

Mayor's Office: Council Agenda Item Request Form

This form and supporting documents (if applicable) are due the Wednesday before the COW meeting by noon.

Date Received (office use)	
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Date of Request	4.4.18
Requesting Staff Member	Michael Ongkiko
Requested Council Date	4.10.18
Topic/Discussion Title	Employee Compression Fund Approval
Description	Discussion and approval of the Total Compensation Advisory Committee's (TCAC) recommendation of utilizing funds to address the County's compression issue.
Requested Action¹	Discussion, Direction & Approval
Presenter(s)	Michael Ongkiko and various TBD
Time Needed²	30 mins
Time Sensitive³	
Specific Time(s)⁴	
Contact Name & Phone	Michael Ongkiko x80575
Please attach the supporting documentation you plan to provide for the packets to this form. While not ideal, if supporting documents are not yet ready, you can still submit them by 10 am the Friday morning prior to the COW agenda. Items without documentation may be taken off for consideration at that COW meeting.	Will send Powerpoint Presentation by noon, Monday April 9th

Mayor or Designee approval: _____

¹ What you will ask the Council to do (e.g., discussion only, appropriate money, adopt policy/ordinance) – in specific terms.

² Assumed to be 10 minutes unless otherwise specified.

³ Urgency that the topic to scheduled on the requested date.

⁴ If important to schedule at a specific time, list a few preferred times.

Council Update Compensation Project April 10, 2018



Agenda

Compression Project

I. Introduction

II. Process

III. Recommendation

IV. Next Steps

Process

Nov-Dec 2017-Employee Input of
Related & Equivalent Work Experience

Jan-March 2018- Supervisor Review &
Approval. Data Analysis by HR

March/April 2018-Compression Taskforce
& TCAC along with HR, analyzed data to
make recommendation

Related Work Exp- Analyzed for leave accrual
Equivalent Work Exp- Analyzed for compression

Analyzing the Data-Big Picture

Total Countywide Compression Cost	Est. \$25.7M	
Compression Direct Salary Cost	Approx. 75%	\$19.3M
Compression Benefit Cost	Approx. 25%	\$6.4M
# of Employees in Compression Analysis <i>Sworn, temporary and appointed not included</i>	2,927	
# of Compressed Employees	2,459	

COMPRESSION

Compression occurs when employees with significant experience are paid nearly the same as employees with much less experience. Compression is caused by many factors including ineffective pay policies, market demands and outdated salary structures. Compression develops over many years and often leads to pay inequity.

Compression Recommendation

2018 Compression Budget

\$4.4M

Direct Salary Cost

\$3.3M

Benefit Cost

\$1.1M

Compression Recommendation

Employees Most Compressed (75% of Funds)

767

Employees Compressed above the 81% "floor" (25% of Funds)

1,692

Average Compression Increase for Employees

0.75%

TCAC recommended unanimously after reviewing 7 options:

- 75% of funds addressing the most compressed salaries**
- 25% broader distribution of most employee population impacted by compression**
- Compression formula does not “discriminate” - analysis was completed without reviewing specific individuals, agencies and departments**

Power BI Analysis

- <https://slcdb2016dw.slcounty.org/reports/powerbi/Human%20Resources/Compression/Compression%202018%20-%20Council>

What's Next?

1. Implement salary adjustments by end of May 2018, retroactive to January 1, 2018.
2. Under TCAC's direction, continue to address the County's compression issue each year with a commitment to make this the #1 priority in the budget.
3. The \$4.4M spent in 2018 is a down payment to alleviate compression, as promised, to employees. This resolves 1/5th of the decades long issue of compression.

Thank You

HR

- Compensation team of Kristin Jensen, Heather McFarland

TCAC (Total Compensation Advisory Committee)

- Elected Officials, Department Directors, Deputy Mayors, Mayor, David Delquadro

Compression Taskforce

- Darrin Casper, David Delquadro, Erin Litvack, Holly Yocom, Wayne Cushing, Sim Gill, Tammy Pullan, Kristin Jensen, Heather McFarland, Ralph Chamness

Business Intelligence/IS

- Jon Thelen, Prem Narayanan, Chris Hronek, Roxanne George, Alan Mendoza



Questions?