



CITY COUNCIL WORK SESSION MEETING

Tuesday, November 16, 2021, at 5:30 PM
Court Room/Council Chambers (2nd Floor) and Online

Minutes

ROLL CALL

PRESENT

Mayor Kirk Hunsaker
Council Member Nick Miller
Council Member Betsy Montoya
Council Member Lynn Mecham
Council Member David Hathaway

PLEDGE OF ALLEGIANCE

Led by Betsy Montoya.

INVOCATION/INSPIRATIONAL THOUGHT

Offered by Lynn Mecham.

DISCUSSION ITEMS

1. Front Line Officer and Employee Salary Discussion

Administrative Services Director Shannon Hoffman gave a presentation on new salary ranges and pay grades as recommended by Mike Swallow from Compensation Survey Systems who was hired out to look at compensation ranges and grades in the city.

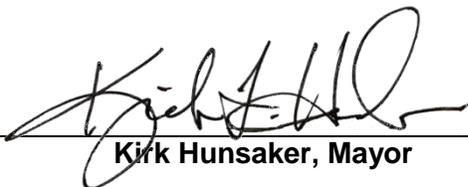
Next, Hoffman presented on a peer compensation market study that showed where Santaquin City ranked in the current market conditions and what other peer cities are doing in terms of compensation. Because of the economic conditions, Santaquin is now not only competing with other cities but also the private sector as fast food restaurants are raising wages and offering benefits. The findings showed that Santaquin is behind market in terms of police officer pay and entry level positions and the recommendations are to raise the starting salary grades for those positions to be more competitive in the labor market especially in terms of public works and public safety employees. Hoffman recommended that another peer compensation market study be done in FY2022-23 as a part of the budget process.

A discussion was had between staff and Council.

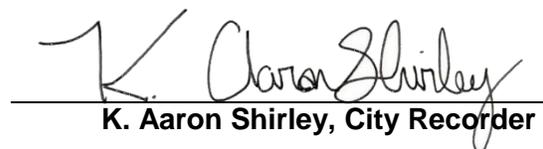
2. Upcoming Council Items

ADJOURNMENT

ATTEST:



Kirk Hunsaker, Mayor



K. Aaron Shirley, City Recorder