

1 Minutes of the Centerville City Council special meeting held Thursday, June 21, 2018 at 5:00
2 p.m. at Centerville City Hall, 250 North Main Street, Centerville, Utah.

3
4 **MEMBERS PRESENT**

5
6 Mayor Clark Wilkinson

7
8 Council Members Tamilyn Fillmore (arrived at 5:15 p.m.)
9 William Ince
10 Stephanie Ivie
11 George McEwan (via phone)
12 Robyn Mecham

13
14 **STAFF PRESENT**

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

19 **VISITORS**

20 Interested Citizens (see attached sign-in sheet)

21 **CONSIDER ADOPTION OF FY 2019 BUDGET**

22
23 Councilwoman Ivie stated the Council discussed whether the City is using a broad
24 enough net to come up with comparable data for management pay grades at their work session
25 on Tuesday, June 19. She said Councilman McEwan had provided broader data on Tuesday
26 that indicated the City may be paying higher in comparison to some management positions.
27 Councilwoman Ivie said the Council wants to make sure they are good stewards of public funds.
28 She said she does not feel she has done a good job explaining the pressures the Police
29 Department is dealing with. She stated she knows a lot of City departments have heavy
30 workloads, and there are strains in every department. However, she said she knows when a
31 citizen is a victim of a crime, they want a response and follow-up in a timely manner, but the
32 always increasing caseload in the Police Department makes responding in a timely manner
33 difficult. Councilwoman Ivie said the pause discussed on Tuesday was not intended to send a
34 message that the Council does not value City employees. The pause is intended to obtain more
35 information and make sure the City is paying employees enough.

36
37 Councilman McEwan stated there was no attempt to denigrate the performance of City
38 employees on Tuesday. He said he felt even before taking office that pay calculation is one
39 area Centerville does things differently than he would expect, and he does not feel it is
40 unreasonable to request an independent analysis.

41
42 Mr. Thacker presented a revised Position Pay Grade Schedule prepared based on his
43 perception of Council direction at the meeting on Tuesday, with four positions newly assigned to
44 pay grades and an upgrade to the City Treasurer and Parks Maintenance Specialist III positions
45 as previously discussed and supported by the Council. Pay grade increases recommended
46 based on benchmark data were removed. He stated the revised Schedule does not represent
47 his recommendation.

48
49 Councilwoman Ivie stated the Council has spent a lot of time talking about pressures the
50 Police Department is under, and she believes the Council should approve upgrades already
51 discussed for the Police Department. Councilman McEwan agreed. Councilwoman Fillmore

1 pointed out the Council has also heard it is becoming just as difficult to hire qualified individuals
2 in other departments. She said she believes Mr. Thacker made a strong case for all
3 recommended pay grade increases. Councilwoman Ivie stated the concern expressed on
4 Tuesday did not involve whether the police were being paid enough. The concern discussed on
5 Tuesday was related to management compensation. Councilwoman Fillmore responded that
6 previous Councils have acknowledged for years how behind the City is with management
7 compensation. She said she feels the City has been taking advantage for years of individuals
8 who do not want to change jobs near the end of their careers. She said she believes the
9 changes discussed for FY 2019 would still not have put the positions where they need to be.
10 Councilwoman Ivie responded that the City does not know where it stands comparatively with
11 management positions. She said the City may be able to hire individuals for management
12 positions who want to live in Centerville and are willing to accept less than the pay grade
13 recommended by staff. Councilwoman Ivie said she feels it would be in the City's best interest
14 to evaluate and make sure the net is spread wide enough.
15

16 Mayor Wilkinson stated he does not disagree with the suggestion to contract for salary
17 consultant data for next year. He said he feels it is valuable to compare Centerville positions
18 with positions in other cities around Centerville. The Mayor stated he feels for every department
19 in the City, and stated he does not think it is right with the salary of any position to take
20 advantage of a desire to live in Centerville. Councilwoman Ivie said she does not want to try to
21 keep up with the Joneses. Mayor Wilkinson responded that the City will have to, or valuable
22 employees will be lost. Councilwoman Mecham commented that City department heads are all
23 different in what they do, and she can see that it would be difficult to compare the positions with
24 those of cities around Centerville. She said she would have liked more time and more meetings
25 to have studied the budget. She stated she believes the department head and second-in-
26 command positions should be reevaluated after the study is done. A majority of the Council
27 confirmed that they would like to upgrade Police Officer I, II, III, and Sergeant positions by one
28 pay grade at this time.
29

30 Responding to a question from Councilman McEwan, staff confirmed that pay grade
31 changes could be made at any time after an analysis is completed. Ms. Romney pointed out
32 that raises would not be paid retroactively. Councilmembers Mecham and Ivie indicated they
33 would approve raises for FY 2019 based on the pay matrix, but do not want to increase pay
34 grades before an analysis is done. Councilwoman Fillmore said she is always in favor of
35 collecting more data, but said she has not heard a clear argument as to what the benchmark
36 system is missing, and what would be gained from an outside study. She said the Council
37 knows there will soon be a management hiring situation. Councilwoman Fillmore stated she
38 already felt comfortable with the changes recommended by staff, and she does not see a clear
39 reason to postpone. Councilman Ince said he feels there is a disconnect between the kinds of
40 data available. Councilwoman Mecham repeated that she would have liked more time to study
41 the budget, including compensation. She said she believes the Council should approve normal
42 raises based on the pay matrix for FY 2019, and complete a study (preferably within 90 days)
43 before increasing department head pay grades.
44

45 Councilman McEwan commented that salary and compensation are complicated. He
46 said he believes the response to his suggestion to push pause highlights the problem. He
47 stated the issue cannot be kicked down the road much further considering the hiring the City will
48 be doing in the near future.

1 Mr. Thacker explained that recommended Exhibit C adds two additional pay grades to
2 the Salary Schedule that would not be used if the recommended upgrades do not happen. He
3 recommended the Council approve Exhibit C with the two additional pay grades for use in the
4 future. Councilman Ince made a **motion** to approve Ordinance No. 2018-12 regarding
5 Employee Compensation Plan, incorporating the Position Pay Grade Schedule provided today
6 by staff, adding an increase to four police positions by one pay grade as discussed, the existing
7 Exhibit A, and including the two new pay grades in Exhibit C, and move forward as in the past
8 with raises in July based on the pay matrix and a 1% bonus pool. Councilwoman Ivie seconded
9 the motion, which passed by unanimous vote (5-0).

10
11 At 5:59 p.m., Mayor Wilkinson opened the meeting for public comment.

12
13 Michael Higgins – Mr. Higgins said he attended the meeting because he heard
14 employees would not be getting any raises at all this year. Councilwoman Mecham stated the
15 Council discussed postponing raises for a compensation study, but chose to move ahead with
16 raises in FY 2019 as usual.

17
18 Chief Paul Child – Chief Child thanked the Council for the time they put in, and said he
19 understands it is important to spend funds raised through taxes properly. He thanked the
20 Council for their votes in approving Ordinance No. 2018-12. He acknowledged the value of all
21 employees within the City. The Chief stated there are a lot of dedicated individuals who work
22 for the City, and they work together as a team and value each other. He acknowledged there
23 has been a crisis in law enforcement in the last few years with lack of interest in the profession.
24 He agreed the Department has been overwhelmed, but expressed confidence they will be fine.

25
26 Councilman Ince commented that the lives of police officers are at risk every day they
27 come to work. Centerville needs to be able to compete with the salaries other cities pay police
28 officers. An employee of the Public Works Department responded that his life and the lives of
29 his coworkers in the streets department are at risk when they do their jobs. He emphasized that
30 City employees need to work as a team, just like Chief Child said. Councilwoman Mecham said
31 Centerville is dealing with the same difficulty hiring and keeping police officers as every city in
32 the United States. She added that she knows Public Works is having difficulty hiring qualified
33 individuals as well. She expressed appreciation for the work that all City employees do. The
34 Mayor and Council members expressed to everyone present that they welcome discussion and
35 comment from the employees and community.

36
37 Councilwoman Fillmore made a **motion** to approve Resolution No. 2018-13 regarding
38 Judge Salary. Councilwoman Ivie seconded the motion, which passed by unanimous vote (5-
39 0).

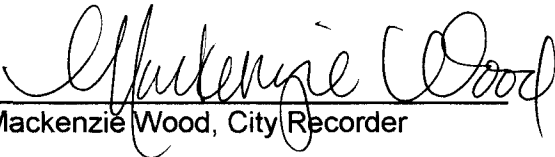
40
41 Mr. Thacker presented proposed revisions to the FY 2019 Budget. Councilman Ince
42 made a **motion** to adopt Resolution No. 2018-15 adopting the FY 2019 Budget with revisions
43 presented by staff. Councilman McEwan seconded the motion, which passed by unanimous
44 vote (5-0).

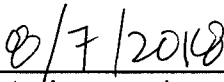
45 46 COMPENSATION STUDY

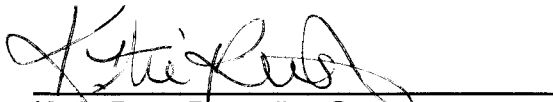
47
48 Councilman Ince stated he would want the compensation study to include evaluation of
49 all management positions down to one or two steps below management. Councilwoman
50 Mecham emphasized the need for options. A majority of the Council agreed further discussion
51 of options could wait until the July 17, 2018 meeting.

ADJOURNMENT

At 6:27 p.m., Councilman Ince made a **motion** to adjourn the Council meeting and move to an RDA meeting, with no intention to return to regular meeting. Councilwoman Ivie seconded the motion, which passed by unanimous vote (5-0). In attendance at the RDA meeting 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.


Mackenzie Wood, City Recorder


Date Approved


Katie Rust, Recording Secretary



CENTERVILLE CITY COUNCIL MEETING

~~Thursday~~
~~Tuesday~~ JUNE 21, 2018
7:00 p.m.

NAME (PLEASE PRINT)

ADDRESS**

Lise Bednarek

** Your address will be used only in the event the City staff needs to contact you pertaining to an issue discussed in the City Council meeting.