



KEARNS STRATEGIC CITY ADMINISTRATOR (SCA)



BACKGROUND

- **BOTTOM LINE:** I recommend approving an increased range from \$95,000-\$120,000 to a maximum of (up to) \$170,000 plus ~50% for benefits.
- Kearns' Council utilized a lean approach
- Ordinance 2025-O-12, approved June 9, 2025, capped total compensation at \$180,000 (up to \$120,000 salary plus benefits)
- Kearns has failed to find a viable solution

GOAL: RECRUIT & RETAIN TALENT

- The Kearns Mayor and Council are committed to this increase not resulting in increased taxes
- We must consider the bigger picture
- The position requires a highly skilled and experienced professional
- The "City" is new, but complex, with challenges
- Currently over-utilizing legal counsel & others
- All options come with risk
- Market rate (exceeds): \$170,000

MARKET SNAPSHOT

- **CITY MANAGER**
 - Transparent UT 2025 (EST): \$141-\$161K / \$244K
 - Springville 2025: ~\$198K
 - Midvale 2025: ~\$206K
 - Magna was paying ~\$190K
- **ASSISTANT CITY MANAGER**
 - Syracuse: \$115K – \$175K, ((MID) \$145K)
 - Washington City: \$135K – \$169K, (\$152K)
 - Cottonwood Heights: \$156K – \$193K, (\$174K)

WAY AHEAD

- Recruiting is hard, especially for higher-level talent
- Top talent know their value, and few are currently seeking change
- **Approve increased compensation for the SCA from \$120,000 to (up to) \$170,000 plus ~50% for benefits, totaling up to \$255,000**