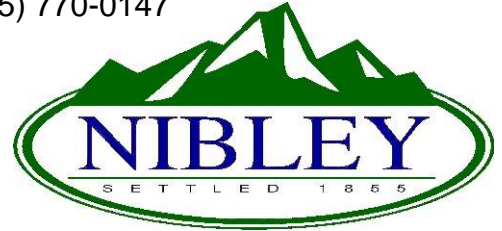


INTEROFFICE MEMO

DATE January 21, 2015 PHONE (435) 770-0147
FROM Shaun Dustin, Mayor
TO Nibley City Council and City Manager



SUBJECT **Mayor's Policy Statement, Council and Commission Compensation**

Elected and appointed officials provide a critical public service in our representative government. It is in the best interest of all of us that the best of us are available for public service. Compensation adequate to ensure that economic factors are not prequalifications for service in Nibley is fundamental to that—you should not need to decide not to run for office because you can't afford to serve.

At the same time, I don't believe that public service should be a path to wealth. I believe that we should establish a fair rate of compensation for Council and appointed positions that is representative of the effort that is required and that enables those people who serve to continue to maintain their pre-existing obligations.

Compensation is a political football; no politician wants to vote themselves a raise, and no constituent wants to see it happen. That said, if positions are not appropriately compensated, some people will not be able to serve. Council and appointees, especially at the City level, are responsible for those aspects of government that hit closest to home for all of us, from public safety to public health to economic stability. I want the very best people in those positions.

Historically, we have put off the decision about compensation until the gap between it and value is so large that we have to make large and unpopular corrections. My policy is to eliminate this source of conflict.

As a matter of policy, I intend to propose the following solutions:

- 1) Establish an adequate level of compensation that addresses the needs outlined above for Council (including Mayor) and paid appointments
- 2) Establish a policy of adjusting compensation annually in conjunction with the Mayor's Budget
- 3) Adjustments will be proposed that are consistent with the annual Cost of Living adjustment that will be proposed for all City employees
- 4) Adjustments beyond this COLA adjustment will only be proposed if there are changes in job requirements/responsibilities that justify the change