



**CLEARFIELD**  
UTAH'S MILITARY CITY



**2027 Proposed Compensation Increases for  
Municipal Executive Officers**

# Utah Code Ann. § 10-3-818

## *Key Points*

- New law as of May 1, 2024.
- The purpose is to ensure transparency and public input in the process.
- Requires all cities to hold a public hearing before approving a final or amended budget that includes a compensation increase for an executive municipal officer.
  - Public hearing must be separate from the city budget public hearing but may be on the same date.
  - Code defines what is “compensation,” “compensation increases,” and what an “executive municipal officer means.”
- No uniformity in how each city complies with this law.

# Clearfield City Executive Municipal Officers

## *Qualifying Titles/Positions*

DEPARTMENT HEADS/DEPUTIES/ASSISTANT DEPARTMENT HEADS	
City Manager	Assistant Chief of Police
Assistant City Manager	Community Services Assistant Director
City Attorney	Deputy City Attorney
Community Services Director	Public Works Deputy Director
Chief of Police	
Public Works Director	
Community Development Director	

# Executive Compensation

## *Philosophy*

The compensation philosophy for an Executive Municipal Officer is the same as all city employees, which is to “Meet the Local Market within the Acceptable Comparison Ratio Range of 45%-60% of the median market rate.”

## *Strategy*

Consistent with the City’s compensation strategy for all employees, it is recommended that the executive municipal officers be eligible for consideration of the following:

- **0%-3% Merit Increases**
  - Merit increases of less than 3% may be given based on performance
- **2.6% Cost of Living Adjustment (COLA)**
  - The city will use the COLA rate set by the Utah Retirement Systems each January
  - A COLA increase in full or in part may or may not be given based on performance

# Fiscal Impact & The Public Hearing

## *Fiscal Impact*

The associated fiscal impact of an increase of up to **5.6%** for all executive municipal officers is currently built into the proposed tentative budget.

## *Public Hearing*

The legally required public hearing regarding the compensation of executive municipal officers is scheduled for **May 12, 2026**, as a separate hearing from the adoption of the proposed tentative budget that is scheduled for the same night.

*Questions?*

