

RESOLUTION NO. _____

DATE: _____

A RESOLUTION OF THE SALT LAKE COUNTY COUNCIL
ESTABLISHING A COUNCIL COMPENSATION REVIEW COMMITTEE TO
REVIEW AND STUDY SALT LAKE COUNTY EMPLOYEE
COMPENSATION

WHEREAS, pursuant to the provisions of the County Personnel Management Act and § 2.80.070 of Salt Lake County Ordinance, Salt Lake County's human resource agency shall design and administer a county pay plan that includes salaries, pay-for-performance raises, incentives, bonuses, leave, insurance, retirement and other benefits as defined through policy; and

WHEREAS, the Salt Lake County Council, acting as the legislative body for Salt Lake County, has the responsibility to approve, amend, or reject the pay plan for Salt Lake County employees as it is designed and administered by the county office of human resource management; and

WHEREAS, in carrying out this responsibility, the Salt Lake County Council now finds it expedient to undertake a systematic study of current employment market conditions and Salt Lake County needs and goals as they relate to the Council's consideration of a pay plan; and

WHEREAS, Salt Lake County Ordinance § 2.04.130 provides that the Salt Lake County Council may establish additional committees as it deems appropriate and may convene committee meetings at any time for the purpose of study, discussion, investigation, formal hearings or inquiries, workshops, or presentations by or responses from citizens or other interested persons or groups; and

WHEREAS; the Salt Lake County Council is desirous to establish such a committee of its membership for the purpose of reviewing and studying Salt Lake County employee

compensation and related human resource matters, and to make advisory recommendations to the entire Council concerning the County's pay plan and budget, which recommendations will better inform the Council in discharging its statutory responsibilities;

NOW THEREFORE, be it resolved by the Salt Lake County Council that:

- 1) The Salt Lake County Council, acting as legislative body for Salt Lake County, establishes a committee consisting of no less than four of its members to study and review Salt Lake County employee compensation and related human resource matters for the purpose of better informing the Council's consideration of Salt Lake County's pay plan and budget. The committee shall be known as the Council Compensation Review Committee.
- 2) No official action may be taken by the Council Compensation Review Committee meetings other than the adoption of non-binding recommendations to the Council, or procedural votes related to the conduct of committee business.
- 3) The Council Compensation Review Committee shall hold regular meetings at the Salt Lake County Government Center on at least a quarterly basis and on more specific dates and times to be determined by the Committee. Committee meetings shall be open to the public in accordance with state statute and public notice shall be given of all committee meetings in the same manner as required for regular meetings, along with minutes of open meetings as may be required by state statute.
- 4) Members of the Council Compensation Review Committee shall be selected by vote of the Salt Lake County Council.

- 5) The Council Compensation Review Committee may select one of its members to serve as committee chair, or as temporary committee chair in the event chair's absence.
- 6) The Council Compensation Review Committee may utilize County Council staff and resources to assist in the discharge of its responsibilities in a manner consistent with the directives of the County Council or its Executive Committee. The Council Compensation Review Committee may also solicit the views and expertise of relevant subject matter experts from outside of the County.
- 7) The Council Compensation Review Committee shall study and report on the following matters, among others:
 - a. The personnel budgets and employee allocations of County offices and departments;
 - b. The County's compensation and benefit structure; and
 - c. Market research and analysis on comparable regional markets.
- 8) The Council Compensation Review Committee may make non-binding recommendations to the Council as they may be recommended by the Committee or requested by the Council.
- 9) The Council Compensation Review Committee may be modified or dissolved by future resolution of the Council.

APPROVED and ADOPTED this _____ day of _____ 2021.

SALT LAKE COUNTY COUNCIL

By: _____
Steve DeBry, Chair

ATTEST:

Sherrie Swensen
Salt Lake County Clerk

APPROVED AS TO FORM

Deputy District Attorney Date

Council Member Alvord voting	_____
Council Member Bradley voting	_____
Council Member Bradshaw voting	_____
Council Member DeBry voting	_____
Council Member Granato voting	_____
Council Member Snelgrove voting	_____
Council Member Stringham voting	_____
Council Member Theodore voting	_____
Council Member Winder Newton voting	_____