

1 Minutes of the Centerville City Council special meeting held Tuesday, January 31, 2019 at
2 6:00 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
13

14 **STAFF PRESENT**

Lisa Romney, City Attorney
Jacob Smith, Management Services Director
Katie Rust, Recording Secretary

17
18 **STAFF ABSENT**

Steve Thacker, City Manager

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20 **VISITORS**

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

23 **EMPLOYEE COMPENSATION STUDY**

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25 Jacob Smith, Management Services Director, presented employee compensation study
26 spreadsheets updated with population data and a midpoint at the 60th percentile. The Council
27 discussed the city population range to use as a filter. Mike Swallow, the consultant contracted
28 to conduct the compensation study, explained that the job value assigned to each position is
29 based on the job description to ensure comparable data. Mr. Smith pointed out that for non-
30 management positions the data shows Centerville to be generally in alignment with the market.
31

32 Councilman McEwan emphasized the need to consider the overall operational budget of
33 the city relative to neighbors, and the fact that the city is in maintenance mode with not a lot of
34 buildable area. Centerville has a population of approximately 18,000. The Council agreed to
35 filter the comparative data with a population range of 10,000-30,000, and set a City Manager
36 pay range of \$103,487-\$149,022, with a midpoint of \$124,185.
37

38 Councilwoman Fillmore suggested considering the remaining management positions as
39 part of the upcoming budget process. Councilwoman Ivie said she would rather add non-
40 management personnel to ease the existing need for overtime than increase the pay of upper
41 management.
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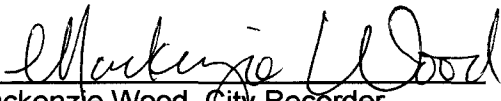
43 Councilman McEwan made a motion to amend the Compensation Plan with a City
44 Manager pay range of \$103,287-\$149,022, and a midpoint of \$124,185. Councilman Ince
45 seconded the motion, which passed by unanimous vote (5-0). Staff was directed to prepare
46 recommended pay ranges for the remaining positions with the same assumptions, as well as a
47 spreadsheet showing the cost of implementation. The Council scheduled a work session on
48 February 19, 2019 to continue the discussion. Mr. Smith and Mr. Swallow left the meeting at
49 7:20 p.m.

CITY MANAGER RECRUITMENT PROCESS

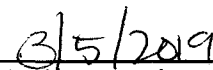
Ms. Romney, the Mayor, and the Council discussed the interview process for the City Manager position scheduled to take place on February 7th and 8th. Council members requested that the current Centerville City Manager and a city manager from a neighboring city participate in the interview process in an advisory capacity. The Council received packets containing resumes of the candidates who will be interviewed.

ADJOURNMENT

At 7:41 p.m., Councilwoman Fillmore made a motion to adjourn the meeting. Councilman Ince seconded the motion, which passed by unanimous vote (5-0).



Mackenzie Wood, City Recorder



Date Approved



Katie Rust, Recording Secretary

