# Davis County Budget Committee

# Meeting Minutes

October 10, 2022

The Budget Committee of Davis County met on October 10, 2022, at 3:00 p.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. Timestamps have been noted in the minutes to aid in locating discussion points in the audio record. 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 3:02 p.m.

1. **Opening Roll Call**
   Committee members present were: Curtis Koch, Clerk/Auditor; Angie Nelson, Chief Deputy Clerk/Auditor; Commissioner Randy B. Elliott; Commissioner Lorene Miner Kamalu; Commissioner Bob J Stevenson; Chris Bone, Human Resources (HR) Director; and Mark Langston, Information Systems Director. Other Davis County staff present were: Sheriff Kelly Sparks; Ric Higbee, HR Deputy Director; and Marina Brito, HR Comp, and Class Analyst. Shairise Bills, Deputy Clerk/Auditor, recorded the minutes of the meeting.
   There was no public attendance.

2. **Annual Budget Discussion** *(Minute 00:55)*

   The Committee reviewed the Sworn Benchmarks Compensation Analysis spreadsheet with the Sheriff's office. It was a brainstorming session to determine how to become more competitive in law enforcement recruitment. Some suggestions were putting them in their own salary grading system, compressing the current grade, waiting for the salary survey to come back, and adjusting the grades county-wide (if they are too broad). The bottom line is that something needs to be done now, as the Sheriff's Office is in a dire situation of recruiting and losing more deputies. There was some concern about waiting for the salary survey next spring.

   The Committee gave Human Resources several scenarios for which to calculate the expenses. They will do a $4/hr across the board. It may buy time to decide whether to move to a step or a new grade system for them.

3. **CLOSED SESSION** for reasons permitted under Utah Code Annotated (UCA) 52-4-205(1)(a) to discuss the character, professional competence, or physical or mental health of an individual.

Committee vote:

| MEMBER | MOTIONED | SECONDED | AYE | NAY | ABSENT | ABSTAIN |
|---|---|---|---|---|---|---|
| Commissioner Elliott | | | X | | | |
| Commissioner Kamalu | X | | X | | | |
| Commissioner Stevenson | | | X | | | |
| Curtis Koch | | | X | | | |
| Angie Nelson | | | X | | | |
| Mark Langston | | X | X | | | |
| Chris Bone | | | X | | | |

4. The meeting reconvened and adjourned at 5:09 p.m.

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

A1-A2 Sworn Benchmarks Comp 2022

Minutes prepared by:

*Shairise Bills*
Deputy Clerk/Auditor

Minutes approved on: 2/6/2023

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