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City Council Agenda Information

To: Mayor Miller and City Council
From: Dan Ferris, City Administrator
Date: June 1, 2026
Subject: Recommendation to Adjust On-Call Compensation Rate

Summary: Currently, the employee on-call compensation rate is set at \$2.00 per hour and \$2.50 per holiday hour. This rate is significantly lower than other surrounding cities with complex utility departments. Other cities in the area with complex utility departments have an employee on-call compensation rate between \$3.00 and \$4.00 per hour. The total fiscal impact of increasing the on-call compensation rate to \$3.00 per hour is approximately \$19,000 per year and will be covered in the pay increase proposal for 2026/2027 fiscal year.

Recommendation:

Staff recommends increasing the employee on-call compensation rate to \$3.00 per hour. The current rate has remained unchanged while neighboring municipalities and comparable organizations have adopted higher on-call compensation levels. Raising the rate to \$3.00 per hour will improve regional competitiveness, support employee recruitment and retention efforts, and better recognize the restrictions and responsibilities associated with being available for emergency response outside of regular working hours.

The proposed adjustment aligns the City's compensation practices more closely with those of surrounding jurisdictions while maintaining a fiscally responsible approach. Staff recommends approval of the revised on-call rate effective July 1, 2026.

City Council Meeting Details:

- Meeting Date: June 4, 2026
- Council Role: Approval

Attachments:

None

RESOLUTION 26-16

A RESOLUTION AMENDING SECTION XII EMPLOYEE CLASSIFICATION AND COMPENSATION OF THE PERSONNEL POLICIES AND PROCEDURE MANUAL FOR HYRUM CITY CORPORATION TO AMEND ON-CALL COMPENSATION.

WHEREAS, on March 19, 1998, the Hyrum City Council adopted a personnel policy manual known as "Personnel Policies and Procedures Manual for Hyrum City Corporation"; and

WHEREAS, said manual sets forth those policies pertaining to personnel conduct, conditions of employment, employment classification, work week, benefits, payroll, and related matters; and

WHEREAS, Section XII of the manual establishes employment classifications and compensation; and

WHEREAS, Hyrum City has departments whose employees are required to be on-call for emergency call out situations; and

WHEREAS, Section XII. 10. B. sets forth the compensation rate for employees who are on-call; and

WHEREAS, the Mayor is proposing increasing the on-call compensation from \$2.00 to \$3.00 per regular on-call hour with no additional amount for holiday on-call pay.

NOW, THEREFORE, BE IT RESOLVED by the City Council of Hyrum, Cache County, Utah, that Section XII.10.B. On-Call Pay of the "Personnel Policies and Procedures Manual for Hyrum City Corporation" is hereby amended to read as follows:

1. Section XII.10.B. ON-CALL PAY of the Hyrum City Personnel Policies and Procedures Manual is hereby amended as follows:

10. ON-CALL PAY.

B. Compensation.

(1) Employees On-Call are compensated at the rate of ~~\$2.00~~ to \$3.00 per hour during the On-Call shift.

~~(2) Employees On-Call during a holiday or holiday weekend (holiday falls on Friday, Saturday, Sunday, or Monday) are compensated at the rate of \$2.50 per hour during the On-Call shift.~~

(3) On-Call employees responding to an emergency as defined in Section XII.9.A.(1) and (3) will

be paid one and one-half (1 ½) times their regular rate of pay from the time they are notified of the emergency until employee leaves job site/shop. Employee is not paid for drive time after leaving job site/shop.

(43) On-Call employees working scheduled overtime will be paid as defined in Section XII.9.A.(4). Employee is paid from the time employee arrive at the site/shop until employee leaves job site/shop.

(54) Once the employee is called back, the ~~\$2.00~~ \$3.00 ~~er \$2.50~~ On-Call compensation ends for the duration of call-back. (Res. 14-15, Res. 23-05, Res. 24-14)

THIS RESOLUTION shall become effective July 1, 2026.

ADOPTED AND PASSED by the Hyrum City Council this 4th day of June, 2026.

HYRUM CITY CORP.

BY: _____
Steve Miller
Mayor

ATTEST:

Stephanie Fricke
City Recorder