

BOARD OF DAVIS COUNTY COMMISSIONERS MINUTES

**Board of Davis County Commissioners - Work Session Minutes
Tuesday, November 4, 2025**

The Board of Davis County Commissioners met for a scheduled meeting at 8:30 AM on November 4, 2025, 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.

Following the approved Davis County policy, artificial intelligence (AI) was utilized in the preliminary creation of these minutes. The final minutes were edited and completed by Davis County Clerk's Office staff.

ROLL CALL

Chair Lorene Kamalu	Information Systems Director Jeff Hassett
Vice Chair John Crofts	Interim Human Resources (HR) and Risk Director Marina Brito
Commissioner Bob Stevenson	Senior Civil Counsel Mike Kendall [arrived 9:12 AM]
Chief Deputy Clerk Rebecca Abbott	Commission Office Carrie Batte
County Controller Scott Parke	Deputy Clerk Solana Guest
County Attorney Troy Rawlings	

AGENDA ITEM

- 18:30 - 9:15 AM
- #2025-1151. A Work Session to Discuss the Salary Grade Levels for Investigators in the County Attorney's Office - recommended by John Crofts, Davis County Commission Vice Chair, Commissioners' Office**
- May Enter Closed Session per:** 52-4-205(1)(a) except as provided in Subsection (3), discussion of the character, professional competence, or physical or mental health of an individual.

Commissioner Crofts introduced the single agenda item, turning the time over to Troy Rawlings, the elected Prosecuting Attorney. County Attorney Rawlings alerted the Board to issues concerning salary paid grade levels within his office, stressing the vital role his team plays in protecting the citizens of Davis County. County Attorney Rawlings referenced a document dated May 15, 2023. The document included the experience and case volume of his investigators (e.g., homicides, child sex offense cases), which have increased significantly since 2023, summaries of other assigned duties, and a 2023 salary survey comparing Davis County to other agencies. He specifically praised Chief of the Investigative Bureau Craig Webb as the best law enforcement investigator he has dealt with, highlighting Chief Webb's ability to manage people and crises. Chief Webb and his team have received several notable awards over the years, and County Attorney Rawlings is constantly hearing praise regarding their hard work.

Examples of the investigators' high-level work include:

1. Providing behind-the-scenes supportive resources to police chiefs throughout the County, often times throughout the night.
2. Successfully conducting surveillance on an individual making serious threats against those at the Justice Complex. This individual, who lives in the north end of Davis County, believes laws should not apply to him and that he can use deadly force.
3. Finding witnesses, issuing subpoenas, conducting supplemental interviews, and performing Internal Affairs (IA) investigations for other agencies in the County.
4. Leading the Intermountain Regional Headquarters for the Internet Crimes Against Children (ICAC) Task Force, including partnering with federal agencies (FBI, Homeland Security, ICE). Davis County was chosen for this partnership over the Utah Attorney General's Office, which highlights their advanced skill. This successful operation has resulted in 1,028 arrests since 2016, which have been posted on

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their "wall of shame."

[07:40] County Attorney Rawlings explained the nature of these "stings" done with the task force, where they identify and then prosecute those arranging sexual activities for underage children.

[08:12] County Attorney Rawlings stated that data, shared with him by Chief Webb and Interim HR Director Brito, shows their investigators' salaries are "slipping behind" other agencies. HR data indicated that their investigators are two grades below comparable positions in the Davis County Sheriff's Office (DCSO), and only at 82% of the market. He argued that working for the County Attorney's office is typically viewed as a promotion in criminal law and should be reflected in the pay scale. He was shocked by the data, noting that the historical goal of Davis County is to maintain staff at 95% of the market.

[10:24] The pay disparity has made staff feel undervalued and underappreciated. Up until now, staff were satisfied with their jobs and ignored all offers from outside sources. Recently, however, three investigators were solicited by a private security company offering a significant pay increase, and they decided to consider these offers by working a paid weekend contract for the company as a test run.

[12:05] County Attorney Rawlings explained that losing experienced staff, such as Chief Webb, would be catastrophic. The County cannot easily replace the specialized skills that the current staff possess. It is reported that not only is retention a current issue in the County, but recruiting has become one as well. The current pay scale does not encourage quality replacements. Chief Webb reported to County Attorney Rawlings that while he doesn't believe the three investigators who were approached are actively considering leaving their current positions with the County, it is concerning that they have considered the job at all.

[15:07] Interim Director Brito provided clarification of the current pay discrepancy between the County Attorney's investigators and the County Sheriff's Office. Two years ago, Attorney Investigators received a \$5.00 pay increase and were moved up two grades, which places them well in terms of external equity for investigators. However, because they are titled Lieutenants, they would need a 3% increase to match the pay grade of the Lieutenants at DCSO.

[16:13] Commissioner Stevenson said that, while he believes the issue of the discrepancy should be looked into to discover how it happened, the timing to make the pay increase is not right, due to the evaluation of the County budget. He suggested re-evaluating the issue after the first of the year.

[17:17] Commissioner Crofts asked County Attorney Rawlings for an estimate on how many victims each perpetrator creates on average. County Attorney Rawlings first clarified that the 1,028 arrests are online perpetrators, and there are additionally around 600 prosecuted every year for "touch offenses." He explained that, from his memory, empirical data suggests that for every perpetrator caught, there are potentially 13 additional victims. Commissioner Crofts estimated from this that the work the team is doing could potentially save 26,000 victims. He said he would work with Julie Stephenson, Children's Justice Center Director, to gather the correct data regarding Commissioner Croft's question and report it to the Commissioners. Commissioner Crofts added that these preventive measures of prosecuting perpetrators before they can harm additional victims will save the County money in the long run.

[22:26] County Attorney Rawlings highlighted the issues his office is currently facing with the 2026 budget. Lt. John Herndon is retiring, and they are unsure if they will have to absorb his job duties instead of replacing him. If the other lieutenants took on John's current responsibilities, the pay wouldn't accurately account for their workload.

[24:26] Commissioner Stevenson noted that all current investigators could retire now or soon, having about 20 years in the Utah Retirement Systems (URS), and that turnover is not something you can prevent. He argued that the County can never hire the number of investigators they would want to, and so far have done a good job with the resources they have. He reiterated that he believes we need to get through the current budget issue and then evaluate the investigator's pay next year.

[28:55] Commissioner Kamalu stated that internal inequity is very important. She emphasized that budget decisions must be made now, as the 2026 tentative budget sets the course for the entire year. She asserted that funding essential public safety needs is tied directly to the necessary tax increase, and so must be discussed concurrently. Interim Director Brito calculated that to reach the benchmark for internal equity, the County would have to change the grade, do a 4% Cost of Living Adjustment (COLA), and a 3% pay increase. She clarified that this is only an internal equity disparity and not an external equity issue. The County is at the

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benchmark for these five investigators compared to other investigators, but they are below the Lieutenants at the Sheriff's Office.

[32:22] County Attorney Rawlings countered that, based on current information from Chief Webb, they are likely behind externally as well. He theorized this may be because HR's data captured during the market survey does not reflect significant increases made by other agencies within the last two months. Interim Director Brito said she could have pushed to do a targeted survey but the County adjustments are made at the end of the fiscal year. Conversely, cities tend to make adjustments in July, so the data used is recent. She added that the DCSO Lieutenants are below the market so they are a benchmark that would be adjusted by one degree and the Attorney Investigators by two degrees. Commissioner Kamalu noted these changes are not yet reflected in the tentative budget.

[33:20] Commissioner Crofts said it is unfortunate that highly skilled individuals who do a difficult job are not being paid appropriately. County Attorney Rawlings highlighted the specialized skills within his department, such as having a computer and cell phone forensic processing room in Kaysville staffed by FBI-trained, certified personnel. This capability allows for faster processing time instead of waiting nine months for outside labs, thus improving case quality and efficiency. This specialized training sets them apart from DCSO and other local agencies. Attorney Rawlings said it was a conscious investment in training the investigative staff that has been maintained for many years.

[37:35] Commissioner Stevenson said he understands the concerns presented, but stated the timing may not be the best. He advocated for understanding all sides of the issue first and to take a look at this sometime in the next budget year. Commissioner Crofts acknowledged the budget crunch but wants to prioritize defending children in the County, which he feels is directly linked to the quality of personnel at the County's Attorney's Office. He views this group as the "pointy end of the stick" when it comes to protecting Davis County, and sees addressing the issue now as preventing significant future costs related to the services offered to victims.

[42:28] County Controller Scott Parke noted that the 2026 tentative budget does contain money set aside for HR market adjustments. However, the County is facing a \$12.7 million shortfall in the General Fund if no tax increase is implemented. He stated that before focus can be given to individual departments, the overall balance needs to be determined. He cautioned against giving market adjustments now, only to potentially lay off staff later due to necessary reductions in the workforce.

[43:47] County Attorney Rawlings said that staff turnover (attrition) from attorneys becoming judges in 2025 provides enough personnel savings in the current budget to cover the 3% adjustments now. Furthermore, the investigation division is already planning to absorb the workload of Lt. John Herndon, who is set to retire and whose position would be eliminated instead of being filled. This would help cover the 3% increase but would also exacerbate the issue because of the increased workload. Interim Director Brito calculated the cost of the 3% increase for the five investigators in 2026, which would be approximately \$15,000.00.

[47:34] Commissioner Crofts stated that he is in favor of making the adjustment now, noting that, as this directly relates to public safety, it is a high priority. Commissioner Stevenson expressed that he is not opposed to looking into this issue, but his opinion is that waiting a few months to make a decision does not make the County any less safe and will help with the sensitive timing of the 2026 budget and the tax increase. Commissioner Crofts responded that doing it now is important for employee retention, which will then impact the public. County Attorney Rawlings expressed that he felt he must bring the issue forward immediately to avoid sending the message to his investigators that Commission politics and the budget are more important than the employees. Commissioner Stevenson responded that it is a leader's responsibility to balance the needs of the staff with those of the County as a whole.

[54:20] Commissioners Kamalu and Crofts stated they were in favor of the direction to address the inequity immediately; Commissioner Stevenson remained opposed. Commissioner Kamalu compared the budget to a stick being picked up; if you want services offered by one end of the stick, the other end must be picked up as well, symbolizing the money needed to fund these benefits. In addition to affirming his belief in moving forward with the pay grade raise, Commissioner Crofts said the County needs to be financially responsible, and that he personally believes the County should be on a hiring freeze.

MEETING ADJOURNED

The meeting adjourned at 09:29 AM.

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Minutes Prepared by:
Solana Guest
Deputy Clerk

Minutes Approved on:
11/25/2025

Brian McKenzie
Davis County Clerk

Lorene Miner Kamalu
Commission Chair