

ORDINANCE NO. 0-2026-0010

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

WHEREAS, Utah Code § 10-3-818 provides a process for adjusting compensation for executive municipal officers; and

WHEREAS, the City of Orem (the “City”) desires to adjust the compensation of certain executive municipal officers of the City; and

WHEREAS, a public hearing regarding such compensation adjustments, for which public notice was properly published pursuant to Utah Code § 10-3-818(2)(b) and Utah Code 63G-30-102, was held before the City Council of the City of Orem on June 9, 2026; and

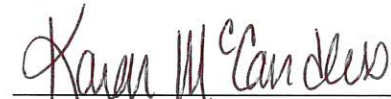
WHEREAS, the procedural requirements set forth in Utah Code §10-3-818 regarding this proposed compensation adjustment have now been satisfied; and

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

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

1. The attached Exhibit A contains the compensation adjustments for City’s executive municipal officers.
2. The adopted compensation adjustments for City’s executive municipal officers shall be included in the final budget of the City of Orem.
3. This ordinance shall take effect upon its passage by a majority vote of the City of Orem City Council and following notice and publication, as required by Utah Code and Orem City Code.
4. If any ordinances, resolutions, policies, or zoning maps of the City of Orem 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 If they cannot be amended to comply with the provisions hereof, they are hereby repealed.
5. 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.

PASSED, APPROVED, and ORDERED PUBLISHED this 9th day of June 2026.


Karen A. McCandless, Mayor

ATTEST:


Teresa McKittrick, City Recorder

COUNCILMEMBER

AYE NAY ABSTAIN

Mayor Karen A. McCandless
Jenn Gale
Chris Killpack
Jeff Lambson
Quinn Mecham
LaNae Millett
Crystal Muhlestein

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EXHIBIT A

Executive Officer Title	FY 2026-2027 Proposed Merit Increase	FY 2026-2027 Proposed Market Increase	FY 2026-2027 Total Proposed Increase
City Manager	3%	0%	3%
Assistant City Manager	3%	0%	3%
Deputy City Manager/Management Services Director	3%	0%	3%
Chief Financial Officer	3%	0%	3%
Chief of Police	3%	0%	3%
City Attorney	3%	0%	3%
Civic Engagement Executive Director/PIO	3%	0%	3%
Community Development Executive Director	3%	0%	3%
Community Services Executive Director (Library, Parks & Recreation)	3%	0%	3%
Fire Chief	3%	0%	3%
Public Works Executive Director	3%	0%	3%
Deputy Chief of Police	3%	0%	3%
Deputy City Attorney	3%	0%	3%
Assistant Fire Chief (Fire Operations)	3%	0%	3%
Assistant Fire Chief (Medical Operations)	3%	0%	3%
Chief Building Official	3%	0%	3%
City Engineer	3%	0%	3%

City Recorder	3%	0%	3%
Economic Development Director	3%	0%	3%
Facilities Director	3%	0%	3%
Finance Director	3%	0%	3%
Human Resources Director	3%	0%	3%
Information Security Officer	3%	0%	3%
IT Director	3%	0%	3%
Library Director	3%	0%	3%
Parks & Recreation Director	3%	0%	3%
Planning Director	3%	0%	3%
Public Services Director	3%	0%	3%
Public Utilities Director	3%	0%	3%
Strategy & Innovation Director	3%	0%	3%