



BOUNTIFUL

MAYOR
Kate Bradshaw

CITY COUNCIL
Millie Segura-Bahr
Beth Child
Dan Bell
Richard Higginson
Matt Murri

CITY MANAGER
Gary R. Hill

Bountiful City Ordinance No. 2026-05

AN ORDINANCE OF THE CITY COUNCIL OF BOUNTIFUL CITY, UTAH ENACTING COMPENSATION INCREASES FOR SPECIFIC CITY OFFICERS

WHEREAS, the Utah State Legislature during the 2024 General Session passed S.B. 91;
and

WHEREAS, S.B. 91 amended Utah Code Section 10-3-818 regarding City
employee salaries; and

WHEREAS, Bountiful City must now publish public notice and hold a separate
public hearing on proposed compensation increases for executive municipal officers before
adopting those increases; and

WHEREAS, the Bountiful City Council finds that enacting the proposed compensation
increases as set forth in this Ordinance will comply with Utah Code requirements and will
promote the public health, safety, and welfare of the residents of Bountiful City, Utah.

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

SECTION I – ENACTMENT

The attached Exhibit A contains compensation increases for executive municipal officers
proposed for inclusion in the City's Fiscal Year 2027 budget.

SECTION II – AMENDMENT OF CONFLICTING ORDINANCES

If any ordinances, resolutions, policies, or zoning maps of Bountiful City heretofore
adopted are inconsistent herewith they are hereby amended to comply with the provisions
hereof. If they cannot be amended to comply with the provisions hereof, they are hereby
repealed.

SECTION III – EFFECTIVE DATE

This ordinance shall take effect upon its passage by a majority vote of the Bountiful City Council and following notice and publication as required by the Utah Code.

SECTION IV – SEVERABILITY

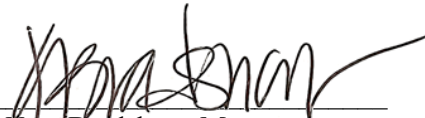
If any section, subsection, sentence, clause, phrase, or portion of this ordinance is, for any reason, held invalid or unconstitutional by any court of competent jurisdiction, such provision shall be deemed a separate, distinct, and independent provision, and such holding shall not affect the validity of the remaining portions of this ordinance.

SECTION V – PUBLIC NOTICE

The Bountiful City Recorder is hereby ordered, in accordance with the requirements of Utah Code § 10-3-710–711, to do as follows:

- a. deposit a copy of this ordinance in the office of the City Recorder; and
- b. publish notice as follows:
 - i. publish a short summary of this ordinance on the Utah Public Notice Website created in Utah Code § 63F-1-701 and on the City’s official website; and
 - ii. publish a short summary of this ordinance in a public location within the City that is reasonably likely to be seen by residents of the City.

Adopted by the City Council of Bountiful, Utah, this 9th day of June, 2026.



Kate Bradshaw, Mayor

ATTEST:



Sophia Ward, City Recorder



EXHIBIT A

Fiscal Year 2027 Budgeted Elective & Executive Officer Compensation Increases

Position Title	Merit Increase	Cost-of-living Increase	Proposed Total Percentage Increase
City Manager	0%	3%	3%
Assistant City Manager	5%	3%	8%
City Attorney	5%	3%	8%
Police Chief	0%	3%	3%
Assistant Police Chief	0%	3%	3%
Public Works Director / City Engineer	0%	3%	3%
Assistant City Engineer	0%	3%	3%
Finance Director	5%	3%	8%
Assistant Finance Director	5%	3%	8%
Human Resources Director	0%	3%	3%
Information Technology Director	0%	3%	3%
Planning Director	0%	3%	3%
Parks Director	0%	3%	3%
Parks Superintendent	5%	3%	8%
Light & Power Director	0%	3%	3%
Light & Power Superintendent of Operations	0%	3%	3%
Power & Systems Generation Superintendent	0%	3%	3%
Streets & Sanitation Director	0%	3%	3%
Assistant Streets & Sanitation Director	0%	3%	3%
Water Director	5%	3%	8%
Assistant Water Director	5%	3%	8%