City of Taylorsville
CITY COUNCIL WORK SESSION
Minutes

Wednesday, November 10, 2004
Council Chambers
2600 West Taylorsville Blvd., Room No. 140
Taylorsville, Utah 84118

Attendance:

Mayor Janice Auger

Council Members:

Chairman Les Matsumura
Vice-Chairman Russ Wall
Council Member Bud Catlin
Council Member Morris Pratt
Council Member Jerry Rechtenbach

City Staff:

John Inch Morgan, City Administrator
John Brems, City Attorney
Larry Marx, Police Chief
Gerry Orr, City Finance Director
Virginia Loader, City Recorder
Robin Kishiyama, Council Coordinator

Others: Jolene Dearden, Katie Larsen, Scott K. Fausett, Susan Bukavinsky, Debbie Brown, Tony Henderson, Dan Fazzini, John E. Gidney, Heath Lowry, Jeff DeJong, Ken Acker, Donna Pittman, Carol Telsen

Chairman Les Matsumura called the meeting to order at 5:00 p.m. and welcomed those in attendance.

1. Discussion Regarding Hiring Practices, Pay Scales, Etc. for the Police Department – *Chief Marx*

17:04:58 Chief of Police Larry Marx presented Proposed Hiring Procedures for the Taylorsville Police Department.

Lengthy discussion was held regarding potential hiring practices, pay scales, and other issues surrounding the new City Police Department.

It was the consensus to amend page 5 of Chief Marx's proposal to delete the "two (2) or more years of experience as a sergeant" in regards to lateral entry of first-line supervisor (sergeant).

17:28:05 Discussion ensued in regards to lateral entry for officers in the Sheriff's Office who have worked in the City of Taylorsville and the proposed scoring criteria. Council Member Catlin said that he feels that the hiring of officers should not be an exclusive process but it should be a fair and equitable hiring process.

17:29:31 Chairman Matsumura suggested that different hiring processes take place. He recommended that the first hire be an internal hiring for the Sheriff's Office employees. Once positions have been filled from the internal hiring process, then it could be advertised and opened to other entities.

17:32:15 City Attorney John Brems said that, from a legal point of view, the hiring process should not result in any type of discrimination.

17:36:46 Discussion was held regarding previous discussions with the Sheriff's Office employees who are currently working for Taylorsville and the smooth transition that would transpire during this process to those who are currently serving in Taylorsville.

17:46:35 Chief Marx said that he plans to establish a fair and equitable program in order to hire the best candidates and he has provided scoring criteria that will provide preference to those who serve in Taylorsville.

17:48:05 Tony Henderson, Public Safety Committee, addressed the City Council and he said that the Public Safety Committee has not had a chance to form an opinion as a committee. However, he said that committee members have spoken to citizens and to police officers and they are recommending that current officers be given some sort of consideration.

17:50:13 Scott Fausett, Public Safety Committee, praised the deputies working in Taylorsville and he said that, if the current deputies are not hired, institutional knowledge will be lost, which will be a detriment to the community.

17:57:09 Further discussion ensued and Mayor Auger said that there is not an elected official that has not given preference and consideration to the current deputies in the proposed hiring process.

18:03:55 A Public Safety Committee member said that she has talked to citizens and they would like to keep the current officers serving in Taylorsville and do whatever it takes to pay them well.

18:11:11 John Brems offered suggestions to Chief Marx for selection criteria and Chief Marx assured the Council his selection process will be balanced in giving preference to officers serving in Taylorsville.

18:14:58 Chief Marx assured the Council that he has no problem doing an in-house posting and doing two separate hiring processes.

18:17:51 It was the consensus of the City Council to do a two-tiered hiring process in order to move the recruitment process forward.

18:20:49 Discussion was held and questions were addressed in regards to pay scales, and Chief Marx assured the Council that he wants the officers to be paid at a competitive range.

19:04:46 Discussion was held regarding the position of Utah Local Governments Trust. Council Member Russ Wall reported that he talked with City Attorney John Brems and he reported that the Trust's official position is no position regarding hiring practices. He said that it is not a legal issue but a policy issue and the City would be defended by the Trust.

19:06:59 Mayor Auger reminded the Council that the City pays a premium in order for the Trust to defend the City based on the fact that the City has made prudent decisions.

19:20:29 Discussion was held in regards to the hiring process for "At Will" employees versus "Merit" employees.

2. Discussion Regarding an Amendment to the Current Year's Budget for the 2004 – 2005 Fiscal Year with Respect to the Taylorsville Police Department – ***Larry Marx, John Inch Morgan***

Discussion ensued relating to amendments to the City's current budget with respect to new police department. City Administrator John Inch Morgan explained the proposed Police Department Budget in detail and he explained that there are only two changes that are not related to the police department budget, which are the adjustments for the Justice Technology/Security in the amount if $19,500.

Lengthy discussion was held regarding the proposed amended budget and Mr. Morgan explained that, as a result of the proposed budget, a fund balance of 7.25% – 7.50% would be remaining.

20:15:13 A Budget Committee member offered a favorable response to proposed budget and commended the elected officials in their efforts to keep the budget expenses to a minimum.

20:17:07 Other factors that may affect the budget were discussed, i.e. a "Car Use Policy".

3. Other Matters

There were no other matters to be discussed.

4. Adjournment

20:17:58 Council Member Russ Wall **MOVED** to adjourn the Work Session. Council Member Bud Catlin **SECONDED** the motion. Chairman Matsumura called for discussion. There being none, he called for a vote. The vote was as follows: Catlin-yes, Pratt-yes, Wall-yes, Matsumura-yes, Rechtenbach-yes. **All City Council Members voted in favor and the motion passed unanimously.** The meeting was adjourned at 8:18 p.m.

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Virginia Loader, City Recorder

Minutes approved: CC 11-17-04