

1 Minutes of the Centerville **City Council work session** held Wednesday, November 3, 2021 at
2 5:54 p.m., with participants present at City Hall, 250 North Main Street.

3
4 **MEMBERS PRESENT**

5
6 Mayor Clark Wilkinson
7
8 Council Members Tamilyn Fillmore
9 William Ince
10 Stephanie Ivie
11 George McEwan
12 Robyn Mecham
13

14 **STAFF PRESENT**

15 Brant Hanson, City Manager
16 Lisa Romney, City Attorney
17 Jennifer Hansen, City Recorder
18 Jacob Smith, Administrative Services Director
19 Nate Plaizier, Finance Director
20 Mike Carlson, Public Works Director
21 Bruce Cox, Parks and Recreation Director
22 Paul Child, Centerville Police Chief

23 **VISITORS**

24 Tiffany Rees, Parks and Recreation Committee
25 Melissa Larsen, Parks and Recreation Committee

26 **ARPA – PREMIUM PAY DISCUSSION**

27
28 City Manager Brant Hanson reported American Rescue Plan Act (ARPA) funds were
29 eligible to be used for premium pay, with more flexibility than the CARES Act in 2020. He
30 explained that under current guidelines, many City employees would qualify for ARPA funded
31 premium pay. He said it could be argued that all City employees provided essential services. Mr.
32 Hanson presented a spreadsheet showing estimated premium pay for all employees, per the
33 Council's request. The City would need to fund the premium pay for employees not eligible for
34 ARPA funds (those with annual pay exceeding \$77,145). The estimated City funds to be used
35 would be \$89,085. Mr. Hanson said the City received better than expected Sales Tax revenue so
36 far in 2021, and recommended using Sales Tax revenue to fund the premium pay for employees
37 not eligible for premium pay with ARPA funds. He said he received feedback from a representative
38 of the auditing firm that would perform the City's audit confirming his opinion that City employees
39 would qualify for premium pay with ARPA.
40

41 Councilmember McEwan said he had not seen a corollary at the county or the state level.
42 He said his interpretation was that the premium pay was intended to reward employees who
43 continued to perform services under extreme risk, which was a much narrower definition than
44 proposed by staff. Councilmember McEwan said it was his understanding that an employee
45 whose job could be accomplished remotely would not be eligible. He stated not every position
46 encountered the same risk.
47

48 Mayor Wilkinson commented that ARPA continued to evolve. Mr. Hanson said he knew of
49 Davis County cities that had provided premium pay to their employees. As both a taxpayer and
50 an employee, Councilmember McEwan said he questioned a system that would value the work

1 of some, and devalue the work of others. He said he agreed with a definition that would take care
2 of individuals who experienced extreme risk. Councilmember Ince commented that what he
3 considered to be extreme risk, and what someone else may consider to be extreme risk, would
4 be different. He said a vast number of the Council's constituents were not in a position to receive
5 anything like premium pay and would, he suspected, be fairly resentful. He expressed the opinion
6 that the Police Department would qualify. Councilmember Ince said he believed the issue would
7 cause friction.
8

9 Councilmember McEwan pointed out the closing date for ARPA was not until 2024. He
10 mentioned other needs for which the City would require funds. He said a valuation system based
11 on risk did not make sense to him. Councilmember Mecham said she leaned toward providing
12 premium pay to some City employees, but expressed concern with taking funds for premium pay
13 out of the General Fund. She expressed the opinion that the Police Department and the Public
14 Works Department had definitely been at high risk. Councilmember Ince commented that several
15 officers in the Police Department would not qualify for premium pay with ARPA funds because of
16 the maximum annual salary restriction.
17

18 Mr. Hanson stated the total amount needed from the General Fund to provide premium
19 pay to the entire Police Department would be \$43,258. Councilmember Mecham said she was
20 inclined to keep looking at the issue. She expressed interest in what surrounding cities were doing.
21 Mr. Hanson spoke of the risks to which employees in City offices were exposed. Councilmember
22 McEwan commented there were many constituents working through the same level of risk who
23 would not receive any additional benefit. He said he did not know how to justify using ARPA funds
24 for that purpose considering the inequity. Councilmember McEwan expressed a preference for
25 an inflationary increase.
26

27 Police Chief Paul Child commented that one officer left the Department during the
28 summer. The Department had gone through two recruiting cycles, with a \$5,000 signing bonus
29 offered, and he had not been able to find anyone he would be willing to hire. He stated it may be
30 a year before a new officer was ready to replace the officer who left. He emphasized that market
31 pressure was extremely high, and said he did not want to lose any of his people. Chief Child
32 spoke of the high level of risk experienced by his officers throughout COVID-19. He said he
33 viewed premium pay as an opportunity to bridge a gap between now and the beginning of the
34 next fiscal year, when a new compensation study and wage discussions would take place.
35

36 Councilmember Mecham suggested providing premium pay in smaller monthly
37 installments rather than a large lump sum to encourage officers to stay. Chief Child expressed
38 interest in the suggestion. Mr. Hanson commented that a percentage increase in salary rather
39 than a lump sum may provide more equity. Councilmember Fillmore pointed out that the ARPA
40 guideline was based on the idea that employees who made less money had a greater need for
41 the premium pay. Councilmember McEwan expressed the opinion that premium pay would drive
42 a wedge through an organization. Mr. Hanson stated he valued all employees and recognized
43 that all employees experienced risk.
44

45 Councilmember McEwan expressed the opinion the City should hold onto ARPA funds
46 and not distribute premium pay at that time. Councilmember Fillmore said she agreed, with the
47 exception of the Police Department. Councilmember McEwan suggested doing an emergency
48 budget adjustment to increase Police compensation to match comps. Councilmember Fillmore
49 said she trusted staff's recommendation to use ARPA funds for the purpose. Councilmember
50 McEwan said he agreed with Councilmember Mecham's suggestion to provide installments to the
51 Police Department.

1 Mr. Hanson repeated that Sales Tax revenue had exceeded the amount budgeted. He
2 said staff were open to whatever direction the Council chose to go. Councilmember Fillmore
3 clarified that an inflationary increase would not qualify for use of ARPA funds. Mayor Wilkinson
4 said it would be helpful to know what other cities and the County were doing. Councilmember
5 Ince said he believed something needed to be done for the Police Department now because of
6 the market pressure. Councilmember McEwan said he would rather structurally close the
7 comparative gap in Police compensation than hand out a on-time gift. He suggested a two-piece
8 approach: (1) quickly address the comparative disparity in Police compensation, and (2) discuss
9 establishing an inflationary increase. Councilmember Ivie suggested implementing the increase
10 before Christmas. Mr. Hanson said staff would present proposed labor market adjustments on
11 November 16th.

12
13 Mayor Wilkinson requested a list of possible items on which ARPA funds could be spent.
14 Mr. Hanson said his strongest recommendation would be water projects.

15 PICKLEBALL COURTS

16
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18 Parks and Recreation Director Bruce Cox said members of the Parks and Recreation
19 Committee were in attendance to show support for providing additional pickleball courts in the
20 City. Councilmember Ivie said her home was more than the recommended 160 feet from the
21 pickleball courts at Island View Park, but with her windows closed she could hear the balls hitting
22 the paddles, and the cheering of the spectators. She expressed the opinion the City should not
23 put pickleball courts near homes. Mr. Cox said he used a sound meter at the courts that day. He
24 said the loudest hit of the paddle never exceeded the sound of the players' exclamations, and
25 neither of the sounds exceeded the volume of a basketball bouncing on concrete. Councilmember
26 McEwan responded it was not the sound level as much as the frequency. He said there were
27 multiple factors that played into the issue.

28
29 Councilmember McEwan said he believed Community Park was the best of the
30 recommended locations for pickleball courts. Mr. Cox said the cost to build pickleball courts would
31 be roughly the same at the three proposed locations, with the exception of additional terracing
32 costs at Freedom Hills Park. He said he believed the cost of mitigation of wetlands at Community
33 Park would be around \$56,000 per acre, but explained there was a possibility the wetlands
34 mitigation fee would not be necessary. Councilmember McEwan said, regardless of pickleball
35 courts, he would be in favor of getting rid of the mosquito-infested wetland mess. Mr. Cox said
36 the conceptual plan for pickleball courts in the wetlands area at Community Park was outside the
37 proposed expansion area for future UDOT projects involving Frontage Road.

38
39 The Council discussed the recommended locations for pickleball courts. Mr. Cox
40 commented that one benefit to putting pickleball courts on the Randall property at Smith Park
41 would be access to restrooms at City Hall during winter months when park restrooms were closed.
42 Councilmember McEwan asked if Mr. Cox anticipated any conflicts with existing uses at Smith
43 Park. Councilmember McEwan commented that Community Park tended to be louder on a regular
44 basis, with activities and sporting events, than Smith Park. Mr. Cox said he agreed there was
45 frequently a lot of noise at Community Park. He pointed out the proposed location at Community
46 Park would be closer to homes than the Randall property.

47
48 Councilmember Mecham commented that Smith Park was used for birthday parties, family
49 reunions, preschool graduations, and similar gatherings. She said someone pointed out to her
50 that citizens would not want to use the bowery at Smith Park for those types of gatherings with
51 the sound that would be coming from nearby pickleball courts in the background. She expressed

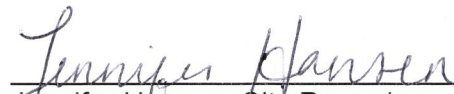
1 the opinion the City would be giving up the passive nature of Smith Park and the use of the bowery
2 if pickleball courts were put at Smith Park. She suggested the pickleball noise would also affect
3 City Hall. Councilmember Mecham suggested perhaps acquiring property on the west side of the
4 City for pickleball courts. She suggested sound barriers around the courts at Island View Park.
5 Mr. Cox responded he was working on sound barriers for Island View Park. Mr. Hanson pointed
6 out that every park had homes nearby that would be affected by the sound.
7

8 Councilmember Fillmore said that if pickleball courts were not placed on the Randall
9 property, she would want the Council to discuss landscaping possibilities other than grass and
10 irrigation considering the need for water conservation.
11

12 Councilmember McEwan said he liked the term "passive park" for Smith Park. He said he
13 did not have any expectation that Community Park would be quiet, and did not think there would
14 be backlash if pickleball courts were placed at Community Park. He said he thought right next to
15 the Frontage Road and freeway was the best possible place for pickleball courts. Mr. Cox said a
16 conceptual plan was already put together for pickleball courts at Community Park.
17

18 **ADJOURNMENT**
19

20 Councilmember Ince **moved** to adjourn the work session at 7:10 p.m. Councilmember
21 Mecham seconded the motion, which passed by unanimous vote (5-0).
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25 _____
26 Jennifer Hansen, City Recorder
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11-22-2021

Date Approved

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30 _____
31 Katie Rust, Recording Secretary

