

1 Minutes of the Centerville City Council **Work Session** meeting held Tuesday, May 8, 2018 at
2 5:00 p.m. at Centerville City Hall, 250 North Main Street, Centerville, Utah.

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4 **MEMBERS PRESENT**

5
6 Mayor Clark Wilkinson
7
8 Council Members Tamilyn Fillmore (arrived at 5:30 p.m.)
9 William Ince
10 Stephanie Ivie
11 George McEwan
12 Robyn Mecham
13

14 **STAFF PRESENT**

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

20 **STAFF ABSENT**

21 Lisa Romney, City Attorney

22 **FY 2019 PROPOSED BUDGET**

23
24 **Police Department**

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26 Chief Child stated he supports the FY 2019 Proposed Budget prepared by City Manager
27 Thacker, which includes a recommendation for one additional police officer. The Chief
28 explained this is a difficult time for recruitment and retention in the law enforcement field.
29 Agencies nationwide are working hard to attract good officers with increased wages and
30 benefits, and several Centerville officers have been approached by other agencies. Chief Child
31 said it is his goal to maintain a professional cadre of officers and staff. The demands on law
32 enforcement in Centerville have expanded as the City has grown, but only one police officer has
33 been added to the Department in the last 13 years. The bar has been raised at the County level
34 with what is expected and the time frame in which it is expected. The number of felony cases in
35 Centerville has increased 40% since 2015. The Chief explained that two additional officers
36 would be beneficial, but he understands the Council has many needs to fill with the budget. He
37 stated that, at this point, if the number of officers in the Department is not increased the result
38 will be a reduction in the quality of service they are able to provide.
39

40 Chief Child recommended the starting wage for a new, inexperienced officer should be
41 increased from \$18.50 per hour minimum to \$20 per hour. Mr. Thacker said he recommends
42 the Council increase all officers by one pay grade. Councilman Ince mentioned that the Public
43 Works Department will be selling older vehicles that are no longer used. He asked if the Police
44 Department could sell some of their extra vehicles to help pay for a second additional officer.
45 Lt. Robison explained that the reserve vehicles are needed for backup. Councilman McEwan
46 asked how one additional officer versus two would affect ability to fill shifts. Chief Child
47 responded that one additional officer will not make a big difference to the shift schedule, but it is
48 a start. Mr. Thacker said his recommendation is for one additional officer as well as pay raises
49 for the officers to help with retention.

1 Councilwoman Fillmore asked if the City should consider not having a DARE officer in
2 the schools if the Department is really hurting for more officers. Chief Child said the Department
3 saw a significant decrease in juvenile arrests when the DARE program was implemented in
4 Centerville. He expressed the opinion that the City would pay for it down the road if there were
5 no longer a DARE officer. Councilman McEwan stated the property tax increase last year was
6 for specific purposes, including the Police Department.
7

8 Compensation Issues
9

- 10 • Elected Officials Compensation (reviewed every four years) – Mr. Thacker presented
11 comparative data for elected officials compensation (attached). Councilwoman
12 Fillmore said she does not believe an increase is necessary; however, she
13 suggested changing the ordinance language to reflect that the intent is to
14 compensate elected officials for their time, as well as offset incidentals and
15 compensate for other expenses. A majority of the Council appeared to agree that no
16 raise is necessary.
- 17 • Non-management Positions – Mr. Thacker presented a benchmark analysis for non-
18 management position compensation. He recommended the Council bump all police
19 officer positions up by one pay grade (5% increase).
- 20 • Management Positions – Mr. Thacker presented a benchmark analysis for
21 management position compensation. Centerville is below the average for
22 management position compensation, which, the Council discussed, may affect the
23 quality of applicants when replacement is necessary. Mr. Thacker recommended
24 adjustments to management pay ranges. Councilman McEwan suggested a bonus
25 approach rather than ongoing pay raises. Councilwoman Fillmore said the bonus
26 approach seems to speak to investment in the job and productivity. Councilwoman
27 Mecham commented that implementation of a bonus approach would be different
28 between departments with the different department managers.
- 29 • Police Officer Compensation – Mr. Thacker presented an in-depth analysis of police
30 officer compensation, and repeated his recommendation to increase all officers by
31 one pay grade.
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33 Employee Health Insurance
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35 Jacob Smith, Management Services Director, presented employee health insurance
36 options for FY 2019. He explained the SelectHealth Share Plan, which is available to the City
37 this year, but a majority of the Council indicated they believe it would not be a good fit for
38 Centerville.
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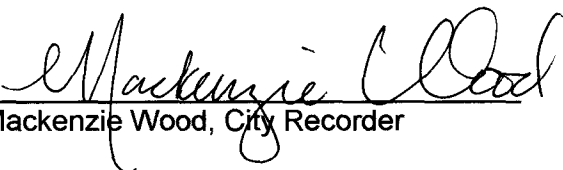
40 Mr. Thacker made the following recommendations for allocation of \$369,000 in the
41 Proposed Budget that is yet to be allocated:
42

- 43 • \$138,000 – pay matrix General Fund impact
44 • \$60,000 – personnel contingency (retirement and annual leave cash-outs)
45 • \$100,000 – General Fund reserve
46 • \$50,000 – police officer extra pay
47 • \$41,000 – health insurance cost increase
48 • \$40,000 – City Council contingency

1 Responding to a question from Councilman McEwan, Mr. Thacker said he would ask the
2 health insurance representative if a rate lock is available with a 3-5 year contract.
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4 **ADJOURNMENT**

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6 The work session was adjourned at 6:52 p.m. The Council will meet in another budget
7 work session on Tuesday, May 15th.
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12 _____
13 Mackenzie Wood, City Recorder

14
15 6/5/2018
16 _____
17 Date Approved

18
19 
Katie Rust, Recording Secretary

