

1 Minutes of the Centerville City Council **Work Session** meeting held Tuesday, June 19, 2018 at
2 5:00 p.m. at Centerville City Hall, 250 North Main Street, Centerville, Utah.

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4 **MEMBERS PRESENT**

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6 Mayor Clark Wilkinson

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8 Council Members Tamilyn Fillmore (arrived at 6:00 p.m.)
9 William Ince
10 Stephanie Ivie
11 George McEwan
12 Robyn Mecham

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14 **STAFF PRESENT**

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

20 **FY 2019 TENTATIVE BUDGET**

21
22 Steve Thacker, City Manager, and Jacob Smith, Management Services Director,
23 presented proposed revisions to the FY 2019 Tentative Budget (available with the agenda on
24 NovusAgenda). Considering the decrease in estimated sales tax revenue for FY 2019, Mr.
25 Thacker suggested less-critical capital purchases could be delayed until the second half of the
26 fiscal year. A majority of the Council indicated agreement. Mr. Thacker stated the \$100,000 the
27 Council previously discussed setting aside to increase fund balance would increase the City's
28 URMMA premium by \$160. A majority of the Council indicated they would prefer to reduce the
29 fund balance shown in the Budget and not increase the insurance premium.

30
31 Councilman McEwan shared wage data for general and operations managers prepared
32 by the Bureau of Labor Statistics (BLS) dated May 2017. He pointed out that the wage ranges
33 for some City department heads are currently higher, and some are lower, than the BLS data.
34 Mr. Thacker commented that some management individuals have been in their positions for a
35 long time, which is a factor. Staff has compared mid-point data when comparing Centerville pay
36 ranges to pay ranges of similar positions in other cities. Councilman McEwan said he does not
37 feel salary should be the only criteria used to judge job satisfaction in the public sector.

38
39 Councilwoman Ivie commented that a 16-year old resident recently approached her with
40 concerns, based on observation, regarding seasonal part-time help and potential waste of tax-
41 payer dollars, and said she has had similar frustrations. She suggested it may be a better use
42 of funds to contract with an outside service for lawn mowing and weeding. She said she has
43 also heard complaints about a lack of plant trimming and a lack of garbage cans near picnic
44 tables at Island View Park this season. Mr. Thacker explained that the Parks Director is trying a
45 method that has been successful in other cities. It has been found that parks tend to remain
46 cleaner when a large dumpster is provided, but no smaller garbage cans for groups to try to
47 shove a large amount of trash into. Mr. Thacker encouraged Council members to contact
48 department heads to more fully understand decisions that are made. Mayor Wilkinson said
49 perhaps at some time it may make sense for some of the seasonal work to go out for bid.
50 Councilman Ince suggested the Council could research and consider the idea for next season.

1 Mr. Thacker said he believes the point factoring system does not assign enough value to
2 management and mid-management positions, and repeated his recommendation for pay grade
3 increases for department head and second-in-command positions. Councilman McEwan said
4 he is not convinced the City is measuring the right data, making the right comparisons, and
5 compensating correctly. He stated he believes a company is paying too much if there is no
6 employee turnover. Mr. Thacker responded that turnover is not good if well-trained, valued
7 employees are lost. He stated he believes turnover for the sake of turnover is not a good
8 indicator. He said he believes department heads are generally doing a good job of dealing with
9 underperforming employees. He pointed out that many positions within the City are not
10 comparable with what is happening in the private sector. Councilman McEwan said he wonders
11 if the method of only comparing to other cities in Utah is too narrow. Mr. Thacker said he
12 believes Centerville would be low if the comparison were national.
13

14 Councilman McEwan stated he feels strongly that the City should be looking at
15 increasing the number of police officers to lower the per-officer case load. He said he is inclined
16 to push pause on salary increases in general this year, except within the police department,
17 contract with a consultant, validate whether a national comparison makes sense, and preserve
18 funds for another police officer. Mr. Thacker described difficulty in hiring qualified individuals
19 with a desired level of experience for the Public Works Department in the last year. He stated
20 the budget did not include enough to hire individuals with the desired level of experience. Mr.
21 Thacker stated the cost to hire another police officer would be \$140,000 because another
22 vehicle would be needed. Mayor Wilkinson said he was under the impression the Police Chief
23 was satisfied with the one additional officer and the amount discussed for salary increases.
24 Councilman McEwan stated he took the Chief's initial request for two additional officers
25 seriously. He commented that continued growth on the west side will provide more opportunity
26 for crime, and he would prefer the community continue to maintain a high standard.
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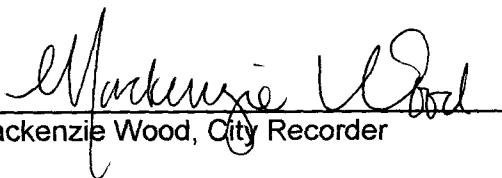
28 Councilwoman Fillmore said she believes Councilman McEwan has made a valid point,
29 but she believes the Council has come to some good conclusions for the FY 2019 Budget. She
30 suggested the Council approve the Budget as previously discussed, and continue research and
31 analysis for next year. Councilman McEwan responded that pay raises do not have to follow
32 the fiscal calendar. He said the same compensation discussion takes place every year, but the
33 issue never really gets addressed. He said he suspects an independent analysis will indicate
34 the City is underpaying many employees. Councilwoman Fillmore repeated the suggestion to
35 include the cost of a consultant in the FY 2019 Budget. Councilman McEwan stated he would
36 rather not allocate funds for raises at this point. Councilwoman Ivie stated she does not want to
37 get to the point that the Police Department is not able to respond to cases promptly. She said
38 she would rather contract for seasonal weeding and channel more funds to the Police
39 Department.
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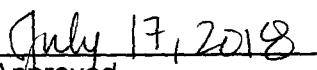
41 Councilman Ince suggested the Council place a moratorium on raises for 4-6 months,
42 put money in the budget for a consultant, reduce the budget for salary increases by half (except
43 for the Police Department), and lean toward hiring a second new police officer in the fourth
44 quarter. Councilwoman Mecham said she agrees with everything that has been said, but she is
45 worried about the message the Council would be sending to the rest of the employees. She
46 expressed concern that productivity would go way down, and the City would lose valued
47 employees. Randy Randall, Public Works Director, responded the message has already been
48 sent. Councilwoman Mecham said she does not want to send the message that City employees
49 are not valued. She suggested perhaps supervisor positions need to be evaluated individually
50 rather than lumping them together. Councilwoman Mecham said she thinks not approving
51 salary increases would cost the City more than it would save in the long run.

1 Councilman McEwan said he has concerns that the benchmarking used by the City is
2 not valid based on data he has found. He said the suggestion to put a hold on raises is not
3 meant to be a punitive action, but a desire to research and get better information. Based on the
4 Council's discussion, Mr. Thacker recommended the Council put adjustments to the pay ranges
5 for management positions on hold (with the exception of positions that need to be assigned to a
6 pay range), go ahead with pay grade adjustments for police officers, reduce the bonus pool from
7 1% to 0.5%, and go ahead with pay raises for other employees as previously discussed. He
8 expressed concern with the idea of going ahead with pay raises for the police, but pushing
9 pause on pay raises for all other employees. Councilwoman Fillmore said she feels adding
10 funds for a consultant to the FY 2019 Budget would be the best action for the Council to take at
11 this time. Mr. Thacker said another option would be to not provide any bonus money. Mr.
12 Randall said he has not heard proof in evidence that clean drinking water and beautiful parks
13 are less important to the City than police services. He stated the Council needs to consider the
14 feelings and perception of the other employees, and be careful about what they do or the City
15 may lose valuable employees. Mr. Thacker stated it is his opinion that if the Council pushes
16 pause on raises for other employees, they should push pause on raises for the police as well,
17 and move expeditiously with a consultant. Mayor Wilkinson agreed.

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19 **ADJOURNMENT**

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

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Mackenzie Wood, City Recorder


Date Approved

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Katie Rust, Recording Secretary

