

Minutes of the Centerville **City Council work session** held Wednesday, November 16, 2021 at 5:30 p.m., with participants present at City Hall, 250 North Main Street.

MEMBERS PRESENT

Mayor Clark Wilkinson

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

STAFF PRESENT

Brant Hanson, City Manager
Lisa Romney, City Attorney
Jennifer Hansen, City Recorder
Jacob Smith, Administrative Services Director
Nate Plaizier, Finance Director
Mike Carlson, Public Works Director
Paul Child, Centerville Police Chief
Lt. Allen Ackerson, Centerville Police Department

VISITORS

Randy Elliott, Davis County Commissioner
Dal Wayment, South Davis Sewer District General Manager
Gina Hirst
Spencer Summerhays
Marcus Keller

DAVIS COUNTY COMMISSIONER REPORT

Davis County Commissioner Randy Elliott provided an update regarding Davis County projects. Councilmember McEwan asked about the status of a library/park land swap, and Commissioner Elliott asked for information via email so he could move the matter along. Commissioner Elliott reported on trails projects and asked for input from the Council. Responding to a question from Councilmember McEwan, Commissioner Elliott spoke of a bill regarding firearms restrictions on County property, particularly on the hillside. Mayor Wilkinson thanked Commissioner Elliott for the update.

SOUTH DAVIS SEWER DISTRICT UPDATE

Dal Wayment, South Davis Sewer District General Manager, provided an update on the 30-year rehabilitation of the two South Davis Sewer District treatment plants. He answered questions from the Council, and described treatment processes. Mr. Wayment explained that special districts were not directly given American Rescue Plan Act (ARPA) funds, but could be transferred ARPA funds by cities and counties. He stated water and waste water projects qualified for use of ARPA funds. Mr. Wayment said all cities in the Sewer District except Centerville had signed participation agreements with South Davis Sewer District for a portion of ARPA funds. Councilmember McEwan expressed concerns with the product lifecycle. Mr. Wayment responded the product lifecycle was the best they could identify with their consultants at that time.

1 Councilmember Mecham commented that resident sewer bills had continued to increase
2 rather than decrease, as she had expected from a previous conversation with Mr. Wayment. Mr.
3 Wayment said the previous conversation must have occurred on a very optimistic day, and said
4 he expected rates would increase a couple dollars a year for the next five years. He stated the
5 Sewer District Board continued to be conservative. Mr. Wayment described the high level of
6 service provided by the South Davis Sewer District in the event of a residential back-up and
7 flooding. He spoke of new ammonia reduction requirements as of December 1, 2021, and the
8 impact of the current high construction costs. He expressed the hope that the Sewer District would
9 begin to turn a revenue by the end of five years. Mr. Wayment shared contact information with
10 the Council, and said he believed the Board was doing a very good job within the current economic
11 situation. Councilmember Fillmore said the importance of water quality and water health was
12 becoming more and more clear by the day, and expressed a preference for being proactive in
13 keeping the water system as healthy as possible.

14 15 POLICE WAGES

16
17 Police Chief Paul Child emphasized that for the Centerville Police Department to attract
18 quality applicants in the current labor environment, and to retain currently employed officers, the
19 City must increase wages to be competitive. He presented comparative police compensation data
20 for other cities in the area, and expressed a desire to be able to present a competitive starting
21 wage during upcoming recruitment efforts. Chief Child explained the need to avoid internal
22 compression, and presented a proposed wage increase that would have an annual impact to the
23 General Fund of \$198,286. City Manager Brant Hanson stated the City had received better than
24 expected Sales Tax revenue in 2021, and recommended using Sales Tax revenue to fund the
25 proposed increase for the remainder of the year, adding that a property tax increase would be
26 needed for future years.

27
28 Councilmember Fillmore said she felt good about the lower end of the recommendation,
29 but expressed concern regarding equity at the upper levels. She said she was not comfortable
30 with the proposal without a good analysis of the effect on the entire organization. Mr. Hanson
31 stated the City was having a difficult time recruiting across the board. He said the City was
32 experiencing a lot of turn-over, and said personnel and compensation were the first issues he
33 wanted to discuss in the next budget cycle. He said mid-year compensation adjustments were
34 not ideal, but external pressures were making adjustments to police compensation necessary.
35 Councilmember McEwan said he believed the proposed adjustments were too low, and said he
36 would prefer the Chief to be able to have his pick of the labor force available. He suggested barely
37 being competitive would not provide that ability. Councilmember McEwan said the City expected
38 high quality policing, and questioned the idea of placing the Police Department at a disadvantage.
39 Mr. Hanson repeated that a property tax increase would be needed in future years to sustain the
40 increase discussed.

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42 Councilmember Fillmore repeated her desire for an analysis. Councilmember McEwan
43 said he was not opposed to an analysis. He commented on the labor shortage in every industry,
44 and stated that intervention now was necessary in the case of the Police Department. Responding
45 to a question from Mayor Wilkinson, Mr. Hanson said compensation in every department would
46 be discussed in the next budget cycle. Councilmember Ivie said she agreed that she would not
47 want the Chief going into a recruitment situation offering the lowest beginning wage in the County.
48 Councilmember Fillmore suggested combining the bonus previously discussed by the Council
49 with the proposed increase for the Police Department. Mr. Hanson suggested matching the
50 starting wage listed by North Salt Lake on the chart shown (\$27.60 per hour). Councilmember
51 McEwan expressed support for setting \$27.60 per hour as the floor, with adjustments to other

positions accordingly. Councilmember Mecham said she would want to see what the suggested changes would look like.

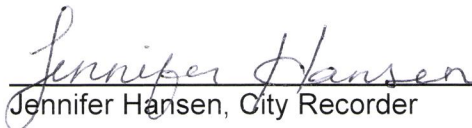
The Council and staff discussed changes in the market since the beginning of the pandemic. Councilmembers Fillmore and Ince expressed support for moving forward with the \$5,000 premium pay for the Police Department discussed at a previous meeting, with the amount given over time.

JUSTICE COURT DISCUSSION

Mayor Wilkinson suggested addressing this item during regular meeting.

ADJOURNMENT

Councilmember Ince **moved** to adjourn the work session at 7:01 p.m. Councilmember Mecham seconded the motion, which passed by unanimous vote (5-0).


Jennifer Hansen, City Recorder

12-13-2021
Date Approved


Katie Rust, Recording Secretary

