

**SPECIAL MEETING OF THE CITY COUNCIL  
BUDGET WORK SESSION**  
**May 11, 2023**  
**6:00 p.m.**

PRESENT: DJ Bott Mayor  
Alden Farr Councilmember  
Dave Hipp Councilmember  
Matthew Jensen Councilmember  
Ryan Smith Councilmember  
Robin Troxell Councilmember

ALSO PRESENT: Christina Boss City Recorder  
Mike Christiansen City Attorney  
Tom Kotter Finance Director  
Derek Oyler City Administrator  
Chad Reyes Police Chief  
Brandon Thueson Fire Chief  
Mike Young Assistant Fire Chief/Fire Marshal

1 Mayor Pro Tem Farr called the meeting to order at 6:00 p.m. Mr. Oyler was asked to give the reverence  
2 period, and the Pledge of Allegiance was recited.

**BUDGET WORK SESSION**

3  
4 Mr. Kotter came forward and explained that he had made an error in the budget relating to the proposed  
5 public safety pay increase of 6% for command staff and 8% for officers. The Mayor's budget presentation  
6 at the May 4<sup>th</sup> meeting included only a 5% increase which resulted in a \$226,335 difference. Mr. Kotter  
7 stated staff would look at options to cover the shortfall, such as sales tax revenue.

8  
9  
10 **Police Department**

11 Chief Reyes displayed his presentation on the screen. He explained there were still three vacant sworn FTE  
12 positions remaining after last year's pay increase. In addition to looking at pay increases, the Department  
13 formed a branding committee to look at culture and work environment and has continued aggressive  
14 advertising and recruiting. Chief Reyes displayed the chart below noting cities/agencies in red were  
15 proposed 2023/24 wages and black were prior year's wages.

Agency	Starting Wage	Top-out Wage	Number of Steps	% Spread
Roy	26.08	41.35	11	37%
Weber Co.	25.34	40.28	15	37%
Clinton	27.16	41.46	12	34%
Pleasant View	25.80	37.44	*	31%
Tooele	26.60	42.40	11	37%
Saratoga Springs	26.00	41.26	10	37%
Spanish Fork	25.59	41.03	*	38%
Ogden	28.94	43.90	12	34%
Unified SL	30.27	46.72	11	35%
West Valley	32.00	48.38	12	34%
Riverdale	25.83	41.03	16	37%
UHP	30.00	43.00	12	30%

19 He displayed current Police Department wages, the Mayor's budget proposed increase, and proposed wage  
 20 increases of 8% for command staff and 10% for officers. Chief Reyes stated the total cost (with burden) of  
 21 the 6/8% increase would be \$302,200 and the 8/10% increase would be \$341,700.

22

**Comparative Increases**

	T	1	2	3	4	5	6	7	8	9	10
SGT								41.73	42.99	43.85	44.72
MO							36.18	37.26	38.38	39.15	39.93
PO3				30.45	31.36	32.30	33.27	33.94	34.61	35.31	
PO2		27.33	28.15	29.00							
PO1	23.77	25.03	26.03								
	T	1	2	3	4	5	6	7	8	9	10
SGT								44.26	45.59	46.50	47.43
MO							38.37	39.52	40.41	41.52	42.35
PO3				32.88	33.87	34.88	35.93	36.65	37.38	38.13	
PO2		29.52	30.40	31.31							
PO1	25.67	27.03	28.11								
	T	1	2	3	4	5	6	7	8	9	10
SGT							45.08	46.44	47.36	48.31	
MO							39.08	40.25	41.46	42.29	43.14
PO3				33.49	34.49	35.53	36.59	37.33	38.07	38.83	
PO2		30.06	30.96	31.89							
PO1	26.15	27.53	28.63								

23

24

25 He noted five years ago the Bridgerland Police Academy had a typical class of 40-50 cadets, whereas this  
 26 year they had 12 cadets. Other cities and agencies are aggressively recruiting these cadets. A limited career  
 27 ladder was another reason Brigham PD may not be as attractive as a larger agency due to the potential to  
 28 reach Brigham's top step within ten years.

29

30 Mr. Oyler stated the Mayor's budget did not include 30 positions because of the odds of getting the last  
 31 position filled; however, the Chief has the authority to fill the 30<sup>th</sup> position.

32

### Fire Department

33 Chief Thueson came forward and displayed his presentation. He echoed Chief Reyes' comments regarding  
 34 recruiting and retention struggles. He sits on the Board at Bridgerland and sees the same decline in fire and  
 35 rescue students as well as the competition with other cities/agencies.

36

37 Proposed Staffing Recommendations per 2022 Master Plan and included in Mayor's proposed budget

- 38 • Administrative Battalion Chief
  - 39     ○ Top three duties: training officer, medical officer, and wildland team coordinator
    - 40         ■ Intent to increase Insurance Service Office (ISO) rating with increased training;  
 41         could positively affect homeowner insurance rates
  - 42     ● 24 FTEs; 8 per shift

43

### 44 Current Staffing

- 45 • 24 budgeted positions
  - 46     ○ 18 FT and 6 PT, in the operations division
  - 47     ○ 6 FT and 2 PT per day (20+ PT employees to fill 6 PT shifts)
    - 48         ■ Typically results in 7 employees on duty with one person taking some type of leave
  - 49     ● Several PT openings un-filled since October 2022; raised pay rate and not able to fill

50

51

52 Chief Thueson explained the all call system requires all FTEs to sign up to serve in an on-call status on one  
 53 of their days off. Chief Thueson noted the decreased use of their all call system with the hiring of 3 FTEs  
 54 included in last year's budget. With 8 personnel on duty, it has been shown the need for all calls drops from  
 55 46% to 3%. Chief Thueson expressed his hopes that with the increase in FTEs, the all call system would  
 56 not be needed or greatly reduced.

57  
 58 Mr. Kotter came to the podium and displayed the financial impact of the staffing recommendations which  
 59 were included in the Mayor's budget.

	Ambulance			Fire		
	22-23 Bud	PT	FT	22-23 Bud	PT	FT
Full-time Staffing	\$ 772,461	772,437	975,552	874,340	982,392	1,185,507
Part-time Staffing	352,305	352,305	-	-	-	-
Wildland Deployments	-	-	-	40,000	40,000	40,000
Temporary Staffing	-	-	-	-	-	-
Overtime Pay	119,441	98,080	91,593	119,441	99,241	92,439
Stand-by Pay	38,370	29,423	28,593	3,517	1,300	8,503
Leave Time Payouts	28,198	29,608	29,890	36,399	38,218	38,582
Cell Phone Stipend	554	554	554	554	554	554
<b>Total Compensation</b>	<b>\$ 1,311,329</b>	<b>1,282,407</b>	<b>1,126,182</b>	<b>1,074,251</b>	<b>1,161,705</b>	<b>1,365,585</b>
<b>Social Security (7.65%)</b>	<b>\$ 100,317</b>	<b>98,104</b>	<b>86,153</b>	<b>82,180</b>	<b>88,870</b>	<b>104,467</b>
<b>Retirement</b>	<b>\$ 135,451</b>	<b>135,144</b>	<b>171,867</b>	<b>157,518</b>	<b>180,620</b>	<b>217,344</b>
Group Insurance	154,009	151,874	193,897	172,485	189,634	232,253
Group Insurance - Increase (4%)	6,160	6,075	7,756	6,899	7,585	9,290
<b>Total Group Insurance</b>	<b>\$ 160,169</b>	<b>157,949</b>	<b>201,653</b>	<b>179,384</b>	<b>197,219</b>	<b>241,543</b>
<b>Surviving Spouse Trust Fund</b>	<b>\$ 1,900</b>	<b>1,900</b>	<b>2,470</b>	<b>1,900</b>	<b>1,900</b>	<b>2,470</b>
<b>Short Term &amp; Long Term Disability</b>	<b>\$ 11,289</b>	<b>11,292</b>	<b>14,283</b>	<b>12,741</b>	<b>13,865</b>	<b>16,856</b>
<b>Market Adjustment</b>	<b>\$ -</b>	<b>14,727</b>	<b>14,727</b>	<b>-</b>	<b>30,999</b>	<b>30,999</b>
<b>Salary Increase (6%)</b>	<b>\$ -</b>	<b>80,554</b>	<b>72,880</b>	<b>-</b>	<b>73,803</b>	<b>77,979</b>
<b>Total Wages</b>	<b>\$ 1,311,329</b>	<b>1,362,961</b>	<b>1,213,789</b>	<b>1,074,251</b>	<b>1,266,507</b>	<b>1,474,563</b>
<b>Total Benefits</b>	<b>\$ 409,126</b>	<b>404,389</b>	<b>476,426</b>	<b>433,723</b>	<b>482,474</b>	<b>582,680</b>
<b>Total Budget</b>	<b>\$ 1,720,455</b>	<b>1,767,350</b>	<b>1,690,215</b>	<b>1,507,974</b>	<b>1,748,981</b>	<b>2,057,243</b>

60  
 61 Chief Thueson mentioned the County wide feasibility study for fire services would be a yearlong process  
 62 at which time the data would be reviewed and a decision made whether to move forward. In the meantime,  
 63 he felt moving forward with Brigham City's fire services plans was necessary and warranted.  
 64 Councilmember Farr and Mayor Bott acknowledged the study and confirmed it would look at future  
 65 consolidation of services throughout the County which could be a fire district, if agreed upon by the voters,  
 66 or it could be interlocal agreements, or some other arrangement.

67  
 68 **PUBLIC COMMENTS**  
 69 Tim Hawes – Mr. Hawes had concerns with the public safety wage increases, and pointed out some of Chief  
 70 Reyes' comparison cities were larger than Brigham. Referring to the FD master plan, he stated the fire call  
 71 volume has not increased in the past 5 years and the average number of firefighters in the area is 1 compared  
 72 to the proposed 1.25. He also pointed out the size of the area BCFD actually covers without receiving tax  
 73 revenue from the other areas.

74  
 75 Kristina Lenderman – Ms. Lenderman was in support of an increase in pay for emergency services  
 76 employees.

77  
 78 Juliana Larsen – Ms. Larsen asked for clarification concerning the higher-than-normal revenue from the  
 79 increase in sales tax in a strong economy, and at the same time, rate increases due to the effects of inflation.  
 80 She also questioned where the revenue from impact fees went.

82 Mr. Oyler stated a budget work session was scheduled for May 23<sup>rd</sup> to discuss capital projects, utility rates,  
83 and the utility transfer. Another work session was scheduled for June 6<sup>th</sup> (*rescheduled for June 14<sup>th</sup>*) to  
84 discuss property tax rates. In response to the public comments Mr. Oyler clarified:

- 85 • Total payroll numbers include the full benefit costs which is salary plus health insurance,  
86 retirement, social security, Medicare, etc., also known as fully burdened
- 87 • The Mayor's budget may be different than the Council's final budget due to budget adjustments
- 88 • Ambulance and fire department budgets are separated due EMS audits approximately every 4 years
- 89 • Some FD positions are split between both budgets and some fall under one; positions can shift back  
90 and forth between the two
- 91 • Staff budgets sales tax conservatively because of the expectation for an economic correction;  
92 inflation is hitting all budget lines
- 93 • The City does not fund ongoing costs with one-time money like sales tax revenue
- 94 • Impact fees are only assessed on new development within the City and can only be spent on specific  
95 items; park impact fees and monies in fund balance from prior years will fund the lighting upgrade  
96 mentioned in the budget presentation because it is an eligible expense

97  
98 Mayor Bott addressed the comment about comparable cities not being the same size as Brigham. He  
99 explained when officers leave Brigham, they are not leaving to go to a comparable city, they are going to a  
100 city or agency where they can make substantially higher wages. Chief Reyes said the comparison with  
101 larger cities was justified when the Department is attempting to become fully staffed.

102  
103 Mayor Bott also addressed the large area covered by the Fire Department and stated the feasibility study  
104 would cover that subject. Mr. Oyler stated the Mayor's office has been working on the issue and has had  
105 many meetings with surrounding areas in the past year.

106  
107 Tim Hawes – Mr. Hawes asked if the EMS fees were raised as recommended in the master plan. Chief  
108 Thueson spoke about the State guidelines on ambulance fees.

109  
110 Mr. Oyler explained there was a conflict with the June 6<sup>th</sup> work session and a scheduled Planning  
111 Commission meeting. Council re-scheduled the work session for June 14<sup>th</sup>.

112  
113 The meeting adjourned at 8:31 p.m.

114  
115 **MOTION:** Councilmember Hipp made a motion to adjourn the meeting. The motion was  
116 seconded by Councilmember Troxell and carried unanimously. Councilmember Hipp; aye,  
117 Councilmember Troxell; aye, Councilmember Jensen; aye, Councilmember Smith; aye,  
118 Councilmember Farr; aye.

119  
120 *The undersigned duly appointed Recorder for Brigham City Corporation hereby certifies that the foregoing*  
121 *is a true, accurate and complete record of the May 11, 2023 City Council Work Session.*

122  
123 Dated this \_\_\_\_\_ day of June 2023.

124  
125  
126  
127  
128 *Christina Boss, Recorder*