

THE CITY OF WOODS CROSS, UTAH

ORDINANCE No. 640

AN ORDINANCE OF THE WOODS CROSS CITY COUNCIL AUTHORIZING A SALARY COMPENSATION INCREASE FOR EXECUTIVE AND ALL EMPLOYEES OF THE CITY FOR FISCAL YEAR 2026-2027

WHEREAS, Section 10-3-818 Utah Code as last amended directs the municipal governing body to set Executive Municipal Officer compensation rates after notifying the public of its intention to do so and conducting a public hearing related to such action; and

WHEREAS, The Woods Cross City compensates full-time, part-time, seasonal employees as well as appointed and elected officials to conduct city business and has a desire to fairly compensate those individuals within the market and scope of the services that they provide for the betterment of the City; and

WHEREAS, the City Council proposes a 2.4% Cost of Living Adjustment in conjunction with market and merit increases for all full-time, permanent part-time city employees, and crossing guards, in Fiscal Year 2026-2027 ("FY27"); and

WHEREAS, the City Council held a public hearing on this issue on June 12, 2026 and finds now that increases in compensation for all full-time, part-time, seasonal employees are appropriate and necessary for the continued successful operation of the City.

NOW, THEREFORE, BE IT ORDAINED by the City Council of Woods Cross City, Utah, as follows:

Section 1. For the purposes of compensation and compliance with Section 10-3-818, Utah Code amended, Woods Cross City identifies the following positions as Executive Municipal Officers: City Administrator, Police Chief, Assistant Police Chief, Public Works Director, Community Development Director, HR/Risk Management Director, Finance Director.

Section 2. The compensation increase for all full-time, part-time, seasonal employees, and the aforementioned Executive Municipal Officers, is hereby set as follows for the FY27 budget: 2.4% Cost of Living Adjustment, in addition to merit and market adjustments between 2.12% and 6.8%, based on the salary survey and other information relevant to these positions and as identified in Exhibit A.

Section 3. For the FY27 Budget year, the City will pay 100% of the 5.98% Public Safety "Employee" contribution portion of the Tier 2 Defined Benefit Hybrid System as part of the regular payroll process as identified in Exhibit B.

Section 4. Because Utah State Law does not permit the City to pay the Tier 2 Public Employee, "Employee" portion of the retirement rate. For the FY25 Budget year, the City will pay the Tier 2 Public Employees a Bonus at the beginning of each quarter of the year, one quarter (1/4) of the 1.30% "Employee" contribution portion of the Tier 2 Defined Benefit Hybrid System as identified in Exhibit B. This Bonus is not considered part of the Tier 2 Public Employees regular compensation and may be adjusted or rescinded by action of the city council at any time.

Section 5. This ordinance shall become effective immediately upon adoption and shall take immediate effect on the first pay period that includes July 1, 2026.

PASSED AND ADOPTED BY THE CITY COUNCIL OF WOODS CROSS CITY, UTAH, ON THIS 12TH DAY OF JUNE 2026.

WOODS CROSS CITY

By: *Ryan Westergard*
Ryan Westergard, Mayor

ATTEST:

Annette Hanson
Annette Hanson, City Recorder

COUNCIL VOTING:

Julie Checketts	Yea <input checked="" type="checkbox"/>	Nay <input type="checkbox"/>
Eric Jones	Yea <input checked="" type="checkbox"/>	Nay <input type="checkbox"/>
Wallace Larrabee	Yea <input type="checkbox"/>	Nay <input checked="" type="checkbox"/>
Jim Grover	Yea <input checked="" type="checkbox"/>	Nay <input type="checkbox"/>
Rachel Peterson	Yea <input type="checkbox"/>	Nay <input checked="" type="checkbox"/>
Ryan Westergard	Yea <input type="checkbox"/>	Nay <input type="checkbox"/> [tie vote only]

