



☎ 435-874-2323
📠 435-874-2603
🌐 www.hildalecity.com

From: Eric Duthie, Hildale City Manager
To: Hildale City Council; Hildale City Mayor
Date: May 11, 2022
Subject: City Manager compensation adjustment

When hired as City Manager in December 2020, I agreed to an annual compensation of \$75,000. That agreement includes a provision for compensation review after the first year of service. I have now served for 18 months and discussed with each Council member separately, and with the Mayor, my request for compensation adjustment. It has been my understanding the need for adjustment has been favourable and unanimous. Therefore, I now present my request.

As you recall, during the finalization of the current FY22 budget, I declined a cost-of-living allowance (COLA) that was applied to all other Hildale employees. The reason I declined was because I can negotiate directly with Council for adjustments. Additionally, I restructured administrative operations, assumed added responsibilities which reduced payroll expenses, to include becoming Zoning Administrator, Utility Director, and reducing City Attorney position from full-time employee to part-time contract.

Additionally, I have effected changes in financial structure which identified and corrected loss deficiencies which increased revenue; I actively engaged grant opportunities for capital projects; and I enhanced individual and departmental funding accountability.

I believe I exceeded all initial goals and expectations of Council and believe my service has been of significant value to the City of Hildale. As such, I request an increase in compensation to \$89,000 annually.

I am extremely appreciative of the support received from Council, Mayor, and particularly the residents of Hildale. I anticipate continuing to serve as City Manager for years to come and ask Council to approve this request.

Mayor: Donia Jessop
City Council: Maha Layton, Lawrence Barlow
Stacy Seay, JVar Dutson, Jared Nicol

320 East Newel Ave.
P.O. Box 840490
Hildale, UT 84784