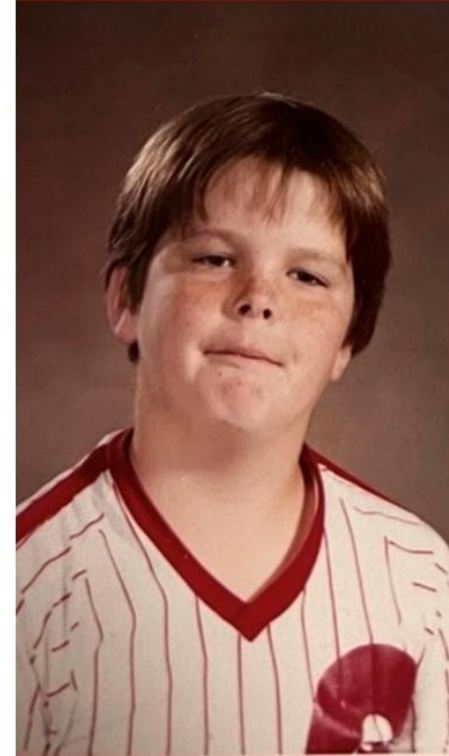


LET'S GET
AWKWARD

Me



3rd Grade School Photo

Pete Rose



Goal of 3rd Grade Photo

LOCAL GOVERNMENT OFFICERS COMPENSATION

Utah Code Ann. § 10-3-818

Key Points

- New law as of May 1, 2024.
- The purpose is to ensure transparency and public input in the process.
- Requires all cities to hold a public hearing before approving a final or amended budget that includes a compensation increase for an executive municipal officer.
 - Public hearing must be separate from the city budget public hearing but may be on the same date.
 - Code defines what is “compensation,” “compensation increases,” and what an “executive municipal officer means.”
- No uniformity in how each city complies with this law.

Clearfield City Executive Municipal Officers

Qualifying Titles/Positions

City Manager	Ast. Chief
Asst. City Manager	CS Ast. Director
City Attorney	Dpty. City Attorney
CS Director	PW. Dpty. Director
Chief of Police	
PW Director	
CD Director	

Executive Compensation Philosophy

Key Points

- The compensation philosophy for an Executive Municipal Officer is the same as all city employees, which is to “Meet the Local Market within the Acceptable Comparison Ratio Range of 45%-60% of the median market rate.”
 - For those Executive Municipal Officer positions that do not have a set of comparable benchmarks from other similar governmental entities are considered “Unique to the City” and Human Resources, with the advice and consent of management review those positions based on internal equity and organizational needs and priorities.

Executive Compensation Data

Position	Actual Pay	Actual Pay to Median % +/-
City Manager	\$182,228.80	-4.96%
Ast. City Manager	\$167,606.40	-0.01%
City Attorney	\$177,236.80	-4.74%
CS Director	\$162,260.80	N/A*
Chief of Police	\$162,261.00	+1.68%
PW Director	\$153,275.20	+0.82%
CD Director	\$124,696.00	-12.61%**
Ast. Chief	\$139,276.80	+0.40%
CS Ast. Director	\$127,316.80	-6.73%
Dpty. City Attorney	\$130,083.20	-3.01%
PW Dpty. Director	\$127,316.80	-2.59%

*This position is “Unique to our City,” meaning it does not have an adequate set of comparable benchmarks from other similar governmental entities, resulting in range and pay being set based on internal equity and organizational needs and priorities.

**This percentage is 2.61% outside the Acceptable Comparison Ratio Range of 45%-60% of the median market rate. The current employee is new to the position.

Proposed Executive Compensation

Executive Compensation Strategy

In accordance with the direction of the City Council to “Meet the Local Market within the Acceptable Comparison Ratio Range of 45%-60% of the median market rate,” it is recommended that the executive municipal officers follow the same compensation strategy that is proposed for all staff, which is:

- **0%-3% Merit Increases**
 - Merit increases of less than 3% may be given based on performance
- **2.9% Cost of Living Adjustment (COLA)**
 - The city will use the COLA rate set by the Utah Retirement Systems (URS) each January.
 - A COLA increase in full or in part may or may not be given based on performance

Fiscal Impact & The Public Hearing

Fiscal Impact

The associated fiscal impact of an increase of up to 5.9% for all executive municipal officers is currently built into the proposed tentative budget.

Public Hearing

The legally required public hearing regarding the compensation of executive municipal officers is scheduled for May 13, 2025, as a separate hearing from the adoption of the proposed tentative budget that is scheduled for the same night.