

Good evening, Mayor and Council Members.

After hearing about the challenges in filling the Kearns City Administrator position, I wanted to better understand how our compensation compares with similar communities. I researched 2025 salary data from Transparent Utah and compiled a spreadsheet comparing city manager and administrator salaries in Utah communities with populations similar to Kearns.

I was somewhat shocked to discover that the total compensation these cities paid ranged anywhere from \$225,000 to \$300,000. Based on my findings, it appears that Kearns may need to offer a more competitive salary to attract and retain a highly qualified candidate for this important role.

Investing in strong leadership is an investment in Kearns' future. An experienced City Administrator can help strengthen our local economy, improve organizational effectiveness, attract new opportunities, and position our community for long-term success.

I encourage the Council to carefully consider whether the current salary range is competitive and whether increasing it would improve our ability to recruit the best possible candidate. It may also be wise to create a pay structure which includes a bonus based on performance.

Thank you for your time and consideration



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**

City Manager Compensation

Utah Midsize Cities

(Based on 2025-26 Transparent Utah data)

City	Size Ranking	Population	Base Salary	Benefits	Total Compensation	
Roy	23	38993	\$ 159,563.51	\$ 83,490.58	\$ 246,658.86	
Cedar City	24	38524	\$ 172,413.89	\$ 71,730.91	\$ 241,842.48	
Tooele	25	38405	\$ 132,151.90	\$ 55,418.03	\$ 187,569.93	Strong Mayor
Pleasant Grove	26	37852	\$ 195,741.60	\$ 82,837.90	\$ 278,579.55	
Kearns	27	37696			\$ 180,000.00	2026 Allocation
American Fork	28	37109	\$ 209,300.56	\$ 90,709.81	\$ 300,010.37	
Midvale	29	35989	\$ 206,235.56	\$ 83,286.77	\$ 289,522.33	
Springville	30	35849	\$ 198,486.00	\$ 80,054.84	\$ 278,540.84	
Syracuse	31	35488	\$ 192,338.92	\$ 73,641.34	\$ 265,980.26	
Clearfield	32	33523	\$ 188,108.85	\$ 76,770.83	\$ 264,879.68	
Kaysville	33	33053	\$ 180,073.40	\$ 67,111.57	\$ 247,184.97	
Cottonwood Heights	34	32828	\$ 167,879.61	\$ 57,314.79	\$ 225,194.40	
Washington	35	32348	\$ 216,112.55	\$ 58,142.84	\$ 274,255.39	
Holladay	36	31099	\$ 197,539.02	\$ 59,946.97	\$ 257,485.99	
Magna	37	30031	\$ 89,775.01	\$ 28,962.17	\$ 118,737.18	Part-time (2024 data)