

An aerial photograph of Clearfield, Utah, showing a mix of modern and older buildings, including apartment complexes, office buildings, and retail spaces. A major road cuts through the town, with several cars visible. In the background, the Wasatch Mountain Range is visible under a clear blue sky.

2027  
Compensation

# 2026 Compensation Update: Key Points

- *Council Confirmed City's Compensation Philosophy*
  - Attempt to “Meet the Local Market” within the “Acceptable Comparison Ratio Range” of 45% - 60% of the median market rate.
    - Some positions are “Unique to the City” and do not have a set of comparable benchmarks from other similar governmental entities, so Human Resources, with the advice and consent of management review those positions based on internal equity and organizational needs and priorities.
- *Directed Staff to Focus on Simplicity and Sustainability*
  - Reduced fiscal impact by over 45% with FY26 change (\$915k vs 1.7mil.)

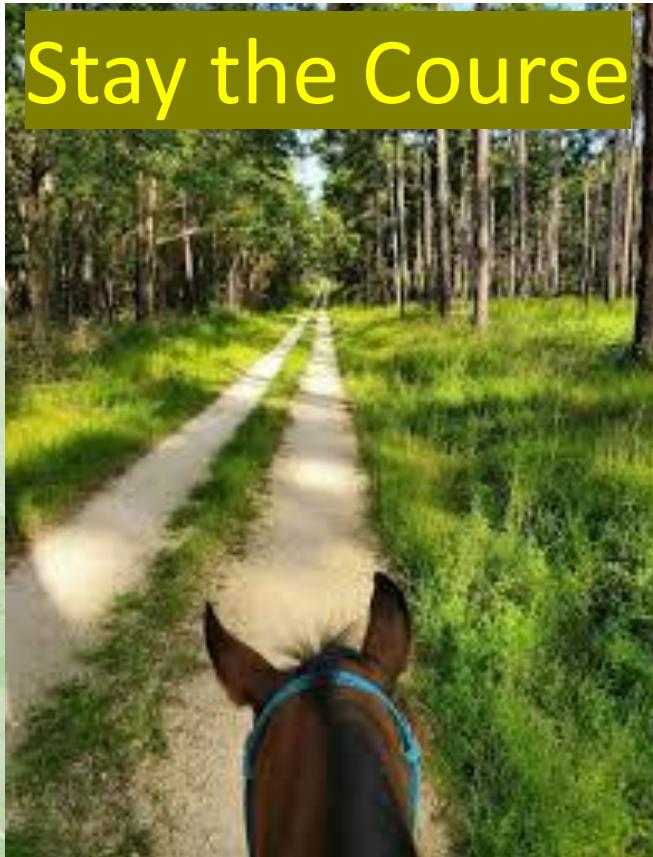
# 2026 Compensation Update: Key Changes

- *Adoption of a Defined Merit and COLA Formula*
- *Elimination of Step and Grade Pay Plan*
  - All new employees are required to obtain certifications, licensing, or specific skills required for their specific job description within an “introductory period” of their employment (typically 6 months)
- *All Full-Time (and 6 part-time) Employees on a General Pay Plan*
- *All Full-Time Employees Compensated using the Same Formula (Merit + COLA)*
- *All Part-Time Employees (except 6) on a Simple Part-Time Pay Plan with the Possibility of 12 increases of \$.50 cents*

# Compensation Increase Formula (Merit/COLA)

- ***Merit Based Increases of 0% - 3%***
  - Merit increases are made at the recommendation of the Department Head as follows:
    - 0% - Needs Improvement (Is or will be placed on last chance)
    - 1% - Needs Improvement (Should be or will be on corrective action)
    - 2% - Needs Improvement (Should be or will be on corrective action)
    - 3% - Meets Expectation (Should be most all EEs)
- ***Cost of Living Adjustment (COLA)***
  - The City follows the annual COLA that is set by URS each January
    - Selecting and consistently utilizing a single third-party economic indicator to set the proposed COLA creates transparency, trust, and a clear understanding of expectations

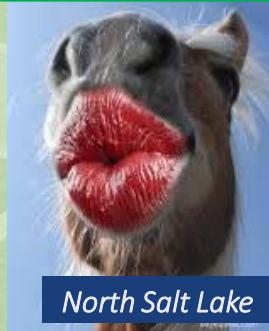
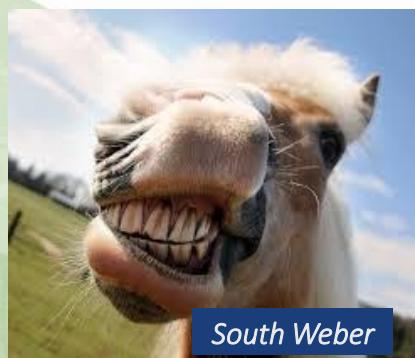
# 2027 Proposed Compensation Plan



Stay the Course

- *No Market Analysis of Positions*
  - No Concern with “others”
- *No Change in Pay Grade Structure*
- *Keep Monitoring and Tracking*

# 2027 Davis County Comparables



# Anticipated Fiscal Impact of FY27 Compensation

Merit Increase	URS COLA	Total Increase
0% – 3%	2.6%	5.6% (FT, 6PT)

## Wages Only Increases

FY25: \$1,361,670

FY26: \$ 746,700

**FY27: \$ 652,087**

(+5.6%)

## URS/WC/Tax Increases

FY25: \$ 355,596

FY26: \$ 188,842

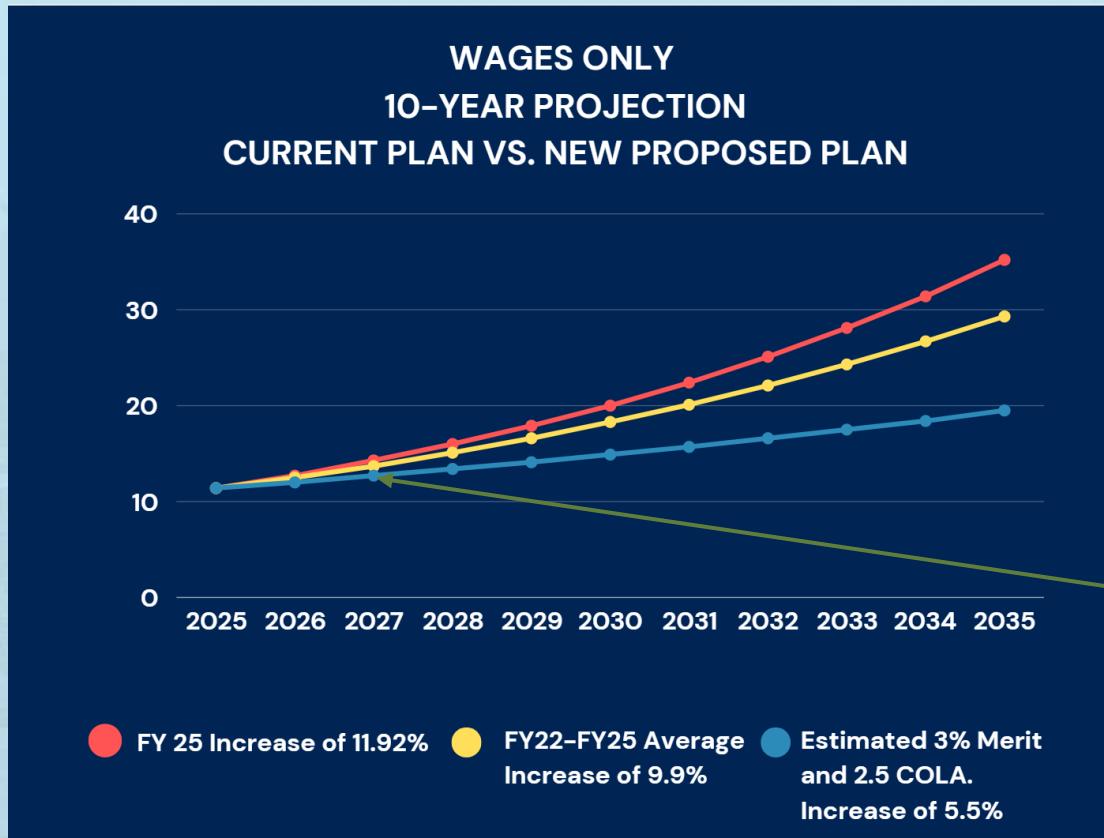
**FY27: \$ 169,542**

(26% of Wages)

## Total Personnel Increases

**FY27: \$821,630**

# Staying the Course



2026 Compensation Update  
Data Projection is Accurate and  
2027 is Tracking as Anticipated

The above graph was included in the March 18, 2025 Staff Report for the Proposed Updated Clearfield City Employee Compensation Strategy

# Questions

