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

**MEMBERS PRESENT** 

Mayor

Paul A. Cutler

Council Members

ers Tamilyn Fillmore

- - William Ince Stephanie Ivie
- STAFF PRESENT
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## WORK SESSION RE: EMPLOYEE COMPENSATION PLAN AND BENEFITS

George McEwan

Robyn Mecham

Steve Thacker, City Manager

Lisa Romney, City Attorney

Katie Rust, Recording Secretary

Blaine Lutz, Finance Director/Assistant City Manager

Jacob Smith, Assistant to the City Manager

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

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

- ADJOURNMENT
- 48 49

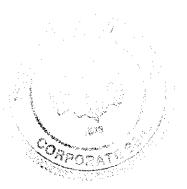
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The work session was adjourned at 6:53 p.m.

harm Marsha L. Morrow, City Recorder

3-15-2016

Date Approved



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Katie Rust, Recording Secretary