



**MURRAY CITY MUNICIPAL COUNCIL**

**BUDGET AND FINANCE COMMITTEE**

**RECONCILLATION MEETING**

**FISCAL YEAR 2021-2022**

**Electronic Meeting Only**

**Monday, May 7, 2021**

The Murray City Municipal Council met as the Budget and Finance Committee Tuesday, May 7, 2021, to hold its Budget and Finance Committee meeting electronically in accordance with Utah Code 52-4-207(4), due to infectious disease COVID-19 Novel Coronavirus. The Budget and Finance Committee Chair has determined that conducting a meeting with an anchor location presents substantial risk to the health and safety of those who may be present at the anchor location because physical distancing measures may be difficult to maintain in the Murray City Council Chambers.

**Members in Attendance:**

Kat Martinez	Budget Chair - Council District 1
Dale Cox	Committee Member - Council District 2
Diane Turner	Committee Member - Council District 4
Brett Hales	Committee Member - Council District 5

**Excused:**

Rosalba Dominguez	Budget Vice-Chair - Council District 3
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**Others in Attendance:**

Blair Camp	Mayor	Jennifer Kennedy	Council Director
Jennifer Heaps	Mayor's CCO	Brenda Moore	Finance Director
Pattie Johnson	Council Office		

**Call to Order:** Ms. Martinez called the Budget and Finance Committee Meeting to order at 12:00 p.m.

**Discussion Items** – (See Attachment)

1. Non- Departmental – Increase allotment for the Murray Youth Chamber = \$3,000.
  - Mr. Cox proposed that a financial contribution from the City to the Murray Youth Chamber be raised from \$2,500 to \$3,000, because of the important work that they do, and to sustain good learning. There was no opposition expressed by other Council Members.

2. City Council - Pay for Youth Chamber members to attend the Utah League of Cities and Towns, Local Officials Day conference and dinner = \$1,400.
  - Mr. Cox proposed the City Council combine youth registration fees with those of the Council, to ensure the group can join all Murray City officials at the same table for the annual event. There was a general consensus to budget the allotment for Youth Chamber attendance.
3. MCEA (Murray City Employees Association) - Waive golf cart fees for MCEA Golf Tournament = \$670.
  - All Council Members were in support. Ms. Moore explained the contribution amount would be added to the budget addendum, because technically not all participants are City employees.
4. Give a 2% Bonus to employees who are at the top of their pay scale, or red-lined – The following discussion occurred:
  - Mr. Cox suggested seasoned employees at top-pay ranges be given a specific amount instead of the proposed percentage. He acknowledged that 2% would not align well with the step-plan, so in show of appreciation a dollar amount could be given to all red-lined employees.
  - Mr. Hales inquired if bonuses would be given at the end of each year.
  - Ms. Moore clarified because the step-plan solved the issue of competitive and adequate pay, red-line bonuses stopped when the step-plan started. She did not favor reinstating red-line bonuses because all employees above step-12 are getting paid fairly at high market; or if the position is in high demand or high value – they are paid above market. She confirmed that such bonuses would come from reserves, as did the entire current budget this fiscal year. Financially, she did not want to set a precedent that the City could afford these bonuses every following year. She affirmed the reason the City changed to the step-plan was to ensure pay ranges were accurate. After a compensation study was conducted, they found most positions were fine, however, some compensations decreased, and some increased. In addition, each year evaluations occur for all employees to ensure pay is raised fairly based on the market and performance.
  - Ms. Moore stated all City employees, including Council Members would be receiving a 3% COLA (Cost of Living Adjustment), or increase this year based on current pay – including red-lined employees. She noted red-lined employees actually receive more than other employees; and currently there are 135 employees who are at step-12.
  - Mr. Hales discussed the timing of the budget process and inquired why making changes to the budget was too late now when the Council just received it. He affirmed the Council was always mindful and respectful of the hard work that goes into its preparation but wanted to ensure a detailed review by the Council. Mayor Camp clarified staff from human resources and finance began compiling the compensation package that included health insurance, as early as February and March. By the time the budget is presented to the Council it has been well vetted by many staff members, including input from MCEA. Therefore, making changes to the compensation package would be complicated at this time.
  - Mr. Cox evaluated details regarding all employees' step increases; step-12 employee increases, and all COLA adjustments. He explained his concern was related to whether COLA increases would cover two years of health insurance cost increases, since step-12 employees are not on the step-plan. Ms. Moore confirmed the amount would cover employee portions of health insurance costs.
  - Mr. Cox understood the COLA accurately; but calculated that a total of \$27,000 was not significant spending to provide what would be a token bonus of \$200 to 135 dedicated employees.
  - Mr. Hales appreciated a better understanding of COLA dollar amounts employees would receive.

- Ms. Turner was grateful the City could fund step increases last year and this year.
- Ms. Martinez observed the step-plan increases and the 2% COLA was working well for all employees, and there was no need to make changes to the compensation package.
- Mr. Cox felt the issue should be kept in mind for the future, should the topic arise again.
- All Council members agreed the conversation was informative.

**City Council Decisions:** Ms. Martinez assessed the consensus to move forward with items 1-3; and not with item #4. All Council Members agreed. Mayor Camp thanked the Council for time spent evaluating and studying the budget. Ms. Moore would prepare all discussed budget changes for the Council to consider in an upcoming budget meeting.

The FY 2022 Tentative Budget is available for inspection at: [www.murray.utah.gov](http://www.murray.utah.gov) .

**Adjournment:** 12:20

Pattie Johnson  
Council Office Administrator II

