



**Memorandum**

**To:** Mayor, Town Council  
**From:** Rick Wixom  
**Date:** June 5, 2025  
**Re:** **June 11, 2025 Town Council Meeting**  
**SB 91/UCA 10-3-818 Public Hearing on Compensation Increases**

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During the 2024 legislative session, the Utah Legislature passed SB 91: Local Government Officers Compensation Amendments. This bill modified the existing code language in State Code 10-3-818 related to salaries and compensation of elected and appointed town officers.

The enrolled bill requires counties, cities, and towns to hold a public hearing before approving a final or amended budget that includes a compensation increase for an executive municipal officer.

Municipal officers are defined in the bill as:

- A city or town manager or chief administrative officer,
- An assistant city or town manager or assistant to a chief administrative officer,
- A city or town attorney,
- An individual who is the head or chief of a city or town department or division, or
- An individual who is the chief assistant or deputy to the head or chief of a department or division.

A compensation increase is defined in the bill as an increase in any of the following items of compensation:

- Salary, including salary paid under a contract,
- A budgeted bonus or budgeted incentive pay,
- A vehicle allowance, or
- Deferred salary.

The public hearing required by SB 91 needs to be advertised as other public hearings and class A notices, similar to notices we regularly use for public hearings for budget approvals.

The Town of Springdale has several employees that meet the bill's definition of executive municipal officer as noted in the table below. The Town regularly approves budgets which include compensation increases for employees per the Town's adopted personnel policies. These include cost of living increases (COLA) and merit increases. In budgeting for these increases, we typically follow the Social Security Administration for COLA and an increase, typically small, for merit. For fiscal year 2025-26, we have proposed a 2.5% COLA increase and a 2% merit increase. Due to the order and calculation in which these are applied, the actual increase is 4.55% for employees qualifying for both COLA and merit.

The Town also provides longevity bonuses for employees who have reached certain time in service milestones; 5, 10, 15, 20, and 25 years of service with the Town as approved by the Town Council in March 2022.

The following table shows the employees who meet the bill's definition, the compensation increases for each position, and budgeted longevity bonuses for the positions as applicable for this year. These increases are included in the proposed FY26 budget, which has been discussed with the Council in previous meetings.

<b>Position</b>	<b>FY 2026 Budgeted Compensation Increase</b>	<b>Compensation Increase Percentage</b>	<b>Longevity Bonus</b>
Town Manager	9,533.23	4.55%	
Police Chief	8,235.56	4.55%	
Director of Community Development	4,200.28	2.50%	
Town Treasurer/HR Director	7,108.71	4.55%	10,000 (20 yrs)
Deputy Treasurer	2,669.79	4.55%	1,000 (5 yrs)
Town Clerk	3,190.87	4.55%	
Deputy Clerk	2,490.92	4.55%	
Public Works Superintendent	4,914.23	4.55%	
Utilities Supervisor	3,666.35	4.55%	
Streets Supervisor	3,081.48	4.55%	2,500 (10 yrs)
Parks and Recreation Director	3,992.53	4.55%	

This agenda item is to hold a public hearing in compliance with the State law. There is no action required by the Council as part of the hearing. In the following agenda item, the Council will hold a public hearing on the adoption of the FY 2025-26 annual budget.

A copy of the text of SB 91 (2024) is attached for the Council's reference.

**LOCAL GOVERNMENT OFFICERS COMPENSATION AMENDMENTS**

2024 GENERAL SESSION

STATE OF UTAH

**Chief Sponsor: Chris H. Wilson**

House Sponsor: Paul A. Cutler

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**LONG TITLE**

**General Description:**

This bill modifies provisions relating to the compensation of certain county and municipal officers.

**Highlighted Provisions:**

This bill:

- requires a county legislative body or municipal governing body proposing a compensation increase for specified officers to hold a public hearing on the proposed increase and provide notice of the hearing; and
- repeals language relating to compensation of municipal officers.

**Money Appropriated in this Bill:**

None

**Other Special Clauses:**

None

**Utah Code Sections Affected:**

AMENDS:

**10-3-818**, as last amended by Laws of Utah 2023, Chapter 435

**17-16-14**, as last amended by Laws of Utah 1993, Chapter 227

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*Be it enacted by the Legislature of the state of Utah:*

Section 1. Section **10-3-818** is amended to read:

**10-3-818 . Salaries in municipalities -- Notice.**

- (1) The elective and statutory officers of municipalities shall receive ~~[such]~~ the compensation for their services ~~[as]~~ that the governing body ~~[may fix]~~ fixes by ordinance adopting compensation or compensation schedules enacted after public hearing.

- (2) (a) As used in this Subsection (2):

(i) "Compensation" means:

(A) salary, including salary paid under a contract;

(B) a budgeted bonus or budgeted incentive pay;

(C) a vehicle allowance; and

(D) deferred salary.

(ii) "Compensation increase" means an increase in any item of compensation listed in Subsection (2)(a)(i).

(iii) "Executive municipal officer" means:

(A) the city or town manager or chief administrative officer;

(B) the assistant city or town manager or assistant city or town chief administrative officer;

(C) the city or town attorney;

(D) an individual who is the head or chief of a city or town department or division; or

(E) an individual who is the chief assistant or deputy of an individual described in Subsection (2)(a)(ii)(D).

(b) Before a governing body may adopt a final budget or a final amended budget that includes a compensation increase for an executive municipal officer, the governing body shall:

(i) hold a public hearing on the compensation increase; and

(ii) publish notice of the time, place, and purpose of the public hearing:

(A) for at least seven days before the date of the public hearing; and

(B) as a class A notice under Section 63G-30-102.

(c) A public hearing under Subsection (2)(b)(i):

(i) shall be held separate from any other public hearing; and

(ii) may be held the same day as another public hearing, including immediately before or after the other public hearing.

[~~(2) Upon its own motion the governing body may review or consider the compensation of any officer or officers of the municipality or a salary schedule applicable to any officer or officers of the city for the purpose of determining whether or not it should be adopted, changed, or amended. In the event that the governing body decides that the compensation or compensation schedules should be adopted, changed, or amended, it shall set a time and place for a public hearing at which all interested persons shall be given an opportunity to be heard.]~~

63 [(3) Notice of the time, place, and purpose of the meeting shall be published, for at least  
64 seven days before the day of the meeting, for the municipality, as a class A notice under  
65 Section 63G-30-102.]

66 [(4) After the conclusion of the public hearing, the governing body may enact an ordinance  
67 fixing, changing, or amending the compensation of any elective or appointive officer of  
68 the municipality or adopting a compensation schedule applicable to any officer or  
69 officers.]

70 [(5) Any ordinance enacted before Laws of Utah 1977, Chapter 48, by a municipality  
71 establishing a salary or compensation schedule for its elective or appointive officers and  
72 any salary fixed prior to Laws of Utah 1977, Chapter 48, shall remain effective until the  
73 municipality has enacted an ordinance pursuant to the provisions of this chapter.]

74 [(6) The compensation of all municipal officers shall be paid at least monthly out of the  
75 municipal treasury provided that municipalities having 1,000 or fewer population may  
76 by ordinance provide for the payment of its statutory officers less frequently. None of  
77 the provisions of this chapter shall be considered as limiting or restricting the authority  
78 to any municipality that has adopted or does adopt a charter pursuant to Utah  
79 Constitution, Article XI, Section 5, to determine the salaries of its elective and  
80 appointive officers or employees.]

81 Section 2. Section **17-16-14** is amended to read:

82 **17-16-14 . Salaries of county officers.**

83 (1) The annual salaries of the officers of all counties in the state shall be fixed by the  
84 respective county legislative bodies[, provided no changes shall be made in existing  
85 salaries of county officers until the county legislative body in a county desiring to  
86 change existing salaries of county officers shall first hold a public hearing at which all  
87 interested persons shall be given an opportunity to be heard] , subject to the requirements  
88 of this section.

89 (2) (a) As used in this Subsection (2):

90 (i) "Compensation" means:

91 (A) salary, including salary paid under a contract;

92 (B) a budgeted bonus or budgeted incentive pay;

93 (C) a vehicle allowance; and

94 (D) deferred salary.

95 (ii) "Compensation increase" means an increase in any item of compensation listed in  
96 Subsection (2)(a)(i).

(iii) "Executive county officer" means:

(A) the county manager or chief administrative officer;

(B) the assistant county manager or assistant county chief administrative officer;

(C) an individual who is the head or chief of a county department or division;

(D) an individual who is the chief assistant or deputy of an individual described in Subsection (2)(a)(ii)(C); or

(E) in a county of the first class with a county executive-council form of government under Section 17-52a-203, an individual appointed by the county executive to a position requiring the advice and consent of the county legislative body, as provided by county ordinance.

(b) Before a county legislative body may adopt a final budget or a final amended budget that includes a compensation increase for an executive county officer, the county legislative body shall:

(i) hold a public hearing on the compensation increase; and

(ii) publish notice of the time, place, and purpose of the public hearing:

(A) for at least seven days before the date of the public hearing; and

(B) as a class A notice under Section 63G-30-102.

(c) A public hearing under Subsection (2)(b)(i):

(i) shall be held separate from any other public hearing; and

(ii) may be held the same day as another public hearing, including immediately before or after the other public hearing.

**Section 3. Effective date.**

This bill takes effect on May 1, 2024.