



Memorandum

To: Mayor, Town Council
From: Tom Dansie and Dawn Brecke
Date: June 4, 2026
Re: **June 10, 2026 Town Council Meeting**
SB 91/UCA 10-3-818 Public Hearing on Compensation Increases

In 2024, the Utah Legislature passed SB 91, *Local Government Officers Compensation Amendments*. The legislation amended Utah Code §10-3-818, which governs the salaries and compensation of certain elected and appointed municipal officers.

Under the amended statute, municipalities must hold a public hearing before adopting a final or amended budget that includes a compensation increase for an executive municipal officer.

For purposes of the statute, an executive municipal officer includes:

- A city or town manager or chief administrative officer;
- An assistant city or town manager or assistant chief administrative officer;
- A city or town attorney;
- The head or chief of a city or town department or division; or
- The chief assistant or deputy to the head of a department or division.

A compensation increase includes any increase to:

- Salary, including salary paid under contract;
- Budgeted bonuses or incentive pay;
- Vehicle allowances; or
- Deferred salary.

The required public hearing must be noticed in the same manner as other public hearings and published as a Class A Notice under State law.

Several Town of Springdale employees meet the statutory definition of an executive municipal officer. As part of the Town's annual budget process, compensation adjustments are routinely

considered in accordance with the Town’s adopted personnel policies. These adjustments typically include a cost-of-living adjustment (COLA) and merit-based increases.

For Fiscal Year 2026-27, the proposed budget includes a 2.5% COLA and a 2.0% merit increase. Because these adjustments are applied sequentially, employees receiving both would receive a combined increase of approximately 4.55%.

In addition, the Town provides longevity bonuses to employees who reach designated service milestones of 5, 10, 15, 20, and 25 years, as approved by the Town Council in March 2022.

The table below identifies the positions that meet the statutory definition of executive municipal officer and summarizes the proposed compensation increases and any budgeted longevity bonuses for Fiscal Year 2026-27. These compensation adjustments have been incorporated into the proposed FY 2026-27 budget discussed with the Council at prior budget meetings.

The hearing is intended to provide transparency on proposed compensation adjustments for executive municipal officers and to ensure compliance with Utah Code §10-3-818. No Council action is required during this hearing. Following the hearing, the Council will proceed to the next agenda item: the public hearing on the proposed FY 2026-27 budget.

| Position | FY 2027 Budgeted Compensation Increase | Compensation Increase Percentage | Longevity Bonus |
|-----------------------------------|---|---|------------------------|
| Town Manager | 8,227.06 | 4.55% | |
| Police Chief | 8,610.28 | 4.55% | |
| Director of Community Development | 4,809.60 | 4.55% | |
| Town Treasurer/HR Director | 7,432.15 | 4.55% | |
| Deputy Treasurer | 2,790.93 | 4.55% | |
| Town Clerk | 3,093.78 | 4.55% | \$1,000 (5 years) |
| Deputy Clerk | 2,176.72 | 4.55% | |
| Public Works Director | - | 0%* | |
| Public Utilities Superintendent | 5,137.83 | 4.55% | |
| Streets Superintendent | - | 0%* | |
| Parks and Recreation Director | 4,382.90 | 4.55% | |

*Increase included in 2026 salary restructure