

BOARD OF DAVIS COUNTY COMMISSIONERS MINUTES

Board of Davis County Commissioners - Work Session Minutes Tuesday, March 24, 2026

The Board of Davis County Commissioners met for a scheduled meeting at 9:30 AM on March 24, 2026, in room 306 of the Davis County Administration Building, 61 South Main Street, Farmington, Utah. Required legal notice of this meeting was given.

All documents from this meeting are on file in the Davis County Clerk’s Office. The agenda for this meeting is incorporated into the minutes as item headers.

Following the approved Davis County policy, artificial intelligence (AI) was utilized in the preliminary creation of these minutes. The final minutes were edited and completed by Davis County Clerk's Office staff.

ROLL CALL

Chair John Crofts	Information Systems Director Jeff Hassett
Vice Chair Bob Stevenson	Human Resources Director Shawn Choate
Commissioner Lorene Kamalu	Chief Deputy Sheriff Arnold Butcher
County Clerk Brian McKenzie	Chief Deputy Sheriff Taylor West
County Controller Scott Parke	Deputy Clerk Solana Guest
Chief Deputy Civil Attorney Mike Kendall	

AGENDA ITEM

- 19:30 - 9:40 AM
- #2026-303. A Work Session to Discuss the Approval of a Retention Proposal for Dispatchers - recommended by Taylor West, Chief Deputy, Sheriff's Office
- [00:55] Taylor West, Chief Deputy Sheriff, presented the County's upcoming dispatch center merger with Layton City, which has a target completion date of October 1, 2026. He noted that current dispatch employees with over 10 years of service are already entitled to a sick leave payout at 33%. For the 10 employees who meet this threshold, the payout will cost the County approximately \$34,163.00.
- [01:25] Chief Deputy West proposed that the Commission extend this 33% payout (or a minimum of \$500.00, whichever is greater) to employees with less than 10 years of service. This would increase the total cost to roughly \$47,593.00. He explained that this is a vital retention tool to keep fully trained dispatchers with 3–7 years of experience from leaving before the merger. Since the County will not backfill any early departures, losing staff now would result in massive overtime costs that would quickly exceed the approximately \$13,500.00 difference to fund the proposal. Chief Deputy West distributed a paper with rough calculations and estimates on how much the additional payouts would cost the County.
- [02:50] Commissioner Stevenson noted this proposal is very similar to past successful retention payouts used for medical and paramedic staff. Commissioner Crofts expressed disappointment that a unified County dispatch center did not happen, referencing a comprehensive feasibility study that supported a County-wide model. He noted the previous Controller's concerns about Bountiful City pulling other cities away from the County's center, but ultimately praised Chief Deputy West for making the best out of a bad situation and agreed with this new approach.
- [04:16] Scott Parke, County Controller, asked for clarification on whether only those who stayed through the completion of the merger would receive the payout, to which Deputy Chief West confirmed that for employees with less than 10 years of service, receiving the payout is strictly conditional on their staying through the completion of the merger. Chief Deputy West added that some dispatchers plan to leave the profession entirely after the merger, making this incentive crucial to keep them working through the transition. He also mentioned that Layton City intends to hire almost all the County’s dispatchers who want to transition and has given a "gentleman's handshake" that they will not hire the County's staff early.

[05:28] Jeff Hassett, Information Systems Director, raised a question about whether the proposal aligned with a recent policy change that locked eligible sick pay buyout balances to whatever they were as of January 1, 2026. Chief Deputy West clarified that he calculated the projected costs using current numbers, not January 1 balances. Director Hassett heavily supported creating a one-time policy exception that would allow dispatchers to accrue and be paid out for sick leave earned up until the October merger date. He emphasized that maximizing retention for the next eight months is paramount, as the County would not be able to attract any new job applicants for a position that is ending. Controller Parke noted that since a policy exception must already be drafted to authorize the buyout for dispatch employees with fewer than 10 years of service, it would be simple to simultaneously extend their eligible sick leave accrual period through the October merger date, bypassing the standard January 1 cutoff applicable to other County personnel.

[08:11] Shawn Choate, Human Resources Director, inquired about the specific timeframe Chief Deputy West utilized for his initial payout calculations, to which he clarified that his estimates were projected using last year's numbers. To ensure complete financial accuracy, Director Choate offered to rerun the calculations and provide the exact figures to the Commission.

[08:35] Bringing the discussion to a close, County Clerk Brian McKenzie clarified that Director Choate would be responsible for drafting the official policy exception. This finalized document will then be presented at an upcoming Commission meeting for formal approval—a procedural step that was unanimously agreed upon by all three Commissioners.

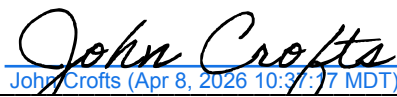
MEETING ADJOURNED

The meeting adjourned at 09:40 AM.

Minutes Prepared by:
Solana Guest
Deputy Clerk

Minutes Approved on:
04/07/2026


Brian McKenzie (Apr 8, 2026 15:15:59 MDT)
Brian McKenzie
Davis County Clerk


John Crofts (Apr 8, 2026 10:37:17 MDT)
John V. Crofts
Commission Chair

