Minutes of the Centerville City Council meeting held Tuesday, June 19, 2018 at 7:00 p.m. at
Centerville City Hall, 250 North Main Street, Centerville, Utah.

MEMBERS PRESENT

Mayor                  Clark Wilkinson
Council Members       Tamilyn Fillmore
                       William Ince
                       Stephanie Ivie
                       George McEwan
                       Robyn Mecham

STAFF PRESENT         Steve Thacker, City Manager
                       Lisa Romney, City Attorney
                       Jacob Smith, Management Services Director
                       Lisa Summers, Youth Council Advisor
                       Marcus Arbuckle, Keddington & Christensen
                       Randy Randall, Public Works Director
                       Katie Rust, Recording Secretary

VISITORS
Interested Citizens (see attached sign-in sheet)

PRAYER OR THOUGHT     Councilwoman Ivie

PLEDGE OF ALLEGIANCE  

YOUTH CITY COUNCIL

Lisa Summers, Youth Council Advisor, introduced six new Youth Council members
(Mitchell Noble, Ethan Bergk, Zeke Green, Liam Noice, Annam Moore, and Elizabeth Fawcett).
Mayor Wilkinson conducted the swearing in of the six new Youth Council members, and one of
the two Youth Council members continuing for another two-year term (Sami Freeman, Youth
Mayor, and Lindsey Richards).

OPEN SESSION

Dale McIntyre — Mr. McIntyre thanked the Council for installing a camera in Council
chambers and making Council meetings available to watch over the internet. He commented
that, although the live-stream may only indicate a few viewers, he knows there are individuals
who view the meetings at a later time.

MINUTES REVIEW AND ACCEPTANCE

The minutes of the June 5, 2018 Council meeting were reviewed. Councilwoman Fillmore
made a motion to accept the minutes. Councilman McEwan seconded the motion, which passed
by unanimous vote (5-0).
PUBLIC ENTITY RESOLUTION FOR PTIF

The Office of State Treasurer now requires the City to adopt a resolution authorizing at least two individuals from the City organization to access and make changes to Public Treasurers Investment Fund (PTIF) accounts. Councilwoman Fillmore made a motion to approve Resolution No. 2018-19 designating authorized employees to access and transact with PTIF accounts and bank accounts tied to PTIF accounts on behalf of Centerville City. Councilwoman Ivie seconded the motion, which passed by unanimous vote (5-0).

PUBLIC HEARING – NAMING OF NATURAL PARK ON 100 SOUTH

Councilman Ince has recommended the Council consider naming the newly acquired unimproved open space located on 100 South between 500 and 700 East the “Lee Skabelund Wildlands Park” in recognition of Lee Skabelund’s service regarding the preservation of this open space.

At 7:20 p.m., Mayor Wilkinson opened a public hearing.

J R Knight – Mr. Knight stated he has been a resident of Centerville for 38 years, and was a neighbor of Lee Skabelund for 30 years. He encouraged the Council to vote in favor of naming the natural park after Lee Skabelund. Mr. Knight said he remembers the floods in 1983, and water coming down out of that canyon. He expressed concern that the County has sold two of the lots on the property for development. Mr. Thacker commented that a debris basin has been built upstream to catch any flood-related debris.

Dale McIntyre – Mr. McIntyre said he knew Lee Skabelund for quite a while and considered him a dear friend. Mr. McIntyre said Mr. Skabelund was a man who made things happen, and he will miss him a lot.

Dixie Skabelund – Mrs. Skabelund said she was overwhelmed when she was told the City is considering naming the open space after her husband. She said he loved the community, loved nature, and felt it was important to keep that connection to nature in the neighborhood. She said her husband stood for correct principles, and would have been honored for the open space to be named after him.

Mayor Wilkinson closed the public hearing at 7:27 p.m.

All five Council members expressed appreciation for Lee Skabelund’s contributions to the community, and support for naming the open space after him. Councilman Ince made a motion to approve Resolution No. 2018-22 naming the unimproved open space located on 100 South between 500 and 700 East the “Lee Skabelund Wildlands Park”. Councilwoman Mecham seconded the motion, which passed by unanimous vote (5-0). The Council discussed the City accepting donations to fund a sign for the property. Mr. Knight expressed confidence that the money could be raised quickly within his neighborhood. Mr. Thacker said staff could put together a cost estimate and design concept.

Councilwoman Mecham reported that the wood sign at Smith Park will be changed before the July 4th festivities. A majority of the Council appeared to approve.
FINANCIAL REPORT

Marcus Arbuckle, the City’s CPA contract advisor, presented a financial report for the eleven-month period ending May 31, 2018.

AMEND FY 2018 BUDGET

Jacob Smith, Management Services Director, explained proposed amendments to the FY 2018 Budget, and answered questions from the Council. The Mayor opened a public hearing at 8:19 p.m., and closed the public hearing seeing that no one wished to comment. Councilman McEwan made a motion to approve Resolution No. 2018-23. Councilman Ince seconded the motion, which passed by unanimous vote (5-0).

FEE SCHEDULE AMENDMENTS – CULINARY WATER RATES AND GARBAGE COLLECTION SERVICES

In 2016 the Council adopted a 3-step rate increase consisting of a 10% increase each year in 2016, 2017, and 2018. The Fee Schedule Resolution approved at that time increased the base rate, fluoride fee, and usage tier rates (per thousand gallons) each by 10% each year. The base rate and fluoride fee, however, are combined on the monthly billing. Staff’s current analysis reveals that the current annual cost of the fluoride program is substantially less than the revenue generated by the fluoride fee. However, the 2016 update of the water main replacement plan and analysis of the rate increases needed to fund that plan supported the need for an overall increase of 10% in revenues each year for three years, followed by smaller, inflationary annual increases of 3%. Mr. Thacker explained that staff recommend the Council revise the Fee Schedule to eliminate the fluoride fee as a separate fee and combine it into the base rate – as is done on the monthly customer billing. The estimated annual cost of the fluoride program would be disclosed by a footnote in the amended Fee Schedule. Thus, the revenue needed to support the water main replacement plan, and cover inflationary increases in operational costs – would continue to meet or exceed the revenue targets identified in 2016. Randy Randall, Public Works Director, briefly explained the fluoridation process.

Councilman McEwan made a motion to approve Resolution No. 2018-21 amending Section 19.020 of the Centerville Fee Schedule regarding monthly culinary water service fees. Councilman Ince seconded the motion, which passed by unanimous vote (5-0).

The City’s current contract for curbside collection of solid waste expires June 30, 2018. Earlier this year these services were rebid, resulting in a new contract with the City’s current waste hauler, Ace Disposal. Councilman Ince made a motion to approve Resolution No. 2018-20 amending Section 10.010 of the Centerville Fee Schedule regarding monthly service fees for solid waste, recycling, and green waste collection services. Councilman McEwan seconded the motion, which passed by unanimous vote (5-0).

ADOPT FY 2019 BUDGET

Councilman Ince made a motion to approve Resolution No. 2018-14 adopting the Certified Tax Rate. Councilman McEwan seconded the motion, which passed by unanimous vote (5-0).
Councilman McEwan made a motion to table Ordinance No. 2018-12, Resolution No. 2018-13, and Resolution No. 2018-15 to a special meeting on Tuesday, June 26. Councilwoman Ivie seconded the motion. Councilman Ince said he believes the City has a tremendous number of excellent, committed employees, and said he would like the Council to consider something formal in terms of recognition and appreciation. He stated that, if the wrong message has been sent, there should be an attempt to correct it. Councilman McEwan said his desire is to make sure the Council does the best they can with public funds. He said for the meeting next week he would like a potential proposal for salary analysis that includes a review of the compensation plan by a certified professional. The motion passed by unanimous vote (5-0).

MUNICIPAL CODE AMENDMENTS – CMC 10.03.070 – NATIONAL ELECTRIC CODE 2017 EDITION

The State of Utah recently approved HB 32 in the 2018 Legislative Session adopting the 2017 edition of the National Electrical Code as issued by the National Fire Protection Association. Based on this statutory change, the City needs to also adopt the 2017 version of the National Electrical Code. Councilman McEwan made a motion to approve Ordinance No. 2018-16 amending CMC 10.03.070 to adopt the 2017 edition of the National Electrical Code in accordance with State law. Councilwoman Mecham seconded the motion, which passed by majority vote (3-2), with Council members Ince and Ivie dissenting.

MAYOR’S REPORT

Mayor Wilkinson reported on a recent meeting with Congressman Stewart.

COUNCILMEMBER LIAISON REPORT

Councilwoman Mecham updated the Council on the Trails Committee and the Davis County Council of Governments Transportation Committee.

CITY MANAGER’S REPORT

- Mr. Thacker reported the EPA has declined to take over enforcement of the Community Park wetlands violation. The Army Corps of Engineers will work with the City to determine post-mitigation, which will most likely involve buying into a wetlands bank.
- Mr. Thacker updated the Council on the progress of foothills planning.
- City Manager Thacker reported on bid results for the Frontage Road federal project.

RDA MEETING

At 9:18 p.m., Councilman McEwan made a motion to move to a meeting of the Centerville Redevelopment Agency in Council Chambers following a break, with the intention to return to regular meeting after the RDA meeting. Councilman Ince seconded the motion, which passed by unanimous vote (5-0). In attendance were: Clark Wilkinson, Chair; Stephanie Ivie, Vice-Chair; Directors Fillmore, Ince, McEwan, and Mecham; Steve Thacker, RDA Executive Director; Lisa Romney, City Attorney; Jacob Smith, Management Services Director; and Katie Rust, Recording Secretary.

The Council returned to regular meeting at 10:24 p.m.
ADJOURNMENT

Councilman McEwan made a motion to adjourn the meeting at 10:27 p.m. Councilwoman Ivie seconded the motion, which passed by unanimous vote (5-0).

Mackenzie Wood, City Recorder

Date Approved

Katie Rust, Recording Secretary
Minutes of the Centerville City Council Work Session meeting held Tuesday, June 19, 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 6:00 p.m.)
William Ince
Stephanie Ivie
George McEwan
Robyn Mecham

STAFF PRESENT

Steve Thacker, City Manager
Lisa Romney, City Attorney
Jacob Smith, Management Services Director
Randy Randall, Public Works Director
Katie Rust, Recording Secretary

FY 2019 TENTATIVE BUDGET

Steve Thacker, City Manager, and Jacob Smith, Management Services Director, presented proposed revisions to the FY 2019 Tentative Budget (available with the agenda on NovusAgenda). Considering the decrease in estimated sales tax revenue for FY 2019, Mr. Thacker suggested less-critical capital purchases could be delayed until the second half of the fiscal year. A majority of the Council indicated agreement. Mr. Thacker stated the $100,000 the Council previously discussed setting aside to increase fund balance would increase the City’s URMMA premium by $160. A majority of the Council indicated they would prefer to reduce the fund balance shown in the Budget and not increase the insurance premium.

Councilman McEwan shared wage data for general and operations managers prepared by the Bureau of Labor Statistics (BLS) dated May 2017. He pointed out that the wage ranges for some City department heads are currently higher, and some are lower, than the BLS data. Mr. Thacker commented that some management individuals have been in their positions for a long time, which is a factor. Staff has compared mid-point data when comparing Centerville pay ranges to pay ranges of similar positions in other cities. Councilman McEwan said he does not feel salary should be the only criteria used to judge job satisfaction in the public sector.

Councilwoman Ivie commented that a 16-year old resident recently approached her with concerns, based on observation, regarding seasonal part-time help and potential waste of tax-payer dollars, and said she has had similar frustrations. She suggested it may be a better use of funds to contract with an outside service for lawn mowing and weeding. She said she has also heard complaints about a lack of plant trimming and a lack of garbage cans near picnic tables at Island View Park this season. Mr. Thacker explained that the Parks Director is trying a method that has been successful in other cities. It has been found that parks tend to remain cleaner when a large dumpster is provided, but no smaller garbage cans for groups to try to shove a large amount of trash into. Mr. Thacker encouraged Council members to contact department heads to more fully understand decisions that are made. Mayor Wilkinson said perhaps at some time it may make sense for some of the seasonal work to go out for bid. Councilman Ince suggested the Council could research and consider the idea for next season.
Mr. Thacker said he believes the point factoring system does not assign enough value to management and mid-management positions, and repeated his recommendation for pay grade increases for department head and second-in-command positions. Councilman McEwan said he is not convinced the City is measuring the right data, making the right comparisons, and compensating correctly. He stated he believes a company is paying too much if there is no employee turnover. Mr. Thacker responded that turnover is not good if well-trained, valued employees are lost. He stated he believes turnover for the sake of turnover is not a good indicator. He said he believes department heads are generally doing a good job of dealing with underperforming employees. He pointed out that many positions within the City are not comparable with what is happening in the private sector. Councilman McEwan said he wonders if the method of only comparing to other cities in Utah is too narrow. Mr. Thacker said he believes Centerville would be low if the comparison were national.

Councilman McEwan stated he feels strongly that the City should be looking at increasing the number of police officers to lower the per-officer case load. He said he is inclined to push pause on salary increases in general this year, except within the police department, contract with a consultant, validate whether a national comparison makes sense, and preserve funds for another police officer. Mr. Thacker described difficulty in hiring qualified individuals with a desired level of experience for the Public Works Department in the last year. He stated the budget did not include enough to hire individuals with the desired level of experience. Mr. Thacker stated the cost to hire another police officer would be $140,000 because another vehicle would be needed. Mayor Wilkinson said he was under the impression the Police Chief was satisfied with the one additional officer and the amount discussed for salary increases. Councilman McEwan stated he took the Chief's initial request for two additional officers seriously. He commented that continued growth on the west side will provide more opportunity for crime, and he would prefer the community continue to maintain a high standard.

Councilwoman Fillmore said she believes Councilman McEwan has made a valid point, but she believes the Council has come to some good conclusions for the FY 2019 Budget. She suggested the Council approve the Budget as previously discussed, and continue research and analysis for next year. Councilman McEwan responded that pay raises do not have to follow the fiscal calendar. He said the same compensation discussion takes place every year, but the issue never really gets addressed. He said he suspects an independent analysis will indicate the City is underpaying many employees. Councilwoman Fillmore repeated the suggestion to include the cost of a consultant in the FY 2019 Budget. Councilman McEwan stated he would rather not allocate funds for raises at this point. Councilwoman Ivie stated she does not want to get to the point that the Police Department is not able to respond to cases promptly. She said she would rather contract for seasonal weeding and channel more funds to the Police Department.

Councilman Ince suggested the Council place a moratorium on raises for 4-6 months, put money in the budget for a consultant, reduce the budget for salary increases by half (except for the Police Department), and lean toward hiring a second new police officer in the fourth quarter. Councilwoman Mecham said she agrees with everything that has been said, but she is worried about the message the Council would be sending to the rest of the employees. She expressed concern that productivity would go way down, and the City would lose valued employees. Randy Randall, Public Works Director, responded the message has already been sent. Councilwoman Mecham said she does not want to send the message that City employees are not valued. She suggested perhaps supervisor positions need to be evaluated individually rather than lumping them together. Councilwoman Mecham said she thinks not approving salary increases would cost the City more than it would save in the long run.
Councilman McEwan said he has concerns that the benchmarking used by the City is not valid based on data he has found. He said the suggestion to put a hold on raises is not meant to be a punitive action, but a desire to research and get better information. Based on the Council’s discussion, Mr. Thacker recommended the Council put adjustments to the pay ranges for management positions on hold (with the exception of positions that need to be assigned to a pay range), go ahead with pay grade adjustments for police officers, reduce the bonus pool from 1% to 0.5%, and go ahead with pay raises for other employees as previously discussed. He expressed concern with the idea of going ahead with pay raises for the police, but pushing pause on pay raises for all other employees. Councilwoman Fillmore said she feels adding funds for a consultant to the FY 2019 Budget would be the best action for the Council to take at this time. Mr. Thacker said another option would be to not provide any bonus money. Mr. Randall said he has not heard proof in evidence that clean drinking water and beautiful parks are less important to the City than police services. He stated the Council needs to consider the feelings and perception of the other employees, and be careful about what they do or the City may lose valuable employees. Mr. Thacker stated it is his opinion that if the Council pushes pause on raises for other employees, they should push pause on raises for the police as well, and move expeditiously with a consultant. Mayor Wilkinson agreed.

ADJOURNMENT

The work session was adjourned at 6:59 p.m.

Mackenzie Wood, City Recorder

July 17, 2018

Date Approved

Katie Rust, Recording Secretary