Davis County Budget Committee

Meeting Minutes

July 19, 2022

The Budget Committee of Davis County met on July 19, 2022, at 9:45 a.m. in room 306 of the Davis County Administration Building, 61 South Main Street, Farmington, UT. Notice of this meeting was given under the requirements of Utah Code Annotated §52-4-202.

Disclaimer: The meeting was an open dialogue. Agenda items appear in bold and are only briefly summarized. The reader may refer to the audio recording and the attachments to further clarify the content, and the audio recording is available based on the County's current retention schedule. All documents from this meeting are in the Davis County Clerk/Auditor's office.

The meeting commenced at 9:45 a.m.

1. **Opening Roll Call**
   Committee members present were: Curtis Koch, Clerk/Auditor; Commissioner Randy B. Elliott; Commissioner Lorene Miner Kamalu (joined by phone); and Mark Langston, Information Systems Director. Shairise Bills, Deputy Clerk/Auditor, recorded the minutes for the meeting. Other Davis County staff present were: Lisa Manning, Assessor; Ric Higbee, HR Deputy Director; John Robinson, HR Deputy Director. Commissioner Bob J Stevenson; and Chris Bone, Human Resources Director, were excused. There was no public attendance.

2. **Appraiser Compensation Considerations in the Assessor's Office**
   This agenda item was discussed at length in the last budget meeting on July 11, 2022; questions have lingered regarding the action taken by the Commission regarding the Assessor's compensation request. Initially, the case was made to increase wages for the appraiser trainees, but increases were approved for all those who can perform appraiser functions. The direction of the conversation veered when the Sheriff's office presented their compensation requests, and HR suggested giving them all the same quartile increase to solve the problem.

   Upon further review of the appraiser increases, it was found that some of them would be above the midpoint in the range, specifically the Chief Deputy, the Data Manager, and Data Analyst. They are all at 95% of the current range, and HR says they appear to be appropriately paid. Ric clarified and said the intent was not to address the mid-level and management positions but to look at the appraisers and trainees. There was more discussion on the possible inequities that would result if increases were given to only the trainees and the appraisers. While this targeted increase will create some compression issues in the department, more important is the compression it will create countywide by not addressing every department simultaneously. The committee voiced some concern about the message it sends to other departments.

   It was understood by all that there would be a 9% increase for just the appraiser positions, not the Data Analyst, Data Manager, or Chief Deputy, and the Assessor's office will give up the currently vacant position of the Commercial Property Team Lead. Everything else is on hold until the completion of the salary survey. Both Commissioners Kamalu and Elliott approved this change. *(See Attachment A.)*

3. Meeting adjourned at 10:00 a.m.

All documents associated with this meeting are listed as the following attachments:

A ASSESSOR'S DEPT WAGE INCREASE PROPOSAL

Minutes prepared by:

Shairise Bills
Deputy Clerk/Auditor

Minutes approved on: 8/8/2022

/s/ Curtis Koch
Curtis Koch
Clerk/Auditor— Budget Officer