



**Tentative Budget FY 2023:
Compensation Plan
Proposal**

Agenda



COMPENSATION
PLAN

Compensation Study Review

□ Sources of Data

- 1) Internal information
- 2) Economic data
- 3) Nation-wide public & private sector surveys
- 4) Public sector comparison group using a Utah League of Cities & Towns Cluster

1) Internal Information - Employee Turnover

Annual City Turnover	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Total separations for the city	27	29	59	61	35	58	86	52	55	54
Number of employees at year-end	482	491	484	486	494	501	489	513	515	520
Total percent turnover	5.60%	5.91%	12.19%	12.55%	7.09%	11.58%	17.59%	10.14%	10.68%	10.38%

Year-to-Date (Jan-Apr 2022), 25 employees have separated compared to 9 separations for the same time period in 2021.

- 19 Voluntary Separations
- 5 Retirements
- 1 Involuntary Separation

2) Economic Data - Consumer Price Index (CPI)

	Utah	United States
2019	3.0	2.3
2020	-1.7	1.4
2021	8.8	7.0

*The CPI rose 7.0% in 2021
the largest 12-month
increase since the period
ending June 1982.
- BLS*

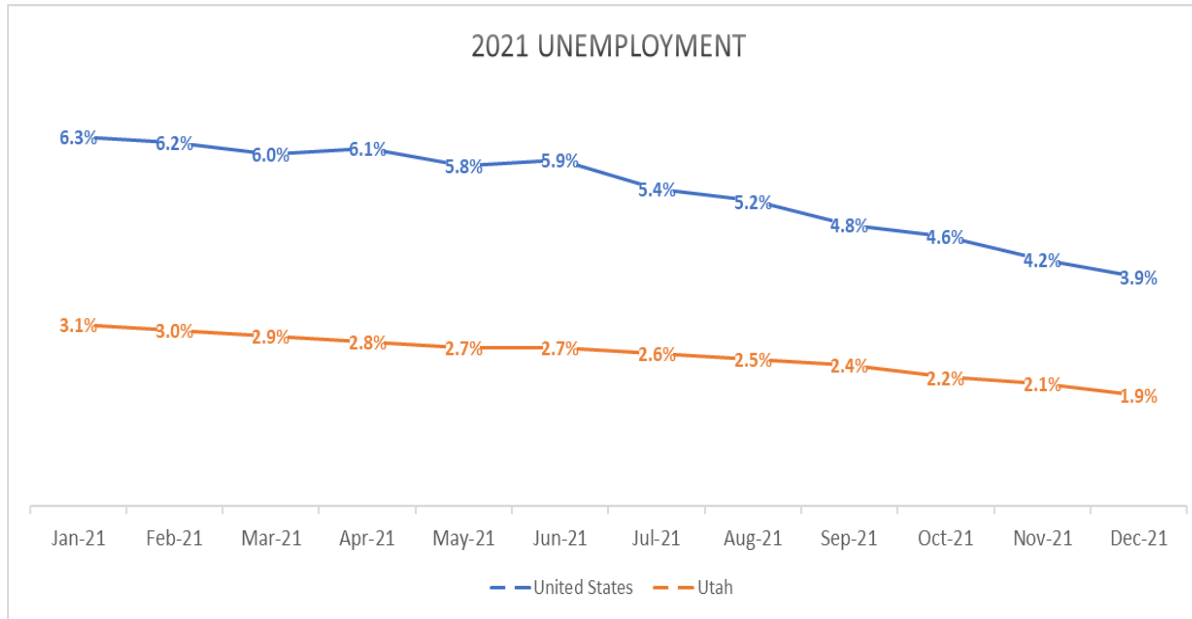
**Data Source: Moody's Analytics*

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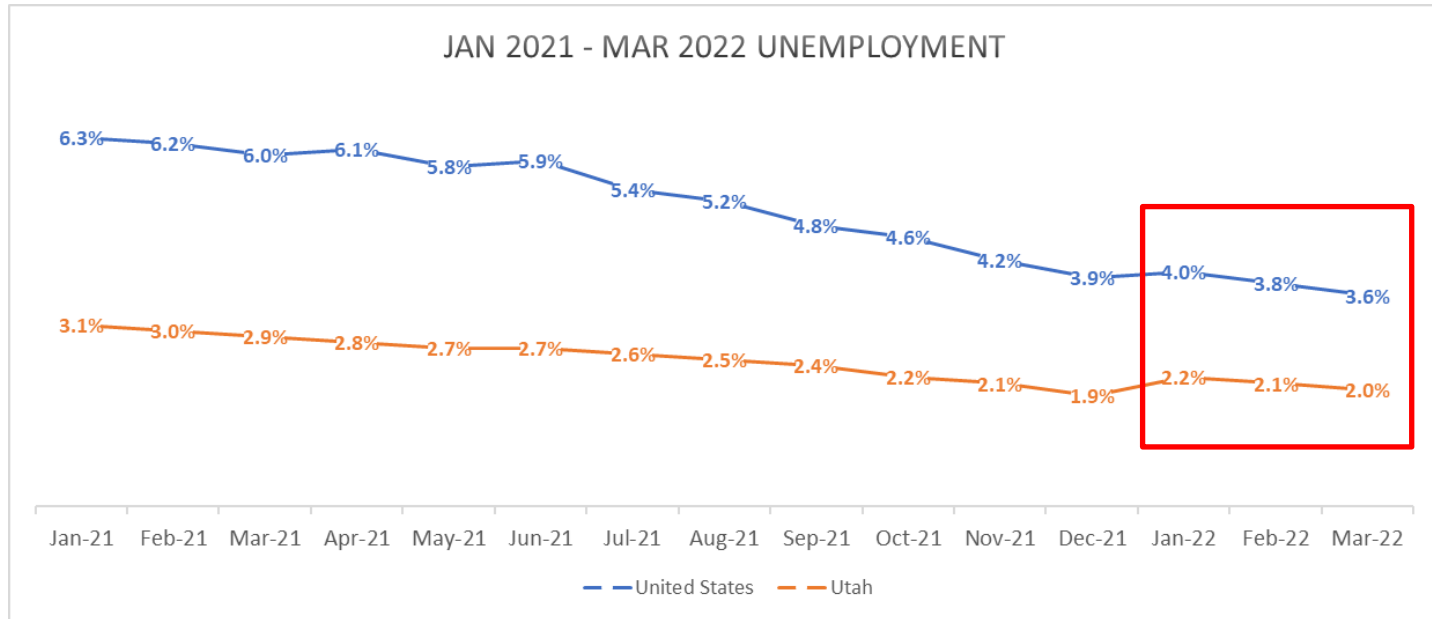
Bureau of Labor Statistics Economic News Release –
CPI March 2022:

“Over the last 12 months, the all items index increased 8.5 percent
before seasonal adjustment.”

2) Economic Data - - Unemployment Rate



2) Economic Data - - Unemployment Rate



- Total Compensation Survey
 - Survey includes 10 cities + UPD & UFA
 - Survey includes pay & benefits for 44 positions
 - 62% of employees are represented
 - All departments are represented
 - All pay bands are represented

Compensation Study

Sandy City, Utah Pay Scale - Budget FY 2022

Executive Summary - All Positions

City to Market Ratio

BAND	MIN.	MAX.	ACT. AVG.
2	0.99	0.98	1.01
3	0.98	0.96	1.02
4	1.04	1.04	1.05
5	1.10	1.02	1.08
6	0.97	0.96	1.01
City-Wide Weighted Avg.	1.03	1.01	1.04

Sandy City, Utah Pay Scale - Budget FY 2021

Executive Summary - All Positions

City to Market Ratio

BAND	MIN.	MAX.	ACT. AVG.
2	0.98	0.95	0.99
3	0.98	0.96	0.99
4	1.02	1.03	1.01
5	1.13	1.04	1.07
6	1.00	0.99	1.06
City-Wide Weighted Avg.	1.03	1.01	1.01



Compensation Study

Sandy City, Utah Pay Scale - Budget FY 2022

Executive Summary - w/o Police & Fire

City to Market Ratio

BAND	MIN.	MAX.	ACT. AVG.
2	0.99	0.98	1.01
3	0.97	0.96	1.01
4	0.99	0.97	0.98
5	0.99	0.98	1.03
6	0.97	0.96	1.01
City-Wide Weighted Avg.	0.98	0.97	1.01

Sandy City, Utah Pay Scale - Budget FY 2021

Executive Summary - w/o Police & Fire

City to Market Ratio

BAND	MIN.	MAX.	ACT. AVG.
2	0.98	0.95	0.99
3	0.98	0.96	0.98
4	1.00	0.99	0.98
5	1.01	1.00	1.01
6	1.00	0.99	1.06
City-Wide Weighted Avg.	0.99	0.97	0.99

**Green shading on chart identifies the numbers that changed from the Executive Summary for All Positions on the prior slide.*



COMPENSATION
PLAN PROPOSAL

FY 2023 Compensation Plan Proposal

Compensation Plan Goals:

- ❑ Make ranges competitive with comparison cities
- ❑ Keep up with inflation
- ❑ Fund step & grade pay plan for Police & Fire
- ❑ Fund performance evaluation adjustments to allow non-sworn employees to move through ranges
- ❑ Fund benefit increases

Compensation Plan Proposal

	Dollar Increase	Percentage Increase
General & Governmental Funds	\$3,370,000	6.6%
Total – All Funds	\$3,935,000	6.6%

Compensation Plan Proposal Includes the Following:

- COLA Increase to All Ranges
- Step & Grade (sworn) / Performance Evaluation Adjustments (non-sworn)
- Fixed & Variable Benefit Adjustments

- COLA Increases to All Positions
 - 6% Increase - \$2,980,000
 - *Sworn – Police & Fire*
 - *Non-Sworn – City-wide*
 - *Seasonal & Part-time Non-Benefitted – City-wide*

- Sworn – Police & Fire
 - Step Increase (3%, 4%, or 4.25% depending on position) - \$770,000

- Non-sworn – City-wide
 - 3% Performance Evaluation Adjustment - \$725,000

- Fixed Benefits (city-wide) - \$100,000
 - No change to premium for Health Plan
 - Premium increase to Dental Plan
 - Increase to SCOPE Clinic Costs
 - Increase for EAP Services

- Variable Benefits (city-wide) - (\$160,000)
 - Decrease to Utah Retirement Systems rates for Tier 1 Public employees & Tier 1 Firefighters

**Compensation
Plan Proposal**

**FY 2023 Compensation Plan
Proposal Summary**

Compensation Plan Summary

	Dollar Increase	Percentage Increase
General & Governmental Funds	\$3,370,000	6.6%
Total – All Funds	\$3,935,000	6.6%

Compensation Plan Summary

	General & Governmental Funds	Total – All Funds
Turnover & Other Savings	(\$505,000)	(\$480,000)
Variable Benefit Savings	(\$130,000)	(\$160,000)
6% Cost of Living Increase	\$2,585,000	\$2,980,000
Sworn Step & Grade Pay Plan	\$770,000	\$770,000
Non-Sworn 3% Performance Eval Adj	\$565,000	\$725,000
Fixed Benefits Increase	\$85,000	\$100,000
Net Increase	\$3,370,000	\$3,935,000

THANKS!

Any questions?