

Mayor
Kenneth Romney

WEST BOUNTIFUL CITY

City Administrator
Duane Huffman

City Council
James Ahlstrom
James Bruhn
Kelly Enquist
Mark Preece
Rodney Wood

550 North 800 West
West Bountiful, Utah 84087

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City Recorder
Cathy Brightwell

City Engineer
Kris Nilsen

Public Works Director
Steve Maughan

**THE WEST BOUNTIFUL CITY COUNCIL WILL HOLD A
REGULAR MEETING AT 7:30 PM ON TUESDAY, JANUARY 4, 2022
AT THE CITY OFFICES, 550 N 800 WEST**

Online Participation Available: <https://us02web.zoom.us/j/84705395456>

AGENDA:

Invocation/Thought – By Kelly Enquist; Pledge of Allegiance – By Rod Wood

1. Approve Agenda.
2. Oath of Office – Mayor Kenneth Romney, Council Members Kelly Enquist and Mark Preece.
3. Public Comment - two minutes per person, or five minutes if speaking on behalf of a group.
4. Resolution 508-22, A Resolution Approving Amendment 7 to the Interlocal Cooperation Agreement Between Davis County and City of West Bountiful for Animal Control Services.
5. Resolution 509-22, A Resolution Adjusting Pay Scale for Police Department.
6. Meeting Minutes from December 21, 2021.
7. Staff Reports – Police, Public Works, Engineering, Community Development, Administration.
8. Mayor/Council Reports.
9. Closed Session for the Purpose of Discussing Items Allowed Pursuant to UCA § 52-4-205.
10. Adjourn.

This agenda was posted on the State Public Notice website, the city website, emailed to the Mayor and City Council, and provided to the Davis Journal on January 3, 2022.

MEMORANDUM



TO: Mayor & Council
DATE: January 3, 2022
FROM: Duane Huffman
RE: **Animal Control Agreement Amendment**

In July 2016, the city adopted a new interlocal agreement for animal control services with Davis County. The new agreement contemplated annual payment adjustments based on costs, city use, and capital needs.

The attached resolution is for the cost amendment for the 2022 calendar year. The table below compares the costs from 2016 to 2022.

Animal Control Contract Costs							
	2016	2017	2018	2019	2020	2021	2022
General Animal Control	\$7,236	\$9,154	\$11,198	\$13,255	\$15,380	\$13,036	\$14,183
Wildlife	\$1,519	\$1,184	\$1,210	\$2,034	\$2,060	\$361	\$0
Capital Needs	\$590	\$647	\$742	\$780	\$760	\$603	\$579
Total	\$9,346	\$10,985	\$13,150	\$16,070	\$18,200	\$14,000	\$14,762

Staff continues to recommend participation with the county as the most effective method of providing animal control services, and hence recommends the adoption of the amendment.

Staff also anticipates that this will be the last amendment. In 2023, the service will likely move to be fully funded by property tax rather than interlocal agreements.

WEST BOUNTIFUL CITY

RESOLUTION #508-22

A RESOLUTION APPROVING AMENDMENT NO. 7 TO THE INTERLOCAL COOPERATION AGREEMENT BETWEEN DAVIS COUNTY AND THE CITY OF WEST BOUNTIFUL FOR ANIMAL CONTROL SERVICES

WHEREAS, local government entities are authorized by the Utah Interlocal Cooperation Act, *Utah Code Ann. § 11-13-101, et seq.*, to enter into agreements with each other, upon a resolution to do so by respective governing bodies; and

WHEREAS, the West Bountiful city council met in regular session on January 4, 2022 to consider entering into a new interlocal cooperation agreement between Davis County and West Bountiful City; and

WHEREAS, the parties previously entered into an Interlocal Cooperation Agreement for Animal Control Services which is labeled Davis County Contract No. 2016-256 by which the County agreed to provide animal services to the City; and

NOW THEREFORE, BE IT RESOLVED by the City Council of West Bountiful City that Amendment No. 7 to the Interlocal Cooperation Agreement for Animal Services found in Exhibit A is hereby adopted and extended to December 31, 2022.

EFFECTIVE DATE. This resolution shall take effect immediately upon passage.

Passed and approved by the City Council of West Bountiful City this 4th day of January 2022.

Kenneth Romney, Mayor

Voting by the City Council:	<u>Aye</u>	<u>Nay</u>
Councilmember Ahlstrom	___	___
Councilmember Bruhn	___	___
Councilmember Enquist	___	___
Councilmember Preece	___	___
Councilmember Wood	___	___

ATTEST:

Cathy Brightwell, Recorder

AMENDMENT NO. 07 TO INTERLOCAL COOPERATION AGREEMENT FOR ANIMAL SERVICES

This Amendment No. 07 to Interlocal Cooperation Agreement for Animal Services (this “Amendment No. 07”) is made and entered into as of January 1, 2022, by and between Davis County, a political subdivision of the state of Utah (the “County”), and West Bountiful City, a municipal corporation of the state of Utah (the “City”). The County and the City may be collectively referred to as the “Parties” herein.

RECITALS

This Amendment No. 07 is made and entered into by and between the Parties based, in part, upon the following recitals:

- A. In 2016, the Parties entered into an *Interlocal Cooperation Agreement for Animal Services*, which is labeled by the County as Contract No. 2016-256 (the “Agreement”); and
- B. The Parties, through this Amendment No. 07, desire to modify certain terms and/or provisions of the Agreement.

Now, based upon the foregoing, and in consideration of the terms set forth in this Amendment No. 07, the Parties do hereby agree as follows:

- 1. **Exhibit A of the Agreement is replaced in its entirety with the Exhibit A below:**

EXHIBIT A

The City’s 2022 calendar year obligation to the County for service calls, excluding calls for wild nuisance, animal pick up and/or euthanization:

<u>Title/Category</u>	<u>Subtitle/Subcategory</u>	<u>Amount</u>
Budgeted 2022 Expenditures by Davis County for Animal Care and Control:	Personnel:	\$2,359,650.00
	Operating:	\$535,949.00
	Capital Equipment:	\$302,843.00
	Allocations:	\$176,349.88
	Total Expenditures:	\$3,374,792.00
Projected 2022 Revenues of Davis County Animal Care and Control:	Licenses:	\$202,216.00
	Shelter Fees:	\$135,311.00
	Adoptions:	\$78,000.00
	Budget Adjustment:	\$129,000
	Donations:	\$18,085.00
	Total Revenues:	\$562,612.00
Projected 2022 Expenditures Less Projected 2021 Revenues:		2,812,180
Combined Cities’ 50% Obligation:		1,406,090
Average of the City’s Total Billable Calls for 2020 and 2021:		89
Average of Combined Cities’ Total Billable Calls for 2020 and 2021:		8662
The City’s 2021 Usage Rate:		1.03%
The City’s 2022 Calendar Year Obligation to the County:		\$14,482.73

The City shall pay the foregoing calendar year obligation to the County on a monthly basis and within thirty calendar days of receipt of a monthly invoice from the County.

The City's 2022 calendar year obligation to the County for
the capital projects fund regarding the Shelter:

<u>Title/Category</u>	<u>Amount</u>
Total of Capital Projects Fund Regarding the Shelter:	\$562,000.00
Combined Cities' Portion of the Capital Projects Fund Regarding the Shelter:	\$281,000.00
2022 Obligation of the Combined Cities:	\$56,200.00
The City's 2021 Usage Rate:	1.03%
The City's 2021 Calendar Year Obligation to the County:	\$578.86

The City shall pay the foregoing calendar year obligation to the County on a monthly basis and within thirty calendar days of receipt of a monthly invoice from the County.

1. **Discontinuation of Wildlife Services.** Wildlife services were discontinued July 1st, 2020 and any fees associated with this service have been removed from the contract.
2. **Capital Projects Fund Regarding the Shelter.** In reference to Section 5 of the Agreement Capital Projects Fund Regarding the Shelter, this Amendment No. 07 hereby extends the contribution by the Combined Cities to the Capital Projects Fund Regarding the Shelter through December 31, 2022. The parties hereby agree to extend the obligation to contribute to the capital projects fund as calculated in the Agreement and summarized below:
 - a. The combined cities' annual calendar year obligation for 2022 to the capital projects fund regarding the shelter as referenced in Exhibit A above will be \$56,200. The City's specific portion of the Combined Cities obligation, shall be the average of the City's calls for animal care and control services for the two calendar years immediately prior divided by the average of all of the combines cities' calls for animal care and control services for the two calendar years immediately prior ("usage rate") multiplied by the combined cities calendar year obligation.
3. **Term of Agreements** In reference to Section 10 of the Agreement *Term of agreement*, this Amendment No. 07 shall, subject to the termination and other provisions set forth therein, terminate on December 31,2022 at 11:59 p.m. (the "Term"). The parties may, by written amendment to this Agreement, extend the Term of this Agreement.
4. **Continuing Effect of the Agreement.** Except to the extent specifically modified by this Amendment No. 07, the terms and conditions of the Agreement shall remain in full force and effect.
5. **Counterparts.** This Agreement may be executed in counterparts, each of which shall be deemed an original, and all such counterparts shall have the same force and effect as original signatures.

IN WITNESS WHEREOF, the Parties hereto have caused this Amendment No. 07 to be signed by their duly authorized representatives on the dates indicated below.

<p>DAVIS COUNTY</p> <p>By: _____ Chair, Board of Davis County Commissioners Date: _____</p> <p>ATTEST:</p> <p>_____</p> <p>Davis County Clerk/Auditor Date: _____</p> <p>APPROVED AS TO FORM:</p> <p>_____</p> <p>Davis County Attorney's Office Date: _____</p>	<p>WEST BOUNTIFUL CITY</p> <p>By: _____ Mayor Date: _____</p> <p>ATTEST:</p> <p>_____</p> <p>City Recorder Date: _____</p> <p>APPROVED AS TO FORM:</p> <p>_____</p> <p>City Attorney Date: _____</p>
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MEMORANDUM

TO: Mayor and City Council

DATE: January 3, 2021

FROM: Duane Huffman, City Administrator

RE: **Police Wages**

This memo provides material for council consideration on adjusting wages within the police department. Following this memo is a resolution for the council's consideration. One change from the previous discussion, the changes and total costs now exclude the Chief position, as it is customarily handled with other executive positions during the budget process.

Background

For several years now pressure has been building related to available workforce for police officers in Utah and around the country. Increasing professional standards, low unemployment rates, and general public perceptions have all had an impact on the number of individuals interested in becoming or continuing in law enforcement. West Bountiful City has seen this trend for many years now in the number and quality of applicants, and it appears that the events of 2020 have only exacerbated the trend.

In addition to the on-going national trends, a few recent local events have caused rapid and aggressive changes in police wages. Taylorsville City recently formed a new department and offered market-leading wages, and this led to a response by other Salt Lake County departments. Below is a table of starting wages in Salt Lake County (with West Bountiful included for context).

Police Department	Starting Wage for Police Officer I
Riverton	\$28.55/hr.
Murray	\$27.58
Taylorsville	\$27.40
West Valley	\$27.15
South Jordan	\$27.01
West Bountiful	\$20.43

Once departments in Salt Lake County began these aggressive pay raises, departments in Utah, Weber, and Davis Counties soon began to follow in attempt to remain competitive. Some departments have updated pay scales, while others have adjusted pay practices (paying more) without necessarily changing the scale. This is a rapidly changing situation, with departments changing almost weekly. The table below represents the best available information we have about neighboring and comparable departments:

Police Department	Starting Wage for Police Officer I
North Salt Lake	\$27.60/hr.
Centerville	\$27.60
Woods Cross	\$26.05
Layton	\$24.44
Kaysville	\$24.07
Clearfield	\$22.77
Clinton	\$22.17
Syracuse	\$21.73
Farmington*	\$21.26
Bountiful*	\$20.47
West Bountiful	\$20.43

West Bountiful

Based on the movement in the industry, I strongly recommend that the city council act in January to remain competitive. This is important when trying to attract new officers, but it is critical in maintaining the excellent workforce already in place. The following is a summary of available funds and options, and their related cost estimates.

Available Funds

It appears that some neighboring communities have changed wages knowing that future property taxes will be required to fund the increases. I strongly recommend that West Bountiful work with available funding. I have reviewed the General Fund and developed the following estimates of annual available on-going revenue above expenditures. These estimates are highly dependent on sales tax receipts and the final on-going bond payments related to the new public works facility.

Scenario	Available Annual Funding
Very Conservative	\$150,000
Conservative	\$211,000
Reasonable	\$260,000
Very Possible	\$300,000

Also, for context, West Bountiful ended FY 21 with an unrestricted fund balance of \$1.7 million and an available balance in the Capital Projects Fund of \$2.5 million. While these balances should not be designated for on-going costs, they do provide a protection against unforeseeable economic changes.

Options and Costs

To this point, this memo has focused on the starting wage for Police Officer I; however, when changing the foundational wage, it is also required to adjust the entire scale to avoid “compression” – or lower ranking positions being paid similar to higher positions; however, the various scales do not have to necessarily change at the same level. For consideration, on the next page are various scale options along with their total estimated annualized cost (including wage-associated costs such as taxes, retirement, etc).

WB Police Scale Options/Costs

CURRENT SCALE (Jan 1, 2022)													
	1	2	3	4	5/Midpoint	6	7	8	9	10	11	12	13/Max
Police I	\$ 20.43	\$ 21.42	\$ 22.39	\$ 23.37	\$ 24.34	\$ 24.83	\$ 25.30	\$ 25.79	\$ 26.29	\$ 26.76	\$ 27.25	\$ 27.73	\$ 28.21
	\$42,487	\$44,554	\$46,579	\$48,603	\$ 50,627	\$51,639	\$52,630	\$ 53,642	\$ 54,675	\$ 55,666	\$ 56,678	\$ 57,669	\$ 58,681
Police II	\$ 23.04	\$ 24.18	\$ 25.32	\$ 26.47	\$ 27.62	\$ 28.20	\$ 28.77	\$ 29.34	\$ 29.90	\$ 30.47	\$ 31.05	\$ 31.62	\$ 32.19
	\$47,914	\$50,304	\$52,673	\$55,063	\$ 57,453	\$58,659	\$59,844	\$ 61,028	\$ 62,191	\$ 63,375	\$ 64,581	\$ 65,766	\$ 66,950
Sergeant	\$ 27.40	\$ 28.86	\$ 30.31	\$ 31.77	\$ 33.21	\$ 33.94	\$ 34.66	\$ 35.39	\$ 36.11	\$ 36.83	\$ 37.55	\$ 38.28	\$ 38.99
	\$57,001	\$60,037	\$63,052	\$66,089	\$ 69,082	\$70,589	\$72,097	\$ 73,604	\$ 75,111	\$ 76,597	\$ 78,105	\$ 79,612	\$ 81,098
Assistant Chief	\$ 30.86	\$ 32.44	\$ 34.09	\$ 35.83	\$ 37.66	\$ 38.45	\$ 39.26	\$ 40.08	\$ 40.92	\$ 41.76	\$ 42.64	\$ 43.53	\$ 44.44
	\$64,194	\$67,467	\$70,912	\$74,530	\$ 78,342	\$79,978	\$81,658	\$ 83,359	\$ 85,103	\$ 86,869	\$ 88,700	\$ 90,551	\$ 92,425
OPTION A (Patrol 20%, Superviors 15%) - Estimated Annual Cost Increase \$149,900													
	1	2	3	4	5/Midpoint	6	7	8	9	10	11	12	13/Max
Police I	\$ 24.51	\$ 25.70	\$ 26.87	\$ 28.04	\$ 29.21	\$ 29.79	\$ 30.36	\$ 30.95	\$ 31.54	\$ 32.12	\$ 32.70	\$ 33.27	\$ 33.85
	\$50,984	\$53,465	\$55,894	\$58,323	\$ 60,752	\$61,967	\$63,156	\$ 64,370	\$ 65,611	\$ 66,799	\$ 68,014	\$ 69,202	\$ 70,417
Police II	\$ 27.64	\$ 29.02	\$ 30.39	\$ 31.77	\$ 33.15	\$ 33.84	\$ 34.53	\$ 35.21	\$ 35.88	\$ 36.56	\$ 37.26	\$ 37.94	\$ 38.62
	\$57,496	\$60,365	\$63,207	\$66,076	\$ 68,944	\$70,391	\$71,812	\$ 73,234	\$ 74,629	\$ 76,050	\$ 77,497	\$ 78,919	\$ 80,340
Sergeant	\$ 31.52	\$ 33.19	\$ 34.86	\$ 36.54	\$ 38.19	\$ 39.03	\$ 39.86	\$ 40.69	\$ 41.53	\$ 42.35	\$ 43.18	\$ 44.02	\$ 44.84
	\$65,551	\$69,043	\$72,510	\$76,002	\$ 79,444	\$81,178	\$82,911	\$ 84,645	\$ 86,378	\$ 88,087	\$ 89,820	\$ 91,554	\$ 93,263
Assistant Chief	\$ 35.49	\$ 37.30	\$ 39.21	\$ 41.21	\$ 43.31	\$ 44.22	\$ 45.15	\$ 46.09	\$ 47.05	\$ 48.03	\$ 49.04	\$ 50.06	\$ 51.10
	\$73,823	\$77,587	\$81,549	\$85,710	\$ 90,093	\$91,975	\$93,907	\$ 95,863	\$ 97,869	\$ 99,899	\$102,004	\$104,134	\$106,289
OPTION B (Patrol 25%, Superviors 20%) - Estimated Annual Cost Increase \$191,600													
	1	2	3	4	5/Midpoint	6	7	8	9	10	11	12	13/Max
Police I	\$ 25.53	\$ 26.78	\$ 27.99	\$ 29.21	\$ 30.42	\$ 31.03	\$ 31.63	\$ 32.24	\$ 32.86	\$ 33.45	\$ 34.06	\$ 34.66	\$ 35.26
	\$53,109	\$55,693	\$58,223	\$60,753	\$ 63,284	\$64,549	\$65,787	\$ 67,052	\$ 68,344	\$ 69,583	\$ 70,848	\$ 72,086	\$ 73,351
Police II	\$ 28.79	\$ 30.23	\$ 31.65	\$ 33.09	\$ 34.53	\$ 35.25	\$ 35.96	\$ 36.68	\$ 37.37	\$ 38.09	\$ 38.81	\$ 39.52	\$ 40.23
	\$59,892	\$62,880	\$65,841	\$68,829	\$ 71,817	\$73,324	\$74,805	\$ 76,285	\$ 77,739	\$ 79,219	\$ 80,726	\$ 82,207	\$ 83,687
Sergeant	\$ 32.89	\$ 34.64	\$ 36.38	\$ 38.13	\$ 39.85	\$ 40.72	\$ 41.59	\$ 42.46	\$ 43.33	\$ 44.19	\$ 45.06	\$ 45.93	\$ 46.79
	\$68,401	\$72,045	\$75,663	\$79,306	\$ 82,898	\$84,707	\$86,516	\$ 88,325	\$ 90,134	\$ 91,917	\$ 93,726	\$ 95,535	\$ 97,318
Assistant Chief	\$ 37.03	\$ 38.92	\$ 40.91	\$ 43.00	\$ 45.20	\$ 46.14	\$ 47.11	\$ 48.09	\$ 49.10	\$ 50.12	\$ 51.17	\$ 52.24	\$ 53.32
	\$77,032	\$80,960	\$85,095	\$89,436	\$ 94,010	\$95,974	\$97,989	\$100,031	\$102,124	\$104,243	\$106,439	\$108,662	\$110,910

WEST BOUNTIFUL CITY

RESOLUTION #509-22

A RESOLUTION ADJUSTING PAY SCALE FOR POLICE DEPARTMENT

WHEREAS, the West Bountiful City Council regularly sets a pay scale for city employees; and,

WHEREAS, police departments across the Wasatch Front have seen rapid and aggressive changes in pay practices in effort to recruit and retain qualified officers; and,

WHEREAS, the Council recognizes the need to act to remain fair and competitive:

NOW THEREFORE, BE IT RESOLVED that the City Council of West Bountiful implements the pay scale for the police department as shown in Exhibit A Option ____.

EFFECTIVE DATE. This resolution shall take effect immediately upon passing.

Passed and approved by the City Council of West Bountiful City January 4, 2022.

Voting by the City Council:	<u>AYE</u>	<u>NAY</u>
Councilmember Ahlstrom	_____	_____
Councilmember Bruhn	_____	_____
Councilmember Enquist	_____	_____
Councilmember Preece	_____	_____
Councilmember Wood	_____	_____

Ken Romney, Mayor

ATTEST:

Cathy Brightwell, City Recorder

RESOLUTION #509-22 EXHIBIT A

CURRENT SCALE (Jan 1, 2022)													
	1	2	3	4	5/Midpoint	6	7	8	9	10	11	12	13/Max
Police I	\$ 20.43	\$ 21.42	\$ 22.39	\$ 23.37	\$ 24.34	\$ 24.83	\$ 25.30	\$ 25.79	\$ 26.29	\$ 26.76	\$ 27.25	\$ 27.73	\$ 28.21
	\$42,487	\$44,554	\$46,579	\$48,603	\$ 50,627	\$51,639	\$52,630	\$ 53,642	\$ 54,675	\$ 55,666	\$ 56,678	\$ 57,669	\$ 58,681
Police II	\$ 23.04	\$ 24.18	\$ 25.32	\$ 26.47	\$ 27.62	\$ 28.20	\$ 28.77	\$ 29.34	\$ 29.90	\$ 30.47	\$ 31.05	\$ 31.62	\$ 32.19
	\$47,914	\$ 50,304	\$52,673	\$55,063	\$ 57,453	\$58,659	\$59,844	\$ 61,028	\$ 62,191	\$ 63,375	\$ 64,581	\$ 65,766	\$ 66,950
Sergeant	\$ 27.40	\$ 28.86	\$ 30.31	\$ 31.77	\$ 33.21	\$ 33.94	\$ 34.66	\$ 35.39	\$ 36.11	\$ 36.83	\$ 37.55	\$ 38.28	\$ 38.99
	\$57,001	\$ 60,037	\$63,052	\$66,089	\$ 69,082	\$70,589	\$72,097	\$ 73,604	\$ 75,111	\$ 76,597	\$ 78,105	\$ 79,612	\$ 81,098
Assistant Chief	\$ 30.86	\$ 32.44	\$ 34.09	\$ 35.83	\$ 37.66	\$ 38.45	\$ 39.26	\$ 40.08	\$ 40.92	\$ 41.76	\$ 42.64	\$ 43.53	\$ 44.44
	\$64,194	\$ 67,467	\$70,912	\$74,530	\$ 78,342	\$79,978	\$81,658	\$ 83,359	\$ 85,103	\$ 86,869	\$ 88,700	\$ 90,551	\$ 92,425
OPTION A (Patrol 20%, Superviors 15%) - Estimated Annual Cost Increase \$149,900													
	1	2	3	4	5/Midpoint	6	7	8	9	10	11	12	13/Max
Police I	\$ 24.51	\$ 25.70	\$ 26.87	\$ 28.04	\$ 29.21	\$ 29.79	\$ 30.36	\$ 30.95	\$ 31.54	\$ 32.12	\$ 32.70	\$ 33.27	\$ 33.85
	\$50,984	\$53,465	\$55,894	\$58,323	\$ 60,752	\$61,967	\$63,156	\$ 64,370	\$ 65,611	\$ 66,799	\$ 68,014	\$ 69,202	\$ 70,417
Police II	\$ 27.64	\$ 29.02	\$ 30.39	\$ 31.77	\$ 33.15	\$ 33.84	\$ 34.53	\$ 35.21	\$ 35.88	\$ 36.56	\$ 37.26	\$ 37.94	\$ 38.62
	\$57,496	\$ 60,365	\$63,207	\$66,076	\$ 68,944	\$70,391	\$71,812	\$ 73,234	\$ 74,629	\$ 76,050	\$ 77,497	\$ 78,919	\$ 80,340
Sergeant	\$ 31.52	\$ 33.19	\$ 34.86	\$ 36.54	\$ 38.19	\$ 39.03	\$ 39.86	\$ 40.69	\$ 41.53	\$ 42.35	\$ 43.18	\$ 44.02	\$ 44.84
	\$65,551	\$ 69,043	\$72,510	\$76,002	\$ 79,444	\$81,178	\$82,911	\$ 84,645	\$ 86,378	\$ 88,087	\$ 89,820	\$ 91,554	\$ 93,263
Assistant Chief	\$ 35.49	\$ 37.30	\$ 39.21	\$ 41.21	\$ 43.31	\$ 44.22	\$ 45.15	\$ 46.09	\$ 47.05	\$ 48.03	\$ 49.04	\$ 50.06	\$ 51.10
	\$73,823	\$77,587	\$81,549	\$85,710	\$ 90,093	\$91,975	\$93,907	\$ 95,863	\$ 97,869	\$ 99,899	\$102,004	\$104,134	\$106,289
OPTION B (Patrol 25%, Superviors 20%) - Estimated Annual Cost Increase \$191,600													
	1	2	3	4	5/Midpoint	6	7	8	9	10	11	12	13/Max
Police I	\$ 25.53	\$ 26.78	\$ 27.99	\$ 29.21	\$ 30.42	\$ 31.03	\$ 31.63	\$ 32.24	\$ 32.86	\$ 33.45	\$ 34.06	\$ 34.66	\$ 35.26
	\$53,109	\$55,693	\$58,223	\$60,753	\$ 63,284	\$64,549	\$65,787	\$ 67,052	\$ 68,344	\$ 69,583	\$ 70,848	\$ 72,086	\$ 73,351
Police II	\$ 28.79	\$ 30.23	\$ 31.65	\$ 33.09	\$ 34.53	\$ 35.25	\$ 35.96	\$ 36.68	\$ 37.37	\$ 38.09	\$ 38.81	\$ 39.52	\$ 40.23
	\$59,892	\$ 62,880	\$65,841	\$68,829	\$ 71,817	\$73,324	\$74,805	\$ 76,285	\$ 77,739	\$ 79,219	\$ 80,726	\$ 82,207	\$ 83,687
Sergeant	\$ 32.89	\$ 34.64	\$ 36.38	\$ 38.13	\$ 39.85	\$ 40.72	\$ 41.59	\$ 42.46	\$ 43.33	\$ 44.19	\$ 45.06	\$ 45.93	\$ 46.79
	\$68,401	\$ 72,045	\$75,663	\$79,306	\$ 82,898	\$84,707	\$86,516	\$ 88,325	\$ 90,134	\$ 91,917	\$ 93,726	\$ 95,535	\$ 97,318
Assistant Chief	\$ 37.03	\$ 38.92	\$ 40.91	\$ 43.00	\$ 45.20	\$ 46.14	\$ 47.11	\$ 48.09	\$ 49.10	\$ 50.12	\$ 51.17	\$ 52.24	\$ 53.32
	\$77,032	\$ 80,960	\$85,095	\$89,436	\$ 94,010	\$95,974	\$97,989	\$100,031	\$102,124	\$104,243	\$106,439	\$108,662	\$110,910

PENDING – NOT YET APPROVED

Minutes of the West Bountiful City Council meeting held on Tuesday, December 21, 2021, at West Bountiful City Hall, 550 N 800 West, Davis County, Utah.

MEMBERS: Mayor Kenneth Romney, Council members, James Bruhn, Kelly Enquist, Mark Preece, and Rod Wood

EXCUSED: James Ahlstrom

STAFF: Duane Huffman (City Administrator), Steve Maughan (Public Works Director), Kris Nilsen (City Engineer), Chief Erikson, Cathy Brightwell (City Recorder)

PUBLIC: Alan Malan, Tom Smith, Kyle & Amy Paget, Heather Christopherson, Jay Gough, Todd Willey

Mayor Romney called the regular meeting to order at 7:30 pm. James Bruhn offered a thought and Kelly Enquist led the Pledge of Allegiance.

1. Approve the Agenda.

MOTION: *Mark Preece made a Motion to approve the agenda as posted. James Bruhn seconded the Motion which PASSED by unanimous vote of all members present.*

2. Oath of Office – Police Sergeant Tom Smith

Mayor Romney welcomed Sergeant Tom Smith to the West Bountiful police department. Cathy Brightwell conducted the oath of office. Sergeant Smith introduced himself and his family and talked about his past police experience. Sergeant Smith will begin work on January 3, 2022.

3. Public Comment – Two Minutes Per Person, or Five Minutes if Speaking on Behalf of a Group.

Amy Paget, West Bountiful resident, commented that the new website looks good. She added that she enjoyed being able to watch city council meetings during Covid when zoom was available and encouraged the city to make the capability available again. She said Centerville has a YouTube channel they stream meetings over so residents can watch at any time.

Ms. Paget also commented that she supports increasing police wages but believes they should not be compared to larger cities.

4. Improvements Required for Building Permit, Kyle & Amy Paget, 600 W 1000 N

Kyle and Amy Paget applied for a building permit to build a 2,284 square foot addition to their 1,484 square foot home. City staff determined that the expansion triggers the requirement in WBMC 15.08.050 for street improvements to the frontage of their property. These improvements and estimated costs include curb/gutter (\$4,602), sidewalk (\$5,511), asphalt extension (\$12,829),

48 relocating a utility pole (\$13,000), relocating existing improvements along the property frontage as
49 needed (\$3,745), and seal coat on the new asphalt surface (\$599). These improvements were not
50 required for a 1,200 square foot garage built by the Pagets in 2018.

51
52 The city council has had previous discussions regarding the question of what level of a building
53 permit triggers the improvement requirement. Land use law requires that exactions be both roughly
54 proportionate to the project and have an essential link to a legitimate government objective. In the
55 past, staff has determined that new homes on vacant lots clearly meet the threshold, but accessory
56 structures or small additions were not proportionate to full street improvements – this was the case
57 when the Pagets constructed the large, detached garage in 2018.

58
59 With the Paget’s proposed addition, staff determined that based on square footage, the addition was
60 close in scope to a new home on the property and required the full improvements, especially when
61 also considering the 2018 garage.

62
63 The Pagets submitted a request for reconsideration based on cost and fairness. They commented that
64 they were shocked when they learned of the requirements that will consume one-third of their
65 budget. They believe they are being treated like a developer rather than citizen homeowners
66 building an addition that will allow them to remain in West Bountiful. They raised arguments for
67 delaying curb/gutter/sidewalk until the property to the east develops and raised the question of
68 whether asphalt for widening the road to meet the new curb/gutter and moving a utility pole fall
69 under the scope of WBMC 15.08.050 as such items are not explicitly listed. Mr. Paget stated that
70 they assumed at some point they would have to put in curb, gutter, sidewalk but were surprised to
71 learn about the pole and asphalt; \$40,000 is a lot of money for them to spend on a long time the
72 problem.

73
74 Staff believes that widening the road and moving conflicting utilities are implicitly required, and
75 this is consistent with how other properties have been treated. The west side of the property is
76 contiguous with full street improvements (full road width, curb, gutter, sidewalk). No deferral has
77 been approved by the city council when contiguous improvements are in place.

78
79 There was discussion about the history of the corner and the options proposed by staff. The city can
80 talk with Rocky Mountain Power about moving the poles as part of franchise agreement and may be
81 willing to participate in the asphalt extension costs.

82
83 The Paget’s asked if the improvements could be deferred until the property to the east develops.

84
85 **MOTION:** *Rod Wood made a Motion to require improvements for the Paget property*
86 *as described above. The city will pay half the cost of 1) Asphalt, base*
87 *course, and subbase along the entire frontage between the saw cut and lip*
88 *of new curb, and 2) seal coat on new asphalt surface. The city will take care*
89 *of relocating the existing power pole to the new park strip. All*
90 *improvements to be approved by the city engineer. Mark Preece seconded*
91 *the motion which passed as reflected below.*

92
93 James Ahlstrom – absent James Bruhn – aye
94 Kelly Enquist – aye Mark Preece – aye

95 Rod Wood - aye

96

97 **5. Impact Fee Deferral Request, Richard & Tonya Eggett, 210 Fairwind Circle.**

98

99 Richard and Tonya Eggett are currently in the process of extending the culinary water line to their
100 property at 210 N Fairwind Circle to supply water for horses during the winter. This extension will
101 also allow a house to be built in the future.

102

103 Duane Huffman explained that in 2016, the city council adopted a new ordinance (WBMC
104 3.22.060) that allows the council the discretion to grant a deferral of culinary water impact fees
105 under the following conditions: when the applicant shows that the property will not be used for
106 anything other than non-commercial agricultural purposes, the property will receive the majority of
107 its water from secondary sources, the applicant will not use more than 24,000 gallons/year of city
108 culinary water, and an agreement will be recorded against the property stating that all required
109 impact fees will be paid upon further development or when the criteria ceases to apply. This
110 situation meets the criteria set in the ordinance.

111

112 **MOTION:** *Mark Preece moved to approve the deferral of impact fees for the Eggett's*
113 *at 210 N Fairwind Circle, subject to WBMC 3.22.060. Rod Wood seconded*
114 *the Motion which passed as reflected below.*

115

116 James Ahlstrom – absent James Bruhn – aye

117 Kelly Enquist – aye Mark Preece – aye

118 Rod Wood - aye

119

120 **6. Presentation of Financial Statements and Independent Audit for the Fiscal Year**
121 **ending June 30, 2021.**

122

123 Heather Christopherson, the lead auditor for Ulrich & Associates, PC, presented the independent
124 auditor's report summary for fiscal year ending June 30, 2021. She reviewed several highlights.

125

- 126 • The auditors were able to provide a “clean” opinion regarding the city’s financial
127 statements.
- 128 • Total assets exceeded liabilities by \$42,953,981 (net position) at the end of the fiscal year.
129 Of this amount, \$9,642,816 (unrestricted net position) is available to meet ongoing
130 obligations to citizens and creditors.
- 131 • Total government funds increased by \$372,464 with an ending balance of \$7,217,006.
- 132 • Proprietary funds (business-type) increased in net position by \$2,124,753.
- 133 • Total debt for West Bountiful City decreased by \$1,220,948.
- 134 • The results of the above highlights along with the financial statements illustrate the strong
135 financial position of the City.

136

137 Ms. Christopherson said she has made a couple recommendations that Duane can go over with
138 Council but they are happy with the results and have found that in all material respects the City met
139 the state compliance requirements. She thanked Duane and Patrice for their hard work.

140

141 Duane Huffman pointed out the great results of the golf course. The city has never had assets in the
142 golf fund in this range before. We have enjoyed two really good years that seem to be continuing.
143 He also noted that the storm drain fund has a negative balance of about \$30k from carry over of the
144 800 West project. Overall, he stated the city has never been in a better financial position.
145

146 **7. Final Plat Approval for Highgate Phase 2 Subdivision.**

147
148 Kris Nilsen summarized his memo for final plat approval of Highgate Phase 2 subdivision. This 6-
149 lot development is located on Wellington Ave (10 North) just west of 1450 West and the existing
150 Highgate subdivision.

151
152 Kris recommends approval once the ten listed conditions are met. Additionally, an updated title
153 report will be required and final mylar for signature and recording. Public improvements will cross
154 the A-1 ditch/canal which will require an encroachment agreement between the city and the
155 Department of Interior.

156
157 **MOTION:** *Rod Wood moved to approve the final plat for Highgate-2 subdivision with*
158 *12 conditions discussed above. Mark Preece seconded the Motion which*
159 *passed by unanimous vote of all members present.*
160

161 **8. Storm Water Coalition Agreement.**

162
163 This interlocal agreement provides that the parties, Davis County and Davis County cities, are
164 willing to jointly implement activities to fulfill and comply with the Utah Pollutant Discharge
165 Elimination System permit requirements under Section 4.3 of the General Permit for Discharges
166 from Small Municipal Separate Storm Sewer Systems.
167

168 **MOTION:** *Rod Wood Moved to Authorize Mayor Romney to Sign the 2021 Interlocal*
169 *Cooperation Agreement Between Davis County Cities and Davis County*
170 *Storm Water Coalition Agreement. Mark Preece seconded the Motion*
171 *which PASSED as reflected below.*
172

173 James Ahlstrom – aye James Bruhn – aye
174 Kelly Enquist – aye Mark Preece – aye
175 Rod Wood - aye
176

177 **9. Discussion of Police Wages.**

178
179 Duane Huffman provided information for a council discussion on adjusting wages within the police
180 department. He explained that there has been pressure building for several years related to available
181 workforce for police officers in Utah and around the country. Increasing professional standards, low
182 unemployment rates, and general public perceptions have all had an impact on the number of
183 individuals interested in becoming or continuing in law enforcement. West Bountiful City has seen
184 this trend for many years now in the number and quality of applicants, and it appears that the events
185 of 2020 have only exacerbated the trend.
186

187 In Salt Lake County, Taylorsville City recently formed a new police department and offered
188 market-leading wages which led to a wage war in Salt Lake County moving average rates from
189 \$23/hr. to \$28/hr.

190
191 Departments in Davis, Utah, and Weber counties began to follow in an attempt to stay competitive.
192 Davis County's unemployment rate is less than 1% and our recent officer opening resulted in the
193 smallest number of applicants ever. Cities around us have moved quickly and aggressively. These
194 rates are changing rapidly to adjust to local pressures.

195
196 Based on industry movement, Duane strongly recommends taking action in January to remain
197 competitive. It is not only important when trying to attract new officers but is critical in maintaining
198 the excellent workforce already in place.

199
200 There was discussion about available funding and proposed options. Duane summarized the chart
201 showing different percentage increases and funds necessary to achieve the different levels. He
202 noted that sales tax is up 11% today over this time last year but we need to consider whether it will
203 continue and also consider staffing levels in other areas.

204
205 Chief Erekson noted there is currently a shortage of 1100 officers in the state. He believes this is the
206 right way to approach this problem. His preference is the 25%/20% option which solves
207 compression issues and gives employees pause to not look elsewhere. Most of our employees are
208 solid although there is extremely high-pressure recruiting going on in neighboring cities, so
209 something needs to be done quickly.

210
211 Council member Wood shared his concern about similar issues in all employee groups. It's
212 important that we not be treated as an employee training ground where our people move on to other
213 locations for better pay. There was discussion about how to deal with the police problem and make
214 sure there is money left over for other employee groups.

215
216 There was discussion about how these proposals may affect each employee. It was suggested to
217 move into closed session at the end of the meeting to talk about performance of individual
218 employees.

219
220 **10. Meeting Minutes from November 16, 2021.**

221
222 **MOTION:** *James Bruhn made a Motion to Approve the Meeting Minutes from*
223 *November 16, 2021, as Presented. Kelly Enquist Seconded the Motion*
224 *which PASSED by Unanimous Vote of all Members Present.*

225
226 **13. Staff Reports**

227
228 **Police –**

- 229
 - Jeron Thompson has completed one year employment.
 - Truck sold well at auction.

230
231
232 **Public Works – Steve Maughan**

- 233 • Public works facility bid package is expected to go out in January; footings/foundations in
234 April and the metal building should arrive in August.
235 • Council member Preece complemented public works for a good job plowing roads, especially
236 when compared to neighboring areas.
237

238 **Community Development – Cathy Brightwell**

- 239 • Christmas on Onion Street went well. The Saturday events had a good turn-out both for the
240 Santa parade and at the park activities.
241 • New website went live today. She asked council members to review the site and provide
242 comments and suggestions for improvement.
243

244 **Engineering – Kris Nilsen**

- 245 • Provided update on well house activities.
246

247 **Administration – Duane Huffman**

- 248 • Animal control will close out city contracts after 2022. There will be shift in property tax so
249 they can absorb funds to handle expenses themselves.
250 • South Davis Recreation center will run the baseball league next year. We are working with
251 them on agreements on fields, etc.
252

253 **14. Mayor / Council Reports**

254
255 Kelly Enquist – Requested a photo roster of police officers so council can better learn their names.
256

257 James Bruhn – Things are going well at Wasatch Integrated although struggling with some
258 employees having or exposed to COVID. The Arts Council Christmas concert with Susie Carter
259 went well.
260

261 James Ahlstrom – Absent.
262

263 Mark Preece – South Davis Sewer District truth in taxation process has been completed.
264

265 Rod Wood – The employee Christmas party was fun and there was a good turnout. Feedback was
266 positive.
267

268 Mayor Romney – South Davis Fire District is going well. Mayor Romney will likely be chair of the
269 board next year.

270 South Davis Rec Board budgets are being reviewed. The leisure pool has been shut down for
271 repairs and new HVAC systems are being replaced. Income is down and costs have not decreased.
272 They are looking at expansion plans and a bond next year.

273 Met with legislative leadership, bonus density was a topic of discussion.
274
275

276 **15. Closed Session Pursuant to UCA § 52-4-205.**
277

278 **MOTION:** *James Bruhn made a Motion to move into closed session to discuss the*
279 *character, professional competence, or physical or mental health of an*

280 *individual. The regular meeting will adjourn upon adjournment of the*
281 *closed session. Rod Wood seconded the Motion which PASSED as*
282 *reflected below.*

283
284 James Ahlstrom – absent James Bruhn – aye
285 Kelly Enquist – aye Mark Preece – aye
286 Rod Wood - aye

287
288 **16. Adjourn.**

289
290 **MOTION:** *James Bruhn Moved to Adjourn the Meeting. Mark Preece seconded the*
291 *Motion which PASSED by unanimous vote of all members present.*

292
293 -----

294
295 *The foregoing was approved by the West Bountiful City Council by unanimous vote of all members*
296 *present on Tuesday, January 4, 2022.*
297

298
299 _____
300 Cathy Brightwell, City Recorder