

THE CITY OF WOODS CROSS, UTAH

ORDINANCE NO. 631

AN ORDINANCE OF THE WOODS CROSS CITY COUNCIL AUTHORIZING A SALARY COMPENSATION INCREASE FOR ELECTED, APPOINTED AND ALL EMPLOYEES OF THE CITY FOR FISCAL YEAR 2025-2026.

WHEREAS, Section 10-3-818 Utah Code as last amended directs the municipal governing body to set Executive Municipal Officer compensation rates after notifying the public of its intention to do so and conducting a public hearing related to such action; and,

WHEREAS, The Woods Cross City compensates full-time, part-time, seasonal employees as well as appointed and elected officials to conduct city business and has a desire to fairly compensate those individual within the market and scope of the services that they provide for the betterment of the City and,

WHEREAS, the City Council proposes a 2.4% Cost of Living Adjustment in conjunction with market and merit increases for all full-time, permanent part-time city employees, crossing guards, planning commission members and city council members, in Fiscal Year 2025-2026; and,

WHEREAS, the City Council conducted a public hearing on this issue on June 23, 2025 and finds now that increases in compensation for all full-time, part-time, seasonal employees as well as appointed and elected officials are appropriate and necessary for the continued successful operation of the City.

NOW, THEREFORE, BE IT ORDAINED by the City Council of Woods Cross City, Utah, as follows:

Section 1. For the purposes of compensation and compliance with Section 10-3-818, Utah Code amended, Woods Cross City identifies the following positions as Executive Municipal Officers: City Administrator, Police Chief, Assistant Police Chief, Public Works Director, Community Development Director, HR/Risk Management Director, Finance Director.

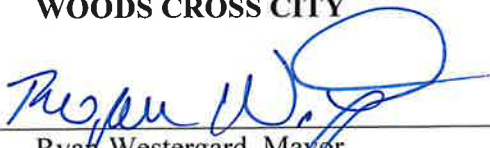
Section 2. The compensation increase for all full-time, part-time, seasonal employees as well as appointed and elected officials, and the aforementioned Executive Municipal Officers, is hereby set as follows for the fiscal year 2025-2026: 2.4% Cost of Living Adjustment, along with and merit and market adjustments between 2.6% and 16% in Fiscal Year 2025 - 2026, depending on the salary survey and other information relevant to these positions and as identified in Exhibit A.

Section 3. For the FY25 Budget year, the City will pay 100% of the 4.73% Public Safety "Employee" contribution portion of the Tier 2 Defined Benefit Hybrid System as part of the regular payroll process as identified in Exhibit B.

Section 4. Because Utah State Law does not permit the City to pay the Tier 2 Public Employee, "Employee" portion of the retirement rate. For the FY25 Budget year, the City will pay the Tier 2 Public Employees a Bonus at the beginning of each quarter of the year, one quarter (1/4) of the 0.8.1% "Employee" contribution portion of the Tier 2 Defined Benefit Hybrid System as identified in Exhibit B. This Bonus is not considered part of the Tier 2 Public Employees regular compensation and may be adjusted or rescinded by action of the city council at any time.

Section 5. This ordinance shall become effective immediately upon adoption and shall take immediate effect on the first pay period that includes July 1, 2025.

PASSED AND ADOPTED BY THE CITY COUNCIL OF WOODS CROSS CITY, UTAH, ON THIS 23RD DAY OF JUNE, 2025.

WOODS CROSS CITY
By: 
Ryan Westergard, Mayor

ATTEST:

Annette Hanson, City Recorder



COUNCIL VOTING:

Julie Checketts	Yea <u>X</u>	Nay <u> </u>
Eric Jones	Yea <u>X</u>	Nay <u> </u>
Wallace Larrabee	Yea <u>X</u>	Nay <u> </u>
Jim Grover	Yea <u>X</u>	Nay <u> </u>
Gary Sharp	Yea <u>X</u>	Nay <u> </u>
Ryan Westergard	Yea <u> </u>	Nay <u> </u> [tie vote only]

EXHIBIT A

Office or Position	FY25 Compensation	FY26 Compensation	% Increase
Mayor	\$15,500 yr.	\$15,872 yr.	2.4%
City Council Members	\$8,000 yr.	\$8,192 yr.	2.4%
Planning Commission Members	\$52 per mtg.	\$53.25 per mtg.	2.4%
Cross Guards and PT/Seasonal Positions			2.4%

 Woods Cross City Public Safety Proposed Pay Plan FY 2026 Annual Pay Rates With 2.4% COLA 		Pay Range												Range	
		1	2	3	4	5	6	7	8	9	10	11	12	Maximum	55%
JOB TITLE	Minimum														
POLICE CHIEF	\$125,238	\$131,500	\$138,075	\$144,979	\$152,228	\$159,678	\$166,066	\$172,708	\$177,689	\$183,226	\$188,723	\$194,119			55%
ASSISTANT POLICE CHIEF	\$110,922	\$116,468	\$122,291	\$128,406	\$134,826	\$141,426	\$147,083	\$152,966	\$157,555	\$162,281	\$167,150	\$171,929			55%
POLICE SERGEANT	\$98,978	\$103,927	\$109,123	\$114,579	\$120,308	\$126,197	\$131,245	\$136,495	\$140,589	\$144,807	\$149,151	\$153,416			55%
MASTER POLICE OFFICER	\$82,857	\$87,010	\$91,361	\$95,929	\$100,725	\$105,655	\$109,862	\$114,277	\$117,705	\$121,236	\$124,873	\$128,444			55%
SENIOR POLICE OFFICER	\$75,147	\$78,904	\$82,650	\$86,992	\$91,342	\$95,812	\$99,645	\$103,631	\$106,740	\$109,942	\$113,240	\$116,478			55%
POLICE OFFICER	\$63,006	\$66,156	\$69,464	\$72,937	\$76,584	\$80,332	\$83,546	\$86,887	\$89,484	\$92,179	\$94,944	\$97,659			55%

The Step-and-Grade tables represent the wage range for full-time and part-time positions employed by Woods Cross City. The tables are adjusted annually depending on Cost of Living Adjustments (COLA) and market information pertinent to the position. While it is customary for employees that meet job expectations to advance one step with the adoption of the annual budget, the steps do not reflect actual years of service, nor is there an expectation that employees will advance one step in each year of employment.

Compensation is determined by the responsibility, knowledge, and difficulty relevant to the position and an employees' wage will correspond to a step within the range that most closely reflects that individuals experience and performance.

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Woods Cross City Non-Public Safety Proposed Pay Plan



FY 2026 Annual Pay Rates With 2.4% COLA

Competitive Objective 0.0%

55.0%

JOB TITLE	Pay Range													
	1	2	3	4	5	6	7	8	9	10	11	12	13	14
	Minimum						Midpoint						Maximum	Range
CITY ADMINISTRATOR	\$147,163	\$153,197	\$159,478	\$166,016	\$172,823	\$179,909	\$187,633	\$193,262	\$199,060	\$205,031	\$211,182	\$216,673	\$222,307	\$228,103
PUBLIC WORKS DIRECTOR	\$119,875	\$124,790	\$129,906	\$135,232	\$140,777	\$146,549	\$152,841	\$157,426	\$162,149	\$167,013	\$172,023	\$176,486	\$181,085	\$185,806
FINANCE DIRECTOR P/T	\$111,439	\$116,008	\$120,764	\$125,716	\$130,870	\$136,236	\$142,085	\$146,347	\$150,738	\$155,260	\$159,918	\$164,075	\$168,341	\$172,730
COMMUNITY DEVELOPMENT DIRECTOR	\$107,532	\$111,941	\$116,530	\$121,308	\$126,282	\$131,459	\$137,103	\$141,216	\$145,453	\$149,816	\$154,311	\$158,323	\$162,439	\$166,675
HR/RISK MANAGEMENT DIRECTOR	\$99,483	\$103,562	\$107,808	\$112,228	\$116,829	\$121,619	\$126,841	\$130,646	\$134,565	\$138,602	\$142,760	\$146,472	\$150,281	\$154,199
WATER/STORM WATER SUPERINTENDENT	\$73,256	\$76,259	\$79,386	\$82,641	\$86,029	\$89,556	\$93,401	\$96,203	\$99,090	\$102,062	\$105,124	\$107,857	\$110,562	\$113,547
COMMUNITY SERVICE COORDINATOR	\$66,675	\$69,409	\$72,254	\$75,217	\$78,301	\$81,511	\$85,011	\$87,561	\$90,188	\$92,893	\$95,680	\$98,168	\$100,720	\$103,346
PARKS/STREET SUPERINTENDENT	\$64,683	\$67,335	\$70,095	\$72,969	\$75,961	\$79,075	\$82,470	\$84,944	\$87,493	\$90,118	\$92,821	\$95,234	\$97,711	\$100,298
FINANCE CLERK/CITY RECORDER	\$67,983	\$70,645	\$73,542	\$76,557	\$79,686	\$82,963	\$86,525	\$89,121	\$91,795	\$94,549	\$97,385	\$99,917	\$102,515	\$105,188
CITY TREASURER/ADMINISTRATIVE ASSISTANT	\$67,593	\$70,364	\$73,249	\$76,252	\$79,379	\$82,633	\$86,181	\$88,767	\$91,430	\$94,172	\$96,998	\$99,519	\$102,107	\$104,769
JUSTICE COURT ADMINISTRATOR	\$66,752	\$69,489	\$72,338	\$75,304	\$78,391	\$81,605	\$85,109	\$87,662	\$90,292	\$93,001	\$95,791	\$98,281	\$100,837	\$103,466
PARKS FOREMAN	\$58,193	\$60,579	\$63,063	\$65,648	\$68,340	\$71,142	\$74,196	\$76,422	\$78,715	\$81,076	\$83,508	\$85,680	\$87,907	\$90,199
WATER/STORM WATER OPERATOR III	\$53,919	\$56,129	\$58,431	\$60,828	\$63,320	\$65,916	\$68,746	\$70,809	\$72,933	\$75,121	\$77,375	\$79,386	\$81,450	\$83,574
STREET'S MAINTENANCE OPERATOR III	\$51,774	\$53,897	\$56,107	\$58,407	\$60,802	\$63,295	\$66,012	\$67,993	\$70,032	\$72,133	\$74,297	\$76,229	\$78,211	\$80,250
RECORDS/OFFICE ADMINISTRATOR	\$52,631	\$54,789	\$57,035	\$59,374	\$61,808	\$64,342	\$67,105	\$69,118	\$71,191	\$73,327	\$75,527	\$77,490	\$79,505	\$81,578
Code Enforcement Officer I P/T	\$53,248	\$55,431	\$57,704	\$60,070	\$62,533	\$65,096	\$67,891	\$69,928	\$72,026	\$74,187	\$76,412	\$78,399	\$80,437	\$82,534
WATER/STORM WTR OPERATOR I	\$45,789	\$47,666	\$49,621	\$51,655	\$53,773	\$55,978	\$58,381	\$60,132	\$61,936	\$63,794	\$65,708	\$67,417	\$69,169	\$70,973
PARKS WORKER I	\$43,471	\$45,253	\$47,109	\$49,040	\$51,051	\$53,144	\$55,425	\$57,088	\$58,801	\$60,565	\$62,382	\$64,004	\$65,668	\$67,390
ADMIN. ASST/UTIL. BILLING CLERK	\$42,582	\$44,328	\$46,145	\$48,037	\$50,007	\$52,057	\$54,318	\$55,948	\$57,626	\$59,355	\$61,135	\$62,725	\$64,356	\$66,054
OFFICE TECHNICIAN II P/T	\$41,913	\$43,632	\$45,421	\$47,283	\$49,222	\$51,240	\$53,440	\$55,043	\$56,694	\$58,395	\$60,147	\$61,710	\$63,315	\$64,966
JUSTICE COURT CLERK	\$40,082	\$41,705	\$43,415	\$45,195	\$47,048	\$48,977	\$51,080	\$52,612	\$54,190	\$55,816	\$57,490	\$58,985	\$60,519	\$62,097

% Increase 4.10% 4.10% 4.10% 4.10% 4.10% 4.10% 4.10% 3.00% 3.00% 3.00% 3.00% 2.80% 2.60% 2.80%

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EXHIBIT B

Utah Retirement Systems Final Condensed Retirement Contribution Rates as a Percentage of Salary and Wages Fiscal Year July 1, 2025 - June 30, 2026

	Tier 1 DB System Contribution Reporting Fields			Tier 1 Post Retired Post Retired Employment after 6/30/2010 - NO 401(k) * Post Retired Employment before 7/1/2010 - Optional 401(k) Cap			Tier 2 - DB Hybrid System Contribution Reporting Fields			Tier 2 - DC Plan Contribution Reporting Fields		
	Tier 1 2025-2026 RATES						Tier 2 2025-2026 RATES			Tier 2 2025-2026 RATES		
	Employee	Employer	TOTAL	6/30/2010 - NO 401(k) *	7/1/2010 - Optional 401(k) Cap		Fund	Employee	Employer	401(k)	TOTAL	
Public Employees												
Contributory Retirement System												
11- Local Government	6.00	11.96	17.96	5.87	12.09		211	0.00	5.95	10.00	15.95	
12- State and School *	6.00	16.70	22.70	11.25	11.45							
17- Higher Education	6.00	17.70	23.70	12.25	11.45							
Public Employees Noncontributory Retirement System												
15- Local Government	*	15.97	15.97	4.11	11.86		211	0.00	4.19	10.00	14.19	
16- State and School *	*	21.19	21.19	8.94	12.25		212	0.00	9.02	10.00	19.02	
18- Higher Education	*	22.19	22.19	9.94	12.25		217	0.00	10.02	10.00	20.02	
Public Safety												
Contributory Retirement System												
23- Other Division A With 2.5% COLA	12.29	22.29	34.58	11.27	23.31		222	0.00	11.35	14.00	25.35	
Public Safety Noncontributory Retirement System												
42- State With 4% COLA	*	40.35	40.35	17.46	22.89		222	0.00	17.54	14.00	31.54	
43- Other Division A With 2.5% COLA	*	33.04	33.04	16.75	22.29		222	0.00	10.83	14.00	24.83	
75- Other Division A With 4% COLA	*	34.71	34.71	11.91	22.80		222	0.00	11.99	14.00	25.99	
48- Bountiful With 2.5% COLA	*	50.38	50.38	24.89	23.49		222	0.00	26.97	14.00	40.97	
Division B												
44- Salt Lake City With 2.5% COLA	*	46.71	46.71	24.20	22.51		222	0.00	24.28	14.00	38.28	
45- Ogden With 2.5% COLA	*	48.72	48.72	26.30	22.42		222	0.00	26.38	14.00	40.38	
46- Provo With 2.5% COLA	*	42.23	42.23	19.61	22.62		222	0.00	19.69	14.00	33.69	
47- Logan With 2.5% COLA	*	40.97	40.97	18.37	22.60		222	0.00	18.45	14.00	32.45	
49- Other Division B With 2.5% COLA	*	32.57	32.57	9.95	22.62		222	0.00	10.03	14.00	24.03	
76- Other Division B With 4% COLA	*	35.97	35.97	12.94	23.03		222	0.00	13.02	14.00	27.02	
Firefighters' Retirement System												
31- Division A	15.05	1.61	16.66	*	16.66		232	0.00	0.08	14.00	14.08	
32- Division B	16.71	2.34	19.05	*	19.05		232	0.00	0.08	14.00	14.08	
Judges' Retirement System												
37- Judges' Noncontributory	*	46.05	46.05									

* Does not include the required 1.5% 401(k) contribution.

** Unfunded Accrued Liability

1. Public School District and Charter School rates are effective September 1, 2025 - August 31, 2026