

1 Minutes of the Centerville City Council **work session** held Tuesday, March 1, 2016 at 5:30 p.m.  
2 in the Centerville City Council Chambers, 250 North Main Street, Centerville, Utah.

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4 **MEMBERS PRESENT**

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6 Mayor Paul A. Cutler

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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 Blaine Lutz, Finance Director/Assistant City Manager  
17 Lisa Romney, City Attorney  
18 Jacob Smith, Assistant to the City Manager  
19 Katie Rust, Recording Secretary

20 **WORK SESSION RE: EMPLOYEE COMPENSATION PLAN AND BENEFITS**

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22 Steve Thacker, City Manager, explained the philosophy, objectives, and methodology of  
23 the current Employee Compensation Plan. He presented benchmark data comparing  
24 Centerville employee salaries with other cities and benefits provided to Centerville employees  
25 compared with other public employers in Utah. Mr. Thacker explained the merit pay increase  
26 matrix used, and emphasized that City employees do not receive a cost of living adjustment.  
27 Councilman McEwan asked if efforts to attract and retain good employees are based entirely on  
28 competitive compensation, or if other factors, such as advantages of working for Centerville  
29 City, are a factor. Mr. Thacker responded that current policies are based on providing  
30 competitive pay and benefits. He expressed the opinion that the policies have worked well, with  
31 relatively low employee turnover. The City Council can change compensation policies if  
32 desired. Mr. Thacker expressed the hope that the Council will not take the approach of settling  
33 all other aspects of the budget first with the intention of seeing what is left over for employee  
34 compensation, which he feels would send a negative message to employees.

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36 Mr. Thacker presented tables showing annual/vacation/holiday leave and sick leave  
37 benefits compared to other cities, and explained City leave policies. He explained proposed  
38 amendments to the Long-Term Sick Leave policy intended to reduce and limit the City's  
39 associated financial liability. The Mayor commented that if a cap is not placed on Long-Term  
40 Sick Leave, the liability will continue to grow. Staff explained that it would take an employee  
41 14.2 years of never taking sick leave to reach the proposed cap of 800 hours. The proposed  
42 cap would apply to current and new employees, with a 4-to-1 cash-in rate for hours exceeding  
43 the cap. Mr. Thacker encouraged the Council to become familiar with existing policies and  
44 liabilities, as well as proposed amendments. He reminded the Council that an employee  
45 committee was involved in putting together the recommended amendments.

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47 **ADJOURNMENT**

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49 The work session was adjourned at 6:53 p.m.

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Marsha L. Morrow  
Marsha L. Morrow, City Recorder

3-15-2016  
Date Approved

Katie Rust  
Katie Rust, Recording Secretary

