.68	\$3,034.34	\$3,602.00	\$4,046.00
010	\$2,314.36	\$2,835.58	\$3,366.80	\$3,753.60
011	\$2,163.06	\$2,649.03	\$3,136.80	\$3,508.00
012	\$2,021.22	\$2,476.61	\$2,932.00	\$3,278.40
013	\$1,906.96	\$2,336.28	\$2,765.60	\$3,092.80
014	\$1,799.00	\$2,204.30	\$2,609.60	\$2,917.60
015	\$1,697.35	\$2,079.48	\$2,461.60	\$2,752.80
016	\$1,601.22	\$1,961.81	\$2,322.40	\$2,596.80
017	\$1,510.60	\$1,850.00	\$2,191.20	\$2,449.60
018	\$1,424.70	\$1,745.95	\$2,067.20	\$2,311.20
019	\$1,344.33	\$1,646.97	\$1,949.60	\$2,180.00

— No position may be removed from or
 — added to this Appointed Employee Pay Plan
 — without approval of the City Council.

Level	001	002	003
	City Attorney	Chief of Staff Police Chief Public Services Director Administrative Services Director Fire Chief Deputy City Attorney City Council Office Exec Director	Public Services Deputy Director Chief Information Officer Communication Director Senior Advisor – Mayor Dep Dir. Admin Svcs/Finance Director Admin Services Deputy Director City Prosecutor Airport Operations Director Airport Maintenance Director P. Util. Finance Administrator Airport Finance/Acct Director Information Mgt Serv Dir – Airport
			Airport Engineering Director Airport Admin/Comm Director Redevelopment Director City Council Deputy Director Appointed Sr. City Attorney Airport Police Chief City Engineer Public Utilities Deputy Director
Level	004	005	006
	Assistant Police Chief Planning Director DCED-Dep Director – Comm Dev DCED-Deputy Director – Econ Dev City Treasurer Human Resource Director Deputy Fire Chief Airport Plan/Cap Prog Dir Wtr. Quality/Treat Administrator Dep City Eng/Major Projects	P.S. Fin/Admin Serv Director Building Official HAND Director Transportation Engineer Public Utilities Chief Engineer Civilian Review Bd Investigator Sustainability Director Assistant Planning Director	Sorensen Center Director Chief Procurement Officer City Courts Director Airport PR/Marketing Director City Recorder
			Public Policy Analyst Const Liaison/Pub Pol Analyst Community Facilitator Downtown Transp Dev Coord Emergency Mgt Program Director
Level	008	009	010
	Appointments Pending	Coord For Human Rights/Divers Assistant Communication Dir Assistant To Chief of Staff Youth City Programs Manager Planning/Mgt Director – UASI	Appointments Pending
			Council Constituent Liaison Econ Dev Mgr Small Business Const Liaison/Budget Analyst Com Affairs/ADA Analyst Community Liaison
Level	012	013	014
	Appointments Pending	Assistant To The Mayor Administrative Assistant Off Mgr/Mayor/Comm Affair	Appointments Pending
			Admin Asst To Office of Mayor Staff Assistant Admin Secretary II Management Support Coordinator Coalition Coordinator Executive Office Assistant
Level	016	017	007
	Appointments Pending	Appointments Pending	Justice Court Judge
			Executive Director Of Airports
			008 Public Utilities Director DCED Director

SALT LAKE CITY ORDINANCE

No. _____ of 2010

(Amending the Salt Lake City Code to Reflect Numerous
Organizational Changes Within the City Administration)

An ordinance amending the Salt Lake City Code, to reflect numerous organizational changes within the City Administration.

WHEREAS, the Mayor has proposed numerous organizational changes to the structure of the City Administration; and

WHEREAS, the City Council finds that those proposed changes are in the best interest of the City;

NOW, THEREFORE, BE IT ORDAINED, by the City Council of Salt Lake City as follows:

SECTION 1: Section 2.08.020 of the Salt Lake City Code shall be and hereby is deleted in its entirety.

SECTION 2: Section 2.09.060 of the Salt Lake City Code shall be and hereby is amended to read as follows:

2.09.060: EMERGENCY INTERIM SUCCESSION

Notwithstanding any other provision of law except section 2.04.060 of this title, if the mayor is unavailable, an emergency interim successor shall exercise the powers and duties of the mayor according to the order of succession designated by the mayor. If the mayor or any other city government officer has not designated an emergency interim successor, the order of succession shall be: a) the mayor, b) the mayor's chief of staff, c) the chair of the city council, and d) the city's police chief. An emergency interim successor shall exercise the powers of the

mayor only until the mayor or a person earlier in the order of succession is no longer unavailable. If any other city official is unavailable, an emergency interim successor shall exercise such official's powers as provided by Utah Code Annotated section 63K-1-401 or any successoral provision.

SECTION 3: Section 2.54.030A.1 of the Salt Lake City Code shall be and hereby is amended to read as follows:

1. Authorization to regularly take home a city owned vehicle is granted by the department director and approved by the mayor, the mayor's chief of staff or his or her designee based on a demonstrated need for such vehicle to be taken home to serve the public interest; or

SECTION 4: Section 2.72.060A of the Salt Lake City Code shall be and hereby is amended to read as follows:

A. Appointment; Removal: In the interest of legitimate civilian oversight, the mayor shall appoint a full time independent administrator for the board. In making such appointment, the mayor shall consider any recommendations of the board regarding who should be appointed. The administrator shall operate out of the city's human resources department. The administrator shall be an at will employee and shall be subject to removal by the mayor, with or without cause, but only after the mayor considers any recommendations of the board regarding such removal.

SECTION 5. Section 2.72.150 I of the Salt Lake City Code shall be and hereby is amended to read as follows:

I. Report Of Administrator: Within five (5) business days (or such longer period of time approved by the City's director of human resources after consultation with the police chief or his or her designee) after his or her receipt of the case file from the internal affairs unit, the administrator shall provide to the board review panel a written report that summarizes the case and such investigation, and states the administrator's recommendations regarding the case.

SECTION 6: Section 2.35.080 of the Salt Lake City Code shall be and hereby is amended to read as follows:

2.35.080: STAFF SUPPORT FROM THE DEPARTMENT OF HUMAN RESOURCES.

The department of human resources shall provide staff support to the committee to assist the committee in the performance of its duties.

SECTION 7: Section 2.24.030B of the Salt Lake City Code shall be and hereby is amended to read as follows:

B. Elected Members: The pool of elected board members shall be elected in accordance with city procedure, and shall consist of one 100/200 series employee and one 300/600 series employee from each of the following departments: 1) department of airports, 2) public services, 3) public utilities, and 4) community development and other areas or divisions (except the police and fire departments) not included in the other departments enumerated above.

SECTION 8: Section 2.42.020A of the Salt Lake City Code shall be and hereby is amended to read as follows:

A. Each of the following elected and appointed officers and employees shall execute a bond with good and sufficient sureties in an amount to be approved by the mayor, made payable to the city in the penal sum thus specified, conditioned on the faithful performance of the duties of his/her office or employment and the proper accounting for and the payment of all monies received by him/her, according to state law and city ordinances:

1. Bail commissioners;
2. Council members;
3. City attorney;
4. Assistant and deputy city attorney;
5. Director of airports;
6. Director of finance;
7. Director of public utilities;
8. Director of public services;
9. Fire chief;
10. License supervisor;
11. Mayor;
12. Parking enforcement hearing examiner;
13. Chief of police;
14. Chief procurement officer;
15. City recorder;
16. Deputy city recorder;
17. Treasurer and deputy treasurer.

SECTION 9: Section 2.75.020B of the Salt Lake City Code shall be and hereby is amended to read as follows:

B. Accountability: The hearing officer shall serve as staff for the justice court but shall be supervised as an employee, under the direction of the city justice court director or his/her designee.

SECTION 10: Section 8.04.020 of the Salt Lake City Code shall be and hereby is amended to read as follows:

8.04.020: ANIMAL SERVICES:

. Animal services may be provided through a legally executed agreement, which includes the authority and power to enforce this title.

SECTION 11: Section 10.02.100B of the Salt Lake City Code shall be and hereby is amended to read as follows:

B. In the event the commission desires nonmembers to serve on such a committee, the commission may request the administrator of the police civilian review board, department of human resources, to make the appointment.

SECTION 12: Section 2.08.025 of the Salt Lake City Code shall be and here by is amended to read as follows:

2.08.025: DEPARTMENT OF FINANCE:

A. Functions: The department of finance shall have charge of and be responsible for all financial services, the Office of the City Treasurer, the Purchasing and Contracts Division, the Financial Reporting and Budget Division, the Accounting Division, and the Revenue Audits and Business Licensing Division.

B. City Auditor: The director of the department of finance or the mayor's designee shall be the city auditor, within the meaning of the uniform fiscal procedures act of the state.

C. City Treasurer: The functions of city treasurer shall be assigned to the department under the administrative direction of the director. In addition to those duties designated by the director, the city treasurer shall have charge of and be responsible for the collection and disposition of city revenues, the keeping of an accurate and detailed account of all matters within the treasurer's charge as provided in the uniform fiscal procedures act, or any successor statutes, and shall perform all other duties required by law.

SECTION 13: Section 2.08.027 of the Salt Lake City Code shall be and here by is enacted to read as follows:

2.08.027: DEPARTMENT OF HUMAN RESOURCES:

A. The Department of Human Resources shall have charge of, and be responsible for all programs relating to the personnel of the City, and the Civilian Review Board.

SECTION 14: Section 2.08.029 of the Salt Lake City Code shall be and hereby is enacted to read as follows:

2.08.029: DEPARTMENT OF INFORMATION MANAGEMENT SERVICES:

A. Functions: The Department of Information Management Services shall be responsible for all central support services required for City operations, and for GIS consolidation.

SECTION 15: Section 2.08.090A of the Salt Lake City Code shall be and hereby is amended to read as follows:

A. Functions: The police department, by and through its sworn officers, shall be responsible for preserving the public peace, preventing crime, detecting and arresting criminal offenders, protecting the rights of persons and property, regulating and controlling motorized and pedestrian traffic, training sworn personnel, providing and maintaining police records and communications systems. Emergency management shall be housed in the police department.

SECTION 16: Section 2.08.050 of the Salt Lake City Code shall be and hereby is amended to read as follows:

2.08.050: DEPARTMENT OF COMMUNITY AND ECONOMIC DEVELOPMENT:

A. Functions: The department of community and economic development shall have charge of and be responsible for:

1. Land use planning;
2. Business regulation;
3. Housing;
4. Building and housing codes;
5. City engineering;

6. Transportation engineering;
7. Non-parking civil enforcement, including enforcement of the Sidewalk Entertainers and Artists Ordinance, and enforcement of snow removal;
8. Economic development; and
9. Capital asset management.

B. City Engineer: The position of city engineer shall be assigned to the department of community and economic development under the administrative direction of the director of community and economic development. The city engineer shall be a registered professional engineer of the state and shall be responsible for the review, supervision and acceptance of all engineering and architectural design, and construction work required by or for the city, except as assigned in this code to other departments or offices of the city; the coordination and supervision of all construction work done within the public rights of way of the city; and the records of public improvements as prescribed by state statute. The duties may be delegated by the city engineer as deemed prudent and appropriate; such delegation may include the department of public utilities (for recording and maintaining engineering records relating to the water and sewer systems and its engineering functions) and the department of airports.

SECTION 17: Section 2.08.040 of the Salt Lake City Code shall be and hereby is amended to read as follows:

2.08.040: OFFICE OF CITY ATTORNEY:

A. Functions:

1. The city attorney shall be the chief legal officer of the city and shall be responsible to the mayor and city council for the proper administration of the legal affairs of the executive and legislative branches of city government.

2. The executive and legislative branches of government shall enjoy equal and independent access to the services of the office of the city attorney with reference to their respective functions and duties. It shall be the responsibility of the city attorney to administer the office of the city attorney in a manner which will enable the mayor and city council to fulfill their respective duties in a timely fashion.

3. The foregoing notwithstanding, the city attorney shall not in any instance, either personally, or by his or her deputies, act as both prosecutor and advocate before (and at the same time advisor to) any board, commission, agency, officer, official or body of the city. In cases where such a conflict shall arise, special counsel may be employed who shall not be subject to the control or direction of the city attorney in such matter, and who shall provide the legal service to or before such board, commission, agency, officer, official or body.

4. Supervise the Office of the City Recorder.

B. Separate Executive Or Legislative Counsel: Nothing in this chapter shall be construed to prohibit either the city council or mayor from retaining separate counsel from appropriated funds, as either may from time to time deem appropriate.

C. City Recorder:

1. The city recorder shall be assigned to the office of the city attorney and be under the administrative direction of the city attorney; however, the recorder shall be

responsible to the city council, which shall have equal and independent access for services with respect to legislative functions.

2. The city recorder shall keep the corporate seal, the official papers and records of the city, as required by law; the record of the proceedings of the city, as required by law; and shall attest legal documents of the city and do those other matters prescribed by law.

SECTION 18: Section 2.04.010 of the Salt Lake City Code shall be and hereby is amended to read as follows:

2.04.010: POWERS AND DUTIES:

The mayor shall be the chief executive officer of the city and its official head for all ceremonial purposes. The mayor shall be responsible for the proper administration of all affairs of the city with which the office is charged. The mayor's powers and duties include, but are not limited to, the following:

- A. Supervising the administration and enforcement of all laws and ordinances of the city;
- B. Administering and exercising control of all departments of the city;
- C. Supervising the administrative functions of other departments and agencies which are related to or affect city operations, to the extent requested or delegated by the officers or bodies having primary responsibility for the operation of such departments or agencies;
- D. Authorizing the issuance of such administrative rules and regulations and outlining general administrative procedures applicable to areas of operation and departments

confided to the mayor's supervision, which are not in conflict with the laws of the state or of city ordinances;

E. Supervising the Office of Policy and Budget and the City's Budget Director, who may be appointed pursuant to Section 10-36-202(1)(d)(viii), Utah Code or its successor statute;

F. Preparing the city budget and submitting the same to the city council;

G. Keeping the city council informed as to the financial condition of the city on a quarterly basis or such longer time as the council shall request;

H. Recommending to the council for adoption such measures as may be deemed necessary or proper for the efficient and proper operation of the city;

I. Attending city council meetings;

J. Preparing and submitting to the council:

1. A state of the city report during January of each year, and

2. An annual report of the city's financial affairs, within one hundred eighty (180) days following the close of the city's fiscal year;

K. Subject to the requirements of statutes and ordinances now or hereafter lawfully enacted, supervising the purchase of materials or services and otherwise authorizing expenditures of funds on behalf of the city;

L. Making all appointments to all city committees, boards, commissions and other advisory bodies in the city, after having received the advice and consent of the council on each separate prospective appointment, as provided or required in state law, and removing the same;

M. Hiring and making all appointments regarding all executive department employees, officers and agents (subject to the advice and consent of the council where required by state law), and disciplining or terminating the same;

N. Performing such other duties as may be prescribed or permitted by law, including issuing proclamations; vetoing ordinances, tax levies and appropriations, subject to council veto override as provided by state law; and establishing job descriptions, job functions, job classifications or reclassifications and compensation therefor, within the budgeted appropriations and consistent with state law.

SECTION 19: Section 2.08.080 of the Salt Lake City Code shall be and hereby is amended to read as follows:

2.08.080: DEPARTMENT OF PUBLIC SERVICES:

A. Functions: The department of public services shall have charge of and be responsible for the Sustainability Division; the Division of Parks and Public Lands; the Division of Youth and Family Programs; and Fleet Management:

1. The general supervision, maintenance, upkeep and control of the city's parks, playgrounds, athletic fields, golf courses, pools and other recreational areas and facilities;
2. The city's cemetery;
3. Recreational activities and public event planning;
4. Maintenance and upkeep of shade trees and other plantings;
5. The operation and maintenance of streets, parkways, sidewalks, street lighting, traffic signals, and similar public ways and facilities;
6. The collection and disposal of all solid waste generated within the city as provided for in city ordinances;
7. Maintenance and repair of all city owned buildings within the city; and

8. Enforcement of parking ordinances and regulations;

SECTION 20: EFFECTIVE DATE:

This ordinance shall become effective on the date of its first publication.

DATED this ____ day of _____, 2010.

CHAIRPERSON

ATTEST:

CHIEF DEPUTY CITY RECORDER

Transmitted to Mayor on _____.

Mayor's Action: _____ Approved. _____ Vetoed.

MAYOR

CHIEF DEPUTY CITY RECORDER

(SEAL)

Bill No. _____ of 2009.

Published: _____.

APPROVED AS TO FORM
Salt Lake City Attorney's Office
Date 5/3/2010
By [Signature]

SALT LAKE CITY ORDINANCE

No. _____ of 2010

(Amending the Salt Lake City Code to Reflect Numerous
Organizational Changes Within the City Administration)

An ordinance amending the Salt Lake City Code, to reflect numerous organizational changes within the City Administration.

WHEREAS, the Mayor has proposed numerous organizational changes to the structure of the City Administration; and

WHEREAS, the City Council finds that those proposed changes are in the best interest of the City;

NOW, THEREFORE, BE IT ORDAINED, by the City Council of Salt Lake City as follows:

SECTION 1: Section 2.08.020 of the Salt Lake City Code shall be and hereby is deleted in its entirety.

~~2.08.020: DEPARTMENT OF THE CHIEF ADMINISTRATIVE OFFICER~~

~~A. Functions: The department of the chief administrative officer shall have charge of and be responsible for:~~

- ~~1. Emergency management;~~
- ~~2. Office of sustainability;~~
- ~~3. Office of environmental management; and~~
- ~~4. Civilian review board.~~

SECTION 2: Section 2.09.060 of the Salt Lake City Code shall be and hereby is amended to read as follows:

2.09.060: EMERGENCY INTERIM SUCCESSION

Notwithstanding any other provision of law except section 2.04.060 of this title, if the mayor is unavailable, an emergency interim successor shall exercise the powers and duties of the mayor according to the order of succession designated by the mayor. If the mayor or any other city government officer has not designated an emergency interim successor, the order of succession shall be: a) the mayor, b) the mayor's chief of staff, ~~the city's chief administrative officer~~, c) the chair of the city council, and d) the city's police chief. An emergency interim successor shall exercise the powers of the mayor only until the mayor or a person earlier in the order of succession is no longer unavailable. If any other city official is unavailable, an emergency interim successor shall exercise such official's powers as provided by Utah Code Annotated section 63K-1-401 or any successorial provision.

SECTION 3: Section 2.54.030A.1 of the Salt Lake City Code shall be and hereby is amended to read as follows:

1. Authorization to regularly take home a city owned vehicle is granted by the department director and approved by the mayor, the mayor's chief of staff ~~chief administrative officer~~ or his or her designee based on a demonstrated need for such vehicle to be taken home to serve the public interest; or

SECTION 4: Section 2.72.060A of the Salt Lake City Code shall be and hereby is amended to read as follows:

A. Appointment; Removal: In the interest of legitimate civilian oversight, the mayor shall appoint a full time independent administrator for the board. In making such appointment,

the mayor shall consider any recommendations of the board regarding who should be appointed.

The administrator shall operate out of the city's human resources department of the chief administrative officer. The administrator shall be an at will employee and shall be subject to removal by the mayor, with or without cause, but only after the mayor considers any recommendations of the board regarding such removal.

SECTION 5. Section 2.72.150 I of the Salt Lake City Code shall be and hereby is amended to read as follows:

I. Report Of Administrator: Within five (5) business days (or such longer period of time approved by the city's chief administrative officer City's director of human resources after consultation with the police chief or his or her designee) after his or her receipt of the case file from the internal affairs unit, the administrator shall provide to the board review panel a written report that summarizes the case and such investigation, and states the administrator's recommendations regarding the case.

SECTION 6: Section 2.35.080 of the Salt Lake City Code shall be and hereby is amended to read as follows:

2.35.080: STAFF SUPPORT FROM THE DEPARTMENT OF HUMAN RESOURCES ADMINISTRATIVE SERVICES.

The department of human resources administrative services shall provide staff support to the committee to assist the committee in the performance of its duties.

SECTION 7: Section 2.24.030B of the Salt Lake City Code shall be and hereby is amended to read as follows:

B. Elected Members: The pool of elected board members shall be elected in accordance with city procedure, and shall consist of one 100/200 series employee and one 300/600 series employee from each of the following departments: 1) department of airports, 2) public services, 3) public utilities, and 4) community development, ~~and 5) administrative services~~ and other areas or divisions (except the police and fire departments) not included in the other departments enumerated above.

SECTION 8: Section 2.42.020A of the Salt Lake City Code shall be and hereby is amended to read as follows:

A. Each of the following elected and appointed officers and employees shall execute a bond with good and sufficient sureties in an amount to be approved by the mayor, made payable to the city in the penal sum thus specified, conditioned on the faithful performance of the duties of his/her office or employment and the proper accounting for and the payment of all monies received by him/her, according to state law and city ordinances:

- ~~1. Administrative services;~~
12. Bail commissioners;
23. Council members;
34. City attorney;
45. Assistant and deputy city attorney;
56. Director of airports;
67. Director of finance;
78. Director of public utilities;
89. Director of public services;

910. Fire chief;

1011. License supervisor;

1112. Mayor;

1213. Parking enforcement hearing examiner;

1314. Chief of police;

1415. Chief procurement officer;

1516. City recorder;

1617. Deputy city recorder;

1718. Treasurer and deputy treasurer.

SECTION 9: Section 2.75.020B of the Salt Lake City Code shall be and hereby is amended to read as follows:

B. Accountability: The hearing officer shall serve as staff for the justice court but shall be supervised as an employee, under the direction of the city justice court director ~~director of administrative services~~ or his/her designee.

SECTION 10: Section 8.04.020 of the Salt Lake City Code shall be and hereby is amended to read as follows:

8.04.020: ~~OFFICE OF ANIMAL SERVICES:~~

~~There is created an office of animal services. A director of the office of animal services and such personnel as may be necessary to the work of the office shall be appointed by the mayor upon the recommendation of the director of the department of administrative services.~~

~~Alternatively, a~~Animal services may be provided through a legally executed agreement, which includes the authority and power to enforce this title.

SECTION 11: Section 10.02.100B of the Salt Lake City Code shall be and hereby is amended to read as follows:

B. In the event the commission desires nonmembers to serve on such a committee, the commission may request the administrator of the police civilian review board, department of human resources, department of administrative services, to make the appointment.

SECTION 12: Section 2.08.025 of the Salt Lake City Code shall be and here by is amended to read as follows:

2.08.025: DEPARTMENT OF FINANCE ~~ADMINISTRATIVE SERVICES~~:

A. Functions: The department of ~~administrative services~~ finance shall have charge of and be responsible for all financial services, all programs relating to the personnel of the city and central support services required for city operations, the Office of the City Treasurer, the Purchasing and Contracts Division, the Financial Reporting and Budget Division, the Accounting Division, and the Revenue Audits and Business Licensing Division.

B. City Auditor: The director of the department of ~~administrative services~~ finance or the mayor's designee shall be the city auditor, within the meaning of the uniform fiscal procedures act of the state.

C. City Treasurer: The functions of city treasurer shall be assigned to the department under the administrative direction of the director. In addition to those duties designated by the director, the city treasurer shall have charge of and be responsible for the collection and

disposition of city revenues, the keeping of an accurate and detailed account of all matters within the treasurer's charge as provided in the uniform fiscal procedures act, or any successor statutes, and shall perform all other duties required by law.

~~D. — City Recorder:~~

~~1. — The city recorder shall be assigned to the department of administrative services and be under the administrative direction of the director; however, the recorder shall be responsible to the city council, which shall have equal and independent access for services with respect to legislative functions.~~

~~2. — The city recorder shall keep the corporate seal, the official papers and records of the city, as required by law; the record of the proceedings of the city, as required by law; and shall attest legal documents of the city and do those other matters prescribed by law.~~

~~E. — Budget Officer: As designated by the mayor, the director of the department may perform the duties of the budget officer in accordance with section 10-3-1219(7), Utah Code Annotated, or its successor statute.~~

SECTION 13: Section 2.08.027 of the Salt Lake City Code shall be and here by is enacted to read as follows:

2.08.027: DEPARTMENT OF HUMAN RESOURCES:

A. The Department of Human Resources shall have charge of, and be responsible for all programs relating to the personnel of the City, and the Civilian Review Board.

SECTION 14: Section 2.08.029 of the Salt Lake City Code shall be and hereby is enacted to read as follows:

2.08.029: DEPARTMENT OF INFORMATION MANAGEMENT SERVICES:

A. Functions: The Department of Information Management Services shall be responsible for all central support services required for City operations, and for GIS consolidation.

SECTION 15: Section 2.08.090A of the Salt Lake City Code shall be and hereby is amended to read as follows:

A. Functions: The police department, by and through its sworn officers, shall be responsible for preserving the public peace, preventing crime, detecting and arresting criminal offenders, protecting the rights of persons and property, regulating and controlling motorized and pedestrian traffic, training sworn personnel, and providing and maintaining police records and communications systems. Emergency management shall be housed in the police department.

SECTION 16: Section 2.08.050 of the Salt Lake City Code shall be and hereby is amended to read as follows:

2.08.050: DEPARTMENT OF COMMUNITY AND ECONOMIC DEVELOPMENT:

A. Functions: The department of community and economic development shall have charge of and be responsible for:

1. Land use planning;
2. Business regulation;
3. Housing;

4. Building and housing codes;
5. City engineering;
56. Transportation engineering; and
7. Non-parking civil enforcement, including enforcement of the Sidewalk Entertainers and Artists Ordinance, and enforcement of snow removal;
86. Economic development; and
9. Capital asset management.

B. City Engineer: The position of city engineer shall be assigned to the department of community and economic development under the administrative direction of the director of community and economic development. The city engineer shall be a registered professional engineer of the state and shall be responsible for the review, supervision and acceptance of all engineering and architectural design, and construction work required by or for the city, except as assigned in this code to other departments or offices of the city; the coordination and supervision of all construction work done within the public rights of way of the city; and the records of public improvements as prescribed by state statute. The duties may be delegated by the city engineer as deemed prudent and appropriate; such delegation may include the department of public utilities (for recording and maintaining engineering records relating to the water and sewer systems and its engineering functions) and the department of airports.

SECTION 17: Section 2.08.040 of the Salt Lake City Code shall be and hereby is amended to read as follows:

2.08.040: OFFICE OF CITY ATTORNEY:

A. Functions:

1. The city attorney shall be the chief legal officer of the city and shall be responsible to the mayor and city council for the proper administration of the legal affairs of the executive and legislative branches of city government.

2. The executive and legislative branches of government shall enjoy equal and independent access to the services of the office of the city attorney with reference to their respective functions and duties. It shall be the responsibility of the city attorney to administer the office of the city attorney in a manner which will enable the mayor and city council to fulfill their respective duties in a timely fashion.

3. The foregoing notwithstanding, the city attorney shall not in any instance, either personally, or by his or her deputies, act as both prosecutor and advocate before (and at the same time advisor to) any board, commission, agency, officer, official or body of the city. In cases where such a conflict shall arise, special counsel may be employed who shall not be subject to the control or direction of the city attorney in such matter, and who shall provide the legal service to or before such board, commission, agency, officer, official or body.

4. Supervise the Office of the City Recorder.

B. Separate Executive Or Legislative Counsel: Nothing in this chapter shall be construed to prohibit either the city council or mayor from retaining separate counsel from appropriated funds, as either may from time to time deem appropriate.

C. City Recorder:

1. The city recorder shall be assigned to the office of the city attorney and be under the administrative direction of the city attorney; however, the recorder shall be

responsible to the city council, which shall have equal and independent access for services with respect to legislative functions.

2. The city recorder shall keep the corporate seal, the official papers and records of the city, as required by law; the record of the proceedings of the city, as required by law; and shall attest legal documents of the city and do those other matters prescribed by law.

SECTION 18: Section 2.04.010 of the Salt Lake City Code shall be and hereby is amended to read as follows:

2.04.010: POWERS AND DUTIES:

The mayor shall be the chief executive officer of the city and its official head for all ceremonial purposes. The mayor shall be responsible for the proper administration of all affairs of the city with which the office is charged. The mayor's powers and duties include, but are not limited to, the following:

- A. Supervising the administration and enforcement of all laws and ordinances of the city;
- B. Administering and exercising control of all departments of the city;
- C. Supervising the administrative functions of other departments and agencies which are related to or affect city operations, to the extent requested or delegated by the officers or bodies having primary responsibility for the operation of such departments or agencies;
- D. Authorizing the issuance of such administrative rules and regulations and outlining general administrative procedures applicable to areas of operation and departments

confided to the mayor's supervision, which are not in conflict with the laws of the state or of city ordinances;

E. Supervising the Office of Policy and Budget and the City's Budget Director, who may be appointed pursuant to Section 10-36-202(1)(d)(viii), Utah Code or its successor statute;

FE. Preparing the city budget and submitting the same to the city council;

GF. Keeping the city council informed as to the financial condition of the city on a quarterly basis or such longer time as the council shall request;

HG. Recommending to the council for adoption such measures as may be deemed necessary or proper for the efficient and proper operation of the city;

IH. Attending city council meetings;

J. Preparing and submitting to the council:

1. A state of the city report during January of each year, and

2. An annual report of the city's financial affairs, within one hundred eighty (180) days following the close of the city's fiscal year;

K. Subject to the requirements of statutes and ordinances now or hereafter lawfully enacted, supervising the purchase of materials or services and otherwise authorizing expenditures of funds on behalf of the city;

L. Making all appointments to all city committees, boards, commissions and other advisory bodies in the city, after having received the advice and consent of the council on each separate prospective appointment, as provided or required in state law, and removing the same;

M. Hiring and making all appointments regarding all executive department employees, officers and agents (subject to the advice and consent of the council where required by state law), and disciplining or terminating the same;

NM. Performing such other duties as may be prescribed or permitted by law, including issuing proclamations; vetoing ordinances, tax levies and appropriations, subject to council veto override as provided by state law; and establishing job descriptions, job functions, job classifications or reclassifications and compensation therefor, within the budgeted appropriations and consistent with state law.

SECTION 19: Section 2.08.080 of the Salt Lake City Code shall be and hereby is amended to read as follows:

2.08.080: DEPARTMENT OF PUBLIC SERVICES:

A. Functions: The department of public services shall have charge of and be responsible for the Sustainability Division; the Division of Parks and Public Lands; the Division of Youth and Family Programs; and Fleet Management:

1. The general supervision, maintenance, upkeep and control of the city's parks, playgrounds, athletic fields, golf courses, pools and other recreational areas and facilities;
2. The city's cemetery;
3. Recreational activities and public event planning;
4. Maintenance and upkeep of shade trees and other plantings;
5. The operation and maintenance of streets, parkways, sidewalks, street lighting, traffic signals, and similar public ways and facilities;
6. The collection and disposal of all solid waste generated within the city as provided for in city ordinances;

~~7. Maintenance and repair of all ditches, flumes, culverts or irrigation systems operated within city streets or rights of way;~~

~~8. The supervision of the design and construction of the public works of the city;~~

~~9. Maintenance and repair of all city owned buildings within the city; and~~

~~10. Enforcement of parking ordinances and regulations; and~~

~~11. Other property or works and the supervision and coordination and all construction work or alterations carried out within the public ways of the city.~~

~~B. City Engineer: The position of city engineer shall be assigned to the department of public services under the administrative direction of the director of public services. The city engineer shall be a registered professional engineer of the state and shall be responsible for the review, supervision and acceptance of all engineering and architectural design, and construction work required by or for the city, except as assigned in this code to other departments or offices of the city; the coordination and supervision of all construction work done within the public rights of way of the city; and the records of public improvements as prescribed by state statute. The duties may be delegated by the city engineer as deemed prudent and appropriate; such delegation may include the utilities department (for recording and maintaining engineering records relating to the water and sewer systems and its engineering functions) and the department of airports.~~

SECTION 20: EFFECTIVE DATE:

This ordinance shall become effective on the date of its first publication.

DATED this ____ day of _____, 2010.

CHAIRPERSON

ATTEST:

CHIEF DEPUTY CITY RECORDER

Transmitted to Mayor on _____.

Mayor's Action: _____ Approved. _____ Vetoed.

MAYOR

CHIEF DEPUTY CITY RECORDER

(SEAL)

Bill No. _____ of 2009.

Published: _____.

HB_ATTU-#12681-v2-Amending_Administrative_Organization

SALT LAKE CITY ORDINANCE
No. _____ of 2010

(Appropriating necessary funds to implement, for fiscal year 2010-2011, the provisions of the Memorandum of Understanding between Salt Lake City Corporation and Local 1004 of the American Federation of State, County, and Municipal Employees, representing eligible employees pursuant to the Collective Bargaining and Employee Representation Joint Resolution dated January 13, 2009)

AN ORDINANCE APPROPRIATING NECESSARY FUNDS TO IMPLEMENT, FOR FISCAL YEAR 2010-2011, THE PROVISIONS OF THE MEMORANDUM OF UNDERSTANDING DATED ON OR ABOUT JUNE 15, 2009 BETWEEN SALT LAKE CITY CORPORATION AND LOCAL 1004 OF THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES, REPRESENTING ELIGIBLE EMPLOYEES PURSUANT TO THE COLLECTIVE BARGAINING AND EMPLOYEE REPRESENTATION JOINT RESOLUTION DATED JANUARY 13, 2009.

PREAMBLE

The City Council, in Salt Lake City Ordinance No. ___ of 2009, approved a Memorandum of Understanding between Salt Lake City Corporation Local 1004 of the American Federation of State, County, and Municipal Employees, representing eligible employees pursuant to the Collective Bargaining and Employee Representation Joint Resolution dated January 13, 2009. The Memorandum of Understanding is a 2 year agreement. The Memorandum of Understanding is subject to appropriation of funds by the City Council. The City Council, therefore, wishes to appropriate funds to implement the provisions of the Memorandum of Understanding for fiscal year 2010-2011.

Be it ordained by the City Council of Salt Lake City, Utah:

SECTION 1. PURPOSE. The purpose of this ordinance is to appropriate necessary funds to implement, for fiscal year 2010-2011, the provisions of a Memorandum of Understanding approved by the City Council in Salt Lake City Ordinance No. ___ of 2009 between Salt Lake City Corporation and Local 1004 of the American Federation of State, County, and Municipal Employees, representing eligible employees pursuant to the Collective Bargaining and Employee Representation Joint Resolution dated January 13, 2009.

SECTION 2. APPROPRIATION. The City Council hereby appropriates necessary funds to implement, for fiscal year 2010-2011, the provisions of the Memorandum of Understanding between Salt Lake City Corporation and Local 1004 of the American Federation of State, County, and Municipal Employees, representing eligible employees pursuant to the Collective Bargaining and Employee Representation Joint Resolution dated January 13, 2009 as approved by the City Council in Salt Lake City Ordinance No. ___ of 2009.

SECTION 3. AUTHORIZATION. The Mayor of Salt Lake City, Utah is hereby authorized to act in accordance with the terms and conditions of the attached Memorandum of Understanding between the City and Local 1004 of the American Federation of State, County, and Municipal Employees.

SECTION 4. EFFECTIVE DATE. This ordinance shall be deemed effective on July 1, 2010.

Passed by the City Council of Salt Lake City, Utah, this _____ day of _____, 2010.

CHAIRPERSON

ATTEST:

CHIEF DEPUTY CITY RECORDER

Transmitted to the Mayor on _____.

Mayor's Action: _____ Approved. _____ Vetoed.

MAYOR

ATTEST:

CHIEF DEPUTY CITY RECORDER

(SEAL)

Bill No. _____ of 2010.

Published: _____.

APPROVED AS TO FORM
Salt Lake City Attorney's Office
Date 4-28-10
By [Signature]

SALT LAKE CITY ORDINANCE
No. _____ of 2010

(Appropriating necessary funds to implement, for fiscal year 2010-2011,
the provisions of the Memorandum of Understanding between
Salt Lake City Corporation and Local 1645 of the International Association of
Firefighters, representing the "400 Series" Firefighters and Fire Captains in the Salt Lake
City Fire Department)

AN ORDINANCE APPROPRIATING NECESSARY FUNDS TO
IMPLEMENT, FOR FISCAL YEAR 2010-2011, THE PROVISIONS OF THE
MEMORANDUM OF UNDERSTANDING BETWEEN SALT LAKE CITY
CORPORATION AND LOCAL 1645 OF THE INTERNATIONAL ASSOCIATION OF
FIREFIGHTERS, REPRESENTING THE "400 SERIES" FIREFIGHTERS AND FIRE
CAPTAINS, DATED ON OR ABOUT JUNE 15, 2009.

PREAMBLE

The City Council, in Salt Lake City Ordinance No. __ of 2009, approved a
Memorandum of Understanding between Salt Lake City Corporation and Local 1645 of
the International Association of Firefighters, as the certified bargaining representative for
"400 Series" Firefighters and Fire Captains in the Salt Lake City Fire Department. The
Memorandum of Understanding is a 3 year agreement. The Memorandum of
Understanding is subject to appropriation of funds by the City Council. The City
Council, therefore, wishes to appropriate funds to implement the provisions of the
Memorandum of Understanding for fiscal year 2010-2011.

Be it ordained by the City Council of Salt Lake City, Utah:

SECTION 1. PURPOSE. The purpose of this ordinance is to appropriate
necessary funds to implement, for fiscal year 2010-2011, the provisions of a

Memorandum of Understanding approved by the City Council in Salt Lake City Ordinance No. __ of 2009 between Salt Lake City Corporation and Local 1645 of the International Association of Firefighters, as the certified bargaining representative for the "400 Series" Firefighters and Fire Captains in the Salt Lake City Fire Department.

SECTION 2. APPROPRIATION. The City Council hereby appropriates necessary funds to implement, for fiscal year 2010-2011, the provisions of the Memorandum of Understanding between Salt Lake City Corporation and Local 1645 of the International Association of Firefighters, representing the "400 Series" Firefighters and Fire Captains in the Salt Lake City Fire Department as approved by the City Council in Salt Lake City Ordinance No. __ of 2009.

SECTION 3. AUTHORIZATION. The Mayor of Salt Lake City, Utah is hereby authorized to act in accordance with the terms and conditions of the attached Memorandum of Understanding between the City and Local 1645 of the International Association of Firefighters.

SECTION 4. EFFECTIVE DATE. This ordinance shall be deemed effective on July 1, 2010.

Passed by the City Council of Salt Lake City, Utah, this _____ day of _____, 2010.

CHAIRPERSON

ATTEST:

CHIEF DEPUTY CITY RECORDER

Transmitted to the Mayor on _____.

Mayor's Action: _____ Approved. _____ Vetoed.

MAYOR

ATTEST:

CHIEF DEPUTY CITY RECORDER

(SEAL)

Bill No. _____ of 2010.

Published: _____.

APPROVED AS TO FORM
Salt Lake City Attorney's Office
Date 9-28-10
By [Signature]

SALT LAKE CITY ORDINANCE

No. _____ of 2010

(Approving a Memorandum of Understanding
between Salt Lake City Corporation and the Salt Lake Police Association, Local 75 (SLPA)
representing the "500 Series City Employees")

AN ORDINANCE APPROVING A MEMORANDUM OF UNDERSTANDING
BETWEEN SALT LAKE CITY CORPORATION AND THE SALT LAKE POLICE
ASSOCIATION, LOCAL 75 (SLPA) REPRESENTING THE "500 SERIES CITY
EMPLOYEES" WHICH SHALL BECOME EFFECTIVE ON PROPER RATIFICATION AND
SIGNATURE.

PREAMBLE

The Salt Lake Police Association, Local 75 (SLPA) as the Certified Bargaining Representative for the "500 Series City Employees", and the Mayor, have agreed to a Memorandum of Understanding subject to appropriate ratification by the "500 Series City employees" and signature of the parties.

Section 12(c) of the Collective Bargaining and Employee Representation Joint Resolution, dated January 13, 2009, provides that no collective bargaining Memorandum of Understanding shall be effective until the City Council approves the Memorandum of Understanding, enacts implementing legislation and appropriates all required funds.

The attached Memorandum of Understanding is a ___ year agreement effective for fiscal year_ 2010-_____. The City Council has appropriated necessary funds required to implement the provisions of the attached Memorandum of Understanding for fiscal year 2010-2011.

Accordingly, the City Council wants to approve the attached Memorandum of Understanding between Salt Lake City Corporation and the Salt Lake Police Association, Local

75 (SLPA) which shall become effective on ratification and signature of the parties.

Be it ordained by the City Council of Salt Lake City, Utah:

SECTION 1. PURPOSE. The purpose of this Ordinance is to approve the attached Memorandum of Understanding which shall become effective on appropriate ratification by the "500 Series City employees" and on signature of the Mayor and the Salt Lake Police Association, Local 75 (SLPA) representing the "500 Series employees", pursuant to Section 12(c) of the Collective Bargaining and Employee Representation Joint Resolution, dated January 13, 2009.

SECTION 2. The attached Memorandum of Understanding between the City and the Salt Lake Police Association, Local 75 (SLPA) is hereby approved.

SECTION 3. AUTHORIZATION. The Mayor of Salt Lake City, Utah is hereby authorized to act in accordance with the terms and conditions of the attached Memorandum of Understanding when it is properly ratified and executed.

SECTION 4. EFFECTIVE DATE. This Ordinance shall be deemed effective on July 1, 2010.

Passed by the City Council of Salt Lake City, Utah, this _____ day of _____, 2010.

CHAIRPERSON

ATTEST:

CITY RECORDER

Transmitted to the Mayor on _____

Mayor's Action: _____ Approved _____ Vetoed

MAYOR

ATTEST:

CITY RECORDER

(SEAL)

Bill No. _____ of 2010.

Published: _____

APPROVED AS TO FORM
Salt Lake City Attorney's Office
Date 4-28-10
By [Signature]

SALT LAKE CITY ORDINANCE
No. _____ of 2010

(Sidewalk Artists and Entertainers)

An ordinance amending Chapter 14.38 of the Salt Lake City Code, relating to sidewalk artists and entertainers.

Be it ordained by the City Council of Salt Lake City, Utah:

SECTION 1. That Section 14.38.110 of the Salt Lake City Code, relating to issuance of registration certificate be, and the same hereby is, amended to read as follows:

14.38.110: ISSUANCE OF REGISTRATION CERTIFICATE:

- A. The city's property manager shall issue a registration certificate upon receipt of a completed registration form and receipt of the registration fee in accordance with sections 14.38.090 and 14.38.100 of this chapter. The property manager shall provide a copy of each such issued registration certificate, including any photos or descriptions of the art or display to the city's civil enforcement unit administrator or his/her designee.
- B. The time for processing registration forms as specified in this section shall begin to run from the receipt of a completed registration form.. Not more than three (3) business days after receipt of a fully completed registration form, the property manager shall either issue or deny the registration certificate, and shall notify, in writing, the registrant of such issuance or denial. If, within that time period, the property manager fails to notify the registrant of the denial of the registration certificate, the registration certificate shall be deemed to have been issued.
- C. The registrant may appeal the denial or revocation of a registration certificate by the property manager by filing with the mayor a written notice of appeal. The notice of appeal shall be filed within ten (10) days after receipt of written notice of denial or revocation of the registration certificate. The mayor or his/her designee may consider the appeal based upon the written submissions, or may, for good cause shown, hear oral evidence and argument. Any appeal shall be decided by the mayor or his/her designee within five (5) business days after receipt of the written notice of appeal.

SECTION 2: That Section 14.38.170 of the Salt Lake City Code, relating to penalties be, and the same hereby is, amended to read as follows:

14.38.170: PENALTIES:

Any violation of this chapter shall constitute a civil violation and shall be handled as provided by title 2, chapter 2.75 of this code. The civil penalty for each such civil violation shall be one hundred dollars (\$100.00). Three (3) or more civil violations within a one year period shall constitute a misdemeanor.

SECTION 3. That this ordinance shall take effect immediately upon the date of its first publication.

Passed by the City Council of Salt Lake City, Utah this _____ day of _____, 2010.

CHAIRPERSON

ATTEST:

CITY RECORDER

Transmitted to Mayor on _____.

Mayor's Action: _____ Approved. _____ Vetoed.

MAYOR

CITY RECORDER

APPROVED AS TO FORM
Salt Lake City Attorney's Office

Date 4-30-10

By [Signature]

(SEAL)

Bill No. _____ of 2010.

Published: _____.

SALT LAKE CITY ORDINANCE
No. _____ of 2010

(Sidewalk Artists and Entertainers)

An ordinance amending Chapter 14.38 of the Salt Lake City Code, relating to sidewalk artists and entertainers.

Be it ordained by the City Council of Salt Lake City, Utah:

SECTION 1. That Section 14.38.110 of the Salt Lake City Code, relating to issuance of registration certificate be, and the same hereby is, amended to read as follows:

14.38.110: ISSUANCE OF REGISTRATION CERTIFICATE:

- A. The city's property manager shall issue a registration certificate upon receipt of a completed registration form and receipt of the registration fee in accordance with sections 14.38.090 and 14.38.100 of this chapter. The property manager shall provide a copy of each such issued registration certificate, including any photos or descriptions of the art or display to the city's civil enforcement unit administrator ~~director of public services~~ or his/her designee.
- ~~B. Upon receipt of a registration form all departments required to review the registration form shall determine within three (3) business days whether or not the registration form is incomplete in items needed for processing. Incomplete registration forms shall immediately be returned to the registrant with a specification of the items that are incomplete.~~
- BC. The time for processing registration forms as specified in this section shall begin to run from the receipt of a completed registration form, ~~as amended by the applicant~~. Not more than three (3) business days after receipt of a fully completed registration form, the property manager shall either issue or deny the registration certificate, and shall notify, in writing, the registrant of such issuance or denial. If, within that time period, the property manager fails to notify the registrant of the denial of the registration certificate, the registration certificate shall be deemed to have been issued.
- CD. The registrant may appeal the denial or revocation of a registration certificate by the property manager by filing with the mayor a written notice of appeal. The notice of appeal shall be filed within ten (10) days ~~of~~ after receipt of written notice of denial or revocation of the registration certificate. The mayor or his/her designee may consider the appeal based upon the written submissions, or may, for good cause shown, hear oral evidence and argument. Any appeal shall be decided by the mayor or his/her designee within five (5) business days after receipt of the written notice of appeal.

SECTION 2: That Section 14.38.170 of the Salt Lake City Code, relating to penalties
be, and the same hereby is, amended to read as follows:

14.38.170: PENALTIES:

Any violation of this chapter shall constitute a civil violation and shall be handled as provided by title 2, chapter 2.75 of this code. The civil penalty for each such civil violation shall be one hundredthirty dollars (\$100~~30~~.00). Three (3) or more civil violations within a one year period shall constitute a misdemeanor.

SECTION 3. That this ordinance shall take effect immediately upon the date of its first
publication.

Ordinance No. _____ of 2010

(Amending Section 12.56.330, *Salt Lake City Code*, regarding freight license stickers, increasing the current sticker fee to \$35 and requiring payment of a base business license fee.)

An ordinance amending Section 12.56.330, *Salt Lake City Code*, regarding freight license stickers, increasing the current sticker fee to \$35 and requiring payment of the base business license fee established in Section 5.04.070.

NOW, THEREFORE, BE IT ORDAINED by the City Council of Salt Lake City, Utah, as follows:

SECTION 1. That the following section of the *Salt Lake City Code* be amended as follows:

12.56.330: FREIGHT CURB LOADING ZONES:

A. No person shall stop a vehicle or permit the same to remain stopped for any purpose or length of time other than for the expeditious loading and/or unloading of materials in any place marked as a freight curb loading zone during the hours when the provisions applicable to such zones are in effect.

B. Vehicles so using freight curb loading zones must have a freight license sticker permanently affixed to the front windshield of the vehicle. Said sticker shall be obtained from the business license supervisor upon payment of the base business license fee set forth in section 5.04.070.B.2 of this code, plus a sticker fee of thirty five dollars (\$35.00) and shall be renewable annually. Said sticker is not transferable to any other vehicle, except as provided herein. The maximum number of stickers which may be issued to a business shall be the number of vehicles used by the business for transporting freight. In the event the licensee sells, assigns or transfers such vehicle, the city license may be transferred to a newly acquired vehicle upon application to the city license supervisor. In the event a sticker or permit issued by the city under this chapter is lost or destroyed, the licensee shall forthwith obtain a replacement sticker or permit from the city. The fee for a transfer of a motor vehicle license shall be five dollars (\$5.00) for each vehicle. The fee

for replacement of a sticker or permit issued by the city under this chapter shall be five dollars (\$5.00) per replacement.

C. In no case shall the stop for loading and/or unloading of materials exceed thirty (30) minutes.

D. The driver of a passenger vehicle may stop at a place marked as a freight curb loading zone for the purpose of and while actually engaged in loading or unloading passengers when such stopping does not interfere with any city licensed vehicle used for the transportation of materials which is waiting to enter or about to enter such zone; provided, however, that the driver must remain with his or her vehicle.

SECTION 2. This ordinance shall become effective upon first publication.

Passed by the City Council of Salt Lake City, Utah this _____ day of _____, 2010.

CHAIRPERSON

ATTEST:

CITY RECORDER

Transmitted to Mayor on _____.

Mayor's Action: _____ Approved. _____ Vetoed.

MAYOR

CITY RECORDER

Bill No. _____
Published _____

APPROVED AS TO FORM
Salt Lake City Attorney's Office
Date 9/28/10
By [Signature]

Passed by the City Council of Salt Lake City, Utah this _____ day of _____, 2010.

CHAIRPERSON

ATTEST:

CITY RECORDER

Transmitted to Mayor on _____.

Mayor's Action: _____ Approved. _____ Vetoed.

MAYOR

CITY RECORDER

(SEAL)

Bill No. _____ of 2010.

Published: _____.

APPROVED AS TO FORM
Salt Lake City Attorney's Office
Date 4-30-10
By Boyd Ferguson

Ordinance No. _____ of 2010

(Amending Section 12.56.330, *Salt Lake City Code*, regarding freight license stickers, increasing the current sticker fee to \$35 and requiring payment of a base business license fee.)

An ordinance amending Section 12.56.330, *Salt Lake City Code*, regarding freight license stickers, increasing the current sticker fee to \$35 and requiring payment of the base business license fee established in Section 5.04.070.

NOW, THEREFORE, BE IT ORDAINED by the City Council of Salt Lake City, Utah, as follows:

SECTION 1. That the following section of the *Salt Lake City Code* be amended as follows:

12.56.330: FREIGHT CURB LOADING ZONES:

A. No person shall stop a vehicle or permit the same to remain stopped for any purpose or length of time other than for the expeditious loading and/or unloading of materials in any place marked as a freight curb loading zone during the hours when the provisions applicable to such zones are in effect.

B. Vehicles so using freight curb loading zones must have a freight license sticker permanently affixed to the front windshield of the vehicle. Said sticker shall be obtained from the business license supervisor upon payment of the base business license fee set forth in section 5.04.070.B.2 of this code, plus a sticker fee of twenty-three five dollars (\$235.00) and shall be renewable annually. Said sticker is not transferable to any other vehicle, except as provided herein. The maximum number of stickers which may be issued to a business shall be the number of vehicles used by the business for transporting freight. In the event the licensee sells, assigns or transfers such vehicle, the city license may be transferred to a newly acquired vehicle upon application to the city license supervisor. In the event a sticker or permit issued by the city under this chapter is lost or destroyed, the licensee shall forthwith obtain a replacement sticker or permit from the city. The fee for a transfer of a motor vehicle license shall be five dollars (\$5.00) for each

vehicle. The fee for replacement of a sticker or permit issued by the city under this chapter shall be five dollars (\$5.00) per replacement.

C. In no case shall the stop for loading and/or unloading of materials exceed thirty (30) minutes.

D. The driver of a passenger vehicle may stop at a place marked as a freight curb loading zone for the purpose of and while actually engaged in loading or unloading passengers when such stopping does not interfere with any city licensed vehicle used for the transportation of materials which is waiting to enter or about to enter such zone; provided, however, that the driver must remain with his or her vehicle.

SECTION 2. This ordinance shall become effective upon first publication.

Passed by the City Council of Salt Lake City, Utah this _____ day of _____, 2010.

CHAIRPERSON

ATTEST:

CITY RECORDER

Transmitted to Mayor on _____.

Mayor's Action: _____ Approved. _____ Vetoed.

MAYOR

CITY RECORDER

Bill No. _____
Published _____

SALT LAKE CITY ORDINANCE

No. _____ of 2010

(Increasing ground transportation vehicle operator certificate application fee.)

An ordinance amending Section 5.71.290 of the Salt Lake City Code, increasing the application fee for ground transportation vehicle operator certificates to cover increases in background check costs.

Be it ordained by the City Council of Salt Lake City, Utah:

SECTION 1. That Section 5.71.290 of the Salt Lake City Code, relating to vehicle inspection fees be, and the same hereby is, amended as follows:

5.71.290: APPLICATION FEE REQUIRED:

At the time an application is filed, the applicant shall pay to the city a fee of one hundred twenty-one dollars (\$121.00). If a ground transportation vehicle operator is working for more than one company, he or she must submit an application for each company. There is no additional fee for such applications. There is no fee for replacement of a lost or stolen vehicle operator's certificate. None of the fees provided in this section may be changed without the approval of the city council.

SECTION 2. This ordinance shall become effective upon first publication.

Passed by the City Council of Salt Lake City, Utah this _____ day of _____, 2010.

CHAIRPERSON

ATTEST:

CITY RECORDER

APPROVED AS TO FORM
Salt Lake City Attorney's Office

Date 4/29/10

By [Signature]

Transmitted to Mayor on _____.

Mayor's Action: _____ Approved. _____ Vetoed.

MAYOR

CITY RECORDER

(SEAL)

Bill No. _____ of 2010.

Published: _____.

HB_ATT#12695-v1-amending_5_71_290__vehicle_operator_certificate_application_fee_increase.DOC

SALT LAKE CITY ORDINANCE

No. _____ of 2010

(Increasing ground transportation vehicle operator certificate application fee.)

An ordinance amending Section 5.71.290 of the Salt Lake City Code, increasing the application fee for ground transportation vehicle operator certificates to cover increases in background check costs.

Be it ordained by the City Council of Salt Lake City, Utah:

SECTION 1. That Section 5.71.290 of the Salt Lake City Code, relating to vehicle inspection fees be, and the same hereby is, amended as follows:

5.71.290: APPLICATION FEE REQUIRED:

At the time an application is filed, the applicant shall pay to the city a fee of one hundred ~~twelve~~ twenty-one dollars (~~\$112~~121.00). If a ground transportation vehicle operator is working for more than one company, he or she must submit an application for each company. There is no additional fee for such applications. There is no fee for replacement of a lost or stolen vehicle operator's certificate. None of the fees provided in this section may be changed without the approval of the city council.

SECTION 2. This ordinance shall become effective upon first publication.

Passed by the City Council of Salt Lake City, Utah this _____ day of _____, 2010.

CHAIRPERSON

ATTEST:

CITY RECORDER

Transmitted to Mayor on _____.

Mayor's Action: _____ Approved. _____ Vetoed.

MAYOR

CITY RECORDER

(SEAL)

Bill No. _____ of 2010.

Published: _____.

HB_ATTY-#12695-v1-amending_5_71_290__vehicle_operator_certificate_application_fee_increase.DOC

SALT LAKE CITY ORDINANCE
No. _____ of 2010
(Parking fees for Library Square)

An ordinance amending Section 12.56.580 of the Salt Lake City Code, relating to parking fees for the underground parking lot of Library Square.

Be it ordained by the City Council of Salt Lake City, Utah:

SECTION 1. That Section 12.56.580 of the Salt Lake City Code, relating to parking fees for the underground parking lot of Library Square be, and the same hereby is, amended to read as follows:

12.56.580 Parking at Underground Parking Lot of Library Square – Rates:

A. For purposes of this section, “Library Square” means Block 37 between 400 South and 500 South Streets and 200 East and 300 East Streets in Salt Lake City, Utah.

B. Except as otherwise provided in this section 12.56.580, the rates to be charged to the public for parking in the underground parking lot of Library Square shall be: (1) no charge for the first 30 minutes; and (2) one dollar and fifty cents (\$1.50) for each 30-minute period thereafter. After the first 30 minutes, parking for any portion of a 30-minute period shall be deemed to be parking for the full 30-minute period.

C. For a vehicle displaying a disability special group license plate or a disability windshield placard, the rates to be charged to the public for parking in the underground parking lot of Library Square shall be: (1) no charge for the first two hours; and (2) one dollar and fifty cents (\$1.50) for each 30-minute period thereafter. After the first two hours, parking for any portion of a 30-minute period shall be deemed to be parking for the full 30-minute period.

D. The rate for an all-day parking privilege shall be twelve dollars (\$12) per vehicle. For purposes of this subsection, "all-day" means a period of 10 or fewer hours.

E. The rate for a monthly parking privilege shall be fifty dollars (\$50) per vehicle. That rate and privilege shall apply on a calendar month basis, without reduction or proration for any use for less than a full calendar month.

F. The mayor or the mayor's designee is hereby authorized to adopt policies for the underground parking lot of Library Square, after consulting with the Library Director. Those policies may cover subjects such as exempting Library employees and City employees from the payment of the parking fees, and the use of the parking lot for special events and in special circumstances.

SECTION 2. That this ordinance shall take effect immediately upon the date of its first publication.

Passed by the City Council of Salt Lake City, Utah this _____ day of _____, 2010.

CHAIRPERSON

ATTEST:

CHIEF DEPUTY CITY RECORDER

Transmitted to Mayor on _____.

Mayor's Action: _____ Approved. _____ Vetoed.

MAYOR

CITY RECORDER

(SEAL)

Bill No. _____ of 2010.

Published: _____.

APPROVED AS TO FORM
Salt Lake City Attorney's Office
Date 4-23-10
By Boyd Ferguson

SALT LAKE CITY ORDINANCE
No. _____ of 2010
(Parking fees for Library Square)

An ordinance amending Section 12.56.580 of the Salt Lake City Code, relating to parking fees for the underground parking lot of Library Square.

Be it ordained by the City Council of Salt Lake City, Utah:

SECTION 1. That Section 12.56.580 of the Salt Lake City Code, relating to parking fees for the underground parking lot of Library Square be, and the same hereby is, amended to read as follows:

12.56.580 Parking at Underground Parking Lot of Library Square – Rates:

A. For purposes of this section, “Library Square” means Block 37 between 400 South and 500 South Streets and 200 East and 300 East Streets in Salt Lake City, Utah.

B. Except as otherwise provided in this subsection 12.56.580(C), the rates to be charged to the public for parking in the underground parking lot of Library Square shall be: (1) no charge for the first 30 minutes; and (2) one dollar and ~~fifty~~twenty-five cents (\$1.~~50~~25) for each 30-minute period thereafter. After the first 30 minutes, parking for any portion of a 30-minute period shall be deemed to be parking for the full 30-minute period.

C. For a vehicle displaying a disability special group license plate or a disability windshield placard, the rates to be charged to the public for parking in the underground parking lot of Library Square shall be: (1) no charge for the first two hours; and (2) one dollar and ~~fifty~~twenty-five cents (\$1.~~50~~25) for each 30-minute period thereafter. After

the first two hours, parking for any portion of a 30-minute period shall be deemed to be parking for the full 30-minute period.

D. The rate for an all-day parking privilege shall be twelve dollars (\$12) per vehicle. For purposes of this subsection, "all-day" means a period of 10 or fewer hours.

E. The rate for a monthly parking privilege shall be fifty dollars (\$50) per vehicle. That rate and privilege shall apply on a calendar month basis, without reduction or proration for any use for less than a full calendar month.

DF. The mayor or the mayor's designee is hereby authorized to adopt policies for the underground parking lot of Library Square, after consulting with the Library Director. Those policies may cover subjects such as exempting Library employees and City employees from the payment of the parking fees, and the use of the parking lot for special events and in special circumstances.

SECTION 2. That this ordinance shall take effect immediately upon the date of its first publication.

Passed by the City Council of Salt Lake City, Utah this _____ day of _____, 2010.

CHAIRPERSON

ATTEST:

CHIEF DEPUTY CITY RECORDER

Transmitted to Mayor on _____.

Mayor's Action: _____ Approved. _____ Vetoed.

MAYOR

CITY RECORDER

(SEAL)

Bill No. _____ of 2010.

Published: _____.

HB_ATTYY-#12450-v1-Amending_12_56_580_re_parking_fees_at_Library_Square.DOC

Ordinance No. _____ of 2010

(Amending Sections 12.96.010, 12.96.020, and 12.96.025, *Salt Lake City Code*, reducing the number of unpaid parking tickets that permit the City to immobilize a vehicle and providing for payment for repair or replacement of immobilization devices damaged or destroyed due to tampering or unauthorized removal.)

An ordinance amending Sections 12.96.010, 12.96.020, and 12.96.025, *Salt Lake City Code*, reducing the number of unpaid parking tickets that permit the City to immobilize a vehicle and providing for payment for repair or replacement of immobilization devices damaged or destroyed due to tampering or unauthorized removal.

NOW, THEREFORE, BE IT ORDAINED by the City Council of Salt Lake City, Utah, as follows:

SECTION 1. That the following sections of the *Salt Lake City Code* be amended as follows:

12.96.010: NUISANCE VEHICLES DESIGNATED; ABATEMENT:

A. Nuisance Vehicle Criteria: Pursuant to section 10-8-60, Utah Code Annotated, 1953, or its successor, the city council finds that the disregard for the authorized use of streets within the city poses a danger to the safe movement of traffic within the city, and declares the same to be a nuisance. Vehicles which meet the following criteria are hereby declared to be nuisances:

1. Any vehicle found upon the streets, alleys or public property of the city with faulty or defective equipment or which does not have, in good working condition, all safety items required by state law;
2. Any vehicle left unattended upon any street, alley, bridge, viaduct, or at any location where such vehicle constitutes an obstruction or hazard to the safe movement of traffic;
3. Any vehicle upon a street or other publicly owned property, so disabled as to constitute an obstruction to traffic and the person or persons in charge of the vehicle are by reason of physical injury incapacitated to such an extent as to be unable to provide for its custody or removal;

4. Any vehicle, the driver of which has been taken into custody by the police department, under such circumstances as would leave such vehicle unattended on a street, alley, restricted parking areas or other publicly owned property;

5. Any vehicle found parked in such a manner to constitute a fire hazard or an obstruction to firefighting apparatus, including marked hydrants;

6. Any vehicle stopped, standing or parked in violation of any provisions of the traffic code set out in this title, or of the laws of the state of Utah;

7. Any vehicle parked upon a public street for more than forty eight (48) hours without being moved during that period of time.

B. Unauthorized Use Of Streets; Three Or More Notices (Parking Tickets); Nuisance: Any person receiving three (3) or more notices of unauthorized use of streets (parking tickets) within the city, pursuant to chapter 12.56 of this title, which notices are thirty (30) days old or older and have not been dismissed pursuant to subsection 12.56.570.D of this title, or its successor subsection, or dismissed or reduced to judgment by a court of competent jurisdiction, shall be guilty of creating a nuisance.

C. Violation; Misdemeanor: Violation of this chapter shall be a misdemeanor.

D. Nuisance Abatement: Any vehicle declared to be a nuisance by the provisions of this chapter may be summarily abated by removing any such vehicle by or under the direction of, or at the request of a police officer or parking enforcement officer to a place of storage within the city by means of towing or otherwise.

E. Remedy Of Impoundment Not Exclusive: The impounding of a vehicle shall not prevent or preclude the institution and the prosecution of criminal proceedings in the district courts or elsewhere against the owner or operator of such impounded vehicle nor shall the impoundment

and ultimate sale at auction prevent the collection of outstanding fees, fines, or other penalties due from parking notices involving such vehicle.

F. Defined: "Impoundment" means the immobilization of a vehicle by use of an immobilization device or the towing of a vehicle to a place of storage.

12.96.020: VEHICLES WITH OUTSTANDING PARKING TICKETS:

A. Three Or More Notices Of Unauthorized Use Of Streets (Parking Tickets): Any vehicle which has three (3) or more notices of unauthorized use of streets within the city, as defined at section 12.56.550 of this title, which notices are thirty (30) days old or older and have not been dismissed pursuant to subsection 12.56.570D of this title, or its successor, or dismissed or reduced to judgment by a court of competent jurisdiction, shall be subject to immediate impoundment by towing or by means of an immobilizing device.

B. Delay Of Obtaining Vehicle Immobilization Release: If the vehicle has been immobilized for a period of twenty four (24) hours, without arrangements being made for its release, it may be immediately impounded and towed and removed to a place of storage within the city by means of towing or otherwise.

12.96.025: TOWING, IMPOUND, STORAGE, AND BOOTING FEES:

There are imposed for the towing, impound, storage, and booting of vehicles under this chapter the following fees:

- A. Towing: The city's actual costs incurred.
- B. Impound processing: One hundred sixty five dollars (\$165.00).
- C. Storage per day: Seventeen dollars (\$17.00).
- D. Booting fee: Forty four dollars (\$44.00).
- E. On street booting release fee: Seventeen dollars (\$17.00).

F. Damage to immobilization device: The owner of a vehicle immobilized under this chapter shall be strictly liable for the cost of repair or replacement of an immobilization device damaged or destroyed by attempts by any one other than an employee or agent of the city to remove or tamper with the device and for any damage to the vehicle caused by an attempt to drive while the immobilization device is in place or by an attempt to remove such device.

SECTION 2. This ordinance shall become effective upon first publication.

Passed by the City Council of Salt Lake City, Utah this _____ day of _____, 2010.

CHAIRPERSON

ATTEST:

CITY RECORDER

Transmitted to Mayor on _____.

Mayor's Action: _____ Approved. _____ Vetoed.

MAYOR

CITY RECORDER

(SEAL)

Bill No. _____ of 2010.

Published: _____.

HB_ATTYY-#12197-v1-Amending_12_96_re_immobilization_of_vehicles_DOC

APPROVED AS TO FORM
Salt Lake City Attorney's Office
Date 1/28/10
By [Signature]

Ordinance No. _____ of 2010

(Amending Sections 12.96.010, 12.96.020, and 12.96.025, *Salt Lake City Code*, reducing the number of unpaid parking tickets that permit the City to immobilize a vehicle and providing for payment for repair or replacement of immobilization devices damaged or destroyed due to tampering or unauthorized removal.)

An ordinance amending Sections 12.96.010, 12.96.020, and 12.96.025, *Salt Lake City Code*, reducing the number of unpaid parking tickets that permit the City to immobilize a vehicle and providing for payment for repair or replacement of immobilization devices damaged or destroyed due to tampering or unauthorized removal.

NOW, THEREFORE, BE IT ORDAINED by the City Council of Salt Lake City, Utah, as follows:

SECTION 1. That the following sections of the *Salt Lake City Code* be amended as follows:

12.96.010: NUISANCE VEHICLES DESIGNATED; ABATEMENT:

A. Nuisance Vehicle Criteria: Pursuant to section 10-8-60, Utah Code Annotated, 1953, or its successor, the city council finds that the disregard for the authorized use of streets within the city poses a danger to the safe movement of traffic within the city, and declares the same to be a nuisance. Vehicles which meet the following criteria are hereby declared to be nuisances:

1. Any vehicle found upon the streets, alleys or public property of the city with faulty or defective equipment or which does not have, in good working condition, all safety items required by state law;
2. Any vehicle left unattended upon any street, alley, bridge, viaduct, or at any location where such vehicle constitutes an obstruction or hazard to the safe movement of traffic;
3. Any vehicle upon a street or other publicly owned property, so disabled as to constitute an obstruction to traffic and the person or persons in charge of the vehicle are by reason of physical injury incapacitated to such an extent as to be unable to provide for its custody or removal;

4. Any vehicle, the driver of which has been taken into custody by the police department, under such circumstances as would leave such vehicle unattended on a street, alley, restricted parking areas or other publicly owned property;

5. Any vehicle found parked in such a manner to constitute a fire hazard or an obstruction to firefighting apparatus, including marked hydrants;

6. Any vehicle stopped, standing or parked in violation of any provisions of the traffic code set out in this title, or of the laws of the state of Utah;

7. Any vehicle parked upon a public street for more than forty eight (48) hours without being moved during that period of time.

B. Unauthorized Use Of Streets; ~~Six-Three~~ Or More Notices (Parking Tickets); Nuisance: Any person receiving ~~six (6)~~three (3) or more notices of unauthorized use of streets (parking tickets) within the city, pursuant to chapter 12.56 of this title, which notices are thirty (30) days old or older and have not been dismissed pursuant to subsection 12.56.570.D of this title, or its successor subsection, or dismissed or reduced to judgment by a court of competent jurisdiction, shall be guilty of creating a nuisance.

C. Violation; Misdemeanor: Violation of this chapter shall be a misdemeanor.

D. Nuisance Abatement: Any vehicle declared to be a nuisance by the provisions of this chapter may be summarily abated by removing any such vehicle by or under the direction of, or at the request of a police officer or parking enforcement officer to a place of storage within the city by means of towing or otherwise.

E. Remedy Of Impoundment Not Exclusive: The impounding of a vehicle shall not prevent or preclude the institution and the prosecution of criminal proceedings in the district courts or elsewhere against the owner or operator of such impounded vehicle nor shall the impoundment

and ultimate sale at auction prevent the collection of outstanding fees, fines, or other penalties due from parking notices involving such vehicle.

F. Defined: "Impoundment" means the immobilization of a vehicle by use of an immobilization device or the towing of a vehicle to a place of storage.

12.96.020: VEHICLES WITH OUTSTANDING PARKING TICKETS:

A. ~~Six~~ Three Or More Notices Of Unauthorized Use Of Streets (Parking Tickets): Any vehicle which has ~~six (6)~~ three (3) or more notices of unauthorized use of streets within the city, as defined at section 12.56.550 of this title, which notices are thirty (30) days old or older and have not been dismissed pursuant to subsection 12.56.570D of this title, or its successor, or dismissed or reduced to judgment by a court of competent jurisdiction, shall be subject to immediate impoundment by towing or by means of an immobilizing device.

B. Delay Of Obtaining Vehicle Immobilization Release: If the vehicle has been immobilized for a period of twenty four (24) hours, without arrangements being made for its release, it may be immediately impounded and towed and removed to a place of storage within the city by means of towing or otherwise.

12.96.025: TOWING, IMPOUND, STORAGE, AND BOOTING FEES:

There are imposed for the towing, impound, storage, and booting of vehicles under this chapter the following fees:

- A. Towing: The city's actual costs incurred.
- B. Impound processing: One hundred sixty five dollars (\$165.00).
- C. Storage per day: Seventeen dollars (\$17.00).
- D. Booting fee: Forty four dollars (\$44.00).
- E. On street booting release fee: Seventeen dollars (\$17.00).

F. Damage to immobilization device: The owner of a vehicle immobilized under this chapter shall be strictly liable for the cost of repair or replacement of an immobilization device damaged or destroyed by attempts by any one other than an employee or agent of the city to remove or tamper with the device and for any damage to the vehicle caused by an attempt to drive while the immobilization device is in place or by an attempt to remove such device.

SECTION 2. This ordinance shall become effective upon first publication.

Passed by the City Council of Salt Lake City, Utah this _____ day of _____, 2010.

CHAIRPERSON

ATTEST:

CITY RECORDER

Transmitted to Mayor on _____.

Mayor's Action: _____ Approved. _____ Vetoed.

MAYOR

CITY RECORDER

(SEAL)

Bill No. _____ of 2010.

Published: _____.

HB_ATTYY-#12197-v1-Amending_12_96_re_immobilization_of_vehicles_DOC

SALT LAKE CITY ORDINANCE
No. _____ of 2010
(Amending Recreation Program Fees)

AN ORDINANCE AMENDING SECTION 15.16.090, *SALT LAKE CITY CODE*, RELATING TO RECREATION PROGRAM FEES.

Be it ordained by the City Council of Salt Lake City, Utah:

SECTION 1. That Section 15.16.090, *Salt Lake City Code*, pertaining to recreation program fees be, and the same hereby is, amended to read as follows:

15.16.090 Recreation Program Fees:

A. The director of public services and the director of community and economic development, with approval of the mayor, shall establish a fee schedule for recreation program fees; provided, however, that the maximum fees charged shall be as follows:

1. **City Special Events:** The majority of special events produced or sponsored by Salt Lake City shall be free to the public. These events include, but are not limited to, Bike Bonanza, Friday Night Flicks, 4th of July Celebration at Jordan Park, Fireworks for 24th of July Celebration at Liberty Park, Monster Block Party, Highland Bagpipe Experience, Salt Lake City Gets Fit Online Tracking, The People's Market, and the International Culture Fest.

The Salt Lake City Gets Fit 5K is currently charging a fifteen dollar (\$15.00) admission fee. The Salt Lake City Gets Fit Volleyball Tournament charges an admission fee of twenty dollars (\$20.00). These admission fees will not exceed twenty-five dollars (\$25.00) per person. These fees represent a partial recovery of the costs to produce these events.

Fees for additional special events and festivals that may be produced or sponsored by Salt Lake City, or held on city owned or city managed property, shall be established consistent with fees for similar events as set forth in the above fee schedule.

2. **Programs and Fees:** Youth and family programs:

Programs

Fees

After school program

Effective fall 2010, monthly after-school fees will be:

\$10.00 for participants with a household income of \$10,000 or less per year;

\$35.00 for participants with a household income of more than \$10,000 per year but less than or equal to 42 percent of the area median income, or with free lunch status;

\$75.00 for participants with a household income of more than 42 percent but less than or equal to 60 percent of the area median income, or with reduced lunch status;

\$125.00 for participants with a household income of more than 60 percent but less than or equal to 80 percent of the area median income;

\$150.00 for participants with a household income of more than 80 percent but less than or equal to 100 percent of the area median income;

\$200.00 for participants with a household income of more than 100 percent of the area median income;

\$200.00 for participants who are not residents of Salt Lake City, regardless of their income or lunch status.

For purposes of the after school program, area median income shall be determined based on the federal Housing and Urban Development guidelines for the Salt Lake City metropolitan statistical area.

Summer Program

Fees will be charged on a monthly basis as follows:

\$10.00 for participants with a household income of \$10,000 or less per year;

\$50.00 for participants with a household income of more than \$10,000 per year but less than or equal to 42 percent of the area median income, or with free lunch status;

\$100.00 for participants with a household income of more than 42 percent but less than or equal to 60 percent of the area median income, or with reduced lunch status;

\$150.00 for participants with a household income of more than 60 percent but less than or equal to 80 percent of the area median income;

\$225.00 for participants with a household income of more than 80 percent but less than or equal to 100 percent of the area median income;

\$400.00 for participants with a household income of more than 100 percent of the area median income;

\$400.00 for participants who are not residents of Salt Lake City, regardless of their income or school lunch status.

For purposes of the summer program, area median income shall be determined based on the federal Housing and Urban Development guidelines for the Salt Lake City metropolitan statistical area.

Ceramics:

Youth \$20.00, plus \$10.00 for materials

Parent/child \$30.00, plus \$10 for materials

Dance:

Youth \$20.00

Parent/child \$30.00

Drama and theater classes \$20.00

Film classes \$20.00

Film/TV production classes \$20.00

Music:

Youth \$20.00

Parent/child \$30.00

Guitar \$20.00

Visual arts classes:

Youth \$20.00

Parent/child \$30.00

**Facility
Rentals**

**Cost Per
Hour**

**Capacity Of
Facility**

Unity Center:

Fee

Guest Contracts:

Rehearsal Day Rate \$50.00

Performance Day Rate 20 percent of gross ticket sales (or 80 percent of gross ticket sales if the performance is solicited by the Sorenson Unity Center)

Programming Performances 20 percent of gross ticket sales

All Contracts 20 percent of concession sales

Classrooms: \$25.00 per hour or \$125 per day (8 hours maximum)

Salt Lake City police officers
(Required only if alcohol/kava
will be served or consumed
at the event)

Fee is equal to the current Salt Lake City Police Department secondary employment cost (minimum charge of four hours) plus the current Salt Lake City Police Department fuel surcharge and a \$3 processing fee

Main Lobby/Gallery:

For profit business/individuals not residing in Glendale or Poplar Grove	\$250.00
Non-Profit charging a fee	\$225.00
Non-Profit not charging a fee	\$200.00
Individuals residing in Glendale or Poplar Grove	\$175.00 per group
Community Council Meetings – City Activities	Free of charge

Theater:

For profit business/individuals not residing in Glendale or Poplar Grove	\$200.00
Non-Profit charging a fee	\$175.00
Non-Profit not charging a fee	\$150.00
Individuals residing in Glendale or Poplar Grove	\$125.00 per group
Community Council Meetings – City Activities	Free of charge

Reception Area:

For profit business/individuals not residing in Glendale or Poplar Grove	\$55.00
Non-Profit charging a fee	\$50.00
Non-Profit not charging a fee	\$45.00
Individuals residing in Glendale or Poplar Grove	\$40.00 per group
Community Council	

Meetings – City Activities	Free of charge
Kitchen:	
For profit business/individuals not residing in Glendale or Poplar Grove	\$40.00
Non-Profit charging a fee	\$35.00
Non-Profit not charging a fee	\$30.00
Individuals residing in Glendale or Poplar Grove	\$25.00 per group
Community Council Meetings – City Activities	Free of charge
SLC Conference Room	\$25.00 maximum
Lobby/Theater/Kitchen:	
For profit business/individuals not residing in Glendale or Poplar Grove	\$425.00
Non-Profit charging a fee	\$400.00
Non-Profit not charging a fee	\$375.00
Individuals residing in Glendale or Poplar Grove	\$350.00 per group
Community Council Meetings – City Activities	Free of charge
Unity Center Facility	\$500.00

B. The director of public services and the director of community and economic development, in establishing fees within the limitations provided in this section, shall determine the fee based upon the recoupment of costs incurred by city personnel for their time in making the reservations and in their involvement with the activity. The fees charged do not represent the payment of any consideration for the use of the land, which is provided at no cost, fee, or consideration.

SECTION 2. This ordinance shall take effect July 1, 2010.

Passed by the City Council of Salt Lake City, Utah this _____ day of _____, 2010.

CHAIRPERSON

ATTEST:

CHIEF DEPUTY CITY RECORDER

Transmitted to Mayor on _____.

Mayor's Action: _____ Approved. _____ Vetoed.

MAYOR

ATTEST:

CHIEF DEPUTY CITY RECORDER

(SEAL)

Bill No. _____ of 2010.
Published: _____.

APPROVED AS TO FORM
Salt Lake City Attorney's Office
Date 4-23-10
By [Signature]

HB_ATT#12517-v2-Ordinance_amending_15_16_re_recreation_program_fees_2010.DOC

SALT LAKE CITY ORDINANCE
No. _____ of 2010
(Amending Recreation Program Fees)

AN ORDINANCE AMENDING SECTION 15.16.090, *SALT LAKE CITY CODE*, RELATING TO RECREATION PROGRAM FEES.

Be it ordained by the City Council of Salt Lake City, Utah:

SECTION 1. That Section 15.16.090, *Salt Lake City Code*, pertaining to recreation program fees be, and the same hereby is, amended to read as follows:

15.16.090 Recreation Program Fees:

A. The director of public services and the director of community and economic development, with approval of the mayor, shall establish a fee schedule for recreation program fees; provided, however, that the maximum fees charged shall be as follows:

1. **City Special Events:** The majority of special events produced or sponsored by Salt Lake City shall be free to the public. These events include, but are not limited to, Bike Bonanza, Friday Night Flicks, 4th of July Celebration at Jordan Park, Fireworks for 24th of July Celebration at Liberty Park, Monster Block Party, Highland Bagpipe Experience, Salt Lake City Gets Fit Online Tracking, The People's Market, and the International Culture Fest.

The Salt Lake City Gets Fit 5K is currently charging a fifteen dollar (\$15.00) admission fee. The Salt Lake City Gets Fit Volleyball Tournament charges an admission fee of twenty dollars (\$20.00). These admission fees will not exceed twenty-five dollars (\$25.00) per person. These fees represent a partial recovery of the costs to produce these events.

Fees for additional special events and festivals that may be produced or sponsored by Salt Lake City, or held on city owned or city managed property, shall be established consistent with fees for similar events as set forth in the above fee schedule.

2. **Programs and Fees:** Youth and family programs:

Programs

Fees

After school program

Monthly after-school fees will be:

~~Effective fall 2007, \$200.00 for full fee paying participants, \$75.00 for participants with reduced lunch status, \$35.00 for participants with free lunch status, and \$10.00 for participants needing full scholarship;~~

~~Participants without a lunch status will pay the fee applicable according to the federal poverty guidelines used by the Salt Lake School District to determine reduced and free lunch status.~~

Effective fall 2010, monthly after-school fees will be:

\$10.00 for participants with a household income of \$10,000 or less per year;

\$35.00 for participants with a household income of more than \$10,000 per year but less than or equal to 42 percent of the area median income, or with free lunch status;

\$75.00 for participants with a household income of more than 42 percent but less than or equal to 60 percent of the area median income, or with reduced lunch status;

\$125.00 for participants with a household income of more than 60 percent but less than or equal to 80 percent of the area median income;

\$150.00 for participants with a household income of more than 80 percent but less than or equal to 100 percent of the area median income;

\$200.00 for participants with a household income of more than 100 percent of the area median income;

\$200.00 for participants who are not residents of Salt Lake City, regardless of their income or lunch status.

For purposes of the after school program, area median income shall be determined based on the federal Housing and Urban Development guidelines for the Salt Lake City metropolitan statistical area.

Summer Program

~~Summer program fees will be charged on a weekly basis until summer 2008, at which point fees will be charged on a monthly basis as set forth in subsection A2b of this section.~~

- a. ~~Effective summer 2006 and until summer 2008, \$50.00 for full fee paying participants, \$25.00 for participants with reduced lunch status, and \$12.00 for participants with free lunch status; and~~
- b. ~~Effective summer 2008, an amount not to exceed \$400.00 for full fee paying participants, \$150.00 for participants with reduced lunch status, an amount not to exceed \$75.00 for participants with free lunch status, and \$10 for participants needing full scholarship;~~

~~Participants without a lunch status will pay the fee applicable according to the federal poverty guidelines used by the Salt Lake School District to determine reduced and free lunch status.~~

Fees will be charged on a monthly basis as follows:

\$10.00 for participants with a household income of \$10,000 or less per year;

\$50.00 for participants with a household income of more than \$10,000 per year but less than or equal to 42 percent of the area median income, or with free lunch status;

\$100.00 for participants with a household income of more than 42 percent but less than or equal to 60 percent of the area median income, or with reduced lunch status;

\$150.00 for participants with a household income of more than 60 percent but less than or equal to 80 percent of the area median income;

\$225.00 for participants with a household income of more than 80 percent but less than or equal to 100 percent of the area median income;

\$400.00 for participants with a household income of more than 100 percent of the area median income;

\$400.00 for participants who are not residents of Salt Lake City, regardless of their income or school lunch status.

For purposes of the summer program, area median income shall be determined based on the federal Housing and Urban Development guidelines for the Salt Lake City metropolitan statistical area.

Boxing:

Youth (age 8-18) ————— \$15.00/3 months
Adults ————— \$40.00/3 months or \$2.00/day
Seniors ————— \$1.00 per day

Ceramics:

Youth \$20.00, plus \$10.00 for materials
Parent/child \$30.00, plus \$10 for materials
Adult ————— \$40.00, plus \$10 for materials

Dance:

Youth \$20.00
Parent/child \$30.00
Drama and theater classes \$20.00
Film classes \$20.00
Film/TV production classes \$20.00

Music:

Youth \$20.00
Parent/child \$30.00
Guitar \$20.00
Junior jazz basketball ————— \$45.00
Summer basketball camp ————— \$25.00

Karate _____ \$40.00

Open Gym: _____

Adult _____ \$2.00 per day

Youth (age 8-18) _____ Free

Adult Gym Pass _____ \$20 for 12 visits; \$35 for 24 visits; \$150 for an annual pass

Showers

Adults (54 years and under) _____ \$44.00/3 months or \$1.00 per day

Seniors (55 years and over) _____ \$22.00/3 months or 50 cents per day

Soccer _____ \$30.00

Major League Soccer Camp _____ \$25.00

T-ball _____ \$30.00

Tennis _____ \$15.00

Visual arts classes:

Youth _____ \$20.00

Parent/child _____ \$30.00

Youth evening open _____ Free
-recreation, annual

Facility Rentals	Cost Per Hour	Capacity Of Facility
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Sorenson Center:

Meeting room _____	\$15.00 _____	40 people
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West gymnasium _____	\$25.00 _____	100 people
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East gymnasium _____	\$25.00 _____	100 people
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Movie production _____	\$300.00	
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Parking lot rental _____	\$150.00	
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~~Non-profit organizations~~ — ~~Free of charge~~ — ~~40 people maximum~~

~~Community Council~~

~~Meetings~~ ~~City Activities~~ ~~Free of charge~~

Unity Center: **Fee**

Guest Contracts:

Rehearsal Day Rate \$50.00

Performance Day Rate 20 percent of gross ticket sales (or 80 percent of gross ticket sales if the performance is solicited by the Sorenson Unity Center)

Programming Performances 20 percent of gross ticket sales

All Contracts 20 percent of concession sales

Classrooms: \$25.00 per hour or \$125 per day (8 hours maximum)

Salt Lake City police officers
(Required only if alcohol/kava
will be served or consumed
at the event)

Fee is equal to the current Salt Lake City Police Department secondary employment cost (minimum charge of four hours) plus the current Salt Lake City Police Department fuel surcharge and a \$3 processing fee

Main Lobby/Gallery:

For profit business/individuals
not residing in Glendale or
Poplar Grove \$250.00

Non-Profit charging a fee \$225.00

Non-Profit not charging a fee \$200.00

Individuals residing in Glendale
or Poplar Grove \$175.00 per group

Community Council
Meetings – City Activities Free of charge

Theater:

For profit business/individuals
not residing in Glendale or
Poplar Grove \$200.00

Non-Profit charging a fee \$175.00

Non-Profit not charging a fee \$150.00

Individuals residing in Glendale
or Poplar Grove \$125.00 per group

Community Council
Meetings – City Activities Free of charge

Reception Area:

For profit business/individuals
not residing in Glendale or
Poplar Grove \$55.00

Non-Profit charging a fee \$50.00

Non-Profit not charging a fee \$45.00

Individuals residing in Glendale
or Poplar Grove \$40.00 per group

Community Council
Meetings – City Activities Free of charge

Kitchen:

For profit business/individuals
not residing in Glendale or
Poplar Grove \$40.00

Non-Profit charging a fee \$35.00

Non-Profit not charging a fee \$30.00

Individuals residing in Glendale or Poplar Grove	\$25.00 per group
Community Council Meetings – City Activities	Free of charge
SLC Conference Room	\$25.00 maximum
Lobby/Theater/Kitchen:	
For profit business/individuals not residing in Glendale or Poplar Grove	\$425.00
Non-Profit charging a fee	\$400.00
Non-Profit not charging a fee	\$375.00
Individuals residing in Glendale or Poplar Grove	\$350.00 per group
Community Council Meetings – City Activities	Free of charge
Unity Center Facility	\$500.00
Drop In Day Care	\$1.00 per hr/maximum hrs 2 \$or 2.00

B. The director of public services and the director of community and economic development, in establishing fees within the limitations provided in this section, shall determine the fee based upon the recoupment of costs incurred by city personnel for their time in making the reservations and in their involvement with the activity. The fees charged do not represent the payment of any consideration for the use of the land, which is provided at no cost, fee, or consideration.

SECTION 2. This ordinance shall take effect July 1, 2010.

Passed by the City Council of Salt Lake City, Utah this _____ day of _____, 2010.

CHAIRPERSON

ATTEST:

CHIEF DEPUTY CITY RECORDER

Transmitted to Mayor on _____.

Mayor's Action: _____ Approved. _____ Vetoed.

MAYOR

ATTEST:

CHIEF DEPUTY CITY RECORDER

(SEAL)

Bill No. _____ of 2010.

Published: _____.

HB_ATTU-#12517-v1-Ordinance_amending_15_16_re_recreation_program_fees_2010.DOC

SALT LAKE CITY ORDINANCE

No. _____ of 2010

(Amending Section 17.16.070, relating to franchise fee for stormwater sewer)

An ordinance amending certain provisions of section 17.16.070, Salt Lake City code, relating to franchise fee for stormwater sewer.

Be it ordained by the City Council of Salt Lake City, Utah:

SECTION 1. Section 17.16.070 of Salt Lake City Code is hereby amended to read as follows:

17.16.070: FRANCHISE FEES FOR USE OF CITY STREETS:

- A. Purpose: The public utilities department is operated as an enterprise fund, and the city receives no revenue from the department's use of city streets. The city's objective in enacting the ordinance codified herein is to fairly and equally charge for the department's use of the city's streets the same cumulative charges the city has imposed against utility companies for their use of city streets under other city ordinances.
- B. Amount: In addition to the other charges provided for in this chapter, the department shall pay, to the city, a franchise fee equal to six percent (6%) of the gross revenues received by the department from the operation of the public utility. The department is authorized to add to each billing for water, sewer, and stormwater sewer services rendered within city limits, a fee equal to the fee imposed by this subsection. Funds collected under this section shall be distributed to the city's general fund within forty five (45) days after the close of each month in any calendar year, together with a report of such revenue showing the general service and the actual amounts collected.

SECTION 2. This ordinance shall take effect immediately upon the date of its first publication.

Passed by the City Council of Salt Lake City, Utah this _____ day of _____,
2010.

CHAIRPERSON

ATTEST:

CITY RECORDER

Transmitted to Mayor on _____.

Mayor's Action: _____ Approved. _____ Vetoed.

MAYOR

CITY RECORDER

(SEAL)

Bill No. _____ of 2010

.Published: _____.

APPROVED AS TO FORM
Salt Lake City Attorney's Office
Date 4/28/10
By ERK

Salt Lake City Ordinance

No. _____ of 2010

(Amending Section 17.16.070, relating to franchise fee for stormwater sewer)

An ordinance amending certain provisions of section 17.16.070, Salt Lake City code, relating to franchise fee for stormwater sewer.

Be it ordained by the City Council of Salt Lake City, Utah:

SECTION 1. Section 17.16.070 of Salt Lake City Code is hereby amended to read as follows:

17.16.070: FRANCHISE FEES FOR USE OF CITY STREETS:

- A. Purpose: The public utilities department is operated as an enterprise fund, and the city receives no revenue from the department's use of city streets. The city's objective in enacting the ordinance codified herein is to fairly and equally charge for the department's use of the city's streets the same cumulative charges the city has imposed against utility companies for their use of city streets under other city ordinances.
- B. Amount: In addition to the other charges provided for in this chapter, the department shall pay, to the city, a franchise fee equal to six percent (6%) of the gross revenues received by the department from the operation of the public utility. The department is authorized to add to each billing for water, ~~and/or sewer,~~ and stormwater sewer services rendered within city limits, a fee equal to the fee imposed by this subsection. Funds collected under this section shall be distributed to the city's general fund within forty five (45) days after the close of each month in any calendar year, together with a report of such revenue showing the general service and the actual amounts collected.

SECTION 2. This ordinance shall take effect immediately upon the date of its first publication.

Passed by the City Council of Salt Lake City, Utah this _____ day of _____,
2010.

CHAIRPERSON

ATTEST:

CITY RECORDER

Transmitted to Mayor on _____.

Mayor's Action: _____ Approved. _____ Vetoed.

MAYOR

CITY RECORDER

(SEAL)

Bill No. _____ of 2010

.Published: _____.

HB_ATTY#12591-v1-Franchise_Fee_Ordinance_(leg_version)_2010

SALT LAKE CITY ORDINANCE
No. _____ of 2010
(Impact Fees Amendments)

An ordinance amending Appendix A of Chapter 18.98 of the Salt Lake City Code,
Relating to Impact Fees.

WHEREAS, section 18.98.050.H of the *Salt Lake City Code* (Impact Fees: Calculation Based on Fee Schedule) provides that the City's impact fee schedule may be "adjusted to reflect inflationary costs using the 'Engineering News-Record' construction cost index"; and

WHEREAS, the Engineering News-Record construction cost index indicates a 1.3% inflationary cost increase; and

WHEREAS, after a public hearing on this matter the City Council has determined that the following ordinance is in the City's best interests.

NOW, THEREFORE, be it ordained by the City Council of Salt Lake City, Utah:

SECTION 1. That Appendix A (Impact Fee Schedule) to Chapter 18.98, Salt Lake City Code, be, and the same hereby is, amended to read as follows:

APPENDIX A

Impact Fee Schedule

Impact Fee Schedule By Unit Development

<u>Description</u>	<u>Impact Fee</u>
Public Safety—Fire Fees	
Residential (per dwelling unit) ¹	\$ 485.00
Commercial/industrial (per square foot) ¹	0.32
Public Safety—Police Fees	
Residential (per dwelling unit)	452.00
Commercial/industrial (per square foot)	0.30
Roadway Fees ²	
Residential (per single-family dwelling unit)	0.00
Residential (per multi-family dwelling unit)	0.00
Retail (per square foot)	8.00
Office (per square foot)	3.58
Industrial (per square foot)	1.38
Park Fees	
Residential (per dwelling unit)	681.00
Commercial/industrial (per square foot)	0.00
Total Fees	
Residential (per single-family dwelling unit)	1,618.00
Residential (per multi-family dwelling unit)	1,618.00
Retail (per square foot)	8.64
Office (per square foot)	4.20
Industrial (per square foot)	2.01

Note:

¹Residential units are specified by single-family and multi-family; commercial development is specified by retail, office, and industrial.

²Roadway fees are assessed only in the Westside Industrial Area.

SECTION 2. Effective Date. That this Ordinance shall take effect on October 1, 2010.

Passed by the City Council of Salt Lake City, Utah, this _____ day of _____, 2010.

CHAIRPERSON

ATTEST:

CITY RECORDER

Transmitted to the Mayor on _____.

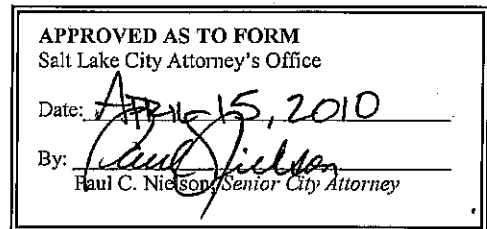
Mayor's Action: _____ Approved. _____ Vetoed.

MAYOR

ATTEST:

CITY RECORDER

(SEAL)



Bill No. _____ of 2010

Published: _____.

HB_ATT#12422-v1-Ordinance_amending_impact_fee_schedule.DOC

SALT LAKE CITY ORDINANCE
No. _____ of 2010
(Impact Fees Amendments)

An ordinance amending Appendix A of Chapter 18.98 of the Salt Lake City Code,
Relating to Impact Fees.

WHEREAS, section 18.98.050.H of the *Salt Lake City Code* (Impact Fees: Calculation Based on Fee Schedule) provides that the City's impact fee schedule may be "adjusted to reflect inflationary costs using the 'Engineering News-Record' construction cost index"; and

WHEREAS, the Engineering News-Record construction cost index indicates a 1.3% inflationary cost increase; and

WHEREAS, after a public hearing on this matter the City Council has determined that the following ordinance is in the City's best interests.

NOW, THEREFORE, be it ordained by the City Council of Salt Lake City, Utah:

SECTION 1. That Appendix A (Impact Fee Schedule) to Chapter 18.98, Salt Lake City Code, be, and the same hereby is, amended to read as follows:

APPENDIX A

Impact Fee Schedule

Impact Fee Schedule By Unit Development

<u>Description</u>	<u>Impact Fee</u>
Public Safety—Fire Fees	
Residential (per dwelling unit) ¹	\$47985.00
Commercial/industrial (per square foot) ¹	0.32
Public Safety—Police Fees	
Residential (per dwelling unit)	44652.00
Commercial/industrial (per square foot)	0.30
Roadway Fees ²	
Residential (per single-family dwelling unit)	0.00
Residential (per multi-family dwelling unit)	0.00
Retail (per square foot)	7.91 <u>8.00</u>
Office (per square foot)	3.53 <u>8</u>
Industrial (per square foot)	1.36 <u>8</u>
Park Fees	
Residential (per dwelling unit)	67281.00
Commercial/industrial (per square foot)	0.00
Total Fees	
Residential (per single-family dwelling unit)	1,597618.00
Residential (per multi-family dwelling unit)	1,597618.00
Retail (per square foot)	8.53 <u>64</u>
Office (per square foot)	4.15 <u>20</u>
Industrial (per square foot)	1.98 <u>2.01</u>

Note:

¹Residential units are specified by single-family and multi-family; commercial development is specified by retail, office, and industrial.

²Roadway fees are assessed only in the Westside Industrial Area.

SECTION 2. Effective Date. That this Ordinance shall take effect on October 1, 2010.

Passed by the City Council of Salt Lake City, Utah, this _____ day of _____, 2010.

CHAIRPERSON

ATTEST:

CITY RECORDER

Transmitted to the Mayor on _____

Mayor's Action: _____ Approved. _____ Vetoed

MAYOR

ATTEST:

CITY RECORDER

(SEAL)

Bill No. _____ of 2010

Published: _____

HB_ATTU-#12422-v1-Ordinance_amending_impact_fee_schedule.DOC

SALT LAKE CITY ORDINANCE
No. _____ of 2010
(Amending solid waste and recyclable items)

An ordinance amending Chapter 9.08, *Salt Lake City Code*, relating to solid waste and recyclable items.

Be it ordained by the City Council of Salt Lake City, Utah:

SECTION 1. That Section 9.08.010, *Salt Lake City Code*, pertaining to definitions be, and the same hereby is, amended to read as follows:

**Chapter 9.08
SOLID WASTE AND RECYCLABLE ITEMS**

9.08.010 Definitions:

For the purposes of this chapter the following terms, phrases and words shall have the meanings given in this section:

AGRICULTURAL WASTE: The manure or crop residues from various agricultural pursuits, including, but not limited to, dairies and the raising of livestock and poultry.

ASBESTOS WASTE: Friable asbestos, which is any material containing more than one percent (1%) asbestos as determined using the method specified in appendix A, 40 CFR part 763.1, 2001 edition, which is adopted and incorporated by reference, that, when dry, can be crumbled, pulverized, or reduced to powder by hand pressure.

AUTOMATED GREEN WASTE CONTAINERS: Containers provided by the city for removal of green waste by the service provider.

AUTOMATED RECYCLING CONTAINERS: Containers provided by the city for removal of recyclable items by the service provider.

AUTOMATED REFUSE CONTAINERS: Containers provided by the city to residences for removal of refuse by the service provider.

BULKY WASTE: Items of refuse or green waste, or recyclable items, that are too large to fit entirely within the appropriate automated refuse, green waste, or recycling container, including, but not limited to, appliances, furniture, trees, large branches, and stumps.

CITY COLLECTION SERVICE: The removal by the service provider of refuse contained in approved automated refuse containers ("refuse collection service"); green waste contained in approved automated green waste containers ("green waste collection service"); recyclable items in approved automated

recycling containers ("recycling collection service"); and special collection events described in subsection 9.08.030G of this chapter.

CONSTRUCTION AND DEMOLITION WASTE: Solid waste resulting from the construction, remodeling, repair, or demolition of structures, from road building, and from land clearing. Such waste includes bricks; masonry materials such as concrete, soil, rock, wall coverings, plaster, drywall, and other inert material; plumbing fixtures; asbestos free insulation; roofing shingles; asphaltic pavement; glass; plastics that are not sealed in a way that conceals other wastes; wood; concrete reinforcing material; and metals that are incidental to any of the above. "Construction and demolition waste" does not include hazardous waste, asbestos containing material, garbage, fluorescent electrical fixtures containing mercury, refrigeration units containing chlorofluorocarbons, radioactive waste, waste tires, containers with liquid wastes, or fuel tanks.

ELECTRONIC WASTE: Consumer or business electronic equipment that is near or at the end of its useful life, including, but not limited to, computers, televisions, VCRs, stereos, copiers, and fax machines.

ELIGIBLE RECYCLING CUSTOMER: Any "person" (as defined in this section) who is the owner or property manager of a property, including a multi-family property, that does not receive city refuse collection services, if that property receives city water and sewer service and has access to a city curb located within the service provider's normal route of business.

GARBAGE: The portion of refuse made up of discarded animal and vegetable wastes resulting from the handling, preparing, cooking, and consuming of food, and of such a character and proportion as to be capable of attracting or providing food for insects or other arthropods, rodents, or other animals capable of transmitting the causative agents of human disease or adversely affecting public health and well being. Garbage does not include sewage and sewage sludge.

GREEN WASTE: Items of yard waste and items of fruit or vegetable food waste that have not been mixed with or coated by any other type of food or waste.

GREEN WASTE COLLECTION SERVICE: The removal by the service provider of green waste items contained in approved automated green waste containers.

HAULER: A person engaged in the off site collection and transportation of solid waste by vehicle. "Hauler" shall include, but not be limited to, waste haulers, liquid waste haulers, waste tire haulers, and infectious waste haulers. "Hauler" shall not apply to a person engaged in transporting his or her own personally generated solid waste.

HAZARDOUS WASTE: A solid waste, or a combination of solid wastes that, because of its quantity, concentration, or physical, chemical, or infectious characteristics, may cause or significantly contribute to an increase in mortality or an increase in serious or incapacitating irreversible illness, or pose a substantial present or potential hazard to human health or the environment if improperly treated, stored, transported, disposed of, or otherwise managed, or any solid waste listed as a hazardous waste under Utah administrative code sections R315-2-10 and 11, Utah hazardous waste management rules, or any solid waste that exhibits a characteristic of a hazardous waste as defined in Utah administrative code section R315-2-9, Utah hazardous waste management rules. The definition for "hazardous waste" in Utah administrative code section R315-2-3 is hereby incorporated by reference.

HOUSEHOLD HAZARDOUS WASTE: Solid waste generated and discarded from any single or multiple dwelling unit, campsite, ranger station, or other residential source that contains hazardous substances but is exempt from hazardous waste regulation under Utah administrative code section R315-2-4(c), Utah hazardous waste management rules. The container size normally and reasonably associated with households and household activities is five (5) gallons or less. Household hazardous wastes include, but are not limited to, chemical household cleaners, household pesticides and herbicides, paints and stains, paint removers, mercury containing compact fluorescent light bulbs, fluorescent light tubes, petroleum products, batteries (except for alkaline batteries), degreasers, and electronic waste.

INDUSTRIAL SOLID WASTE: Any solid waste generated at a manufacturing or other industrial facility that is not a hazardous waste or that is a hazardous waste from a conditionally exempt small quantity generator of hazardous waste, as defined by Utah administrative code section R315-2-5, Utah hazardous waste management rules, generated by an industrial facility. Industrial solid waste includes waste from the following industries or resulting from the following manufacturing processes and associated activities: electric power generation; fertilizer or agricultural chemical industries; food and related products or byproducts industries; inorganic chemical industries; iron and steel manufacturing; leather and leather product industries; nonferrous metals manufacturing or foundry industries; organic chemical industries; plastics and resins manufacturing; pulp and paper industry; rubber and miscellaneous plastic product industries; stone, glass, clay, and concrete product industries; textile manufacturing; transportation equipment manufacturing; and water treatment industries.

INFECTIOUS WASTE: A solid waste that contains pathogens of sufficient virulence and quantity that exposure to the waste of a susceptible host could result in an infectious disease. Infectious waste includes sharps.

LIQUID WASTE: A solid waste that contains "free liquids" as defined by method 9095 (paint filter liquids test), as described in "Test Methods For Evaluating Solid Wastes, Physical/Chemical Methods" (EPA pub. no. SW-846, latest edition). "Liquid waste" does not include infectious waste or hazardous waste.

MULTI-FAMILY PROPERTY: Any multi-family dwelling building or group of buildings that contain(s) four (4) dwelling units or more on a single tax lot. "Multi-family property" includes, without limitation, apartments, condominiums, and mobile home parks.

OWNER: Any person who alone, jointly, or severally with others:

- A. Has legal title to any premises, dwelling, or dwelling unit as legal or equitable owner, agent of the owner, or lessee; or
- B. Is an executor, executrix, administrator, administratrix, trustee or guardian of the estate of the owner.

PERSON: Any individual, public or private corporation and its officers, partnership, association, firm, trustee, executor of an estate, the state or its departments, institution, bureau, agency, county, city, political subdivision, or any other legal entity recognized by law.

PHARMACEUTICAL WASTE: Unused or expired medicines or drugs, whether obtained with a

prescription or over the counter.

PLACE OF BUSINESS: Any place in Salt Lake City in which there is conducted or carried on principally or exclusively any pursuit or occupation by any person or persons for the purpose of gaining a livelihood.

PROPERTY MANAGER: The person responsible for paying the city water and sewer bill for a property, but shall not include the owner of that property.

PUBLIC BUILDINGS AND PLACES: Office buildings, theaters, garages, auto camps, hotels, clubs, schools, hospitals, or other places of similar character, but shall not mean any building owned by Salt Lake City Corporation.

RECYCLABLE ITEM: An item that otherwise would be abandoned or discarded, but that can be utilized in the secondary material market. Such items include newspaper and inserts; corrugated cardboard; telephone books; paperboard (cereal boxes, paper towel and toilet paper tubes, shoe boxes); magazines; home office paper; bulk rate mail; aluminum, steel and tin cans; plastic coated milk and juice cartons; plastic grocery bags; and plastic containers with the number 1 through 7 recycling symbol on the container.

RECYCLING: The series of activities, including separation and processing, by which products or other materials are recovered from or otherwise diverted from the solid waste stream.

RECYCLING COLLECTION SERVICE: The removal by the service provider of recyclable items contained in approved automated recycling containers.

REFUSE: Wastes commonly discarded by households, institutions, and commercial entities and includes, but is not limited to, garbage; paper contaminated with food waste; nonrecyclable papers, plastics, metals, or glass items; diapers; textiles; rubber; and leather. Only objects small enough to fit in an automated refuse container are considered refuse. Refuse does not include: recyclable items, green waste, agricultural waste, asbestos waste, bulky waste, construction and demolition waste, hazardous waste, household hazardous waste, industrial waste, infectious waste, liquid waste, sewage, sludge, special wastes, yard waste, or waste tires.

REFUSE COLLECTION SERVICE: The removal by the service provider of refuse contained in approved refuse containers.

RESIDENCE: A building or dwelling comprising not more than three (3) residential dwelling units, including, without limitation, a single-family dwelling, designed for separate housekeeping tenements, and where no business of any kind is conducted except such home occupations as are defined in the zoning ordinances of the city.

SERVICE PROVIDER: The city or a person working for the city engaged in providing city collection service for any location within Salt Lake City.

SEWAGE: Human or animal wastes carried by water or other liquid from a dwelling, business building, institution, industrial establishment, or agricultural, recreational, or other location including, but not limited to, sewer systems, septic tanks, privy vaults, cesspools, and holding tanks in recreational

vehicles or travel trailers, including any groundwater, surface water, and stormwater that may be mixed with these wastes.

SHARPS: Any discarded or contaminated article or instrument that may cause punctures or cuts. Such waste includes, but is not limited to, needles, syringes, pipettes, intravenous tubing with needles attached, glassware, lancets, and scalpel blades.

SLUDGE: Any solid, semisolid, or liquid waste, including grit and screenings, generated from:

- A. A municipal, commercial, or industrial wastewater treatment plant;
- B. A water supply treatment plant;
- C. A car wash facility;
- D. An air pollution control facility; or
- E. Any other such waste having similar characteristics.

SOLID WASTE: Any refuse, green waste, agricultural waste, asbestos waste, bulky waste, construction and demolition waste, electronic waste, hazardous waste, household hazardous waste, industrial waste, infectious waste, liquid waste, pharmaceutical waste, sewage, sludge, special wastes, yard waste, or waste tires. Solid waste does not include recyclable items.

SPECIAL WASTES: Discarded nonhazardous wastes that may require special handling or other solid waste that may pose a threat to public safety, human health, or the environment. Special wastes include:

- A. Ash;
- B. Infectious waste except for sharps;
- C. Small animal wastes; and
- D. Pharmaceutical waste.

WASTE TIRE: Any tire that has been discarded or has ceased to serve the purpose for which it was initially intended due to factors such as wear or imperfections.

YARD WASTE: Vegetative matter resulting from landscaping, land maintenance, or land clearing operations including grass clippings, prunings, and other discarded material generated from yards, gardens, parks, and similar types of facilities. Yard waste does not include garbage, paper, plastic, processed wood, sludge, sewage, animal wastes, manure, or agricultural waste.

SECTION 2. That Section 9.08.030, *Salt Lake City Code*, pertaining to city collection services be, and the same hereby is, amended to read as follows:

9.08.030: CITY COLLECTION SERVICES:

The city will provide for the collection and disposal, at the expense of the property owner or manager, of refuse, recyclable items, and green waste from residences as provided herein. The city will provide for the collection and recycling of recyclable items and green waste, at the expense of the property owner or manager, from eligible recycling customers as provided herein. Said collection shall be under the supervision of the department of public services pursuant to the following:

A. Refuse, Green Waste, And Recycling Collection Services To A Residence:

1. Refuse Service To A Residence And Responsibility For Payment: Except where water, sewer, and refuse service to a residence is properly terminated, or the owner of that residence notifies in writing the director of public services that the owner's refuse will be picked up and disposed of by a private hauler, the owner of every residence shall be responsible and liable for the below enumerated monthly charges for refuse service. The charge for such service shall be billed with the city's regular water and sewer billings to the owner, at the owner's address as shown on the records of the public utilities department. In those instances where the water and sewer bill for a residence is currently being sent to the property manager of that residence at the owner's request, the refuse service will be similarly billed. However, the owner of the residence is responsible to pay and is liable for all charges for refuse service furnished to that residence if such property manager fails to pay the same.

2. Sizes Of Refuse Containers And Charges For Refuse Service To Residences:

a. Automated refuse containers are available in ninety (90) gallon, sixty (60) gallon, and forty (40) gallon sizes. The owner or property manager of a residence may arrange, in writing, to have one or more automated refuse containers, of the size or sizes described above. Any owner or property manager of a residence who changes refuse container size must continue to use the new refuse container size for at least twelve (12) months before the owner or property manager may again change the size of the refuse container. Refuse containers may not be shared by residences with separate accounts on the public utility billing system.

b. Monthly charges for refuse collection service provided to residences through September 30, 2010 shall be nine dollars (\$9.00) per month for each automated forty (40) gallon refuse container. The monthly charge shall be ten dollars twenty five cents (\$10.25) per month for each automated sixty (60) gallon refuse container. The monthly charge shall be twelve dollars fifty cents (\$12.50) for each automated ninety (90) gallon refuse container. Automated refuse containers shall be delivered to residences without a delivery charge. These fees are subject to modification by future city councils.

c. Monthly charges for refuse collection service provided to residences, effective October 1, 2010 shall be thirteen dollars seventy five cents (\$13.75) for each automated forty (40) gallon refuse container. The monthly charge shall be fifteen dollars (\$15.00) per month for each automated sixty (60) gallon refuse container. The monthly charge shall be seventeen dollars twenty five cents (\$17.25) for each automated (90) gallon refuse container. Automated refuse containers shall be delivered to residences without a delivery charge. These fees are subject to modification by future city councils.

d. The property owner or manager of a residence will be charged a service fee of eleven dollars (\$11.00) for each automated refuse and recycling container removed from that residence for any reason. The property owner or manager of a residence will not be charged a service fee for replacing any refuse container with another size of refuse container.

3. Green Waste Collection Service for Residences:

a. Each residence with at least one city-issued refuse container shall be issued at least one green waste container. Owners or property managers of residences receiving city refuse collection services will not be charged for green waste collection service in addition to the fee set forth in subsection A2 of this section.

b. Owners or property managers of residences may opt out of green waste collection service, but must comply with section 9.08.095. Owners or property managers who opt out of this service will nevertheless be charged the fee set forth in subsection A2 of this section.

c. Owners or property managers of properties that do not receive city refuse collection services may elect to subscribe to the city's green waste collection service, but will be charged for this service at the rates set forth in subsection A4 of this section.

4. Green Waste Collection Service for Eligible Recycling Customers:

a. Eligible recycling customers who desire to subscribe to the city's green waste collection service must do so in writing. Such service shall be billed with the city's regular water and sewer billings to the owner of the property receiving green waste collection service, at the owner's address as shown on the records of the public utilities department. In those instances where the water and sewer bill for a property is currently being sent to a property manager of that property at the owner's request, the green waste collection service will be similarly billed. However, the owner is responsible to pay, and is liable for all charges, for the green waste collection service furnished to that property if such property manager fails to pay the same.

b. The minimum subscription period for automated green waste containers will be twelve (12) months. The monthly charge for green waste collection service shall be four dollars twenty five cents (\$4.25) per month for each automated green waste container. Automated green waste containers shall be delivered to subscribers without a delivery charge. These fees are subject to modification by future city councils.

c. If an automated green waste container is removed from a property due to noncompliance, or at the request of the property owner or manager, the property owner or manager will be responsible for paying the remainder of the annual subscription fee for each container removed.

d. The property owner or manager will be charged a service fee of eleven dollars (\$11.00) for each automated green waste container removed from service for any reason.

5. Recycling Collection Services Available To Residences:

a. Each residence with at least one city-issued refuse container shall be issued at least one recycling container. Owners or property managers of residences receiving city refuse collection

services will not be charged for recycling collection service in addition to the fee set forth in subsection A2 of this section.

b. Owners or property managers of residences may opt out of recycling collection service, but must comply with section 9.08.095. Owners or property managers who opt out of recycling collection service will nevertheless be charged the fee set forth in subsection A2 of this section.

c. Owners or property managers of properties that do not receive city refuse collection services may elect to subscribe to the city's recycling collection service, but will be charged for this service at the rates set forth in subsection B2 of this section.

B. Recycling Collection Service Available To Eligible Recycling Customers:

1. Recycling Collection Service: Eligible recycling customers may elect to subscribe to the city's recycling collection service. Such service shall be billed with the city's regular water and sewer billings to the owner of the property receiving recycling collection service, at the owner's address as shown on the records of the public utilities department. In those instances where the water and sewer bill for a property is currently being sent to a property manager of that property at the owner's request, the recycling collection service will be similarly billed. However, the owner is responsible to pay, and is liable for all charges, for the recycling collection service furnished to that property if such property manager fails to pay the same.

2. Charges For Recycling Collection Services:

a. The minimum subscription period for automated recycling containers shall be twelve (12) months. Charges for recycling collection service provided to an eligible recycling customer as of the beginning of the city's fiscal year 2010-2011 shall be four dollars twenty five cents (\$4.25) per month for each automated recycling container. Automated recycling containers shall be delivered to eligible recycling customers without a delivery charge. These fees are subject to modification by future city councils.

b. The owner or property manager will be charged a service fee of eleven dollars (\$11.00) for each automated recycling container removed from service for any reason.

3. Promotion And Education Requirements Regarding Recycling Or Green Waste Collection Service For Eligible Recycling Customers: An eligible recycling customer who has subscribed to the city's recycling or green waste collection service must distribute general recycling or green waste information and current recycling or green waste program guidelines to each person occupying, attending, or working on the property receiving recycling collection service within fourteen (14) days after commencement of recycling or green waste collection service and annually thereafter. If requested, the city will assist by providing educational flyers.

C. Billing:

1. Periodic Billing Statements: The department of public utilities shall cause billings for refuse collection, green waste collection, and recycling collection services to be rendered periodically at rates established in this chapter. If partial payment is made on a combined bill, the payment shall be applied

first to franchise fees due, and then to each service on a pro rata basis as determined by the director of public utilities.

2. Delinquency: Fees and charges levied in accordance herewith shall be a debt due to the city. If this debt is not paid within thirty (30) days after billing it shall, at the option of the director of public utilities, be deemed delinquent and subject to recovery in a civil action for which the city may recover reasonable attorney fees, and said department shall have the right to terminate water, sewer, refuse collection, green waste collection, and recycling collection services to said premises. Any uncollected amount due from the owner on any inactive, terminated, or discontinued account may be transferred to any active account under the owner's name and, upon failure to pay said bill after at least five (5) days' prior written notice, water, sewer, refuse collection, green waste collection, and recycling collection services to that account and premises may be discontinued.

3. Restoration Of Service: Water, sewer, refuse collection, green waste collection, and recycling collection service shall not be restored until all charges shall have been paid.

D. Deposits Required From Nonowners: All new water, sewer, refuse collection, green waste collection, and recycling collection service users who are not the owners of the premises shall pay to the department of public utilities for deposit with the city treasurer an amount sufficient to cover the cost of city collection services that may accumulate. The amount deposited shall be not less than twice the monthly or bimonthly bill for collection services. The department of public utilities shall issue a receipt of deposit. The amount deposited shall be refunded by the city treasurer to the holder upon the surrender of the receipt properly endorsed, provided all refuse collection, green waste collection, and recycling collection service bills and other charges are paid. All bills for city collection service must be paid promptly without reference to said deposit. Whenever any user of city collection services fails to pay for city collection services rendered to such premises, the money deposited or any part thereof may be applied by the department of public utilities to the payment of such delinquent bills. The owner of the premises will be required to pay any deficiency.

E. Abatement: Those owners granted indigent abatement for taxes on their dwelling by Salt Lake County under section 59-2-1107 et seq., Utah Code Annotated, or its successor section, shall be granted a fifty percent (50%) annual abatement of the above city collection service charges during the year of such abatement.

F. Suspensions Or Terminations:

1. If a residence receiving city collection service is vacant and the owner is trying to sell it, or it will be vacant because of an extended vacation of the occupant, the owner may apply to the public services director, in writing, for suspension of city collection service for the period of time specified in the written request.

2. An owner of a residence may apply to the public services director, in writing, for termination of refuse collection service. If the residence will not be vacant, the request must include an explanation of how refuse will be removed from the property, including applicable supporting documentation such as a billing statement or signed agreement with a private hauler.

3. In the case of any suspension or termination pursuant to this subsection F, all automated refuse, green waste, and recycling container(s) at the residence will be removed from that residence pursuant to the owner's request and upon payment of an eleven dollar (\$11.00) per container service fee.

G. Special Collection Events: The city may, at its discretion, also provide for the periodic collection and disposal of bulky waste. If the city elects to conduct one of these periodic collection and disposal events, all residences that receive refuse collection services from the city will be notified of the event and given instructions regarding the allowable dates and other rules governing the type and placement of allowable types of solid wastes on city streets for collection by the service provider. Only customers of city refuse collection services may participate in these periodic collection events. City customers of refuse collection services will not be charged for periodic collection and disposal events in addition to the fee set forth in subsection A2 of this section. Residents must separate bulky yard waste from other solid waste disposed of through special collection events.

SECTION 3. That Section 9.08.095, *Salt Lake City Code*, pertaining to allowable materials for refuse, green waste, and recyclable item collection by service provider be, and the same hereby is, amended to read as follows:

9.08.095: ALLOWABLE MATERIALS FOR REFUSE, GREEN WASTE, AND RECYCLABLE ITEM COLLECTION BY SERVICE PROVIDER:

This section shall apply to all solid and liquid wastes and recyclable items set out for collection by a service provider. Recyclable items must be separated from refuse and green waste. Only those items deemed to be recyclable items by the city shall be placed in a recycling container. If materials other than the allowable materials listed below are placed in an automated refuse, green waste, or recycling container, the service provider may refuse to empty the container until the unallowable material has been removed, and the city may take enforcement action as described in section 9.08.115 of this chapter.

A. The following wastes are the only wastes that may be placed in an automated refuse container:

1. "Refuse" as defined in section 9.08.010 of this chapter;
2. Construction and demolition waste if the quantity in each container does not exceed the weight limits allowed in subsection 9.08.140C of this chapter, if less than one-third ($\frac{1}{3}$) of the container contains sod, dirt, concrete, bricks, or rocks, and if the waste can be placed in the container without causing damage to the container;
3. Liquid wastes if the quantity is limited to less than one gallon, if the liquid is sealed in a leakproof container, and if the liquid is not considered a household hazardous waste, a hazardous waste, sewage, or any other type of waste that is not permitted in the refuse container under section 9.08.110 of this chapter;
4. Special wastes that have been prepared according to the special waste handling instructions included in section 9.08.100 of this chapter;

B. The following wastes are the only wastes that may be placed in automated green waste containers:

1. Yard waste;

2. Discarded fruit and vegetable material from kitchens, if it is not mixed or contaminated with other refuse including other kitchen wastes.

C. The following items are the only items that may be placed in automated recycling containers:

1. Recyclable items as listed in section 9.08.010 of this chapter.

SECTION 4. That Section 9.08.100, *Salt Lake City Code*, pertaining to special waste materials requiring special preparation be, and the same hereby is, amended to read as follows:

9.08.100: SPECIAL WASTE MATERIALS REQUIRING SPECIAL PREPARATION:

This section shall apply to the disposal and collection of all special wastes collected in the city.

The following special wastes may be placed in an automated refuse container for refuse collection only if they are properly handled by following the instructions below:

A. Ash may be placed in the automated refuse container or other permitted refuse container if it is completely cool to the touch and does not contain any hot or burning coals or cinders. Before being placed in the automated refuse container or other permitted refuse container, the ash must be sealed in a bag or other container to prevent it from being released to the atmosphere during collection or transport.

B. Infectious waste, excluding sharps, may be placed in the automated refuse container or other permitted refuse container if:

1. The amount of such infectious waste placed in that container in any one calendar month does not exceed twenty five (25) pounds;

2. All infectious wastes are contained in disposable plastic bags that are impervious to moisture and that have a minimum thickness of 3.0 millimeters, and that are tightly sealed to ensure that the contents are not spilled;

3. All bags and containers used for containment and disposal of infectious waste shall be red in color and conspicuously labeled with the words "Infectious Waste", "Biohazard", or with the international infectious waste symbol.

C. Pharmaceutical waste may be placed in the automated refuse container or other permitted refuse container if it is first rendered noxious or unrecoverable by mixing it with used pet litter, used coffee grounds, or similar objectionable substance, and then is sealed inside a bag or other container that will prevent it from being spilled or scavenged from the refuse container.

D. Small animal waste material may be placed in the automated refuse container or other permitted refuse container if it is dry and mixed with sand, sawdust, commercial pet litter, or similar absorptive material, and double wrapped in paper or placed in a separate plastic bag before being placed in a refuse container for disposal.

SECTION 5. That Section 9.08.110, *Salt Lake City Code*, pertaining to materials not collected by service provider be, and the same hereby is, amended to read as follows:

9.08.110: MATERIALS NOT COLLECTED BY SERVICE PROVIDER:

This section shall apply only to collections made by a service provider. The following materials require special handling and disposal, and shall not be set out for collection by a service provider, whether placed in a container or otherwise:

- A. Flammable, corrosive, or explosive materials;
- B. Hazardous or radioactive waste;
- C. Hot or burning materials of any type;
- D. Dead animals;
- E. Sewage;
- F. Asbestos waste;
- G. Agricultural waste;
- H. Household hazardous waste;
- I. Sharps
- J. Electronic waste;
- K. Sludge;
- L. Waste tires.

SECTION 6. That Section 9.08.115, *Salt Lake City Code*, pertaining to compliance with and enforcement of recycling and green waste collection service laws be, and the same hereby is, amended to read as follows:

9.08.115: COMPLIANCE WITH AND ENFORCEMENT OF RECYCLING AND GREEN WASTE COLLECTION SERVICE LAWS:

- A. In evaluating whether a violation regarding the refuse, recycling or green waste collection service has occurred, city staff or the service provider has the right to visit the premises of residences or eligible recycling customers that subscribe to the recycling or green waste collection service to determine the presence and capacity of recycling or green waste containers, the presence and quantities of recyclable items or green waste in city issued refuse containers, the presence and quantities of recyclable items in recycling containers, the presence and quantities of green waste in green waste containers, the presence of signs, flyers, stickers, and other information that promotes recycling, and to engage in discussion with property managers, residents, and owners regarding their recycling or green waste program.
- B. The city may initiate an enforcement action based on its own observations or notification by the service provider or other third parties of failure to comply with this code and rules promulgated thereunder governing the recycling or green waste collection service. The city or its service provider will notify the resident, owner, or eligible recycling customer in writing describing the nature of the failure to comply.
- C. The city reserves the right to discontinue recycling or green waste collection service for any residence or eligible recycling customer that fails to comply with this code and rules promulgated thereunder governing the recycling or green waste collection service. The property owner or manager will be charged a service fee of eleven dollars (\$11.00) for each container removed from service.
- D. For a period of six (6) months after the recycling or green waste collection service has been discontinued due to a violation, the owner or eligible recycling customer shall not be allowed to subscribe to the recycling or green waste collection service. After the six (6) month period, the owner or eligible recycling customer may request recycling or green waste collection service in accordance with section 9.08.030 of this chapter.

SECTION 7. Subsection 9.08.030 A2(b) of this ordinance shall take effect July 1, 2010. All other sections shall take effect October 1, 2010.

Passed by the City Council of Salt Lake City, Utah this _____ day of _____, 2010.

CHAIRPERSON

ATTEST:

CITY RECORDER

Transmitted to Mayor on _____.

Mayor's Action: _____ Approved. _____ Vetoed.

MAYOR

ATTEST:

CITY RECORDER

(SEAL)

Bill No. _____ of 2010.
Published: _____.

APPROVED AS TO FORM
Salt Lake City Attorney's Office
Date 4-26-10
BY [Signature]

HB_ATTYY-#12556-v2-Amending_9_08_solid_waste_and_recyclable_items_2010.docx

SALT LAKE CITY ORDINANCE
No. _____ of 2010
(Amending solid waste and recyclable items)

An ordinance amending Chapter 9.08, *Salt Lake City Code*, relating to solid waste and recyclable items.

Be it ordained by the City Council of Salt Lake City, Utah:

SECTION 1. That Section 9.08.010, *Salt Lake City Code*, pertaining to definitions be, and the same hereby is, amended to read as follows:

**Chapter 9.08
SOLID WASTE AND RECYCLABLE ITEMS**

9.08.010 Definitions:

For the purposes of this chapter the following terms, phrases and words shall have the meanings given in this section:

AGRICULTURAL WASTE: The manure or crop residues from various agricultural pursuits, including, but not limited to, dairies and the raising of livestock and poultry.

ASBESTOS WASTE: Friable asbestos, which is any material containing more than one percent (1%) asbestos as determined using the method specified in appendix A, 40 CFR part 763.1, 2001 edition, which is adopted and incorporated by reference, that, when dry, can be crumbled, pulverized, or reduced to powder by hand pressure.

AUTOMATED GREEN WASTE CONTAINERS: Containers provided by the city ~~to subscribers to the city's green waste collection service~~ for removal of green waste by the service provider.

AUTOMATED RECYCLING CONTAINERS: Containers provided by the city ~~to subscribers to the city's recycling collection service~~ for removal of recyclable items by the service provider.

AUTOMATED REFUSE CONTAINERS: Containers provided by the city to residences for removal of refuse by the service provider.

BULKY WASTE: Items of refuse or green waste, or recyclable items, that are too large to fit entirely within the appropriate automated refuse, green waste, or recycling container, including, but not limited to, appliances, furniture, trees, large branches, and stumps.

CITY COLLECTION SERVICE: The removal by the service provider of refuse contained in approved automated refuse containers ("refuse collection service"); green waste contained in approved automated green waste containers ("green waste collection service"); recyclable items in approved automated

recycling containers ("recycling collection service"); and special collection events described in subsection 9.08.030G of this chapter.

CONSTRUCTION AND DEMOLITION WASTE: Solid waste resulting from the construction, remodeling, repair, or demolition of structures, from road building, and from land clearing. Such waste includes bricks; masonry materials such as concrete, soil, rock, wall coverings, plaster, drywall, and other inert material; plumbing fixtures; asbestos free insulation; roofing shingles; asphaltic pavement; glass; plastics that are not sealed in a way that conceals other wastes; wood; concrete reinforcing material; and metals that are incidental to any of the above. "Construction and demolition waste" does not include hazardous waste, asbestos containing material, garbage, fluorescent electrical fixtures containing mercury, refrigeration units containing chlorofluorocarbons, radioactive waste, waste tires, containers with liquid wastes, or fuel tanks.

ELECTRONIC WASTE: Consumer or business electronic equipment that is near or at the end of its useful life, including, but not limited to, computers, televisions, VCRs, stereos, copiers, and fax machines.

ELIGIBLE RECYCLING CUSTOMER: Any "person" (as defined in this section) who is the owner or property manager of a property, including a multi-family property, that does not receive city refuse collection services, if that property receives city water and sewer service and has access to a city curb located within the service provider's normal route of business.

GARBAGE: The portion of refuse made up of discarded animal and vegetable wastes resulting from the handling, preparing, cooking, and consuming of food, and of such a character and proportion as to be capable of attracting or providing food for insects or other arthropods, rodents, or other animals capable of transmitting the causative agents of human disease or adversely affecting public health and well being. Garbage does not include sewage and sewage sludge.

GREEN WASTE: Items of yard waste and items of fruit or vegetable food waste that have not been mixed with or coated by any other type of food or waste.

GREEN WASTE COLLECTION SERVICE: The removal by the service provider of green waste items contained in approved automated green waste containers.

HAULER: A person engaged in the off site collection and transportation of solid waste by vehicle. "Hauler" shall include, but not be limited to, waste haulers, liquid waste haulers, waste tire haulers, and infectious waste haulers. "Hauler" shall not apply to a person engaged in transporting his or her own personally generated solid waste.

HAZARDOUS WASTE: A solid waste, or a combination of solid wastes that, because of its quantity, concentration, or physical, chemical, or infectious characteristics, may cause or significantly contribute to an increase in mortality or an increase in serious or incapacitating irreversible illness, or pose a substantial present or potential hazard to human health or the environment if improperly treated, stored, transported, disposed of, or otherwise managed, or any solid waste listed as a hazardous waste under Utah administrative code sections R315-2-10 and 11, Utah hazardous waste management rules, or any solid waste that exhibits a characteristic of a hazardous waste as defined in Utah administrative code section R315-2-9, Utah hazardous waste management rules. The definition for "hazardous waste" in Utah administrative code section R315-2-3 is hereby incorporated by reference.

HOUSEHOLD HAZARDOUS WASTE: Solid waste generated and discarded from any single or multiple dwelling unit, campsite, ranger station, or other residential source that contains hazardous substances but is exempt from hazardous waste regulation under Utah administrative code section R315-2-4(c), Utah hazardous waste management rules. The container size normally and reasonably associated with households and household activities is five (5) gallons or less. Household hazardous wastes include, but are not limited to, chemical household cleaners, household pesticides and herbicides, paints and stains, paint removers, mercury containing compact fluorescent light bulbs, fluorescent light tubes, petroleum products, batteries (except for alkaline batteries), degreasers, and electronic waste.

INDUSTRIAL SOLID WASTE: Any solid waste generated at a manufacturing or other industrial facility that is not a hazardous waste or that is a hazardous waste from a conditionally exempt small quantity generator of hazardous waste, as defined by Utah administrative code section R315-2-5, Utah hazardous waste management rules, generated by an industrial facility. Industrial solid waste includes waste from the following industries or resulting from the following manufacturing processes and associated activities: electric power generation; fertilizer or agricultural chemical industries; food and related products or byproducts industries; inorganic chemical industries; iron and steel manufacturing; leather and leather product industries; nonferrous metals manufacturing or foundry industries; organic chemical industries; plastics and resins manufacturing; pulp and paper industry; rubber and miscellaneous plastic product industries; stone, glass, clay, and concrete product industries; textile manufacturing; transportation equipment manufacturing; and water treatment industries.

INFECTIOUS WASTE: A solid waste that contains pathogens of sufficient virulence and quantity that exposure to the waste of a susceptible host could result in an infectious disease. Infectious waste includes sharps.

LIQUID WASTE: A solid waste that contains "free liquids" as defined by method 9095 (paint filter liquids test), as described in "Test Methods For Evaluating Solid Wastes, Physical/Chemical Methods" (EPA pub. no. SW-846, latest edition). "Liquid waste" does not include infectious waste or hazardous waste.

MULTI-FAMILY PROPERTY: Any multi-family dwelling building or group of buildings that contain(s) four (4) dwelling units or more on a single tax lot. "Multi-family property" includes, without limitation, apartments, condominiums, and mobile home parks.

OWNER: Any person who alone, jointly, or severally with others:

- A. Has legal title to any premises, dwelling, or dwelling unit as legal or equitable owner, agent of the owner, or lessee; or
- B. Is an executor, executrix, administrator, administratrix, trustee or guardian of the estate of the owner.

PERSON: Any individual, public or private corporation and its officers, partnership, association, firm, trustee, executor of an estate, the state or its departments, institution, bureau, agency, county, city, political subdivision, or any other legal entity recognized by law.

PHARMACEUTICAL WASTE: Unused or expired medicines or drugs, whether obtained with a

prescription or over the counter.

PLACE OF BUSINESS: Any place in Salt Lake City in which there is conducted or carried on principally or exclusively any pursuit or occupation by any person or persons for the purpose of gaining a livelihood.

PROPERTY MANAGER: The person responsible for paying the city water and sewer bill for a property, but shall not include the owner of that property.

PUBLIC BUILDINGS AND PLACES: Office buildings, theaters, garages, auto camps, hotels, clubs, schools, hospitals, or other places of similar character, but shall not mean any building owned by Salt Lake City Corporation.

RECYCLABLE ITEM: An item that otherwise would be abandoned or discarded, but that can be utilized in the secondary material market. Such items include newspaper and inserts; corrugated cardboard; telephone books; paperboard (cereal boxes, paper towel and toilet paper tubes, shoe boxes); magazines; home office paper; bulk rate mail; aluminum, steel and tin cans; plastic coated milk and juice cartons; plastic grocery bags; and plastic containers with the number 1 through 7 recycling symbol on the container.

RECYCLING: The series of activities, including separation and processing, by which products or other materials are recovered from or otherwise diverted from the solid waste stream.

RECYCLING COLLECTION SERVICE: The removal by the service provider of recyclable items contained in approved automated recycling containers.

REFUSE: Wastes commonly discarded by households, institutions, and commercial entities and includes, but is not limited to, garbage; paper contaminated with food waste; nonrecyclable papers, plastics, metals, or glass items; diapers; textiles; rubber; and leather. Only objects small enough to fit in an automated refuse container are considered refuse. Refuse does not include: recyclable items, green waste, agricultural waste, asbestos waste, bulky waste, construction and demolition waste, hazardous waste, household hazardous waste, industrial waste, infectious waste, liquid waste, sewage, sludge, special wastes, yard waste, or waste tires.

REFUSE COLLECTION SERVICE: The removal by the service provider of refuse contained in approved refuse containers.

RESIDENCE: A building or dwelling comprising not more than three (3) residential dwelling units, including, without limitation, a single-family dwelling, designed for separate housekeeping tenements, and where no business of any kind is conducted except such home occupations as are defined in the zoning ordinances of the city.

SERVICE PROVIDER: The city or a person working for the city engaged in providing city collection service for any location within Salt Lake City.

SEWAGE: Human or animal wastes carried by water or other liquid from a dwelling, business building, institution, industrial establishment, or agricultural, recreational, or other location including, but not limited to, sewer systems, septic tanks, privy vaults, cesspools, and holding tanks in recreational

vehicles or travel trailers, including any groundwater, surface water, and stormwater that may be mixed with these wastes.

SHARPS: Any discarded or contaminated article or instrument that may cause punctures or cuts. Such waste includes, but is not limited to, needles, syringes, pipettes, intravenous tubing with needles attached, glassware, lancets, and scalpel blades.

SLUDGE: Any solid, semisolid, or liquid waste, including grit and screenings, generated from:

- A. A municipal, commercial, or industrial wastewater treatment plant;
- B. A water supply treatment plant;
- C. A car wash facility;
- D. An air pollution control facility; or
- E. Any other such waste having similar characteristics.

SOLID WASTE: Any refuse, green waste, agricultural waste, asbestos waste, bulky waste, construction and demolition waste, electronic waste, hazardous waste, household hazardous waste, industrial waste, infectious waste, liquid waste, pharmaceutical waste, sewage, sludge, special wastes, yard waste, or waste tires. Solid waste does not include recyclable items.

SPECIAL WASTES: Discarded nonhazardous wastes that may require special handling or other solid waste that may pose a threat to public safety, human health, or the environment. Special wastes include:

- A. Ash;
- B. Infectious waste ~~including~~ except for sharps;
- C. Small animal wastes; and
- D. Pharmaceutical waste.

WASTE TIRE: Any tire that has been discarded or has ceased to serve the purpose for which it was initially intended due to factors such as wear or imperfections.

YARD WASTE: Vegetative matter resulting from landscaping, land maintenance, or land clearing operations including grass clippings, prunings, and other discarded material generated from yards, gardens, parks, and similar types of facilities. Yard waste does not include garbage, paper, plastic, processed wood, sludge, sewage, animal wastes, manure, or agricultural waste.

SECTION 2. That Section 9.08.030, *Salt Lake City Code*, pertaining to city collection services be, and the same hereby is, amended to read as follows:

9.08.030: CITY COLLECTION SERVICES:

The city will provide for the collection and disposal, at the expense of the property owner or manager, of refuse, recyclable items, and green waste from residences as provided herein. The city will provide for the collection and recycling of recyclable items and green waste, at the expense of the property owner or manager, from eligible recycling customers as provided herein. Said collection shall be under the supervision of the department of public services pursuant to the following:

A. Refuse, Green Waste, And Recycling Collection Services To A Residence:

1. Refuse Service To A Residence And Responsibility For Payment: Except where water, sewer, and refuse service to a residence is properly terminated, or the owner of that residence notifies in writing the director of public services that the owner's refuse will be picked up and disposed of by a private hauler, the owner of every residence shall be responsible and liable for the below enumerated monthly charges for refuse service. The charge for such service shall be billed with the city's regular water and sewer billings to the owner, at the owner's address as shown on the records of the public utilities department. In those instances where the water and sewer bill for a residence is currently being sent to the property manager of that residence at the owner's request, the refuse service will be similarly billed. However, the owner of the residence is responsible to pay and is liable for all charges for refuse service furnished to that residence if such property manager fails to pay the same.

2. Sizes Of Refuse Containers And Charges For Refuse Service To Residences:

a. Automated refuse containers are available in ninety (90) gallon, sixty (60) gallon, and forty (40) gallon sizes. The owner or property manager of a residence may arrange, in writing, to have one or more automated refuse containers, of the size or sizes described above. Any owner or property manager of a residence who changes refuse container size must continue to use the new refuse container size for at least twelve (12) months before the owner or property manager may again change the size of the refuse container. Refuse containers may not be shared by residences with separate accounts on the public utility billing system.

b. Monthly charges for refuse collection service provided to residences through September 30, 2010 for the city's fiscal year 2009-2010 shall be nine dollars (\$9.00) per month for each automated forty (40) gallon refuse container. The monthly charge shall be ten dollars twenty five cents (\$10.25) per month for each automated sixty (60) gallon refuse container. The monthly charge shall be twelve dollars fifty cents (\$12.50) for each automated ninety (90) gallon refuse container. Automated refuse containers shall be delivered to residences without a delivery charge. These fees are subject to modification by future city councils.

c. Monthly charges for refuse collection service provided to residences, effective October 1, 2010 shall be thirteen dollars seventy five cents (\$13.75) for each automated forty (40) forty gallon refuse container. The monthly charge shall be fifteen dollars (\$15.00) per month for each automated sixty (60) gallon refuse container. The monthly charge shall be seventeen dollars twenty five cents (\$17.25) for each automated (90) gallon refuse container. Automated refuse containers shall be delivered to residences without a delivery charge. These fees are subject to modification by future city councils.

de. The property owner or manager of a residence will be charged a service fee of eleven dollars (\$11.00) for each automated refuse and recycling container removed from that residence for any reason. The property owner or manager of a residence will not be charged a service fee for replacing any refuse container with another size of refuse container.

3. Green Waste Collection Service for Residences:

a. Each residence with at least one city-issued refuse container shall be issued at least one green waste container. Owners or property managers of residences receiving city refuse collection services will not be charged for green waste collection service in addition to the fee set forth in subsection A2 of this section.

b. Owners or property managers of residences may opt out of green waste collection service, but must comply with section 9.08.095. Owners or property managers who opt out of this service will nevertheless be charged the fee set forth in subsection A2 of this section.

c. Owners or property managers of properties that do not receive city refuse collection services may elect to subscribe to the city's green waste collection service, but will be charged for this service at the rates set forth in subsection A4 of this section.

4. Green Waste Collection Service for Eligible Recycling Customers:Charges For Green Waste Collection Service:

a. ~~Owners or property managers of residences and~~ Eligible recycling customers who desire to subscribe to the city's green waste collection service must do so in writing. Such service shall be billed with the city's regular water and sewer billings to the owner of the property receiving green waste collection service, at the owner's address as shown on the records of the public utilities department. In those instances where the water and sewer bill for a property is currently being sent to a property manager of that property at the owner's request, the green waste collection service will be similarly billed. However, the owner is responsible to pay, and is liable for all charges, for the green waste collection service furnished to that property if such property manager fails to pay the same.

b. The minimum subscription period for automated green waste containers will be twelve (12) months. ~~Green waste collection service shall be provided for nine (9) months each year beginning on March 1 and ending on November 30. The total cost to subscribers will be forty two dollars (\$42.00) per subscription year for each container. The subscription cost will be allocated evenly and charged each month during the subscription year. The monthly charge for green waste collection service shall be three dollars fifty cents (\$3.50)~~four dollars twenty five cents (\$4.25) per month for each automated green waste container. Automated green waste containers shall be delivered to subscribers without a delivery charge. These fees are subject to modification by future city councils.

c. If an automated green waste container is removed from a property due to noncompliance, or at the request of the property owner or manager, the property owner or manager will be responsible for paying the remainder of the annual subscription fee for each container removed.

d. The property owner or manager will be charged a service fee of eleven dollars (\$11.00) for each automated green waste container removed from service for any reason.

45. Recycling Collection Services Available To Residences:

a. Each residence with at least one city-issued refuse container shall be issued at least one recycling container. Owners or property managers of residences may elect to subscribe to the city's recycling collection service. The minimum subscription period for automated recycling containers shall be twelve (12) months. b. Owners or property managers of residences receiving city refuse collection services will not be charged for this recycling collection service in addition to the fee set forth in subsection A2 of this section.

b. Owners or property managers of residences may opt out of recycling collection service, but must comply with section 9.08.095. Owners or property managers who opt out of recycling collection service will nevertheless be charged the fee set forth in subsection A2 of this section.

c. Owners or property managers of properties that do not receive city refuse collection services may elect to subscribe to the city's recycling collection service, but will be charged for this service at the rates set forth in subsection B2 of this section.

B. Recycling Collection Service Available To Eligible Recycling Customers:

1. Recycling Collection Service: Eligible recycling customers may elect to subscribe to the city's recycling collection service. Such service shall be billed with the city's regular water and sewer billings to the owner of the property receiving recycling collection service, at the owner's address as shown on the records of the public utilities department. In those instances where the water and sewer bill for a property is currently being sent to a property manager of that property at the owner's request, the recycling collection service will be similarly billed. However, the owner is responsible to pay, and is liable for all charges, for the recycling collection service furnished to that property if such property manager fails to pay the same.

2. Charges For Recycling Collection Services:

a. The minimum subscription period for automated recycling containers shall be twelve (12) months. Charges for recycling collection service provided to an eligible recycling customer as of the beginning of the city's fiscal year ~~2009-2010~~2010-2011 shall be four dollars twenty five cents (~~\$4.00~~\$4.25) per month for each automated recycling container. Automated recycling containers shall be delivered to eligible recycling customers without a delivery charge. These fees are subject to modification by future city councils.

b. The owner or property manager will be charged a service fee of eleven dollars (\$11.00) for each automated recycling container removed from service for any reason.

3. Promotion And Education Requirements Regarding Recycling Or Green Waste Collection Service For Eligible Recycling Customers: An eligible recycling customer who has subscribed to the city's recycling or green waste collection service must distribute general recycling or green waste information and current recycling or green waste program guidelines to each person occupying, attending, or working on the property receiving recycling collection service within fourteen (14) days after commencement of recycling or green waste collection service and annually thereafter. If requested, the city will assist by providing educational flyers.

C. Billing:

1. Periodic Billing Statements: The department of public utilities shall cause billings for refuse collection, green waste collection, and recycling collection services to be rendered periodically at rates established in this chapter. If partial payment is made on a combined bill, the payment shall be applied first to franchise fees due, and then to each service on a pro rata basis as determined by the director of public utilities.

2. Delinquency: Fees and charges levied in accordance herewith shall be a debt due to the city. If this debt is not paid within thirty (30) days after billing it shall, at the option of the director of public utilities, be deemed delinquent and subject to recovery in a civil action for which the city may recover reasonable attorney fees, and said department shall have the right to terminate water, sewer, refuse collection, green waste collection, and recycling collection services to said premises. Any uncollected amount due from the owner on any inactive, terminated, or discontinued account may be transferred to any active account under the owner's name and, upon failure to pay said bill after at least five (5) days' prior written notice, water, sewer, refuse collection, green waste collection, and recycling collection services to that account and premises may be discontinued.

3. Restoration Of Service: Water, sewer, refuse collection, green waste collection, and recycling collection service shall not be restored until all charges shall have been paid.

D. Deposits Required From Nonowners: All new water, sewer, refuse collection, green waste collection, and recycling collection service users who are not the owners of the premises shall pay to the department of public utilities for deposit with the city treasurer an amount sufficient to cover the cost of city collection services that may accumulate. The amount deposited shall be not less than twice the monthly or bimonthly bill for collection services. The department of public utilities shall issue a receipt of deposit. The amount deposited shall be refunded by the city treasurer to the holder upon the surrender of the receipt properly endorsed, provided all refuse collection, green waste collection, and recycling collection service bills and other charges are paid. All bills for city collection service must be paid promptly without reference to said deposit. Whenever any user of city collection services fails to pay for city collection services rendered to such premises, the money deposited or any part thereof may be applied by the department of public utilities to the payment of such delinquent bills. The owner of the premises will be required to pay any deficiency.

E. Abatement: Those owners granted indigent abatement for taxes on their dwelling by Salt Lake County under section 59-2-1107 et seq., Utah Code Annotated, or its successor section, shall be granted a fifty percent (50%) annual abatement of the above city collection service charges during the year of such abatement.

F. Suspensions Or Terminations:

1. If a residence receiving city collection service is vacant and the owner is trying to sell it, or it will be vacant because of an extended vacation of the occupant, the owner may apply to the public services director, in writing, for suspension of city collection service for the period of time specified in the written request.

2. An owner of a residence may apply to the public services director, in writing, for termination of refuse collection service. If the residence will not be vacant, the request must include an explanation of how refuse will be removed from the property, including applicable supporting documentation such as a billing statement or signed agreement with a private hauler.

3. In the case of any suspension or termination pursuant to this subsection F, all automated refuse, green waste, and recycling container(s) at the residence will be removed from that residence pursuant to the owner's request and upon payment of an eleven dollar (\$11.00) per container service fee.

G. Special Collection Events: The city may, at its discretion, also provide for the periodic collection and disposal of bulky waste, ~~bagged leaves, Christmas trees, or other specific types of solid waste~~. If the city elects to conduct one of these periodic collection and disposal events, all residences that receive refuse collection services from the city will be notified of the event and given instructions regarding the allowable dates and other rules governing the type and placement of allowable types of solid wastes on city streets for collection by the service provider. Only customers of city refuse collection services may participate in these periodic collection events. City customers of refuse collection services will not be charged for periodic collection and disposal events in addition to the fee set forth in subsection A2 of this section. Residents must separate bulky yard waste from other solid waste disposed of through special collection events.

SECTION 3. That Section 9.08.095, *Salt Lake City Code*, pertaining to allowable materials for refuse, green waste, and recyclable item collection by service provider be, and the same hereby is, amended to read as follows:

9.08.095: ALLOWABLE MATERIALS FOR REFUSE, GREEN WASTE, AND RECYCLABLE ITEM COLLECTION BY SERVICE PROVIDER:

This section shall apply to all solid and liquid wastes and recyclable items set out for collection by a service provider. Recyclable items must be separated from refuse and green waste. Only those items deemed to be recyclable items by the city shall be placed in a recycling container. If materials other than the allowable materials listed below are placed in an automated refuse, green waste, or recycling container, the service provider may refuse to empty the container until the unallowable material has been removed, and the city may take enforcement action as described in section 9.08.115 of this chapter.

A. The following wastes are the only wastes that may be placed in an automated refuse container:

1. "Refuse" as defined in section 9.08.010 of this chapter;
2. Construction and demolition waste if the quantity in each container does not exceed the weight limits allowed in subsection 9.08.140C of this chapter, if less than one-third ($\frac{1}{3}$) of the container contains sod, dirt, concrete, bricks, or rocks, and if the waste can be placed in the container without causing damage to the container;

3. Liquid wastes if the quantity is limited to less than one gallon, if the liquid is sealed in a leakproof container, and if the liquid is not considered a household hazardous waste, a hazardous waste, sewage, or any other type of waste that is not permitted in the refuse container under section 9.08.110 of this chapter;

4. Special wastes that have been prepared according to the special waste handling instructions included in section 9.08.100 of this chapter;

~~5. Yard waste if an alternative, such as composting or placement in an automated green waste container, is not available.~~

B. The following wastes are the only wastes that may be placed in automated green waste containers:

1. Yard waste;

2. Discarded fruit and vegetable material from kitchens, if it is not mixed or contaminated with other refuse including other kitchen wastes.

C. The following items are the only items that may be placed in automated recycling containers:

1. Recyclable items as listed in section 9.08.010 of this chapter.

SECTION 4. That Section 9.08.100, *Salt Lake City Code*, pertaining to special waste materials requiring special preparation be, and the same hereby is, amended to read as follows:

9.08.100: SPECIAL WASTE MATERIALS REQUIRING SPECIAL PREPARATION:

This section shall apply to the disposal and collection of all special wastes collected in the city.

The following special wastes may be placed in an automated refuse container for refuse collection only if they are properly handled by following the instructions below:

A. Ash may be placed in the automated refuse container or other permitted refuse container if it is completely cool to the touch and does not contain any hot or burning coals or cinders. Before being placed in the automated refuse container or other permitted refuse container, the ash must be sealed in a bag or other container to prevent it from being released to the atmosphere during collection or transport.

B. Infectious waste, ~~including~~ excluding sharps, may be placed in the automated refuse container or other permitted refuse container if:

1. The amount of such infectious waste placed in that container in any one calendar month does not exceed twenty five (25) pounds;

~~2. All sharps are completely contained in metal or rigid plastic puncture resistant containers, equipped with tightfitting lids, and secured with packing tape to ensure that the contents are not spilled;~~

~~23. All infectious wastes other than sharps are contained in disposable plastic bags that are impervious to moisture and that have a minimum thickness of 3.0 millimeters, and that are tightly sealed to ensure that the contents are not spilled;~~

~~34. All bags and containers used for containment and disposal of infectious waste including sharps shall be red in color and conspicuously labeled with the words "Infectious Waste", "Biohazard", or with the international infectious waste symbol.~~

- C. Pharmaceutical waste may be placed in the automated refuse container or other permitted refuse container if it is first rendered noxious or unrecoverable by mixing it with used pet litter, used coffee grounds, or similar objectionable substance, and then is sealed inside a bag or other container that will prevent it from being spilled or scavenged from the refuse container.
- D. Small animal waste material may be placed in the automated refuse container or other permitted refuse container if it is dry and mixed with sand, sawdust, commercial pet litter, or similar absorptive material, and double wrapped in paper or placed in a separate plastic bag before being placed in a refuse container for disposal.

SECTION 5. That Section 9.08.110, *Salt Lake City Code*, pertaining to materials not collected by service provider be, and the same hereby is, amended to read as follows:

9.08.110: MATERIALS NOT COLLECTED BY SERVICE PROVIDER:

This section shall apply only to collections made by a service provider. The following materials require special handling and disposal, and shall not be set out for collection by a service provider, whether placed in a container or otherwise:

- A. Flammable, corrosive, or explosive materials;
- B. Hazardous or radioactive waste;
- C. Hot or burning materials of any type;
- D. Dead animals;
- E. Sewage;
- F. Asbestos waste;
- G. Agricultural waste;
- H. Household hazardous waste;
- I. Sharps

IJ. Electronic waste;

JK. Sludge;

KL. Waste tires.

SECTION 6. That Section 9.08.115, *Salt Lake City Code*, pertaining to compliance with and enforcement of recycling and green waste collection service laws be, and the same hereby is, amended to read as follows:

9.08.115: COMPLIANCE WITH AND ENFORCEMENT OF RECYCLING AND GREEN WASTE COLLECTION SERVICE LAWS:

- A. In evaluating whether a violation regarding the refuse, recycling or green waste collection service has occurred, city staff or the service provider has the right to visit the premises of residences or eligible recycling customers that subscribe to the recycling or green waste collection service to determine the presence and capacity of recycling or green waste containers, the presence and quantities of recyclable items or green waste in city issued refuse containers, the presence and quantities of recyclable items in recycling containers, the presence and quantities of green waste in green waste containers, the presence of signs, flyers, stickers, and other information that promotes recycling, and to engage in discussion with property managers, residents, and owners regarding their recycling or green waste program.
- B. The city may initiate an enforcement action based on its own observations or notification by the service provider or other third parties of failure to comply with this code and rules promulgated thereunder governing the recycling or green waste collection service. The city or its service provider will notify the resident, owner, or eligible recycling customer in writing describing the nature of the failure to comply.
- C. The city reserves the right to discontinue recycling or green waste collection service for any residence or eligible recycling customer that fails to comply with this code and rules promulgated thereunder governing the recycling or green waste collection service. The property owner or manager will be charged a service fee of eleven dollars (\$11.00) for each container removed from service.
- D. For a period of six (6) months after the recycling or green waste collection service has been discontinued due to a violation, the owner or eligible recycling customer shall not be allowed to subscribe to the recycling or green waste collection service. After the six (6) month period, the owner or eligible recycling customer may request recycling or green waste collection service in accordance with section 9.08.030 of this chapter.

SECTION 7. Subsection 9.08.030 A2(b) of this ordinance shall take effect July 1, 2010. All other sections shall take effect October 1, 2010.

Passed by the City Council of Salt Lake City, Utah this _____ day of _____, 2010.

CHAIRPERSON

ATTEST:

CITY RECORDER

Transmitted to Mayor on _____.

Mayor's Action: _____ Approved. _____ Vetoed.

MAYOR

ATTEST:

CITY RECORDER

(SEAL)

Bill No. _____ of 2010.

Published: _____.

HB_ATT#12556-v1-Amending_9_08_solid_waste_and_recyclable_items_2010.docx

SALT LAKE CITY ORDINANCE {PRIVATE }
No. _____ of 2010
(Amending Animal Services Fee Provisions)

An ordinance amending Appendix A to Chapter 8.04, *Salt Lake City Code*, pertaining to Salt Lake City Animal Services, to allow staff to set pet adoption fees based on demand for and adoptability of particular animals.

Be it ordained by the City Council of Salt Lake City, Utah:

SECTION 1. That Appendix A to Chapter 8.04, *Salt Lake City Code*, pertaining to animal services fees is amended to read as follows:

APPENDIX A

SALT LAKE CITY ANIMAL SERVICES

ANNUAL PERMITS AND FEES

A.	Permit Fees:	
	Business selling only tropical or freshwater fish	\$ 50 .00
	Commercial operations:	
	Up to 30 animals	100 .00
	Over 30 animals	175 .00
	Feral cat colony registration	5 .00
	Pet rescue permit	25 .00
	If issued at shelter's request	0 .00
	Riding stables	50 .00

	Late fee (in addition to regular fee)	25 .00
	Domestic fowl permit	\$5.00 per bird to a maximum fee of \$40.00
B.	Pet License Fees:	
	1 year license:	
	Microchipped	\$ 25 .00
	Sterilized	20 .00
	Sterilized/microchipped	10 .00
	Unsterilized/no microchip	35 .00
	3 year license:	
	Sterilized	40 .00
	Sterilized/microchipped	20 .00
	Senior citizens:	
	1 year license:	
	Microchipped	20 .00
	Sterilized	15 .00
	Unsterilized/no microchip	30 .00
	3 year license:	
	Sterilized	30 .00
	Onetime fee for life of sterilized/microchipped pet	15 .00
	Replacement tag	5 .00
	Transfer fee	5 .00

	Late fee (in addition to regular fee)	25 .00		
C.	Service And Violation Fees For Pets:			
	Adoption fee (includes sterilization, microchip and adoption packet):	Fee determined by staff based on demand for and adoptability of particular animals		
	Board fees per day for pets	12 .00		
	Voluntarily relinquished pet	35 .00		
	Euthanasia fee:			
	Cat	25 .00		
	Dog	50 .00		
	Pet disposal fees:			
	Up to 25 pounds	25 .00		
	26 - 50 pounds	30 .00		
	51 - 75 pounds	40 .00		
	76 - 100 pounds	45 .00		
	Over 100 pounds	\$45.00 plus \$1.00 per pound over 100		
	Transportation fee	\$ 35 .00		
	Rabies deposit	25 .00		
	Sterilization deposit:			
	Cat	25 .00		
	Dog	50 .00		
	Where indicated, fees for second, third, and subsequent violations are for those occurring within a 24 month period.			
		<u>First Offense</u>	<u>Second Offense</u>	<u>Third Offense</u>
				<u>Subsequent Offenses</u>

	Impound fees	\$35.00	\$70.00	\$125.00	\$250.00
	Minimum notice of violation penalties:				
	Animal nuisance, commercial permit, permit display	\$50.00	\$100.00	\$200.00	Criminal
	Licensing, permits, tags, rabies vaccination, at large, number of animals, staking, female dogs in heat, harboring stray animals, animals as sales premiums, sale of baby rabbits, fowl, and pet turtles	\$25.00	\$50.00	\$100.00	Criminal
D.	Service Fees For Livestock:				
	Board fees per day:				
	Large livestock			\$ 15 .00	
	Small livestock			12 .00	
	Impound fees:				
	Large livestock			75 .00	
	Small livestock			30 .00	
	Transportation fees - per trip or trailer			50 .00	
	Dead livestock removal/disposal fee:				
	Small livestock:				

	Removal	150 .00
	Disposal	45 .00
	Large livestock:	
	Removal	300 .00
	Disposal	65 .00

Purchase price for unclaimed livestock is based on costs incurred by animal services during impound and recommendations made by the state brand inspector. (Ord. 6-09 § 1, 2009)

SECTION 2. This ordinance takes effect upon publication..

Passed by the City Council of Salt Lake City, Utah this _____ day of

_____, 2010.

CHAIRPERSON

ATTEST:

CITY RECORDER

APPROVED AS TO FORM
Salt Lake City Attorney's Office
Date 4/21/10
By [Signature]

Transmitted to Mayor on _____.

Mayor's Action: _____ Approved. _____ Vetoed.

MAYOR

CITY RECORDER

(SEAL)

Bill No. _____ of 2010.

Published: _____.

HB_ATTY-#7879-v1-amending_8_04_animal_service_fees_option_B.DOC

SALT LAKE CITY ORDINANCE{PRIVATE }
No. _____ of 2010
(Amending Animal Services Fee Provisions)

An ordinance amending Appendix A to Chapter 8.04, *Salt Lake City Code*, pertaining to Salt Lake City Animal Services, to allow staff to set pet adoption fees based on demand for and adoptability of particular animals.

Be it ordained by the City Council of Salt Lake City, Utah:

SECTION 1. That Appendix A to Chapter 8.04, *Salt Lake City Code*, pertaining to animal services fees is amended to read as follows:

APPENDIX A

SALT LAKE CITY ANIMAL SERVICES

ANNUAL PERMITS AND FEES

A.	Permit Fees:	
	Business selling only tropical or freshwater fish	\$ 50 .00
	Commercial operations:	
	Up to 30 animals	100 .00
	Over 30 animals	175 .00
	Feral cat colony registration	5 .00
	Pet rescue permit	25 .00
	If issued at shelter's request	0 .00
	Riding stables	50 .00

	Late fee (in addition to regular fee)	25 .00
	Domestic fowl permit	\$5.00 per bird to a maximum fee of \$40.00
B.	Pet License Fees:	
	1 year license:	
	Microchipped	\$ 25 .00
	Sterilized	20 .00
	Sterilized/microchipped	10 .00
	Unsterilized/no microchip	35 .00
	3 year license:	
	Sterilized	40 .00
	Sterilized/microchipped	20 .00
	Senior citizens:	
	1 year license:	
	Microchipped	20 .00
	Sterilized	15 .00
	Unsterilized/no microchip	30 .00
	3 year license:	
	Sterilized	30 .00
	Onetime fee for life of sterilized/microchipped pet	15 .00
	Replacement tag	5 .00
	Transfer fee	5 .00

	Late fee (in addition to regular fee)	25 .00
C.	Service And Violation Fees For Pets:	
	Adoption fee (includes sterilization, microchip and adoption packet):	<u>Fee determined by staff based on demand for and adoptability of particular animals</u>
-	- Cats-	65.00
-	- Dogs-	95.00
	Board fees per day for pets	12 .00
	Voluntarily relinquished pet	35 .00
	Euthanasia fee:	
	Cat	25 .00
	Dog	50 .00
	Pet disposal fees:	
	Up to 25 pounds	25 .00
	26 - 50 pounds	30 .00
	51 - 75 pounds	40 .00
	76 - 100 pounds	45 .00
	Over 100 pounds	\$45.00 plus \$1.00 per pound over 100
	Transportation fee	\$ 35 .00
	Rabies deposit	25 .00
	Sterilization deposit:	
	Cat	25 .00
	Dog	50 .00
	Where indicated, fees for second, third, and subsequent violations are for those occurring within a 24 month period.	

		<u>First Offense</u>	<u>Second Offense</u>	<u>Third Offense</u>	<u>Subsequent Offenses</u>
	Impound fees	\$35.00	\$70.00	\$125.00	\$250.00
	Minimum notice of violation penalties:				
	Animal nuisance, commercial permit, permit display	\$50.00	\$100.00	\$200.00	Criminal
	Licensing, permits, tags, rabies vaccination, at large, number of animals, staking, female dogs in heat, harboring stray animals, animals as sales premiums, sale of baby rabbits, fowl, and pet turtles	\$25.00	\$50.00	\$100.00	Criminal
D.	Service Fees For Livestock:				
	Board fees per day:				
	Large livestock		\$ 15 .00		
	Small livestock		12 .00		
	Impound fees:				
	Large livestock		75 .00		
	Small livestock		30 .00		
	Transportation fees - per trip or trailer		50 .00		

	Dead livestock removal/disposal fee:	
	Small livestock:	
	Removal	150 .00
	Disposal	45 .00
	Large livestock:	
	Removal	300 .00
	Disposal	65 .00

Purchase price for unclaimed livestock is based on costs incurred by animal services during impound and recommendations made by the state brand inspector. (Ord. 6-09 § 1, 2009)

SECTION 2. This ordinance takes effect upon publication..

Passed by the City Council of Salt Lake City, Utah this _____ day of

_____, 2010.

CHAIRPERSON

ATTEST:

CITY RECORDER

Transmitted to Mayor on _____.

Mayor's Action: _____ Approved. _____ Vetoed.

MAYOR

CITY RECORDER

(SEAL)

Bill No. _____ of 2010.

Published: _____.

HB_ATT#7879-v1-amending_8_04_animal_service_fees_option_B.DOC