



## **Ordinance No. O-25-09**

### **AN ORDINANCE OF THE CITY OF GARLAND, UTAH, ADOPTING A NEW PAY SCALE FOR GARLAND CITY POLICE OFFICERS**

**WHEREAS**, the City Council of Garland City, Utah, is authorized by Utah Code Ann. § 10-3-818 and other applicable provisions of state law to establish compensation for city officers and employees; and

**WHEREAS**, the City Council has reviewed and determined that adjustments to the pay scale for sworn police officers are necessary to ensure competitiveness, promote retention, and provide fair compensation; and

**WHEREAS**, the Council finds that the adoption of a revised pay scale should be codified by ordinance to provide transparency, consistency, and permanence in the City's personnel framework;

**NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF GARLAND CITY, UTAH:**

#### **Section 1. Adoption of Police Pay Scale.**

The official pay scale for sworn police officers of Garland City is hereby amended and adopted as set forth in **Exhibit A**, which is incorporated herein by reference.

#### **Section 2. Applicability.**

The pay scale adopted herein shall apply to all sworn police officers employed by Garland City effective the first full pay period beginning on or after September 22, 2025.

#### **Section 3. Administration.**

The Mayor, City Recorder, Finance Director, and other appropriate City officials are authorized and directed to implement and administer the pay scale in accordance with this Ordinance, the adopted budget, and applicable personnel policies.

#### **Section 4. Codification.**

The provisions of this Ordinance shall be codified in the Garland City Code or in such other location as determined by the City Recorder.

#### **Section 5. Severability.**

If any provision of this Ordinance is declared invalid by a court of competent jurisdiction, such invalidity shall not affect any other provision of this Ordinance, which shall remain in full force and effect.

## Section 6: Recording and Publication

This ordinance and the fee schedule adopted herein shall be recorded in the official records of Garland City and published as required by Utah Code Annotated § 10-3-711. The City Recorder is directed to make copies of the fee schedule available to the public at the Garland City Hall and on the City's official website.

## Section 7. Effective Date.

This Ordinance shall become effective immediately upon posting and publication as required by law.

**PASSED AND ADOPTED** by the City Council of Garland City, Utah, this 17 day of September, 2025.



Linda Bourne  
Mayor



ATTEST:

Kristal Edwards  
City Recorder



### CITY COUNCIL VOTE:

Jeanette Atkinson	<input checked="" type="checkbox"/>	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	Absent
Sharla Nelson	<input checked="" type="checkbox"/>	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	Absent
Tena Allen	<input checked="" type="checkbox"/>	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	Absent
John Losee	<input checked="" type="checkbox"/>	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	Absent
Josh Munns	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	Absent

## **Sample Motion Script** (to be made by a member of the Council)

### **Option 1 –**

“I move that the City Council adopt **Ordinance No. O-25-09**, an ordinance of Garland City, Utah, adopting a new pay scale for Garland City Police Officers, and that **Exhibit A** be approved and attached as part of the ordinance.”

# Exhibit A – Police Officer Pay Scale

(Adopted by Ordinance No. O-25-09)

Effective Date: September 22, 2025

### Individual Wage Comparisons (Garland City Employees)

Name	Step	Current TGPD Wage	Ogden Wage (BESO Sergeants)	Difference (\$/hr)	Annual Hours	Annual Difference (\$)
P. Gilchrist	P03-9	\$38.20	\$42.88	\$4.68	2184	\$10,221.12
D. Howell	P02-2	\$30.09	\$32.59	\$2.50	2184	\$5,460
J. Bare	P02-4	\$32.96	\$35.25	\$2.29	2184	\$5,001.36
New Hire Academy	P02-1	\$30.60	\$32.59	\$1.99	2184	\$4,346.16

Total Increase for current staffing (without benefits): \$25,028.64

Total Increase (with 40% benefits): \$35,040.10

### Total Cost

TGPD vs Ogden Police Wages by Officer 2025

