



CLEARFIELD
UTAH'S MILITARY CITY

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

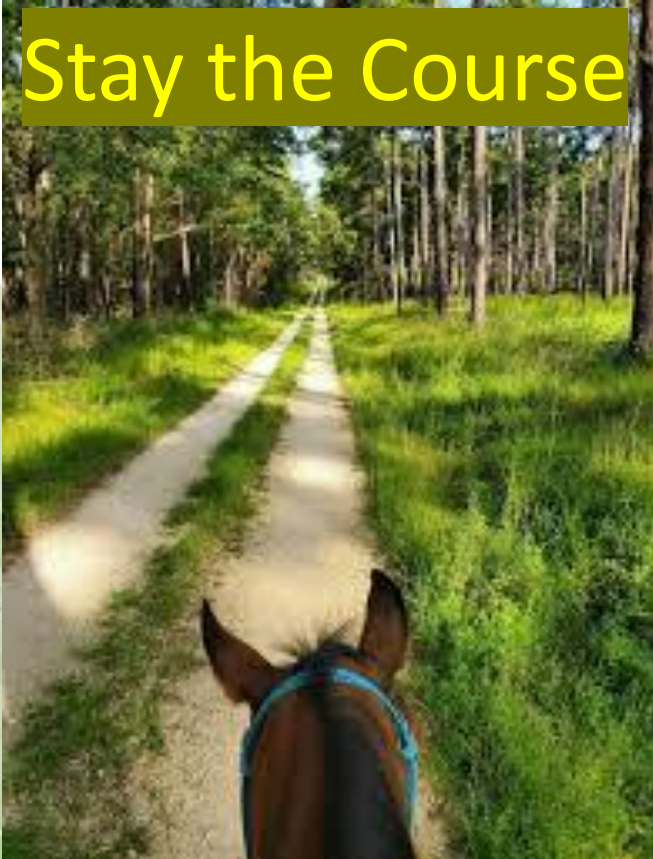
- *Adoption of a Defined Merit and COLA Formula*
- *Elimination of Step and Grade Pay Plan*
 - All new employees are required to obtain certifications, licensing, or specific skills required for their specific job description within an “introductory period” of their employment (typically 6 months)
- *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

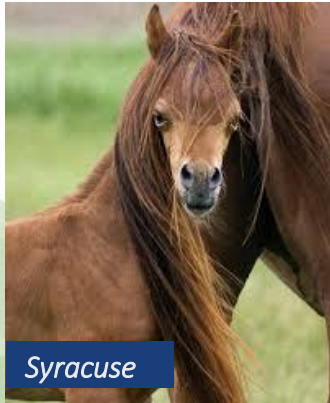
2027 Proposed Compensation Plan

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

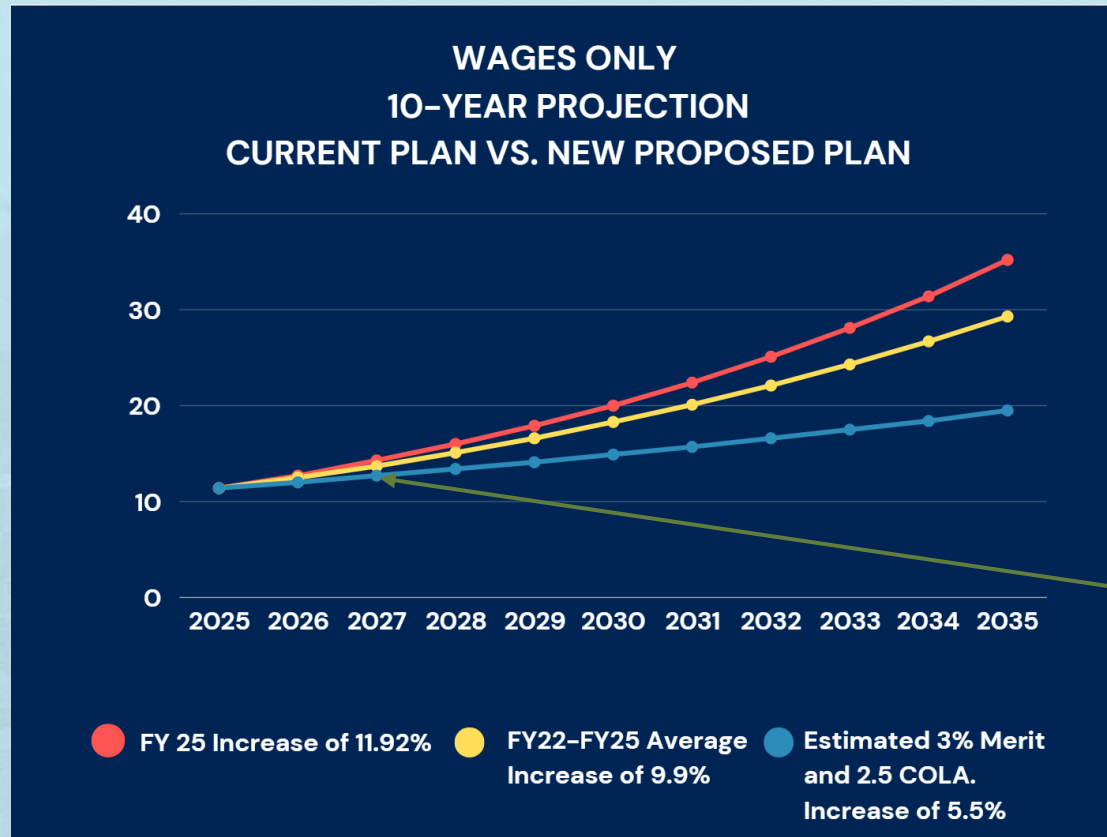
Merit Increase	URS COLA	Total Increase
0% – 3%	2.6%	5.6% (FT, 6PT)

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

