Minutes of the Centerville City Council Work Session meeting held Tuesday, May 8, 2018 at 5:00 p.m. at Centerville City Hall, 250 North Main Street, Centerville, Utah.

MEMBERS PRESENT

Mayor
Clark Wilkinson

Council Members
Tamilyn Fillmore (arrived at 5:30 p.m.)
William Ince
Stephanie Ivie
George McEwan
Robyn Mecham

STAFF PRESENT

Steve Thacker, City Manager
Jacob Smith, Management Services Director
Paul Child, Centerville Police Chief (left at 5:50 p.m.)
Lt. Zan Robison, Centerville Police (left at 5:50 p.m.)
Katie Rust, Recording Secretary

STAFF ABSENT

Lisa Romney, City Attorney

FY 2019 PROPOSED BUDGET

Police Department

Chief Child stated he supports the FY 2019 Proposed Budget prepared by City Manager Thacker, which includes a recommendation for one additional police officer. The Chief explained this is a difficult time for recruitment and retention in the law enforcement field. Agencies nationwide are working hard to attract good officers with increased wages and benefits, and several Centerville officers have been approached by other agencies. Chief Child said it is his goal to maintain a professional cadre of officers and staff. The demands on law enforcement in Centerville have expanded as the city has grown, but only one police officer has been added to the Department in the last 13 years. The bar has been raised at the County level with what is expected and the time frame in which it is expected. The number of felony cases in Centerville has increased 40% since 2015. The Chief explained that two additional officers would be beneficial, but he understands the Council has many needs to fill with the budget. He stated that, at this point, if the number of officers in the Department is not increased the result will be a reduction in the quality of service they are able to provide.

Chief Child recommended the starting wage for a new, inexperienced officer should be increased from $18.50 per hour minimum to $20 per hour. Mr. Thacker said he recommends the Council increase all officers by one pay grade. Councilman Ince mentioned that the Public Works Department will be selling older vehicles that are no longer used. He asked if the Police Department could sell some of their extra vehicles to help pay for a second additional officer. Lt. Robison explained that the reserve vehicles are needed for backup. Councilman McEwan asked how one additional officer versus two would affect ability to fill shifts. Chief Child responded that one additional officer will not make a big difference to the shift schedule, but it is a start. Mr. Thacker said his recommendation is for one additional officer as well as pay raises for the officers to help with retention.
Councilwoman Fillmore asked if the City should consider not having a DARE officer in the schools if the Department is really hurting for more officers. Chief Child said the Department saw a significant decrease in juvenile arrests when the DARE program was implemented in Centerville. He expressed the opinion that the City would pay for it down the road if there were no longer a DARE officer. Councilman McEwan stated the property tax increase last year was for specific purposes, including the Police Department.

Compensation Issues

- **Elected Officials Compensation (reviewed every four years)** – Mr. Thacker presented comparative data for elected officials compensation (attached). Councilwoman Fillmore said she does not believe an increase is necessary; however, she suggested changing the ordinance language to reflect that the intent is to compensate elected officials for their time, as well as offset incidentals and compensate for other expenses. A majority of the Council appeared to agree that no raise is necessary.
- **Non-management Positions** – Mr. Thacker presented a benchmark analysis for non-management position compensation. He recommended the Council bump all police officer positions up by one pay grade (5% increase).
- **Management Positions** – Mr. Thacker presented a benchmark analysis for management position compensation. Centerville is below the average for management position compensation, which, the Council discussed, may affect the quality of applicants when replacement is necessary. Mr. Thacker recommended adjustments to management pay ranges. Councilman McEwan suggested a bonus approach rather than ongoing pay raises. Councilwoman Fillmore said the bonus approach seems to speak to investment in the job and productivity. Councilwoman Mecham commented that implementation of a bonus approach would be different between departments with the different department managers.
- **Police Officer Compensation** – Mr. Thacker presented an in-depth analysis of police officer compensation, and repeated his recommendation to increase all officers by one pay grade.

Employee Health Insurance

Jacob Smith, Management Services Director, presented employee health insurance options for FY 2019. He explained the SelectHealth Share Plan, which is available to the City this year, but a majority of the Council indicated they believe it would not be a good fit for Centerville.

Mr. Thacker made the following recommendations for allocation of $369,000 in the Proposed Budget that is yet to be allocated:

- $138,000 – pay matrix General Fund impact
- $60,000 – personnel contingency (retirement and annual leave cash-outs)
- $100,000 – General Fund reserve
- $50,000 – police officer extra pay
- $41,000 – health insurance cost increase
- $40,000 – City Council contingency
Responding to a question from Councilman McEwan, Mr. Thacker said he would ask the health insurance representative if a rate lock is available with a 3-5 year contract.

ADJOURNMENT

The work session was adjourned at 6:52 p.m. The Council will meet in another budget work session on Tuesday, May 15th.

Mackenzie Wood, City Recorder

Katie Rust, Recording Secretary

6/5/2018

Date Approved