Minutes of the Centerville **City Council work session** held Tuesday, January 22, 2019 at 6:00 p.m. at Centerville City Hall, 250 North Main Street, Centerville, Utah.

MEMBERS PRESENT

Mayor	Clark Wilkinson
Council Members	Tamilyn Fillmore William Ince Stephanie Ivie George McEwan Robyn Mecham
STAFF PRESENT	Steve Thacker, City Manager Lisa Romney, City Attorney Jacob Smith, Management Services Director Mackenzie Wood, City Recorder Paul Child, Centerville Police Chief Katie Rust, Recording Secretary
VISITORS	Mike Swallow, Personnel Systems & Services, Inc. Interested Citizens and City Employees

COMPENSATION STUDY PRESENTATION

Steve Thacker, City Manager, introduced Mike Swallow, a consultant contracted to conduct a compensation study for the city. Mr. Swallow presented the Compensation Study Executive Summary, and explained the factors used to determine job values for each position: job knowledge; responsibility; difficulty of work; and work environment. He presented data used to compute pay ranges for each position with base rates at the fiftieth and seventy-fifth percentiles compared to the market. The Council discussed the need to pay a certain amount compared to the market to attract and retain qualified individuals, and the internal compression that could occur. The population of Centerville is approximately 18,000. Councilman McEwan expressed a desire to be able to compare the market data by city population in ranges of 10,000-30,000 and 30,000-50,000 citizens. Mr. Thacker pointed out that for most of the non-management city positions, city population is not relevant. Councilwoman Fillmore responded that several of the pay ranges that need to be adjusted according to the study are for management positions.

Councilman McEwan said that, based on employee survey responses, he believes it is fair to say some of the City work force is disgruntled. However, the low turnover does not support that survey response. He asked Mr. Swallow what the reason for the disconnect could be. Mr. Swallow responded that there are a lot of reasons other than compensation to stay in a job, and in Centerville those reasons are probably not quantifiable. The Council and staff discussed the difficulty involved in attracting qualified new labor and trying to avoid internal compression with the budget available. Mr. Thacker provided a table that compares current non-management pay ranges with the 50% market range and the 75% market range. Responding to a question from Councilman Ince, Mr. Swallow stated the salary data from other cities does not include other forms of compensation, such as insurance or retirement contributions.

A member of the public pointed out the high cost of housing, and asked if the Council has considered including real estate market data as a factor in determining wages. Mr. Swallow commented that the cost of housing and the cost of relocating are factors in employee motivation to change jobs.

Police Chief Child emphasized that he values loyalty and longevity of employees. He explained the cost of employee turnover in the Police Department, described the current market pressure with other agencies recruiting, and said he feels it is critical to maintain loyalty. He commented that perception of pay contributes to morale, which contributes to commitment level and quality of work. Mr. Swallow said Murray City chose to create separate compensation plans for specific employee groups like the Police Department. Mr. Thacker said he would prefer not to have separate compensation plans if the pay ranges are competitive. Councilwoman Ivie commented that, although Centerville compensation policy does not include an annual cost of living adjustment (COLA), a COLA is included in some of the cities in the data set.

The Council gave Mr. Swallow and staff the following direction:

- Include population of each city on the data table
- Use Wasatch Front geographic range: Utah County through Box Elder County
- Use a base rate at the sixtieth percentile compared to the market

The Council will continue the employee compensation discussion at a work session on January 31, 2019. A majority of the Council agreed with scheduling a work session in March for municipal budget training.

ADJOURNMENT

Councilwoman Fillmore made a **motion** to adjourn the work session at 8:55 p.m. Councilwoman Ivie seconded the motion, which passed by unanimous vote (5-0).

Mackenzie Wood, City Recorder

02/05/2019
Date Approved

Katie Rust, Recording Secretary

CENTERVILLE CITY CORPORATE