

## **ORDINANCE NO. 25-08**

### **AN ORDINANCE OF SOUTH OGDEN CITY, UTAH, APPROVING THE COMPENSATION INCREASE OF EXECUTIVE MUNICIPAL OFFICERS FOR FY2026; 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 2026 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:**

#### **SECTION II – COMPENSATIONS APPROVED:**

The Compensations As Set Out In Attachment "A", And By This Reference Incorporated Herein, Are Approved And Adopted And That The Compensation Amounts Will Take Effect The First Full Pay Period In July.

### **SECTION III - 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been adopted by the City, or parts thereof, which conflict with any of this Ordinance, are, for such conflict, repealed, except this repeal will not be construed to revive any act, order or resolution, or part thereof, heretofore repealed.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 IV - 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 V - 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 VI - DATE OF EFFECT**

This Ordinance will be effective the first full pay period of July, 2025, and after publication or posting as required by law.

**DATED** this 17<sup>th</sup> day of June, 2025.

**SOUTH OGDEN CITY**

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Mayor Russell L. Porter

Attested and recorded

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Leesa Kapetanov, MMC  
City Recorder

## **ATTACHMENT "A"**

### **ORDINANCE NO. 25-08**

An Ordinance Of South Ogden City, Utah, Approving The Compensation Increase Of  
Executive Municipal Officers For Fy2026; And Establishing An Effective Date

17 Jun 25

# South Ogden City Payscales 07.01.25

JOB TITLE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
CITY MANAGER	\$129,906.38	\$134,583.01	\$139,293.41	\$144,029.39	\$148,782.36	\$153,543.39	\$158,303.24	\$163,052.33	\$167,780.85	\$172,478.72	\$177,135.64	\$181,741.17	\$186,284.70	\$190,755.53	\$195,142.91	\$199,436.05	\$203,624.21	\$207,900.32
ASSISTANT CITY MANAGER	\$113,966.93	\$118,069.74	\$122,202.18	\$126,357.05	\$130,526.83	\$134,703.69	\$138,879.51	\$143,045.89	\$147,194.22	\$151,315.66	\$155,401.18	\$159,441.62	\$163,427.66	\$167,349.92	\$171,198.97	\$174,965.35	\$178,639.62	\$182,391.05
POLICE CHIEF	\$111,705.65	\$116,173.88	\$120,820.83	\$125,653.67	\$130,679.81	\$135,907.00	\$141,343.28	\$146,997.02	\$151,406.93	\$155,949.13	\$160,627.61	\$165,446.44	\$170,409.83	\$175,522.12	\$178,330.48			
PUBLIC WORKS DIRECTOR	\$109,449.60	\$113,389.79	\$117,358.43	\$121,348.62	\$125,353.12	\$129,364.42	\$133,374.72	\$137,375.96	\$141,359.86	\$145,317.94	\$149,241.52	\$153,121.80	\$156,949.85	\$160,716.65	\$164,413.13	\$168,030.22	\$171,558.85	\$175,161.59
FIRE CHIEF	\$107,545.16	\$111,846.97	\$116,320.85	\$120,973.68	\$125,812.63	\$130,845.13	\$136,078.94	\$141,522.10	\$145,767.76	\$150,140.79	\$154,645.01	\$159,284.37	\$164,062.90	\$168,984.78	\$171,688.54			
FINANCE DIRECTOR	\$102,078.06	\$105,752.87	\$109,454.22	\$113,175.67	\$116,910.46	\$120,651.60	\$124,391.80	\$128,123.55	\$131,839.14	\$135,530.63	\$139,189.96	\$142,808.90	\$146,379.12	\$149,892.22	\$153,339.74	\$156,713.21	\$160,004.19	\$163,364.28
DEPUTY FIRE CHIEF	\$97,095.02	\$100,978.82	\$105,017.97	\$109,218.69	\$113,587.44	\$118,130.94	\$122,856.18	\$127,770.42	\$131,603.53	\$135,551.64	\$139,618.19	\$143,806.74	\$148,120.94	\$152,564.57	\$155,005.60			
LIEUTENANT	\$88,366.22	\$91,900.87	\$95,576.90	\$99,399.98	\$103,375.98	\$107,511.02	\$111,811.46	\$116,283.92	\$119,772.44	\$123,365.61	\$127,066.58	\$130,878.57	\$134,804.93	\$138,849.08	\$141,070.66			
ASSISTANT PUBLIC WORKS DIRECTOR	\$86,094.69	\$89,194.10	\$92,315.90	\$95,454.64	\$98,604.64	\$101,759.99	\$104,914.55	\$108,061.99	\$111,195.78	\$114,309.26	\$117,395.61	\$120,447.90	\$123,459.10	\$126,422.12	\$129,329.83	\$132,175.08	\$134,950.76	\$137,784.72
BUILDING OFFICIAL	\$75,510.18	\$78,228.55	\$80,966.55	\$83,719.41	\$86,482.15	\$89,249.58	\$92,016.32	\$94,776.81	\$97,525.34	\$100,256.05	\$102,962.96	\$105,640.00	\$108,281.00	\$110,879.74	\$113,429.97	\$115,925.43	\$118,359.87	\$120,845.42
FIRE CAPTAIN	\$74,762.65	\$77,753.16	\$80,863.28	\$84,097.82	\$87,461.73	\$90,960.20	\$94,598.60	\$98,382.55	\$101,334.03	\$104,374.05	\$107,505.27	\$110,730.43	\$114,052.34	\$117,473.91	\$119,353.49			
SERGEANT	\$73,420.20	\$76,357.00	\$79,411.28	\$82,587.73	\$85,891.24	\$89,326.89	\$92,899.97	\$96,615.97	\$99,514.45	\$102,499.88	\$105,574.88	\$108,742.12	\$112,004.39	\$115,364.52	\$117,210.35			
FLEET MANAGER	\$63,141.48	\$65,414.57	\$67,704.08	\$70,006.02	\$72,316.22	\$74,630.34	\$76,943.88	\$79,252.19	\$81,550.51	\$83,833.92	\$86,097.44	\$88,335.97	\$90,544.37	\$92,717.44	\$94,849.94	\$96,936.64	\$98,972.31	\$101,050.72
FIELD MAINTENANCE SUPERVISOR	\$61,989.32	\$64,220.93	\$66,468.67	\$68,728.60	\$70,996.64	\$73,268.54	\$75,539.86	\$77,806.06	\$80,062.43	\$82,304.18	\$84,526.39	\$86,724.08	\$88,892.18	\$91,025.59	\$93,119.18	\$95,167.80	\$97,166.33	\$99,206.82
FIRE ENGINEER	\$61,703.73	\$64,171.88	\$66,738.76	\$69,408.31	\$72,184.64	\$75,072.02	\$78,074.90	\$81,197.90	\$83,633.84	\$86,142.85	\$88,727.14	\$91,388.95	\$94,130.62	\$96,954.54	\$98,505.81			
JUSTICE COURT JUDGE- PART-TIME	\$61,360.00	\$63,568.96	\$65,793.87	\$68,030.87	\$70,275.88	\$72,524.71	\$74,772.98	\$77,016.17	\$79,249.64	\$81,468.63	\$83,668.28	\$85,843.65	\$87,989.75	\$90,101.50	\$92,173.83	\$94,201.66	\$96,179.89	\$98,199.67
TREASURER	\$59,253.40	\$61,386.52	\$63,535.05	\$65,695.24	\$67,863.18	\$70,034.80	\$72,205.88	\$74,372.06	\$76,528.85	\$78,671.66	\$80,795.79	\$82,896.48	\$84,968.89	\$87,008.15	\$89,009.34	\$90,967.54	\$92,877.86	\$94,828.29
CITY PLANNER	\$59,195.14	\$61,326.16	\$63,472.58	\$65,630.64	\$67,796.46	\$69,965.94	\$72,134.89	\$74,298.93	\$76,453.60	\$78,594.30	\$80,716.35	\$82,814.97	\$84,885.35	\$86,922.60	\$88,921.82	\$90,878.10	\$92,786.54	\$94,735.05
CITY RECORDER	\$58,953.52	\$61,075.85	\$63,213.50	\$65,362.76	\$67,519.74	\$69,680.37	\$71,840.46	\$73,995.67	\$76,141.55	\$78,273.51	\$80,386.89	\$82,476.95	\$84,538.88	\$86,567.81	\$88,558.87	\$90,507.17	\$92,407.82	\$94,348.38
COMMUNICATIONS & EVENTS MANAGER	\$58,902.24	\$60,902.24	\$63,033.62	\$65,176.97	\$67,327.80	\$69,482.29	\$71,636.25	\$73,785.33	\$75,925.11	\$78,051.01	\$80,158.39	\$82,242.51	\$84,298.57	\$86,321.73	\$88,307.13	\$90,249.89	\$92,145.14	\$94,080.19
IT SUPPORT- PART-TIME	\$58,792.45	\$60,908.98	\$63,040.79	\$65,184.18	\$67,335.26	\$69,489.98	\$71,644.17	\$73,793.50	\$75,933.51	\$78,059.65	\$80,167.26	\$82,251.61	\$84,307.90	\$86,331.29	\$88,316.91	\$90,259.88	\$92,155.34	\$94,090.60
POLICE OFFICER	\$58,240.00	\$61,734.40	\$65,438.46	\$69,364.77	\$73,526.66	\$77,938.26	\$82,614.55	\$85,919.14	\$89,355.90	\$92,930.14	\$96,647.34	\$100,513.24	\$104,533.77	\$108,762.44	\$113,210.35			
PUBLIC WORKS CREW LEAD	\$57,423.31	\$59,490.55	\$61,572.72	\$63,666.19	\$65,767.17	\$67,871.72	\$69,975.75	\$72,075.02	\$74,165.19	\$76,241.82	\$78,300.35	\$80,336.16	\$82,344.56	\$84,320.83	\$86,260.21	\$88,157.94	\$90,009.25	\$91,899.45
ACCOUNTANT	\$53,094.41	\$55,005.81	\$56,931.02	\$58,866.67	\$60,809.27	\$62,755.17	\$64,700.58	\$66,641.59	\$68,574.20	\$70,494.28	\$72,397.62	\$74,279.96	\$76,136.96	\$77,964.25	\$79,757.43	\$81,512.09	\$83,223.84	\$84,971.54
RECREATION SUPERVISOR	\$52,467.99	\$54,356.84	\$56,259.33	\$58,172.15	\$60,091.83	\$62,014.76	\$63,937.22	\$65,855.34	\$67,765.14	\$69,662.57	\$71,543.46	\$73,403.59	\$75,238.68	\$77,044.41	\$78,816.43	\$80,550.39	\$82,241.95	\$83,969.03
FIRE INSPECTOR	\$49,127.94	\$50,896.54	\$52,677.92	\$54,468.97	\$56,266.45	\$58,066.97	\$59,867.05	\$61,663.06	\$63,451.29	\$65,227.92	\$66,989.08	\$68,730.79	\$70,449.06	\$72,139.84	\$73,799.06	\$75,422.64	\$77,006.51	\$78,623.65
FIRE FIGHTER	\$52,929.31	\$55,046.48	\$57,248.34	\$59,538.28	\$61,919.81	\$64,396.60	\$66,972.46	\$69,651.36	\$71,740.90	\$73,893.13	\$76,109.92	\$78,393.22	\$80,745.02	\$83,167.37	\$84,498.05			
PARKS CREW LEAD	\$52,349.44	\$54,234.02	\$56,132.21	\$58,040.71	\$59,956.05	\$61,874.64	\$63,792.76	\$65,706.54	\$67,612.03	\$69,505.17	\$71,381.81	\$73,237.73	\$75,068.68	\$76,870.32	\$78,638.34	\$80,368.38	\$82,056.12	\$83,779.30
OFFICE MANAGER- PD	\$51,091.81	\$52,931.12	\$54,783.71	\$56,646.36	\$58,515.68	\$60,388.19	\$62,260.22	\$64,128.03	\$65,984.72	\$67,835.40	\$69,666.95	\$71,478.29	\$73,265.25	\$75,023.62	\$76,749.16	\$78,437.64	\$80,084.83	\$81,766.61
JUSTICE COURT SUPERVISOR	\$50,856.92	\$52,687.77	\$54,531.84	\$56,385.92	\$58,246.66	\$60,110.55	\$61,973.98	\$63,833.20	\$65,684.36	\$67,523.52	\$69,346.65	\$71,149.67	\$72,928.41	\$74,678.69	\$76,396.30	\$78,077.02	\$79,716.64	\$81,390.69
EXECUTIVE ADMIN ASSISTANT- PD	\$50,413.85	\$52,228.75	\$54,056.76	\$55,894.69	\$57,739.21	\$59,586.87	\$61,434.06	\$63,277.08	\$65,112.12	\$66,935.26	\$68,742.51	\$70,529.81	\$72,293.06	\$74,028.09	\$75,730.74	\$77,396.81	\$79,022.15	\$80,681.61
FACILITIES MAINTENANCE FOREMAN	\$50,396.62	\$52,210.89	\$54,038.27	\$55,875.58	\$57,719.47	\$59,566.49	\$61,413.05	\$63,255.45	\$65,089.85	\$66,912.37	\$68,719.00	\$70,505.70	\$72,268.34	\$74,002.78	\$75,704.84	\$77,370.35	\$78,995.13	\$80,654.03
PUBLIC WORKS INSPECTOR	\$50,450.45	\$52,266.66	\$54,096.00	\$55,935.26	\$57,781.13	\$59,630.12	\$61,478.65	\$63,323.01	\$65,159.38	\$66,983.84	\$68,792.41	\$70,581.01	\$72,345.54	\$74,081.83	\$75,785.71	\$77,453.00	\$79,079.51	\$80,740.18
MECHANIC	\$47,600.26	\$49,313.87	\$51,039.85	\$52,775.21	\$54,516.79	\$56,261.33	\$58,005.43	\$59,745.59	\$61,478.21	\$63,199.60	\$64,905.99	\$66,593.55	\$68,258.39	\$69,896.59	\$71,504.21	\$73,077.30	\$74,611.92	\$76,178.77
CODE COMPLIANCE OFFICIAL	\$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
LEGAL TECHNICIAN- PART-TIME	\$46,352.46	\$48,021.15	\$49,701.89	\$51,391.75	\$53,087.68	\$54,786.48	\$56,484.86	\$58,179.41	\$59,866.61	\$61,542.88	\$63,204.54	\$64,847.85	\$66,469.05	\$68,064.31	\$69,629.79	\$71,161.64	\$72,656.04	\$74,181.81
WATER TECHNICIAN	\$46,003.08	\$47,659.19	\$49,327.26	\$51,004.39	\$52,687.53	\$54,373.53	\$56,059.11	\$57,740.88	\$59,415.37	\$61,079.00	\$62,728.13	\$64,359.07	\$65,968.04	\$67,551.28	\$69,104.95	\$70,625.26	\$72,108.39	\$73,622.67
PUBLIC WORKS MAINTENANCE	\$44,939.98	\$46,737.58	\$48,607.08	\$50,551.37	\$52,573.42	\$54,676.36	\$56,863.41	\$59,137.95	\$61,503.47	\$63,963.61	\$66,522.15	\$69,183.04	\$71,950.36	\$74,828.37	\$77,821.51	\$80,934.37	\$84,171.74	\$87,538.61
JUSTICE COURT CLERK	\$44,295.68	\$45,890.32	\$47,496.49	\$49,111.37	\$50,732.04	\$52,355.47	\$53,978.49	\$55,597.84	\$57,210.18	\$58,812.06	\$60,399.99	\$61,970.39	\$63,519.65	\$65,044.12	\$66,540.13	\$68,004.02	\$69,432.10	\$70,890.18
ANIMAL CONTROL OFFICER	\$43,490.30	\$45,055.95	\$46,632.91	\$48,218.43	\$49,809.64	\$51,403.55	\$52,997.06	\$54,586.97	\$56,169.99	\$57,742.75	\$59,301.81	\$60,843.65	\$62,364.75	\$63,861.50	\$65,330.31	\$66,767.58	\$68,169.70	\$69,601.26
RECREATION COORDINATOR- PART-TIME	\$41,786.36	\$43,290.67	\$44,805.84	\$46,329.24	\$47,858.10	\$49,389.56	\$50,920.64	\$52,448.26	\$53,969.26	\$55,480.40	\$56,978.37	\$58,459.81	\$59,921.30	\$61,359.41	\$62,770.68	\$64,151.63	\$65,498.82	\$66,874.29
OFFICE SPECIALIST- EVIDENCE	\$41,650.16	\$43,149.56	\$44,659.80	\$46,178.23	\$47,702.11	\$49,228.58	\$50,754.67	\$52,277.31	\$53,793.35	\$55,299.56	\$56,792.65	\$58,269.26	\$59,725.99	\$61,159.42	\$62,566.08	\$63,942.54	\$65,285.33	\$66,656.32
ADMINISTRATIVE ASSISTANT- PW	\$41,375.74	\$42,865.27	\$44,365.56	\$45,873.98	\$47,387.83	\$48,904.24	\$50,420.27	\$51,932.88	\$53,438.93	\$54,935.22	\$56,418.47	\$57,885.35	\$59,332.48	\$60,756.46	\$62,153.86	\$63,521.25	\$64,855.19	\$66,217.15
PARKS MAINTENANCE	\$39,221.81	\$40,790.68	\$42,422.31	\$44,119.20	\$45,883.97	\$47,719.33	\$49,628.10	\$51,613.23	\$53,677.76	\$55,824.87	\$58,057.86	\$60,380.18	\$62,795.38	\$65,307.20	\$67,919.49	\$70,636.27	\$73,461.72	\$76,400.19
ADMIN ASSISTANT- FIRE PART-TIME	\$39,205.70	\$40,617.11	\$42,038.71	\$43,468.02	\$44,902.47	\$46,339.35	\$47,775.87	\$49,209.14	\$50,636.21	\$52,054.02	\$53,459.48	\$54,849.43	\$56,220.66	\$57,569.96	\$58,894.07	\$60,189.74	\$61,453.72	\$62,744.25
RECORDS CLERK	\$34,829.83	\$36,083.70	\$37,346.63	\$38,616.42	\$39,890.76	\$41,167.26	\$42,443.45	\$43,716.75	\$44,984.54	\$46,244.10	\$47,492.69	\$48,727.50	\$					