

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

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6 Mayor Clark Wilkinson

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8 Council Members Tamilyn Fillmore
9 William Ince
10 Stephanie Ivie
11 George McEwan
12 Robyn Mecham
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14 **STAFF PRESENT**

15 Steve Thacker, City Manager
16 Lisa Romney, City Attorney
17 Jacob Smith, Management Services Director
18 Mackenzie Wood, City Recorder
19 Paul Child, Centerville Police Chief
20 Katie Rust, Recording Secretary

21 **VISITORS**

22 Mike Swallow, Personnel Systems & Services, Inc.
23 Interested Citizens and City Employees

24 **COMPENSATION STUDY PRESENTATION**

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26 Steve Thacker, City Manager, introduced Mike Swallow, a consultant contracted to
27 conduct a compensation study for the city. Mr. Swallow presented the Compensation Study
28 Executive Summary, and explained the factors used to determine job values for each position:
29 job knowledge; responsibility; difficulty of work; and work environment. He presented data used
30 to compute pay ranges for each position with base rates at the fiftieth and seventy-fifth
31 percentiles compared to the market. The Council discussed the need to pay a certain amount
32 compared to the market to attract and retain qualified individuals, and the internal compression
33 that could occur. The population of Centerville is approximately 18,000. Councilman McEwan
34 expressed a desire to be able to compare the market data by city population in ranges of
35 10,000-30,000 and 30,000-50,000 citizens. Mr. Thacker pointed out that for most of the non-
36 management city positions, city population is not relevant. Councilwoman Fillmore responded
37 that several of the pay ranges that need to be adjusted according to the study are for
38 management positions.
39

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

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

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

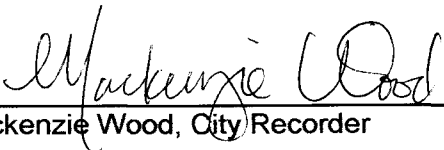
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16 The Council gave Mr. Swallow and staff the following direction:

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

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

25
26 **ADJOURNMENT**

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

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34 Mackenzie Wood, City Recorder

02/05/2019

Date Approved

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39 Katie Rust, Recording Secretary

