



MINUTES – City Council Workshop Meeting

June 9, 2026

City of Saratoga Springs City Offices

319 S. Saratoga Rd., Saratoga Springs, Utah 84045

CITY OF SARATOGA SPRINGS
Tuesday, June 9, 2026
319 S. Saratoga Rd. Saratoga Springs, UT 84045

Meeting Commenced at 4:10 p.m.

Present:

Mayor Chris Carn, Council: Audrey Barton, Edon Davenport, Robert Taylor, Lance Wadman, Emma Wilson. Staff: City Manager Mark Christensen, Assistant City Manager Owen Jackson, City Attorney Kevin Thurman, HR Director Laura Gamon, Finance Director Chelese Rawlings, Budget Analyst Spencer Quain, Deputy City Recorder Wendy Wells. HR Specialist Holly Neibaur joined the workshop remotely.

1. Welcome by Mayor Chris Carn.

2. Discussion on Interim Budget:

HR Specialist Holly Neibaur gave a presentation outlining the Pay Plan methodology.

City Council and City Staff discussed the following items:

- **Pay Ranges:**

- Staff provided background information on the collection of compensation data used to establish pay ranges, noting that the City utilized data from McGrath Consulting and TechNet.
- Examples were presented demonstrating how pay range minimums were determined, including a discussion of the various levels and classifications within each pay range.

- **Merit Increases:**

- Staff reported that merit increases were performance based, not guaranteed.
- Staff noted that there were shortfalls for URS Tier 2 and URS Public Safety; possible solutions to the shortfall were discussed.

Break was taken from approximately 5:30 p.m. - 5:40 p.m.

- **Future Discussion Items:**

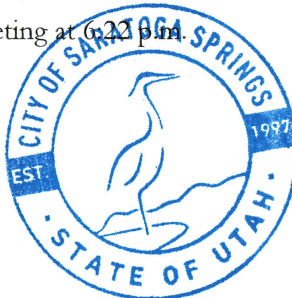
- HR Specialist Holly Neibaur advised there were future planned check-ins with McGrath and TechNet.
- Staff indicated that an agenda item could be added for July to discuss the 1.3% URS increase for Tier 2.

No actions were taken during this City Council Workshop Meeting.

ADJOURNMENT:

Mayor Chris Carn adjourned the meeting at 6:22 p.m.

Mayor Chris Carn
Lance Wadman

City Recorder

7-7-2026
Date