



WELCOME TO THE
FY2026 BUDGET MEETING

APRIL 29, 2025



WAGES + BENEFITS =
COMPENSATION

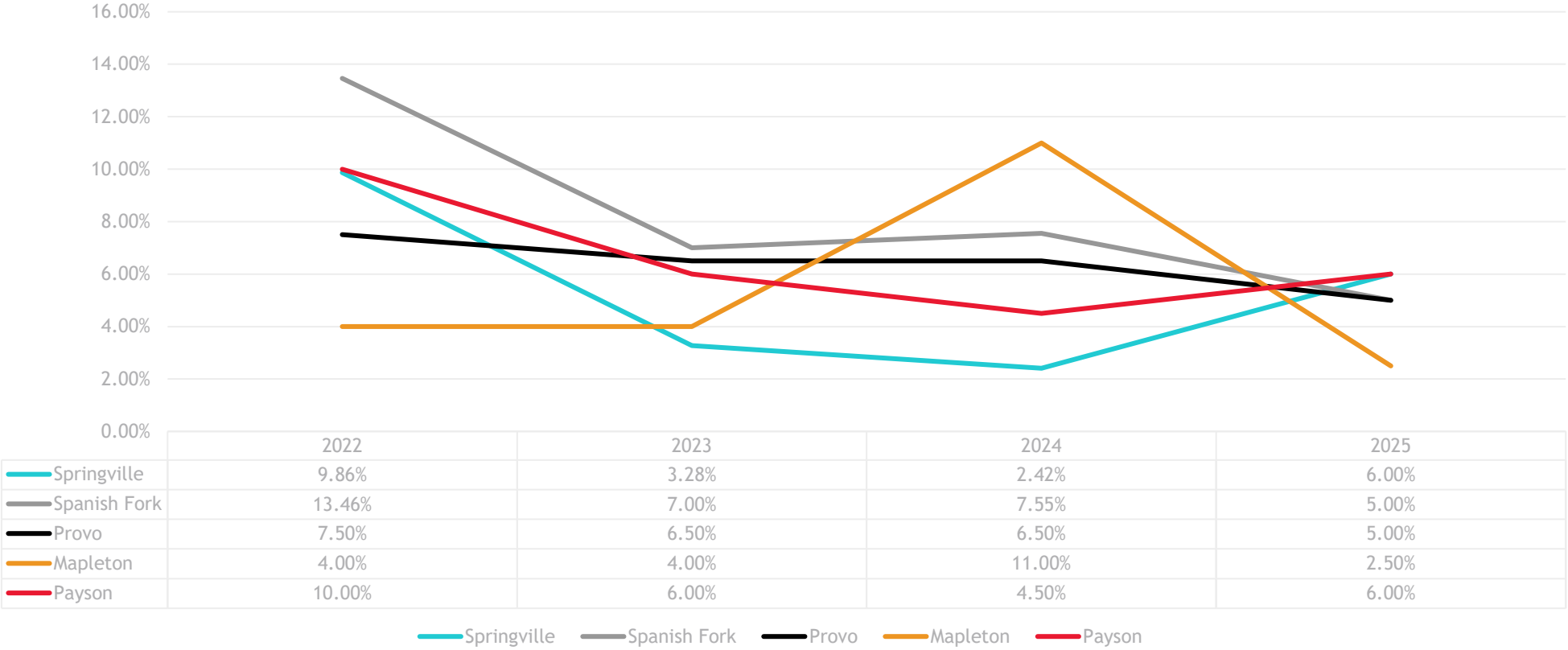
APRIL 29, 2025



PAYGRADES & MARKETS

Where has Springville ranked with actual overall wage increases in the past three years and where do we rank with the upcoming fiscal year?

Salary Increases over 4 years Utah County neighbors



Note: in 2021, Springville received just under 10% in wage increase - not shown



PAYGRADES & MARKETS

With recent changes in budgeting, HR's role with wage analysis now focuses on making sure Springville's paygrades are within an acceptable tolerance for competitive pay within the Utah County municipal market.

FY26 research necessitated the following:

- Overall paygrades increase by 3% to keep pace with COLA (cost of living adjustment) based off the CPI index and survey of Utah County municipalities.
- Our employees will see a 3% COLA issued in July 2025, and a 3% merit issued in January 2026 based off each employees score from the employment evaluation system (PEP).



PAYGRADES & MARKETS

With recent changes in budgeting, HR's role with wage analysis now focuses on making sure Springville's paygrades are within an acceptable tolerance for competitive pay within the Utah County municipal market.

FY26 research necessitated the following:

- Paygrade in/out of tolerance (continually a moving target)
 - Due to the increasing competitive nature within the municipality employee market, continual review of paygrades and wages are monitored by HR, directors and employees:

NOTE: Utah County continues to struggle to find employees with essential skills and qualifications to help fill trade positions with emphasis in Public Works (Water, Streets, and Water Reclamation).



PAYGRADES & MARKETS

With recent changes in budgeting, HR's role with wage analysis now focuses on making sure Springville's paygrades are within an acceptable tolerance for competitive pay within the Utah County municipal market.

Compensation Survey System									
Full Time Data Download									
Job # 305 - BUILDING INSPECTOR II									
Entity	Preferred Title	Hr/Yr	Paygrade Range			Actual Wage Range			Updated
			Min	Mid	Max	Min	Max	Avg	
AMERICAN FORK	Building Inspector II	2080	\$ 54,579.20	\$ 68,234.40	\$ 81,889.60	\$ -	\$ -	\$ -	09/12/2024
VINEYARD	Building Inspector II	2080	\$ 48,609.60	\$ 60,767.20	\$ 72,924.80	\$ -	\$ -	\$ -	01/27/2025
SALEM	Building Inspector II	2080	\$ 50,065.60	\$ 57,272.80	\$ 64,480.00	\$ -	\$ -	\$ -	01/11/2023
SARATOGA SPRINGS	BUILDING INSPECTOR II	2080	\$ 56,014.40	\$ 67,215.20	\$ 78,416.00	\$ 56,014.40	\$ 59,529.60	\$ 57,782.40	12/09/2024
HIGHLAND	Building Inspector II	2080	\$ 51,209.60	\$ 61,443.20	\$ 71,676.80	\$ 59,321.60	\$ 59,321.60	\$ 59,321.60	03/12/2025
OREM	BUILDING INSPECTOR	2080	\$ 60,403.20	\$ 63,200.80	\$ 65,998.40	\$ 60,403.20	\$ 60,403.20	\$ 60,403.20	09/04/2024
LEHI	Building Inspector II	2080	\$ 54,121.60	\$ 66,300.00	\$ 78,478.40	\$ 60,486.40	\$ 60,486.40	\$ 60,486.40	10/18/2024
PLEASANT GROVE	BUILDING INSPECTOR II	2080	\$ 53,518.40	\$ 64,220.00	\$ 74,921.60	\$ 62,192.00	\$ 62,192.00	\$ 62,192.00	08/03/2023
SPANISH FORK	Building Inspector II	2080	\$ 55,619.20	\$ 69,524.00	\$ 83,428.80	\$ 70,907.20	\$ 70,907.20	\$ 70,907.20	10/08/2024
PROVO	CERTIFIED BUILDING INSPECTOR II	2080	\$ 59,820.80	\$ 71,146.40	\$ 82,472.00	\$ 71,115.20	\$ 72,883.20	\$ 71,697.60	09/11/2024
SANTAQUIN	BUILDING INSPECTOR II	2080	\$ 55,328.00	\$ 67,548.00	\$ 79,768.00	\$ 72,529.60	\$ 72,529.60	\$ 72,529.60	01/31/2025
EAGLE MOUNTAIN	Building Inspector II	2080	\$ 51,708.80	\$ 64,636.00	\$ 77,563.20	\$ 73,049.60	\$ 77,833.60	\$ 75,441.60	10/29/2024
	Average		\$ 54,249.87	\$ 65,125.67	\$ 76,001.47	\$ 65,113.24	\$ 66,231.82	\$ 65,640.18	
SPRINGVILLE	BUILDING INSPECTOR II	2080	\$ 56,472.00	\$ 70,761.60	\$ 85,051.20	\$ 58,593.60	\$ 64,376.00	\$ 61,484.80	10/24/2024
	Difference		\$ 2,222.13	\$ 5,635.93	\$ 9,049.73	\$ (6,519.64)	\$ (1,855.82)	\$ (4,155.38)	
	Difference %		3.93%	7.96%	10.64%	-11.13%	-2.88%	-6.76%	
	# of Respondents		12	12	12	9	9	9	



PENSION - UTAH RETIREMENT SYSTEMS (URS)

The pension provides a retirement benefit based off years of service and salary earned

FY26 changes to both city and employee contributions

- Tier I general employee decreased 1% for FY26
- Tier I public safety decreased .5% for FY26
- Tier I firefighter no change for FY26
- Tier II general employee decreased 1% for FY26
- Tier II public safety no change for FY26
- Tier II firefighter no change for FY26
- Tier II Hybrid general employee pension decreased by 1%, and employee contribution increased to .81% for FY26
- Tier II Hybrid public safety no change, employee contribution stayed at 2.14% for FY26
- Tier II Hybrid firefighter no change, employee contribution stayed at 2.14% for FY26 (e.g. 18.81% v. 14% value)



BENEFITS

In addition to the URS pension, full-time employees may participate in the following benefits:

- Health Insurance: Under 5% blended increase for FY2026 renewal - (three plans to choose from, one paid 100% by the city, two involve employee share)
- Dental Insurance: No increase for FY2026 renewal - (city pays 75%, employee pays 25%)
- Vision Insurance: Under 1% increase for FY2026 renewal - (employee pays 100%)
- Health Savings Account (H.S.A.) (city and employee shared contribution depending on health insurance choice)
- 401(k) retirement plans (includes an optional 457 plan - city 1% match for 2% annual)
- Life and AD&D: Slight increase for FY2026 renewal - (city pays standard coverage, \$50K, for all employees, employees may buy up at their choice)
- Short and Long Term Disability: Slight increase for FY2026 renewal - (city pays 100%)
- Employee Assistance Program (EAP): No increase for FY2026 - (city pays 100% of coverage)
- Supplemental Insurances (employee pays 100% of any supplemental coverages)
- Personal Time Off (PTO) (city pays for paid time off from work depending on years of service, is capped)
- Paid holidays (city pays for 10 standard and 2 floating holidays each year)
- Other Leave with Pay (bereavement and jury duty)
- Social Security and Medicare (FICA Taxes) (city pays 7.65% of the total 15.3% of employee earnings)
- sFormal Educational Training (city will reimburse for successful completion of work-related approved education)



BENEFITS

In addition to the URS pension and benefits, employees may participate in the following wellness offerings:

- Full-time:
 - 12 rounds of golf at Hobble Creek Golf
 - 1 annual pass at Clyde Recreation Center (for employee, or may apply value of pass for family pass discount)
 - 1 library card
 - Choice of an overnight campsite at one of Springville's canyon parks (Jolley's Ranch or Rotary Park)
 - Choice of one pavilion rental at one of Springville's canyon parks (Jolley's Ranch, Rotary Park or Kelly's Grove) or city parks (Bartholomew Family Park, Big Hollow, Contractor Legacy, Heritage Park, Hobble Creek, Kelvin Grove or Spring Creek)
- Part-time:
 - 6 rounds of golf at Hobble Creek Golf
 - 50% discount for an annual pass at Clyde Recreation Center (for employee, or may apply value of pass for family pass discount)
 - 1 library card
 - Choice of an overnight campsite at one of the Springville owned canyon parks (Jolley's Ranch or Rotary Park)
 - Choice of one pavilion rental at one of the Springville owned canyon parks (Jolley's Ranch, Rotary Park or Kelly's Grove) or city parks (Bartholomew Family Park, Big Hollow, Contractor Legacy, Heritage Park, Hobble Creek, Kelvin Grove or Spring Creek)



WAGE + BENEFITS = TOTAL COMPENSATION

Employee's Cash Compensation		
Salary	\$ 66,144.00	
Total Cash Compensation:	\$66,144.00	
Employee's and Employer's Annualized Contributions		
	<i>Employee</i>	<i>Employer</i>
Medical	\$ -	\$ 7,966.80
Health Savings Account	\$ 3,000.00	\$ 600.00
Dental	\$ 157.44	\$ 472.08
Vision	\$ 90.12	\$ -
URS Pension (fund 211)	\$ -	\$10,343.52
URS 401K Pension (fund 211)	\$ -	\$ 116.31
Group Life	\$ -	\$ 70.80
Group Short-Term Disability	\$ -	\$ 132.24
Group Long-Term Disability	\$ -	\$ 317.52
Voluntary Life	\$ 1,068.60	\$ -
EAP COBRA Qualified	\$ -	\$ 45.84
Social Security	\$ 3,899.58	\$ 3,899.58
Medicare	\$ 912.00	\$ 912.00
Total Benefit Compensation:	\$ 9,127.74	\$24,876.69
Total Compensation: \$91,020.69		
38% Benefit Value		

Employee Cash Compensation		
Salary	\$ 70,241.60	
Total Cash Compensation:	\$ 70,241.60	
Employee's and Employer's Annualized Contributions		
	<i>Employee</i>	<i>Employer</i>
Medical	\$ -	\$22,306.56
Health Savings Account	\$ 3,000.00	\$ 600.00
Dental	\$ 325.68	\$ 977.52
Vision	\$ 90.12	\$ -
Hospital Indemnity	\$ 713.16	\$ -
URS Pension (fund 211)	\$ -	\$10,943.73
URS 401K Pension (fund 211)	\$ -	\$ 123.09
Group Life	\$ -	\$ 82.80
Group Short-Term Disability	\$ -	\$ 140.52
Group Long-Term Disability	\$ -	\$ 337.20
Voluntary Life	\$ 295.80	\$ -
EAP COBRA Qualified	\$ -	\$ 45.84
Social Security	\$ 4,143.20	\$ 4,143.20
Medicare	\$ 968.97	\$ 968.97
Total Benefit Compensation:	\$ 9,536.93	\$40,669.43
Total Compensation: \$110,911.03		
37% Benefit Value		



WAGES & BENEFITS SUMMARY

- The City will have no FTE increase in FY26
- URS pension continues to see small savings.
- Benefit premium share health plans continue to be offered.
- Some benefits saw an increase in premium, while other benefits did not.
- Paygrades increased 3% to accommodate market and COLA.
- Employees will receive a COLA increase budgeted at 3% for July 2025, and merit increases budgeted at 3%, on average, for January 2026.
- Market paygrade studies continue to keep Springville competitive within the Utah County municipal market.



QUESTIONS?



ADMINISTRATION BUDGET(S)

APRIL 29, 2025



BUDGET HIGHLIGHTS

- Administration:
 - No personnel changes in positions for FY2026.
 - Monies placed in reserves in FY2025 for biannual elections and citizen surveys will be used in FY2026. Utah County increased their fees for the elections from \$80,000 to over \$100,000.
 - Most GL expense lines were decreased to help balance the budget. Administration will work hard to maintain the expected level of service for the employees of Springville City.
- Legislative:
 - Large deduction of \$180K from League of Cities and Towns was moved to Library for the new training program for Springville City employees.
 - Most GL expense lines were decreased or saw zero changes to help balance the budget.
- Municipal Court:
 - Multiple GL expense lines were decreased or saw zero changes to help balance the budget.

Most GL expense lines were decreased across the board. Careful consideration has been taken to plan for expenses that come due to circumstances beyond our control (i.e. election costs, defense and witness fees, and professional services fees).



QUESTIONS?