

ORDINANCE NO. 24-04

**AN ORDINANCE OF SOUTH OGDEN CITY, UTAH, APPROVING THE
COMPENSATION INCREASE OF EXECUTIVE MUNICIPAL OFFICERS
FOR FY2025; AND ESTABLISHING AN EFFECTIVE DATE**

SECTION I - RECITALS:

WHEREAS, SOUTH OGDEN City (“City”) is a municipal corporation duly organized and existing under the laws of the State of Utah; and,

WHEREAS, in conformance with Utah Code ("UC") § 10-3-717, and UC § 10-3- 701, the governing body of the city may exercise all administrative and legislative powers by resolution or ordinance; and,

WHEREAS, in conformance with UC §10-3-818, the governing body of the city must fix by ordinance the compensation for executive municipal officers; and,

WHEREAS, in conformance with UC §10-3-818, if the governing body of the city anticipates increasing compensation for executive municipal officers it must first hold a public hearing thereto; and,

WHEREAS, the City Council anticipates adopting a Fiscal Year 2025 Acting Budget that provides cost of living and merit increases for executive municipal officers; and,

WHEREAS, the City Council has held a public hearing concerning the proposed cost of living and merit increases for executive municipal officers; and,

WHEREAS, the City Council finds that it now wishes to set the compensation for executive municipal officers;

NOW THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF SOUTH OGDEN CITY, UTAH that the compensations as set out in Attachment "A", and by this reference incorporated, are approved and adopted and that the compensation amounts will take effect the first full pay period in July.

SECTION II - REPEALER OF CONFLICTING ENACTMENTS:

All orders, ordinances and resolutions regarding the changes enacted and adopted which have heretofore been adopted by the City, or parts thereof, which conflict with any of this Ordinance, are, for such conflict, repealed, except this repeal will not be construed to revive any act, order or

resolution, or part thereof, heretofore repealed.

SECTION III - PRIOR ORDINANCES AND RESOLUTIONS:

The body and substance of all prior Ordinances and Resolutions, with their specific provisions, where not otherwise in conflict with this Ordinance, are reaffirmed and readopted.

SECTION IV - SAVINGS CLAUSE:

If any provision of this Ordinance be held or deemed to be or shall, in fact, be invalid, inoperative or unenforceable for any reason, such reason will not render any other provision or provisions invalid, inoperative or unenforceable to any extent whatever, this Ordinance being deemed to be the separate independent and severable act of the City Council of South Ogden City.

SECTION V - DATE OF EFFECT

This Ordinance will be effective the first full pay period of July, 2024, and after publication or posting as required by law.

DATED this 18th day of June, 2024.

SOUTH OGDEN CITY, a municipal corporation

Mayor Russell L. Porter

Attested and recorded

Leesa Kapetanov, MMC
City Recorder

ATTACHMENT "A"

ORDINANCE NO. 24-04

An Ordinance of South Ogden City, Utah, Approving the Compensation Increase of Executive Municipal Officers for FY2025; And Establishing An Effective Date

18 Jun 24

Police Pay Range															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15

JOB TITLE	Minimum							Midpoint							Maximum	
POLICE CHIEF	\$109,609.49	\$113,993.87	\$118,553.62	\$123,295.77	\$128,227.60	\$133,356.70	\$138,690.97	\$144,238.61	\$148,565.77	\$153,022.74	\$157,613.42	\$162,341.83	\$167,212.08	\$172,228.44	\$175,375.18	
POLICE LIEUTENANT	\$74,934.46	\$77,931.84	\$81,049.11	\$84,291.07	\$87,662.72	\$91,169.22	\$94,815.99	\$98,608.63	\$101,566.89	\$104,613.90	\$107,752.32	\$110,984.89	\$114,314.43	\$117,743.87	\$119,895.13	
POLICE SERGEANT	\$71,494.80	\$74,354.60	\$77,328.78	\$80,421.93	\$83,638.81	\$86,984.36	\$90,463.73	\$94,082.28	\$96,904.75	\$99,811.89	\$102,806.25	\$105,890.44	\$109,067.15	\$112,339.17	\$114,391.68	
MASTER OFFICER	\$60,035.91	\$62,437.35	\$64,934.84	\$67,532.23	\$70,233.52	\$73,042.86	\$75,964.58	\$79,003.16	\$81,373.25	\$83,814.45	\$86,328.89	\$88,918.75	\$91,586.32	\$94,333.90	\$96,057.45	
POLICE OFFICER III	\$57,515.70	\$59,816.33	\$62,208.99	\$64,697.35	\$67,285.24	\$69,976.65	\$72,775.72	\$75,686.74	\$77,957.35	\$80,296.07	\$82,704.95	\$85,186.10	\$87,741.68	\$90,373.93	\$92,025.13	
POLICE OFFICER II	\$54,006.20	\$56,166.44	\$58,413.10	\$60,749.63	\$63,179.61	\$65,706.80	\$68,335.07	\$71,068.47	\$73,200.52	\$75,396.54	\$77,658.44	\$79,988.19	\$82,387.83	\$84,859.47	\$86,409.91	
POLICE OFFICER I	\$50,748.23	\$52,778.16	\$54,889.29	\$57,084.86	\$59,368.26	\$61,742.99	\$64,212.71	\$66,781.21	\$68,784.65	\$70,848.19	\$72,973.64	\$75,162.84	\$77,417.73	\$79,740.26	\$81,197.17	
	4%	4%	4%	4%	4%	4%	4%	4%	4%	3%	3%	3%	3%	3%	3%	1.80%

Additional Compensation Component Parts:

* All full-time non-post-retired employees receive a monthly \$72 of deferred compensation contribution into their URS 401K for calendar year 2024.

City Manager:

* Vehicle allowance of \$567.00 per month, per contract.

* Deferred compensation equal to 3% of gross salary into his URS 401K, per contract.

General and Enterprise Funds

JOB TITLE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
	Minimum								Midpoint									Maximum
CITY MANAGER	\$124,511.08	\$128,993.47	\$133,508.25	\$138,047.53	\$142,603.10	\$147,166.39	\$151,728.55	\$156,280.41	\$160,812.54	\$165,315.29	\$169,778.81	\$174,193.05	\$178,547.88	\$182,833.03	\$187,038.19	\$191,153.03	\$194,976.09	\$199,217.72
PUBLIC WORKS DIRECTOR	\$107,907.71	\$111,792.39	\$115,705.12	\$119,639.10	\$123,587.19	\$127,541.98	\$131,495.78	\$135,440.65	\$139,388.43	\$143,270.75	\$147,139.06	\$150,964.67	\$154,738.79	\$158,452.52	\$162,096.93	\$165,663.06	\$168,976.32	\$172,652.34
ASSISTANT CITY MANAGER	\$108,813.69	\$112,730.98	\$116,676.57	\$120,643.57	\$124,624.81	\$128,612.80	\$132,599.80	\$136,577.79	\$140,538.55	\$144,473.63	\$148,374.42	\$152,232.15	\$156,037.96	\$159,782.87	\$163,457.87	\$167,053.95	\$170,395.03	\$174,101.91
FINANCE DIRECTOR	\$97,264.38	\$100,765.90	\$104,292.71	\$107,838.66	\$111,397.34	\$114,962.05	\$118,525.87	\$122,081.65	\$125,622.02	\$129,139.43	\$132,626.20	\$136,074.48	\$139,476.34	\$142,823.77	\$146,108.72	\$149,323.11	\$152,309.58	\$155,623.01
ASSISTANT PUBLIC WORKS DIRECTOR	\$84,990.78	\$88,050.45	\$91,132.21	\$94,230.71	\$97,340.32	\$100,455.21	\$103,569.32	\$106,676.40	\$109,770.02	\$112,843.58	\$115,890.36	\$118,903.51	\$121,876.09	\$124,801.12	\$127,671.55	\$130,480.32	\$133,089.93	\$135,985.25
FIELD MAINTENANCE SUPERVISOR	\$61,444.08	\$63,656.07	\$65,884.03	\$68,124.09	\$70,372.19	\$72,624.09	\$74,875.44	\$77,121.71	\$79,358.23	\$81,580.27	\$83,782.93	\$85,961.29	\$88,110.32	\$90,224.97	\$92,300.14	\$94,330.75	\$96,217.36	\$98,310.53
MAINTENANCE OPERATOR III	\$55,124.38	\$57,108.86	\$59,107.67	\$61,117.33	\$63,134.21	\$65,154.50	\$67,174.29	\$69,189.52	\$71,196.01	\$73,189.50	\$75,165.62	\$77,119.93	\$79,047.92	\$80,945.07	\$82,806.81	\$84,628.56	\$86,321.13	\$88,199.02
BUILDING OFFICIAL	\$72,362.40	\$74,967.45	\$77,591.31	\$80,229.41	\$82,876.99	\$85,529.05	\$88,180.45	\$90,825.86	\$93,459.81	\$96,076.69	\$98,670.76	\$101,236.20	\$103,767.10	\$106,257.51	\$108,701.44	\$111,092.87	\$113,314.72	\$115,779.84
FLEET MANAGER	\$62,359.89	\$64,604.84	\$66,866.01	\$69,139.46	\$71,421.06	\$73,706.53	\$75,991.44	\$78,271.18	\$80,541.04	\$82,796.19	\$85,031.69	\$87,242.51	\$89,423.58	\$91,569.74	\$93,675.85	\$95,736.71	\$97,651.45	\$99,775.82
TREASURER	\$57,358.62	\$59,423.53	\$61,503.35	\$63,594.47	\$65,693.08	\$67,795.26	\$69,896.92	\$71,993.82	\$74,081.64	\$76,155.93	\$78,212.14	\$80,245.66	\$82,251.80	\$84,225.84	\$86,163.04	\$88,058.62	\$89,819.79	\$91,773.79
RECREATION SUPERVISOR	\$50,951.75	\$52,786.01	\$54,633.53	\$56,491.07	\$58,355.27	\$60,222.64	\$62,089.54	\$63,952.23	\$65,806.84	\$67,649.43	\$69,475.97	\$71,282.34	\$73,064.40	\$74,817.95	\$76,538.76	\$78,222.61	\$79,787.06	\$81,522.80
LEAD ACCOUNTANT	\$50,907.39	\$52,740.06	\$54,585.96	\$56,441.88	\$58,304.46	\$60,170.20	\$62,035.48	\$63,896.55	\$65,749.55	\$67,590.53	\$69,415.48	\$71,220.28	\$73,000.79	\$74,752.81	\$76,472.12	\$78,154.51	\$79,717.60	\$81,451.82
Water Technician III	\$49,120.15	\$50,888.48	\$52,669.58	\$54,460.34	\$56,257.53	\$58,057.77	\$59,857.57	\$61,653.29	\$63,441.24	\$65,217.59	\$66,978.47	\$68,719.91	\$70,437.91	\$72,128.42	\$73,787.37	\$75,410.69	\$76,918.90	\$78,592.25
CHIEF OF STAFF	\$49,860.33	\$51,655.30	\$53,463.24	\$55,280.99	\$57,105.26	\$58,932.63	\$60,759.54	\$62,582.33	\$64,397.22	\$66,200.34	\$67,987.75	\$69,755.43	\$71,499.32	\$73,215.30	\$74,899.25	\$76,547.03	\$78,077.98	\$79,776.53
JUSTICE COURT SUPERVISOR	\$48,652.45	\$50,403.94	\$52,168.08	\$53,941.79	\$55,721.87	\$57,504.97	\$59,287.63	\$61,066.25	\$62,837.18	\$64,596.62	\$66,340.73	\$68,065.58	\$69,767.22	\$71,441.64	\$73,084.79	\$74,692.66	\$76,186.51	\$77,843.92
EXECUTIVE DIRECTOR OF DEPARTMENT	\$48,666.07	\$50,418.05	\$52,182.68	\$53,956.89	\$55,737.47	\$57,521.07	\$59,304.22	\$61,083.35	\$62,854.76	\$64,614.70	\$66,359.29	\$68,084.63	\$69,786.75	\$71,461.63	\$73,105.25	\$74,713.56	\$76,207.84	\$77,865.71
Water Technician II	\$47,335.23	\$49,039.29	\$50,755.67	\$52,481.36	\$54,213.25	\$55,948.07	\$57,682.46	\$59,412.93	\$61,135.91	\$62,847.72	\$64,544.60	\$66,222.76	\$67,878.33	\$69,507.41	\$71,106.08	\$72,670.42	\$74,123.83	\$75,738.36
MAINTENANCE OPERATOR II	\$47,591.79	\$49,305.09	\$51,030.77	\$52,765.82	\$54,507.09	\$56,251.32	\$57,995.11	\$59,734.96	\$61,467.27	\$63,188.36	\$64,894.44	\$66,581.70	\$68,246.24	\$69,884.15	\$71,491.49	\$73,064.30	\$74,525.59	\$76,146.86
METER READING/UTILITY SERVICE SUP	\$46,332.27	\$48,000.24	\$49,680.24	\$51,369.37	\$53,064.56	\$54,762.63	\$56,460.27	\$58,154.08	\$59,840.55	\$61,516.08	\$63,177.01	\$64,819.62	\$66,440.11	\$68,034.67	\$69,599.47	\$71,130.66	\$72,553.27	\$74,131.64
Water Technician I	\$45,353.87	\$46,986.61	\$48,631.14	\$50,284.60	\$51,943.99	\$53,606.19	\$55,267.99	\$56,926.03	\$58,576.88	\$60,217.03	\$61,842.89	\$63,450.81	\$65,037.08	\$66,597.97	\$68,129.72	\$69,628.58	\$71,021.15	\$72,566.19
MAINTENANCE OPERATOR I	\$44,169.22	\$45,759.31	\$47,360.89	\$48,971.16	\$50,587.21	\$52,206.00	\$53,824.39	\$55,439.12	\$57,046.85	\$58,644.16	\$60,227.56	\$61,793.47	\$63,338.31	\$64,858.43	\$66,350.17	\$67,809.88	\$69,166.07	\$70,670.76
FACILITIES MAINTENANCE FOREMAN	\$48,075.47	\$49,806.18	\$51,549.40	\$53,302.08	\$55,061.05	\$56,823.00	\$58,584.51	\$60,342.05	\$62,091.97	\$63,830.54	\$65,553.97	\$67,258.37	\$68,939.83	\$70,594.39	\$72,218.06	\$73,806.86	\$75,282.99	\$76,920.75
PUBLIC WORKS INSPECTOR	\$49,018.27	\$50,782.92	\$52,560.33	\$54,347.38	\$56,140.84	\$57,937.35	\$59,733.41	\$61,525.41	\$63,309.64	\$65,082.31	\$66,839.54	\$68,577.37	\$70,291.80	\$71,978.80	\$73,634.31	\$75,254.27	\$76,759.36	\$78,429.23
CITY RECORDER	\$58,285.45	\$60,383.73	\$62,497.16	\$64,622.07	\$66,754.59	\$68,890.74	\$71,026.35	\$73,157.14	\$75,278.70	\$77,386.50	\$79,475.94	\$81,542.31	\$83,580.87	\$85,586.81	\$87,555.31	\$89,481.53	\$91,271.16	\$93,256.73
ANIMAL CONTROL OFFICER II	\$42,918.30	\$44,463.36	\$46,019.57	\$47,584.24	\$49,154.52	\$50,727.46	\$52,300.02	\$53,869.02	\$55,431.22	\$56,983.29	\$58,521.84	\$60,043.41	\$61,544.49	\$63,021.56	\$64,471.06	\$65,889.42	\$67,207.21	\$68,669.28
PARKS MAINTENANCE III	\$44,838.28	\$46,452.46	\$48,078.29	\$49,712.96	\$51,353.48	\$52,996.79	\$54,639.69	\$56,278.89	\$57,910.97	\$59,532.48	\$61,139.86	\$62,729.49	\$64,297.73	\$65,840.88	\$67,355.22	\$68,837.03	\$70,213.77	\$71,741.25
OFFICE SPECIALIST II	\$39,857.88	\$41,292.76	\$42,738.01	\$44,191.10	\$45,649.41	\$47,110.19	\$48,570.61	\$50,027.72	\$51,478.53	\$52,919.93	\$54,348.76	\$55,761.83	\$57,155.88	\$58,527.62	\$59,873.75	\$61,190.98	\$62,414.80	\$63,772.61
OFFICE SPECIALIST I/EVIDENCE	\$38,642.55	\$40,033.68	\$41,434.86	\$42,843.65	\$44,257.49	\$45,673.73	\$47,089.61	\$48,502.30	\$49,908.87	\$51,306.32	\$52,691.59	\$54,061.57	\$55,413.11	\$56,743.02	\$58,048.11	\$59,325.17	\$60,511.67	\$61,828.08
PARKS MAINTENANCE I	\$38,745.67	\$40,140.52	\$41,545.44	\$42,957.98	\$44,375.60	\$45,795.61	\$47,215.28	\$48,631.74	\$50,042.06	\$51,443.23	\$52,832.20	\$54,205.84	\$55,560.99	\$56,894.45	\$58,203.02	\$59,483.49	\$60,673.16	\$61,993.08
PARKS MAINTENANCE II	\$41,651.41	\$43,150.86	\$44,661.14	\$46,179.62	\$47,703.54	\$49,230.06	\$50,756.19	\$52,278.88	\$53,794.96	\$55,301.22	\$56,794.35	\$58,271.01	\$59,727.78	\$61,161.25	\$62,567.96	\$63,944.45	\$65,223.34	\$66,642.25
PARKS CREW LEADER II	\$45,816.55	\$47,465.95	\$49,127.26	\$50,797.58	\$52,473.90	\$54,153.07	\$55,831.81	\$57,506.77	\$59,174.46	\$60,831.35	\$62,473.80	\$64,098.11	\$65,700.57	\$67,277.38	\$68,824.76	\$70,338.91	\$71,816.02	\$73,324.16
ANIMAL CONTROL OFFICER I	\$40,283.29	\$41,733.49	\$43,194.16	\$44,662.76	\$46,136.63	\$47,613.01	\$49,089.01	\$50,561.68	\$52,027.97	\$53,484.75	\$54,928.84	\$56,356.99	\$57,765.91	\$59,152.29	\$60,512.80	\$61,844.08	\$63,080.96	\$64,453.26
ADMINISTRATIVE ASSISTANT	\$38,606.74	\$39,996.58	\$41,396.46	\$42,803.94	\$44,216.47	\$45,631.40	\$47,045.97	\$48,457.35	\$49,862.61	\$51,258.77	\$52,642.75	\$54,011.46	\$55,361.75	\$56,690.43	\$57,994.31	\$59,270.19	\$60,455.59	\$61,770.78
JUSTICE COURT CLERK	\$43,475.64	\$45,040.76	\$46,617.19	\$48,202.18	\$49,792.85	\$51,386.22	\$52,979.19	\$54,568.57	\$56,151.05	\$57,723.28	\$59,281.81	\$60,823.14	\$62,343.72	\$63,839.97	\$65,308.29	\$66,745.07	\$68,079.97	\$69,561.03
OFFICE SPECIALIST I	\$35,521.97	\$36,800.76	\$38,088.79	\$39,383.81	\$40,683.47	\$41,985.34	\$43,286.89	\$44,585.50	\$45,878.48	\$47,163.07	\$48,436.48	\$49,695.82	\$50,938.22	\$52,160.74	\$53,360.43	\$54,534.36	\$55,625.05	\$56,835.15
Recreation Coordinator	\$38,060.67	\$39,430.86	\$40,810.94	\$42,198.51	\$43,591.06	\$44,985.97	\$46,380.54	\$47,771.96	\$49,157.34	\$50,533.75	\$51,898.16	\$53,247.51	\$54,578.70	\$55,888.59	\$57,174.03	\$58,431.85	\$59,600.49	\$60,897.08
		3.6	3.5	3.4	3.3	3.2	3.1	3	2.9	2.8	2.7	2.6	2.5	2.4	2.3	2.2	2.1	2.1

Judge	\$59,292.10	\$60,774.41	\$62,293.77	\$63,851.11	\$65,447.39	\$67,083.57	\$68,760.66	\$70,479.68	\$72,241.67	\$74,047.71	\$75,528.67	\$77,039.24	\$78,580.03	\$80,151.63	\$81,754.66	\$83,389.75	\$85,057.55	\$86,520.54
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