



2026 Staff Bonus Memo

MEMO

To: Central Wasatch Commission Board
Chair: Erin Mendenhall, Co-Chair: Roger Bourke, Treasurer and Secretary: Christopher F. Robinson, Commissioners: Monica Zoltanski, Gay Lynn Bennion, Scotty John, Bill Ciraco, Emily Gray, Bev Uipi, Annalee Munsey, Caroline Rodriguez, Carlton Christensen

CC: Laura Briefer, Salt Lake City Public Utilities
Tom Ward, Sandy City Public Utilities
Shayne Scott, Summit County

From: Sam Kilpack, Director of Operations
Lindsey Nielsen, Executive Director
Will McKay, Communications Director

Subject: 2026 Staff Bonuses

Date: June 22, 2026

The CWC is projected to have a surplus of over \$100,000 at the end of the fiscal year. This surplus largely consists of unspent Ski Bus Priority Access Program funds (\$30,000) given the very low snow year, and a cancelled contract to further develop the Human Element of the Central Wasatch Dashboard (\$40,000) due to Sandy City cutting their CWC contribution after the budget was passed, and then unexpectedly re-instating full funding after the contract was cancelled to compensate for the budget shortage.

The Executive/Budget/Audit Committee recommends allocating \$30,000 of the CWC's projected FY 2026 budget surplus toward staff bonuses. \$20,000 would be given to Lindsey Nielsen and \$10,000 to Sam Kilpack. The reasons for this proposed reallocation are outlined below:

- Due to budgetary constraints during the passage of the FY 2026 budget (before Will McKay was hired), CWC staff did not take raises.
- Despite a potential loss of funding from Sandy City next fiscal year, the projected FY 2026 budget surplus is over \$100,000 (a current budget report is attached to this memo).
- Bonuses reflect staff tenure. Lindsey has worked for the CWC since 2018, and Sam since 2023.
- There is increased momentum and a potential window to pass the CWNCRA in the next two years, after which broad jurisdictional support is likely to dwindle and a re-evaluation of the existence and future of the CWC will occur.