



**WORK SESSION AGENDA  
JOINT MEETING CITY COUNCIL & EMPLOYEE BENEFIT COMMITTEE  
AUGUST 7, 2012 – 6:30PM  
505 EAST 2600 NORTH  
NORTH OGDEN CITY, UTAH**

**Welcome: Mayor Harris**

**Invocation and Pledge of Allegiance: Council Member Hulme**

**AGENDA**

1. Discussion regarding questions for the City Council from the Employee Benefit Committee.  
Presenter: Neal Berube, Employee Benefit Committee Chairman
  - a. Importance of employee retention in regard to knowledge and relationships with City residents.
  - b. Definition of competitive salaries – 50<sup>th</sup> percentile – average – above 50<sup>th</sup> percentile etc.
  - c. Skilled positions vs. clerical position importance.
  - d. Guaranteed pay vs. at risk pay.
  - e. Definition of total pay rewards with weighted importance.
  - f. Full time vs. part time employment base in identified job classifications.
  - g. Job classification elasticity – wide vs. narrow.
  - h. Outsourcing philosophy via contracts etc.
  - i. Other questions.
2. Adjournment.