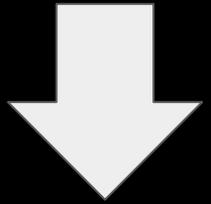


# Attraction & Retention

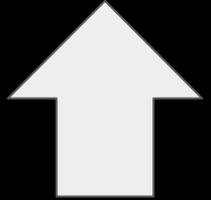
Salary Discussion

# Why?

Supply of Employees



Demand for Employees



# Main Issues?

1. Strong Economy - Inflation/Wage Increases
2. Competition
3. Entry level employees, more concerned about hourly wage than benefits

# Market - Rising Wages All Positions

**9% = Inflation**

**6.5% = Wage Increase**

\*Data based on year over year at end of January 2022

# Areas of Focus

1. Market - Rising wages across all positions
2. High demand positions - Police
3. Select non-benefited positions

Proposed Grade	Annual Minimum	Annual Midpoint	Annual Maximum	% Change vs. Prior Year
3	\$34,234	\$42,793	\$51,351	5.0%
4	\$35,655	\$44,569	\$53,483	3.7%
5	\$38,205	\$47,757	\$57,308	4.8%
6	\$40,780	\$50,975	\$61,171	2.9%
7	\$46,113	\$57,642	\$69,170	3.3%
8	\$49,549	\$61,937	\$74,324	3.2%
9	\$52,985	\$66,232	\$79,478	3.7%
10	\$59,926	\$74,908	\$89,890	4.1%
11	\$65,579	\$81,973	\$98,368	5.3%
12	\$71,065	\$88,831	\$106,598	3.7%
13	\$76,552	\$95,690	\$114,828	2.1%
14	\$81,873	\$102,342	\$122,810	2.4%
15	\$83,920	\$104,900	\$125,880	2.1%
16	\$91,517	\$114,396	\$137,275	7.5%
17	\$98,434	\$123,042	\$147,651	4.9%
18	\$109,474	\$136,843	\$164,211	4.6%
CM	\$129,603	\$162,003	\$194,404	4.7%

# Cost Increase - All Benefited Positions\*

FY '22 (May)  $\approx$  \$45k<sub>wages</sub> + \$18k<sub>benefits</sub>

FY '23  $\approx$  \$1.1M<sub>wages</sub> + \$320k<sub>benefits</sub>

\*Numbers shown above include Police Officers salaries

# High Demand Positions

- Non-Managerial Police Officers
  - Retaining
    - 4 officers considering offers from other entities
    - Other agencies offering higher salaries for officers
  - Attracting
    - 18 confirmed interviews 11 showed up
    - 8 academy grads you may want - 20 agencies competing for those 8

# Entities around us w/ recent changes

American Fork

Payson

Heber

Provo

**Highway Patrol**

Salem

Lehi

Saratoga Springs

Lindon

Springville

Orem

**Utah County**

# HIGHWAY PATROL

Patrol Officer I, II, III -

Starting Wage : \$30.00

Ending Wage: \$43.00

Sergeant -

Starting Wage: \$44.00

Ending Wage: \$49.00

Lieutenant -

Starting Wage: \$50.00

Ending Wage: \$54.00

# POLICE WAGE COMPARISON

	Officer I, II, III		Sergeant		Lieutenant	
	Start	End	Start	End	Start	End
Lowest	\$24	\$31	\$27	\$40	\$35	\$47
Average	\$26	\$41	\$36	\$47	\$41	\$55
Highest	\$30	\$49	\$44	\$53	\$50	\$59

Spanish Fork Current      \$21      \$42      \$31      \$46      \$38      \$58

**Spanish Fork Proposed      \$24      \$48      \$34      \$51      \$39      \$59**

# Cost Increase Officer Pay

FY '22 (May)  $\approx$  \$45k<sub>wages</sub> + \$18k<sub>benefits</sub>

FY '23  $\approx$  \$390k<sub>wages</sub> + \$152k<sub>benefits</sub>

# Options

## Option #1

- a. MAY - Bump police & possibly other high demand positions up to market - \$390k (police officers may include merit)
- b. JULY - Bump all benefited positions up to market - \$1.1M includes police officers
- c. OCTOBER - Award merit - Every 1%  $\approx$  \$200k (officers may have already received merit in May)

## Option #2

- a. Option #1 but do half market now & half market in October

## Option #3

- a. Keep status quo

## Option #4

- a. Do something else

# Non-benefited Positions

- Streets & Stormwater Operator - Listed 4 months
- Cemetery Maintenance Worker - 20 applicants - no equip operator experience
- Fairgrounds Maintenance Worker - Interviewed 6, those interviewed did not have necessary skills. Found by word of mouth

# Options: Non-benefited Positions

## Option #1

- a. Pay higher hourly rates for select non-benefited positions rather than hiring more benefited positions
- b. Evaluate non-benefited positions. Are there any positions that should be paid at the same hourly rate as benefited employees?
- c. Identify costs associated w/ moving these positions to be paid at same hourly rate & share w/ Council

## Option #2

- a. Pay in current ranges but pay at mid to upper part of the range

## Option #3

- a. Do something else

## Option #3

- a. Keep status quo

# How to Fund?

- Funded through typical increases in:
  - Tax revenue
  - Money not committed in other ways

# Summary

1. Market - Rising wages across all positions

Recommendation - Increase pay to market in July. Return to “typical” salary adjustments in October

2. High demand positions - Police

Recommendation - Increase pay in May

3. Select non-benefited positions

Recommendation - Evaluate select positions & pay select non-benefited positions in benefited pay grades