Davis County Facilities

7/8/2024

To: Davis County Commission

From: Lane Rose, Director of Facilities

Re: Employee Salary Equity Adjustment

Summary: Facilities is requesting a 15% equity adjustment for three employees who are low within their particular grades based on their years of experience. The positions are Deputy Director, a Building Maintenance Supervisor, and a Grounds Maintenance Worker.

There are two contributing factors leading to this inequity. When the County processed mid-year adjustments of salaries in connection with the recommendation of the wage study, the supervisors in this group became compressed compared to the salaries of their employees. Additionally, all three hires, despite experience, were originally hired close to the minimum of the range for their positions.

Costs of the Proposal: If approved, the 2024 amount is $24,487. The total cost for this year would be covered by the unspent monies from a delayed hire of the approved Building Maintenance Supervisor for the Western Sports Park. The 2025 budget will include a request for additional payroll funds to support the adjustments moving forward in the annualized amount of $40,137.

Benefits of the proposal: This adjustment will bring three excellent employees to a more competitive market rate, as well as to properly align them internally based on their position in the department hierarchy.

This request is respectfully submitted this July 8th, 2024.

Lane Rose
Director of Facilities
Davis County, Utah