

**Minutes Meeting
Citizens' Compensation Advisory Committee
February 19, 2013**

Members Present: Connie Spyropoulos-Linardakis, Vice-Chair
John Campbell, Chair (present by telephone)
Paul Jones
John Mathews

Members Excused: Kerma Jones
Drew Clarke
Charlotte Miller

Staff Present: David Salazar, City Compensation Administrator
Jodi Langford, City Benefits Administrator
Nancy Torres, Committee Support/Coordinator

Guests: Michael Tuttle (SLC Police Union – Local 75), Byron Garritson

A recording of these proceedings is on file and available from the SLC- HR Department. These minutes reflect only a brief outline of the meeting.

Welcome & Introduction: Connie Spyropoulos- Linardakis opened the meeting and established that a quorum was present, along with three other members; she noted that Committee Chair, John Campbell, was present at the meeting by phone. Due to time constraints and limited availability of certain members, Connie noted the need to rearrange the order of agenda items, giving priority to items pertaining to discussion and approval of the Annual Report (Items #5 & #6).

Adoption of February 7, 2013 Meeting Minutes: A motion to approve the minutes from the meeting held on 2/07/13 was called for. A motion to approve was made by Paul Jones and was seconded by John Mathews. Members of the Committee present voted unanimously to approve the minutes.

2012-13 Compensation Review, including Salary Survey Results: David Salazar presented final market data and results obtained from surveys conducted for Elected Officials, Department Heads & Other Key City Leaders, in addition to the spreadsheet showing local market comparisons to be adopted as Appendix A in the Annual Report. David noted changes, including corrections and updates, to the data presented in the last meeting; an outline and explanation of specific changes was provided.

David reviewed and highlighted changes contained in select sections of the annual report, as well as each of the specific recommendations shown in the draft report, in the order shown. Committee members' suggestions and questions were discussed and updates made in the report.

John Campbell noted a previous conversation that he & Connie Linardakis had with City Council leaders regarding the Committee's commitment to consider and recommend a study of pay for performance.

Discussion was closed and a call for a motion to adopt the final version of the Annual Report was made. Paul Jones made a motion to accept the report with the changes discussed; seconded by Connie. The motion was accepted unanimously.

City Benefits Update: Jodi Langford provided a report on alternatives presented for consideration by the City's Employee Benefits Committee, including changes in deductibles and other plan changes. Jodi addressed questions about the City's benefits reserves, introduction of PEHP's transparency tool and consideration of retirement incentives. Relative to retirement incentives, Committee members discussed their own experiences and agreed to forego any recommendation for the City to pursue or otherwise consider retirement incentives at this time due to limited success.

Drew Clarke Resignation: John Campbell alerted Committee members regarding Drew Clarke's need to resign his Committee seat. Committee members were encouraged to provide David with recommendations for potential replacements to be forwarded on to the Mayor's Office for consideration.

Next Meeting Date: The next meeting date will be assessed and scheduled at a date yet to be determined. John Campbell noted the tentative date set for formal presentation of the 2013 Annual Report to the City Council on March 19, 2013.

The meeting was adjourned at approximately 4:00 pm.

MINUTES APPROVED 10/29/2013