COMMISSIONERS' MINUTES – DAVIS COUNTY

WORK SESSION MEETING MINUTES
Tuesday, July 23, 2024

The Board of Davis County Commissioners met for a Work Session at 9:00 AM on Tuesday, July 23, 2024, in room 306 of the Davis County Administration Building, 61 South Main Street, Farmington, Utah. Required legal notice of this meeting was given.

All documents from this meeting are on file in the Davis County Clerk's Office. The agenda for this meeting is incorporated into the minutes as item headers.

DISCLAIMER
The meeting was an open dialogue. Critical points in the discussion have only been briefly summarized. The reader may refer to the audio recording and the publicly distributed materials for further clarification of the content. Timestamps have been noted in the minutes to aid in locating points of discussion in the audio record. The audio recording for this meeting is available based upon the County's current retention schedule.

ROLL CALL
Chair Bob J Stevenson [joined via phone]
Vice Chair Randy B. Elliott
County Clerk Brian McKenzie
County Auditor Curtis Koch
Chief Deputy Civil Attorney Neal Geddes
County Attorney Troy Rawlings
Deputy Clerk Jessy Turner
Human Resources and Risk Director Chris Bone
Commission Office Shauna Brady

ABSENT
Commissioner Lorene Miner Kamalu

OPENING
The meeting convened at 9:04 AM.

AGENDA ITEMS
1. #645/2024**. A Work Session to discuss a potential budget increase for Victim Advocate Position and altering the salary range for an open Civil Attorney position** — *presented by Troy Rawlings, County Attorney*

[Minute 0:55] Attorney Rawlings presented the following requests to the Commission:

- Convert a current part-time position to full-time when hiring for the position
- Increase the wages for a specific employee
- Adjust the hiring for a vacant Civil Attorney position to be a Level I or II and bring the chosen individual in at the higher end of the pay range

He also provided his justifcation for the requests using current examples:

- A review of the workload of an employee about to leave shows the position warrants being full-time, instead of part-time
- In the Salt Lake and Weber areas, a newly graduated attorney is being hired for more money then what the County is paying even after working for two years
- The budget, from his viewpoint, can accommodate the anticipated higher wage for the current vacant Civil position
- His department will have compression issues [minimal difference in wages despite difference in work experience] but he wants to avoid creating wage inequity

Director Bone also provided numbers run by Human Resources to illustrate the financial impact of the requests.

[Minute 23:13] There was then much discussion on if and how competitive the Davis County Attorney's Office should be with other counties in the area. The Attorney's Office is currently gathering statistical data from counties across the State to see how Davis County compares. Attorney Rawlings expressed the desire that Davis County remain competitive to attract new employees.

[Minutes 31:35] Both Commissioner Stevenson and Commissioner Elliott said they do not have a problem with the requests. Auditor Koch said he has additional questions and considerations that will need to be discussed further in the October budget meeting.

MEETING ADJOURNED
The meeting was adjourned at 9:45 AM.

Minutes Prepared by:

Jessy Turner
Deputy Clerk

Minutes Approved on:

08/06/2024

Brian McKenzie
Davis County Clerk

Bob J Stevenson
Commission Chair