



Ordinance No. O-25-11

AN ORDINANCE OF THE CITY OF GARLAND, UTAH, AMENDING ORDINANCE O-25-09, ADOPTING AN AMENDED 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 previous Ordinance O-25-11, adopted September 17, 2025, contained incorrect information on one officer and missing information on a new hire officer; and

WHEREAS, the Council finds that the amendment on 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 amended 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 the current sworn police officers employed by Garland City and the expected new hire set to start on December 1, 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 19 day of November, 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 checked="" type="checkbox"/>	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	Absent

Exhibit A – Police Officer Pay Scale

Name	Step	Current TGPD Wage	Ogden Wage (BESO Sergeants)	Difference (\$/hr)	Annual Hours	Annual Difference (\$)
Current Officer	PO2-2	\$30.09	\$32.59	\$2.50	2184	\$5,460
Current Officer	PO3-5	\$32.96	\$36.66	\$3.70	2184	\$8,081
New Hire 12/1/25	PO3-11	NA	\$46.38	NA	2184	NA

Total increase for current staffing (without benefits): \$13,541

*** This does not include new hire wages and benefits as it would be pure speculation.

Total Increase (with 40% benefits not including new hires): \$18,957.40