

MARKET INSIGHTS

COMPENSATION

Council Presentation
October 14, 2025

General Market Indicators

- National Surveys/Projections

Local Market Indicators

- Merit
- Sworn

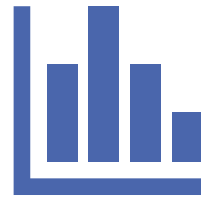
Recommendations

- Merit, Appointed, Time Limited
- Sworn

2025 Methodology



- Completed first year of job pricing (29%)
- Detailed review of job descriptions with agency participation



- Updated all other job market data
- Annual US market research
- Annual local market research



- Sworn Market Analysis
- Collaboration with Sheriff's office staff



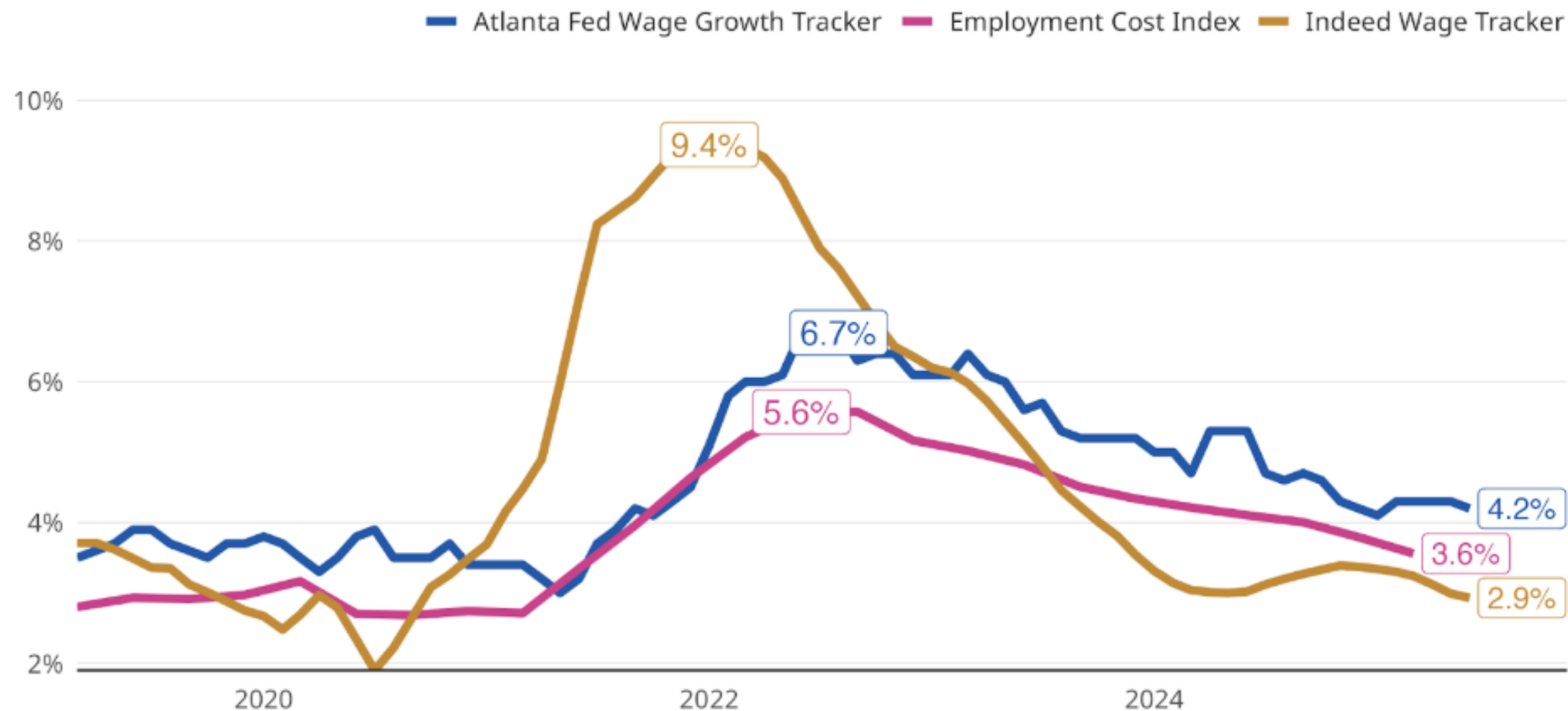
UNCERTAINTY

Market Considerations

- Uncertainty
 - Organizations project giving lower increases than in past few years
- National turnover decrease to 13%*
- County turnover trending similar to 2024: $\approx 9.4\%$
- Labor market shift
 - Applicant increase: +20% from 2024
 - Fully staffed in several departments, agencies
- Overall, currently at market

Wage growth has moderated across several measures

% chng year-over-year, March 2019 - June 2025

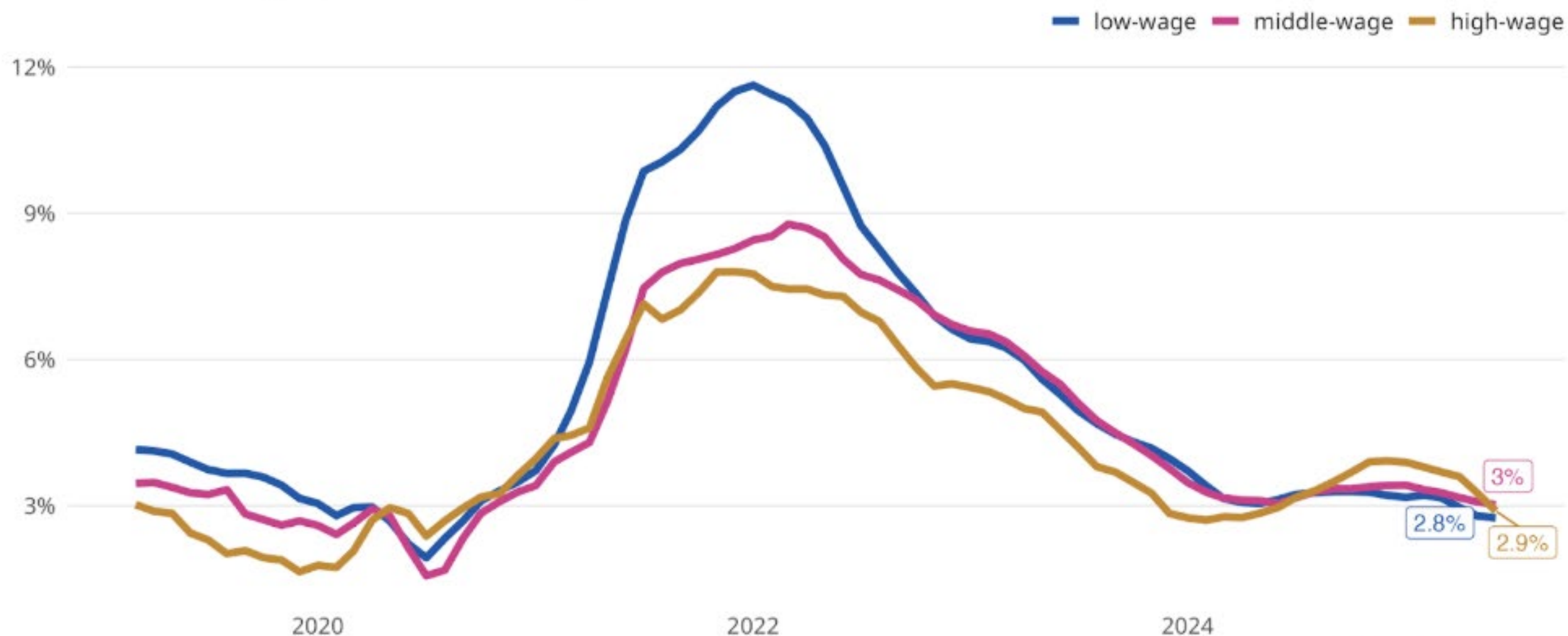


Source: Bureau of Labor Statistics, Federal Reserve Bank of Atlanta, and Indeed. Note: ECI series is wages for private sector workers excluding incentive-paid occupations.



Wage growth is stabilizing across sectors

Year-over-year growth in posted wages, U.S. data,
3 month average, March 2019 - June 2025



National Market Projections

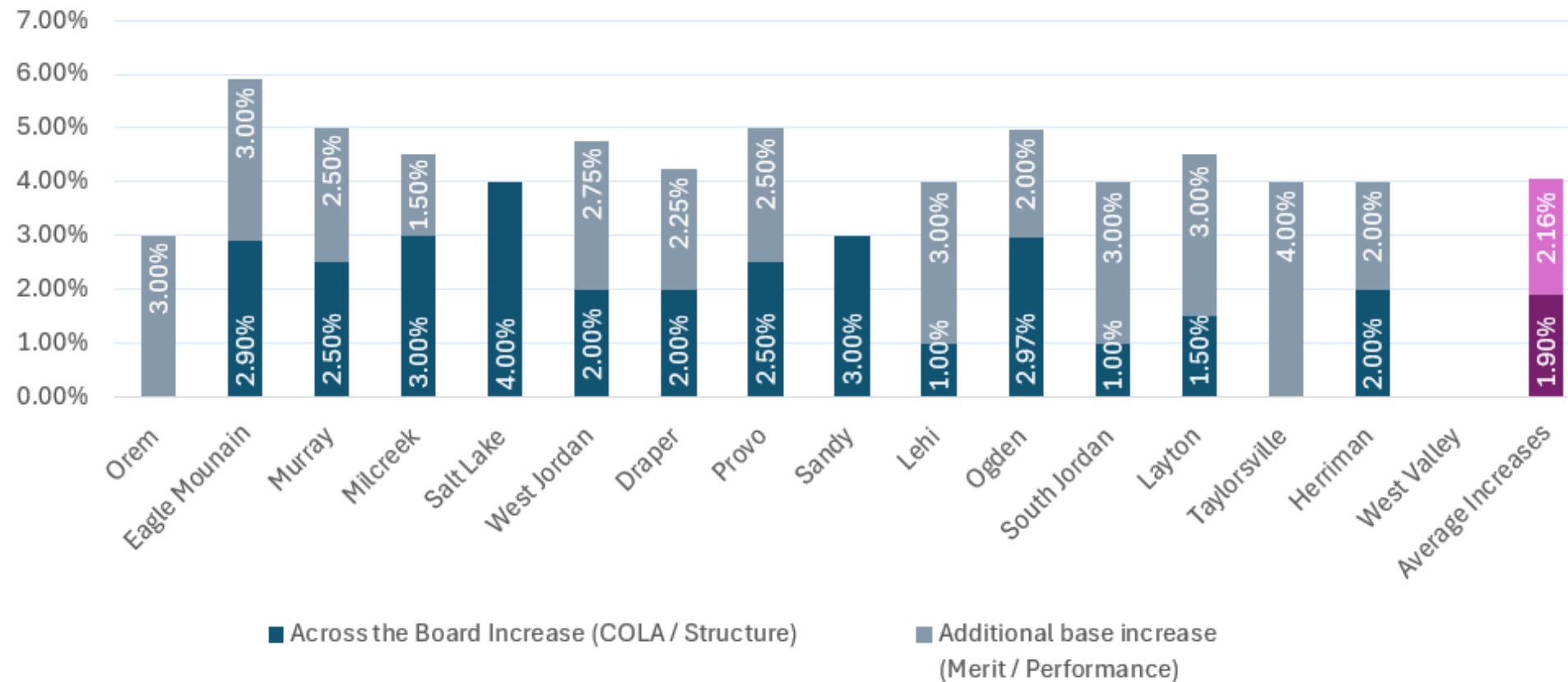
- Average over all sectors: 3% - 3.5%
 - WTW
 - Payscale
 - Culpepper
 - Mercer
 - World at Work
 - The Conference Board

Government Sector

- Federal Employees
 - 1%
- State of Utah
 - 2.5% (structure)
 - 1% one-time performance
- Largest Wasatch Front cities
 - 4% average (merit & structure)

Wasatch Front Cities

Pay Increases for largest Cities
Effective July 1, 2025



Below Market Classifications

Classification Code	Job Title	Current Grade	Proposed New Grade	# Positions
358	Printer	TRD010	TRD011	1
404	Community Outreach Coord	GEN012	GEN013	1
431	Transportation Supervisor	GEN013	GEN014	1
462	Medical Records Tech	GEN010	GEN011	4
482	Payroll Coord	GEN012	GEN013	2
498	Collection Support Specialist	GEN011	GEN012	8
527	Fleet Shop Spv	TRD014	TRD015	5
560	Custodial Svcs Spv	GEN012	GEN013	2
757	Park Arborist	TRD011	TRD012	3
Total Number of Positions				27



2026 Recommendations

Merit, Time Limited, Appointed

- Salary structure increase
- Grade progression increase
 - Longevity
- Increase classifications significantly below market
 - 9 Classifications
 - 27 Positions (including 2 vacant)

Sworn Analysis

Collaborated with Sheriff's office to analyze:

- Job functions
- Certifications & training
- Similar positions in other agencies within Utah and region
- Salary analysis
 - Pay plans
 - Grade
 - Steps
- Structure

Below Market Classifications Sworn

Job Title	Current Grade	Proposed Grade
PSB Deputy	14	16
Jail Deputy	18	19



2026 Recommendations Sworn Personnel

- Salary structure increase – 2.5%
- Step increase – 2.5%
 - Longevity
- Increase classifications significantly below market
 - 2 classifications