Budget Presentation – Human Resources, 10/3/22
2022 Report & 2023 Proposal

1:30 COMPENSATION REPORT

Chris: Introduction, Summary
Market Update; Turnover Costs; Unemployment Impact

Marina: Review Compensation Overview – Slide presentation
Survey of 2022 COLA/Market Adjustments:
Counties = 6.3% / Cities = 5.3% / Law Enforcement = 14.5% & 12.8%
COLA & CPI Summary
Cost for us to make 1% adjustment = $860,000/per & $208,516 Law Enforcement
Elected Officials Survey Results: will also be part of Comp Study

Completed '23 Personnel Budget Projection:

- Updated benefit cost calculator spreadsheet
- Traditional Insurance (highest cost)
- Family Coverage (highest cost)
- Medical insurance costs increase: 0%
- Adjusted URS and Workers Comp Rates
- Merit increases 3% (avg is near max)
- New hires rate budget all at mid-range (many are hired at lower)
- Pink & Green dept requests prepared; Chris to review and prep for dept presentations

Ric: Compensation Structure

- Assumptions: Ongoing compensation strategy is 95% of range mid-point; consider implications during study; Increase '23 ranges by same % as COLA/Market increase given
- Update preliminary status of NFP study ongoing; complete analysis due in March
  COLA vs Market Adjustment – Results from NFP: Conservative approach
- Results of Ee benefits survey; Total 665 responses, 75%; with 66 pages of comments
  major issues - #1 Vacation, #2 Flexible Sched; Priority: Pay 55% vs Benef 11% vs Other 24%

Chris: **Proposals**

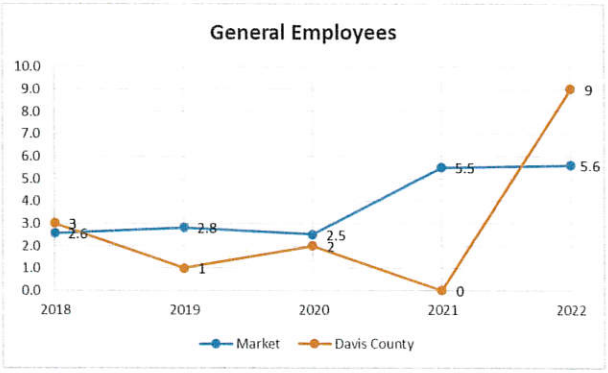
- To maintain market position, in a normal year, data suggests 6% (3%+3%); payroll cost ~$5,160,000
- Continue current practice of providing Merit increases based on performance eval during '23 (average 3% is already included in the normal budget projection)
- Options: Minimum proposal 3% Market + 3% Merit = 6% total
  Market Avg proposal 5.5% Market + 3% Merit = 8.5% total
  Maximum proposal 7% Market + 3% Merit = 10% total
- Consider not providing the market% increase to positions that were already given mid-year adjustments in July; wait for market study for results
- Identify positions lagging market with comp study; prioritize pay grade increases; allow additional 1%-2% for increases mid-year 2023; payroll cost ~$1,000,000
- HR will receive the final results of the compensation & benefit market study in 2023; Continue analysis of data, to consider and impact on adjustments to positions, pay grades, and related compensation practices moving forward

Compensation Overview

Budget Preparation - FY 2023

Market Adjustment

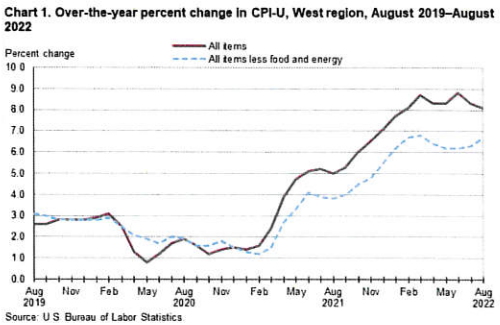
- Local government entities (counties)
  - 2022 - 6.3% increase for general employees
  - 2021 - 6.4% increase for general employees
- Municipalities (cities)
  - 2022 - 5.3% increases for general employees
  - 2021 - 4.3% increases for general employees
- Combined average (counties & cities)
  - 2022 - 5.5% increases for general employees
  - 2021 - 4.9% increases for general employees

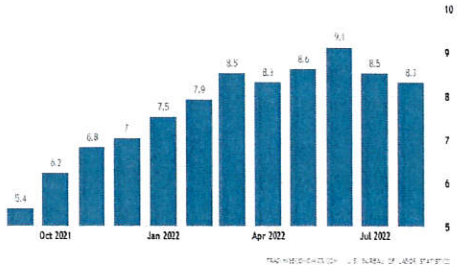


COLA

- Social Security
  - Forecast 8% < COLA
  - Official numbers will be announced on 10/13
- Consumer Price Index
  - Over the last 12 months, the CPI-U increased 8.1 % (bls.gov; U.S. Bureau of Labor Statistics)
- Unemployment 2% in Utah (3.7% U.S.)
- Inflation (annual average 8.3%)







Cost of Base Pay Increase

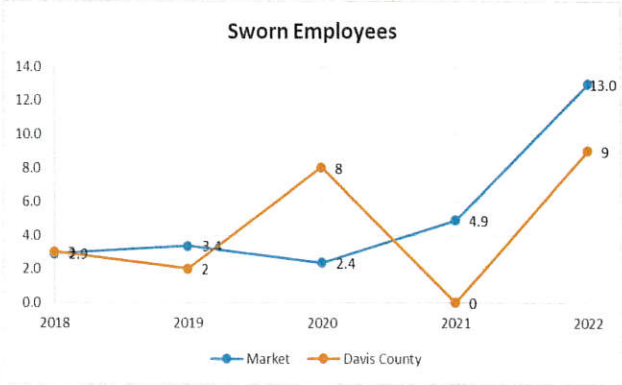
1%	$860,000	6%	$5,160,000
2%	$1,720,000	7%	$6,020,000
3%	$2,580,000	8%	$6,880,000
4%	$3,440,000	8.5%	$7,310,000
5%	$4,300,000	9%	$7,740,000
5.5%	$4,730,000	10%	$8,600,000

At projected rates for current employees and vacancies for 2023, no new requests (includes base pay, taxes, workers' compensation).

Davis COUNTY

Benchmark Adjustment for Law Enforcement

- Local government entities
  - 2022 - 14.5% increase for sworn employees (deputy sheriffs and corrections)
  - 2021 - 4.2% increase for sworn employees (deputy sheriffs and corrections)
- Municipalities
  - 2022 - 12.8% increases for sworn employees (deputy sheriffs)
  - 2021 - 2.5% increase for sworn employees (deputy sheriffs)
- Combined average
  - 2022 - 13% increases for sworn employees
  - 2021 - 3% increase for sworn employees



Davis COUNTY

Sworn Benchmarks Compensation Analysis

Deputy Sheriffs:

- Mid range lag 10% = 2 grades increase (match the market average or 1 grade increase to be within 5% of the market average)
- Actual pay lag 5% (gets absorbed if market adjustment/COLA is ≥ 5%)

Correctional Officers:

- Mid range lag 1%
- Actual pay lag 3%
- Recruitment crisis, same grade system as Deputy Sheriffs

Cost of Increase by 2 grades

Per DC personnel policy #400 (Classification Adjustments), reclassification to a higher grade results in a 3% increase.

At projected rates for current **sworn** employees and vacancies for 2023 (Davis County Sheriff and Chief Deputy Sheriffs excluded), a reclassification of 3% ≅ $625,546* (base pay + %-based benefits)**

*1% increase ≅ $208,516

**If countywide market adjustment/COLA of more than 3% is approved, these costs will be absorbed by the higher increase

2023 Budget Projection

- Base pay
  - Includes prorated by eligibility month 3% merit increase for current employees
  - Vacancies at mid range of the grade
- Benefits
  - Medical insurance - 0% increase
  - Workers' Compensation insurance - more than doubled
  - URS rates changed
  - Vacancies estimated at the most expensive plan (Traditional, family)
- Other budget line items
  - Overtime, FTO, OIC, OnCall, shift differentials
  - Career ladders
  - Current retirees and upcoming retirements (MediCare rates will be updated)
- New requests
  - New positions, new jobs, additional career ladders
  - Conversions, reclassifications, status changes

Actual numbers may vary based on late performance evaluations and other retro pay adjustments

Davis COUNTY

Elected Officials March, 2022 County	Mayor, Council or Commission	Attorney	Sheriff	Auditor	Clerk	Assessor	Recorder	Treasurer	Surveyor
Salt Lake County	$176,406.00	$206,230.00	$179,132.00	$176,030.00	$176,030.00	$176,030.00	$176,030.00	$176,030.00	$176,030.00
Davis County	$135,793.00	$205,617.00	$159,000.00	$159,010.00	$135,860.00	$135,860.00	$135,860.00	$135,860.00	$135,860.00
Utah County	$128,067.00	$147,278.00	$134,471.00	$121,664.00	$121,664.00	$121,664.00	$121,664.00	$121,664.00	$121,664.00
Weber County	$134,430.00	$167,252.00	$135,283.00	$127,524.00	$127,524.00	$127,524.00	$124,524.00	$124,524.00	$124,524.00
Summit County	$190,000.00	$169,371.00	$155,065.00	$123,242.00	$123,242.00	$123,242.00	$123,242.00	$123,242.00	$123,242.00
Second Class Counties Excluding Summit County:	$132,763.33	$173,382.33	$142,918.00	$136,066.00	$128,349.33	$128,349.33	$127,349.33	$127,349.33	$127,349.33
Davis County (lead or lag of 95%)	7%	24%	16%	22%	11%	11%	12%	12%	12%
All Second Class County Averages:	$147,072.50	$172,379.50	$145,954.75	$132,860.00	$127,072.50	$127,072.50	$126,322.50	$126,322.50	$126,322.50
Davis County (lead or lag of 95%)	-3%	24%	14%	25%	12%	12%	13%	13%	13%
All First and Second County Averages excluding Summit County:	$143,674.00	$181,594.25	$151,971.50	$146,057.00	$140,269.50	$140,269.50	$139,519.50	$139,519.50	$139,519.50
Davis County (lead or lag of 95%)	0%	18%	10%	14%	2%	2%	2%	2%	2%
All First and Second County Averages:	$152,939.20	$179,149.60	$152,590.20	$141,494.00	$136,864.00	$136,864.00	$136,264.00	$136,264.00	$136,264.00
Davis County (lead or lag of 95%)	-6%	20%	9%	17%	4%	4%	5%	5%	5%

Weber County: Clerk is combined with Auditor, Recorder is combined with Surveyor

Summit County: County Manager ($190,000), Council Members ($50,604), Surveyor is combined with Recorder