



SYRACUSE CITY

Syracuse City Council Special Meeting

August 24, 2021 –6:00 p.m.

In-Person Location: Syracuse City Hall, 1979 W. 1900 S.

Electronic: Via [Zoom Meeting](#)

Connect via telephone: +1-301-715-8592 US, meeting ID: 836 8777 4881

Streamed on Syracuse City [YouTube Channel](#)

1. Meeting called to order.
Invocation or thought
Pledge of Allegiance
Adopt agenda.
2. Public comment. *(Individuals wishing to provide public comment may do so by submitting an email to City Recorder Cassie Brown, cassieb@syracuseut.com, by 5:00 p.m. on August 24, 2021. Comments submitted by the deadline will be read for the record of the meeting.)*
3. Canvass and consideration of certification of the results of Syracuse City Primary Election held August 10, 2021. *Council discussion, if necessary, will commence with Councilmember Bingham.*
4. Secondary water report. (10 min.) *Council discussion, if necessary, will commence with Councilmember Bingham.*
5. Discussion and/or action regarding petition from Scott Shepard for culinary water service outside City limits at 3919 W. 2700 S. (10 min.) *Council discussion, if necessary, will commence with Councilmember Maughan.*
6. Public hearing: Consideration of request for donation made by Kiwanis Club. (5 min.) *Council discussion, if necessary, will commence with Councilmember Savage.*
7. Proposed ordinance 2021-19, zone change for property at approximately 2400 W. 2700 S., Agricultural (A-1) to Residential (R-3) (reconsidered on August 10, tabled to August 24). (15 min.) *Council discussion, if necessary, will commence with Councilmember Teague*
8. Proposed Resolution R21-41 Wage scale adjustment, park maintenance worker. (5 min.) *Council discussion, if necessary, will commence with Councilmember Bingham.*
9. Adjourn.

~~~~~  
In compliance with the Americans Disabilities Act, persons needing auxiliary communicative aids and services for this meeting should contact the City Offices at 801-825-1477 at least 48 hours in advance of the meeting.

### CERTIFICATE OF POSTING

The undersigned, duly appointed City Recorder, does hereby certify that the above notice and agenda was posted within the Syracuse City limits on this 19<sup>th</sup> day of August, 2021 at Syracuse City Hall on the City Hall Notice Board and at <http://www.syracuseut.com/>. A copy was also provided to the Standard-Examiner on August 19, 2021.

CASSIE Z. BROWN, MMC  
SYRACUSE CITY RECORDER



# COUNCIL AGENDA

August 24, 2021

## Agenda Item #3

Canvass and consideration of certification of the results of the Syracuse City Primary Election held August 10, 2021.

### *Factual Summation*

- Any questions regarding this item can be directed at City Recorder Cassie Brown.

### *Background*

The Syracuse City General Election was held August 10, 2021; the election was conducted using a vote-by-mail hybrid approach whereby all registered voters were mailed a ballot in advance of the General Election with the option of returning that ballot via mail, via a ballot box at City Hall, or surrendering it on Election Day to vote in person at the Syracuse Library.

Attached are the unofficial results of the Primary Election; official results will be available the day of the canvass prior to the start of the City Council meeting.

### *Staff Proposal*

*Certify the results of the Syracuse City Primary Election held August 10, 2021. (roll call vote)*

**Syracuse City Mayor**  
Vote For 1

|                  | TOTAL |
|------------------|-------|
| DAVE MAUGHAN     | 2,214 |
| MICHAEL GAILEY   | 1,509 |
| KALEN JORDAN     | 459   |
| Total Votes Cast | 4,182 |

**Syracuse City Council Syracuse City**  
Vote For 2

|                  | TOTAL |
|------------------|-------|
| JORDAN B. SAVAGE | 1,989 |
| JENNIFER CARVER  | 1,692 |
| BRETT D. CRAGUN  | 1,220 |
| PAUL WATSON      | 1,077 |
| AARON JOHNSON    | 848   |
| TAD PURSER       | 456   |
| Total Votes Cast | 7,282 |



# COUNCIL AGENDA

August 24, 2021

Agenda Item #5

**Request for culinary water service at 3919 W 2700 S**

***Factual Summation***

- Scott Shepherd lives at 3919 W 2700 S, which is outside Syracuse City limits. He is requesting a service connection from the city water main running in the street in front of his residence. He currently uses a private well for water but has indicated that the well is becoming unreliable.
- Scott has indicated that this water would only be needed for indoor purposes.
- Syracuse Code 4.15.130 requires those outside city limits to petition the city council for water service.

***Action Items***

- Whether to approve a culinary water service to the property at 3919 W 2700 S.

## PETITION FOR EXTENSION OF WATER OUTSIDE SYRACUSE CITY

(Submit to City Recorder's Office)

PROPERTY LOCATION: 3919 W 2700 SO PROPERTY OWNER: Scott Shepherd

DISTANCE AND LOCATION OF PROPOSED EXTENSION: 0'

SIZE OF CONNECTION: 1" # OF CONNECTIONS: 1

### BRIEF DESCRIPTION OF INTENDED USE:

water to be provided to 1 Residence on 2700 SO. Because well is failing. 12" water line runs through County Street in front of Residence

### MAIN CONTACT PERSON:

(It is the Main Contact's responsibility to notify/inform other property owners of any notifications or information received regarding this Petition)

Name: Scott Shepherd

Phone: 801 644 9076

Mailing Address: 3919 W 2700 SO

City: SYRACUSE

State: UT Zip: 84075 Email: SR.SHEPHERD@hotmail.com

### INCLUDE WITH THIS PETITION (in accordance with Syracuse City Code 4.15.310):

1. A map of the subject property identifying the location of the extension and connection(s).
2. Electronic copy of prepared map sent to [cassieb@syracuseut.com](mailto:cassieb@syracuseut.com)
3. A legal property description in word format sent to: [cassieb@syracuseut.com](mailto:cassieb@syracuseut.com)

**By signing this form, petitioner acknowledges their understanding that the City, in granting the petition, need only supply such water to the petitioner from time to time as shall be deemed by the City Council to be available beyond the requirements of water use within the City limits and that such extension shall be the property of and subject to the control of the City. This is a request for water connection and does not guarantee a connection to the water system.**

Signature of Applicant: [Signature]

7-12-2021

8-18-2021

Date Submitted

Proposed Water Connection  
Scott Shepherd

Existing 12" water line  
↓

2700 So

North  
↑

\* replace  
new pipe  
-meter  
Terminate  
Existing  
Connect  
to city

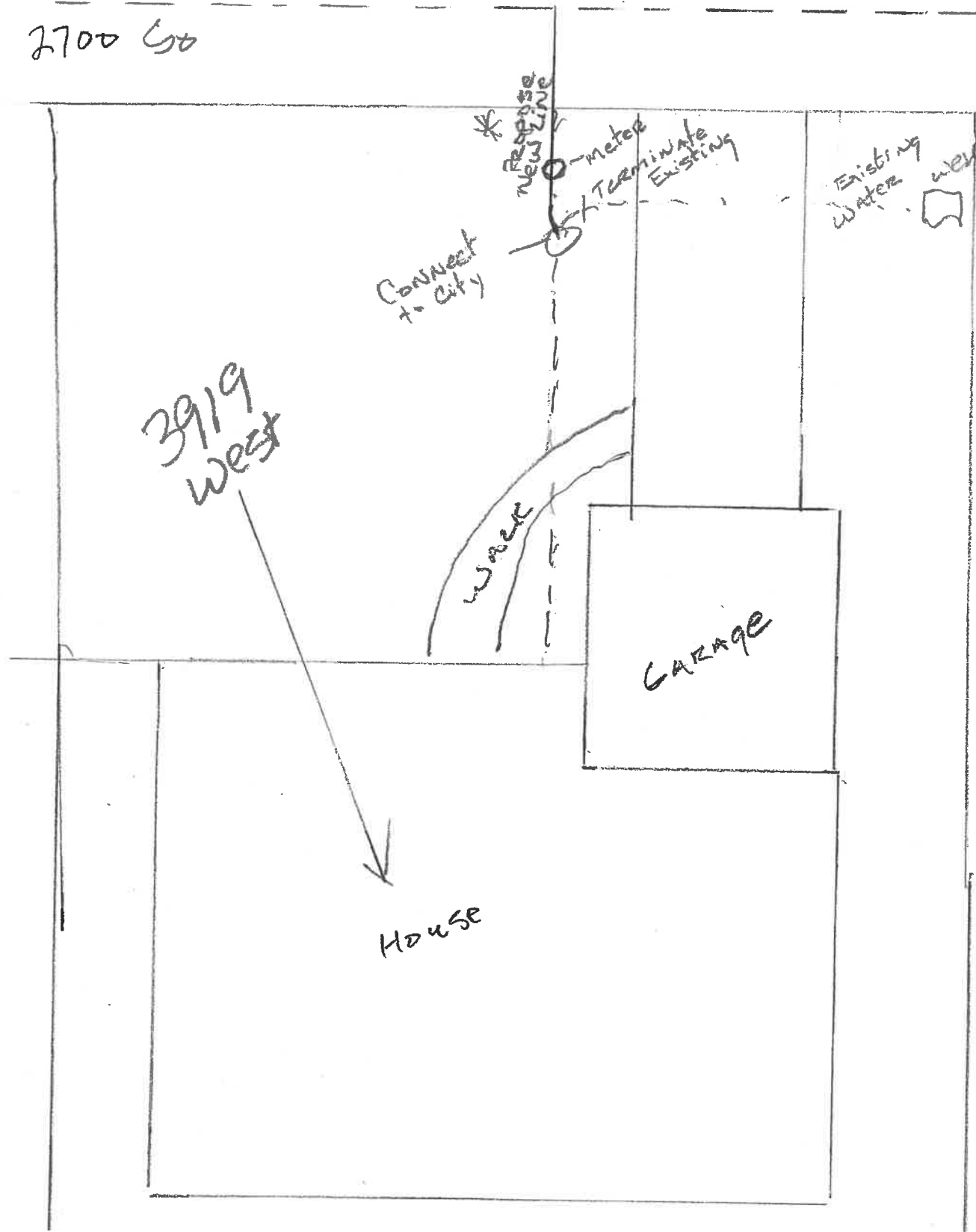
Existing  
Water  
well

3919  
West

WALK

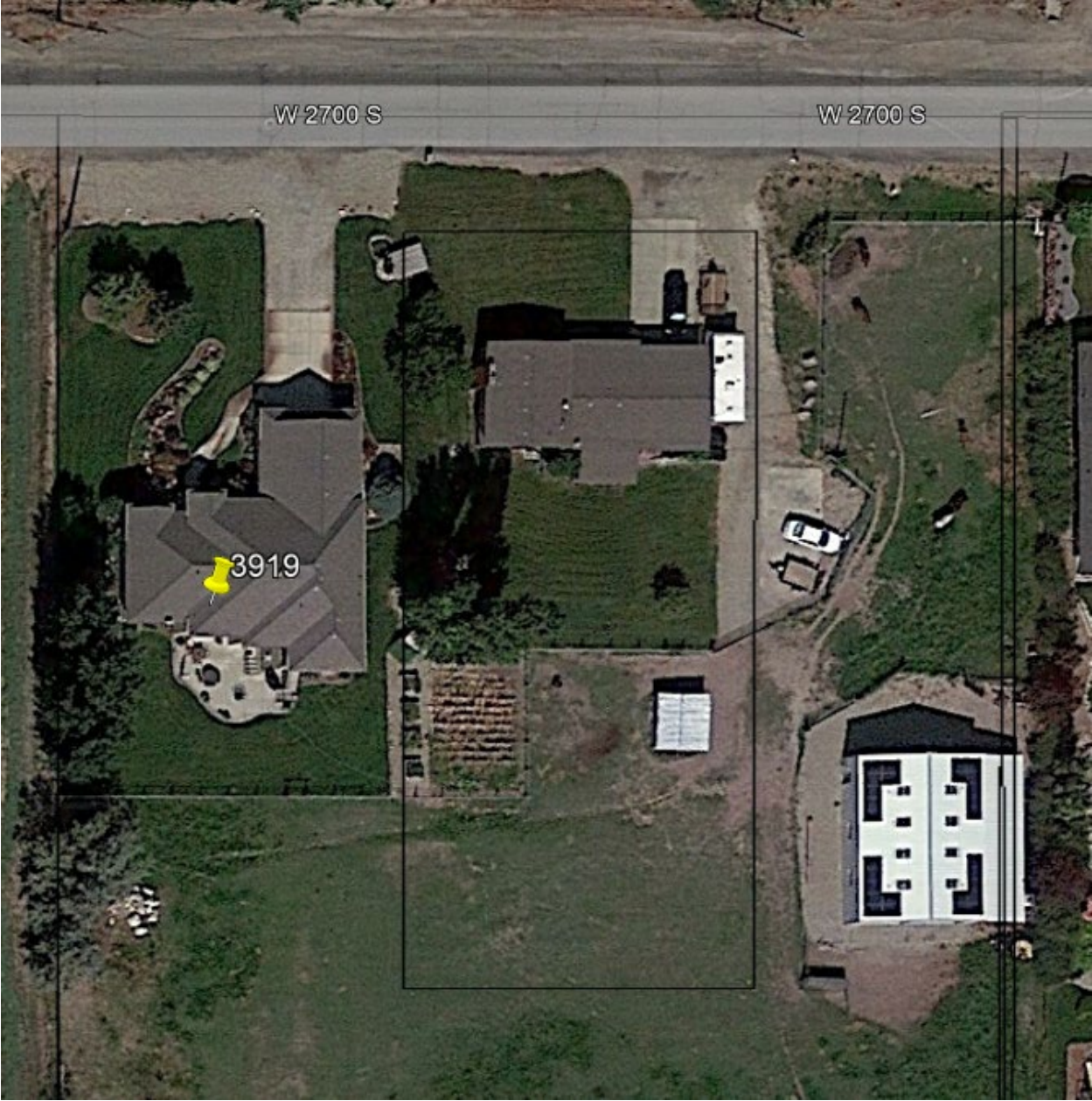
GARAGE

House



**Property at 3919 West 2700 South**

ALL OF LOT 1, SHEPHERD ESTATES. LESS & EXCEPT: A PART OF LOT 1, SHEPHERD ESTATES, MORE PART'LY DESC AS: BEG AT THE NW COR OF SD LOT 1 & RUN TH S 89°52'18" E 100.00 FT ALG THE S LINE OF 2700 SOUTH STR TO THE NW COR OF LOT 2, SHEPHERD ESTATES; TH S 00°13'13" W 217.80 FT ALG THE W LINE OF SD LOT 2 TO THE SW COR OF SD LOT 2; TH N 89°52'18" W 100.00 FT TO THE W LINE OF SD LOT 1; TH N 00°13'13" E 217.80 FT ALG SD W LINE OF LOT 1 TO THE POB. CONT. 2.53 ACRES ALSO: A PART OF LOT 1, SHEPHERD ESTATES, MORE PART'LY DESC AS: BEG AT THE NW COR OF SD LOT 1 & RUN TH S 89°52'18" E 100.00 FT ALG THE S LINE OF 2700 SOUTH STR TO THE NW COR OF LOT 2, SHEPHERD ESTATES; TH S 00°13'13" W 217.80 FT ALG THE W LINE OF SD LOT 2 TO THE SW COR OF SD LOT 2; TH N 89°52'18" W 100.00 FT TO THE W LINE OF SD LOT 1; TH N 00°13'13" E 217.80 FT ALG SD W LINE OF LOT 1 TO POB. CONT. 0.50 ACRES TOGETHER WITH A DESC R/W. ALSO: BEG AT NE COR OF W 1/2 OF THE NW 1/4 OF THE NW 1/4 OF SEC 20-T4N-R2W, SLB&M; TH W 3.86 FT; TH S 600 FT ALG THE E LINE OF SHEPARD ESTATES; TH E 3.86 FT; TH N 600 FT TO THE POB. CONT. 0.055 ACRES TOTAL ACREAGE 3.085 ACRES.







# COUNCIL AGENDA

## August 24, 2021

### Agenda Item #6

### Request for donation from Kiwanis Club

#### ***Background***

- Any question regarding this agenda item may be directed at City Manager Brody Bovero.
- The City has been approached by the local Kiwanis Club to participate in a charitable fundraiser Golf Tournament at Glen Eagle Golf Course. The event is named the Kiwanis Hope of America Golf Tournament and will be held September 9, 2021.
- The request is for \$300 and a 4-person team to participate.
- The Kiwanis International is a global community clubs, members, and partners with a mission of improving the world one child and one community at a time. Globally, members stage approximately 150,000 service projects and raise nearly US\$100 million every year for communities, families and projects.
- A representative of the local Kiwanis Club will attend to discuss the purpose of this fundraiser and its benefits to the community.

#### ***Hearing Required***

According to City policy and state law, a public hearing is required when the City is considering a donation to an outside entity. The purpose of the hearing is to determine whether the overall community benefit is equal to or greater than the amount of assistance provided.

Upon determination by the Council, a donation may be made, or the Council may work out a sponsorship arrangement with the outside entity, which would require the entity to publicly recognize the City through means such as printed materials, signs, etc.

#### ***Action Item***

Vote on whether to donate to the Kiwanis Hope of America Golf Tournament, stipulating the amount and terms of the donation.

# Kiwanis Hope of America Golf Tournament - September 9, 2021

Glen Eagle Golf Course - 3176 W 1700 S, Syracuse - 9:00 a.m. Scramble

Name \_\_\_\_\_

Address \_\_\_\_\_

Phone Number ( ) \_\_\_\_\_

## Please mark the team choice and list team members:

Team (4 person) \$300 - Men \_\_\_\_\_ Women \_\_\_\_\_ Coed \_\_\_\_\_

**GOLFERS**

### Prizes

First Place - \$400

1. \_\_\_\_\_

Second Place - \$300

2. \_\_\_\_\_

Third Place - \$200

3. \_\_\_\_\_

4. \_\_\_\_\_

## Sponsorships

Business Name \_\_\_\_\_

\_\_\_\_\_ Hole Sponsor \$200

\_\_\_\_\_ Hole Sponsor + Team \$400 \_\_\_\_\_

Sponsor Longest Drive \$200 \_\_\_\_\_

Sponsor Closest to the Pin \$200 \_\_\_\_\_

Sponsor Golf Cart (all carts) \$800



## For more information about the tournament, please contact:

Terry Palmer 801-698-3534

[terry@uspalmers.com](mailto:terry@uspalmers.com)

Cammy Hipwell 801-698-0728

[cjhipwell@gmail.com](mailto:cjhipwell@gmail.com)

Tyler Woodworth 801-855-6968

[tyler@taw-law.com](mailto:tyler@taw-law.com)



# COUNCIL AGENDA

August 24, 2021

## LEGISLATIVE ITEM

Agenda Item #7

**Bennett Property Rezone**

### ***Factual Summation***

Please review the following information. Any questions regarding this agenda item may be directed to Noah Steele, Community and Economic Development Director.

|                       |                                         |
|-----------------------|-----------------------------------------|
| Location:             | 2400 West 2700 South                    |
| Current General Plan: | Low-Density Residential                 |
| Current Zoning:       | A-1 (Agriculture at 0.5 Units per Acre) |
| Proposed Zoning:      | R-3                                     |
| Acreage:              | 5.92                                    |

### ***Summary***

The applicant Brad Frost with Ovation Homes is requesting approval of a rezone of approximately 5.92 acres from Agriculture to R-3 with the intent of developing single-family lots. The permitted uses in the R-3 Zone are essentially the same as the A-1 Zone with the largest difference being lot size with the R-3 minimum of 8,000 sf. There is one issue to consider is that this subdivision's proposed access road location would create an intersection onto 2700 S that is only about 170' away from 2400 W. Staggered intersections like the one that would result from this proposed development are generally discouraged because they increase potential for collision with two left turning cars. Planning Commission more closely reviewed the spacing, the potential traffic volume from the new project and future anticipated development to the north of it, also consulted with the city engineer and found that while not ideal, the safety risk of the future intersection is minimal. They also recognized that there are no other alternative access locations currently available for the development. If the rezone is not granted, then a home with a small farm could be built, or alternatively, the property owner could wait until development occurred to the north and west of the property and gain access at that time. The property owner to the north is UDOT and they likely wouldn't surplus the property until after the West Davis Corridor is completed. It is reported that the owners of the property to the west are not interested in selling at this time. It will be important to ensure stub roads are provided to the north and west to allow for circulation between this and future development, but those details will be worked out with the subdivision process should the rezone be granted.

### ***Recommendation***

Planning Commission is forwarding a positive recommendation for approval. City Council voted to approve the item on 7/13/21 but then reconsidered the vote on 8/10/21. Council then voted to table until concerns over drainage could be resolved. Since that time, the applicant has met with the city's Public Works staff to discuss engineering solutions to the drainage and other needed infrastructure related items. The attached draft development agreement was offered from the developer that should resolve the council's concerns. See attached.



# Rezone Application

Syracuse City Community Development

1979 West 1900 South, Syracuse, UT 84075

Phone: (801) 825-1477 ext 4

Website: [www.syracuseut.com](http://www.syracuseut.com)

Fax: (801) 614-9626

Email: [planning@syracuseut.com](mailto:planning@syracuseut.com)

Updated 7/10/17

**SYRACUSE**  
EST. CITY 1935

|                                                                                                                  |                                                                     |                                                                              |                      |
|------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|------------------------------------------------------------------------------|----------------------|
| <b>Subject Property Information</b>                                                                              |                                                                     |                                                                              |                      |
| Property Address or Approximate Coordinate:<br><u>APPROXIMATELY 2400 West 2700 South</u>                         |                                                                     | Total Acreage of Parcel:<br><u>5.912 ACRES</u>                               |                      |
| Parcel Identification Number (as recorded with Davis County):<br><u>12-094-0035</u>                              | Current Zone:<br><u>A-1</u>                                         | Proposed Zone:<br><u>R-3</u>                                                 |                      |
| <b>Brief Description of Purpose for Rezone and Reasons Supporting the Request</b>                                |                                                                     |                                                                              |                      |
| <u>THE REZONE REQUEST FROM A-1 TO R-3 IS REQUIRED</u>                                                            |                                                                     |                                                                              |                      |
| <u>TO DEVELOP A SINGLE-FAMILY RESIDENTIAL SUBDIVISION (SEE ATTACHED CONCEPT PLANS)</u>                           |                                                                     |                                                                              |                      |
| <u>THE PROPOSED R-3 ZONE IS CONSISTENT WITH THE GENERAL PLAN FOR THIS AREA.</u>                                  |                                                                     |                                                                              |                      |
| <b>Subject Property Owner Contact Information</b>                                                                |                                                                     |                                                                              |                      |
| Name(s) of every person or company the applicant represents:<br><u>NORMAN J. &amp; CAROL A. BENNETT TRUSTEES</u> |                                                                     |                                                                              |                      |
| Mailing Address:<br><u>2876 SOUTH 1000 West</u>                                                                  | City:<br><u>SYRACUSE</u>                                            | State:<br><u>UT</u>                                                          | ZIP:<br><u>84075</u> |
| Office Phone:                                                                                                    | Cell Phone:                                                         | Email:                                                                       |                      |
| <b>Applicant Contact Information (if different from Property Owner)</b>                                          |                                                                     |                                                                              |                      |
| Name (and agent, if any):<br><u>CAPITAL REEF MANAGEMENT LLC</u> <u>BRAD FROST</u> <u>PETER MATSON</u>            |                                                                     |                                                                              |                      |
| Mailing Address:<br><u>526 N. KAYS DRIVE</u>                                                                     | City:<br><u>KAYSVILLE</u>                                           | State:<br><u>UT</u>                                                          | ZIP:<br><u>84037</u> |
| Office Phone:<br><u>801-444-3639</u>                                                                             | Cell Phone:<br><u>PETER: 801-644-8764</u> <u>BRAD: 801-564-3898</u> | Email:<br><u>peter@ovationhomesutah.com</u> <u>brad@ovationhomesutah.com</u> |                      |

I hereby certify that the requested Rezone would comply with all required conditions and standards of the Syracuse City Land Use Ordinance, be harmonious with neighboring uses, fit the goals of the community's General Plan, and impose no insatiable demands for public services. I read the Syracuse Land Use Ordinance relative to rezoning and understand that submitting this application does not guarantee approval and is subject to the discretion of the City Land Use Authority and compliance with all requirements of Syracuse City's Municipal Code. I hereby accept responsibility for meeting all requirements outlined herein, including payment of all fees and attending City Land Use Authority meetings as notified by the Community Development Department, and understand that failure to do so may result in postponement of action by said Authority. I also understand that approval shall not relieve me of the responsibility to comply with applicable local and State zoning, health, building, or fire regulations.

[Signature] 5/25/2021  
Property Owner Signature Date

[Signature] 5/25/2021  
Applicant Sign Date

05/25/21

Date

## FOR OFFICE USE ONLY

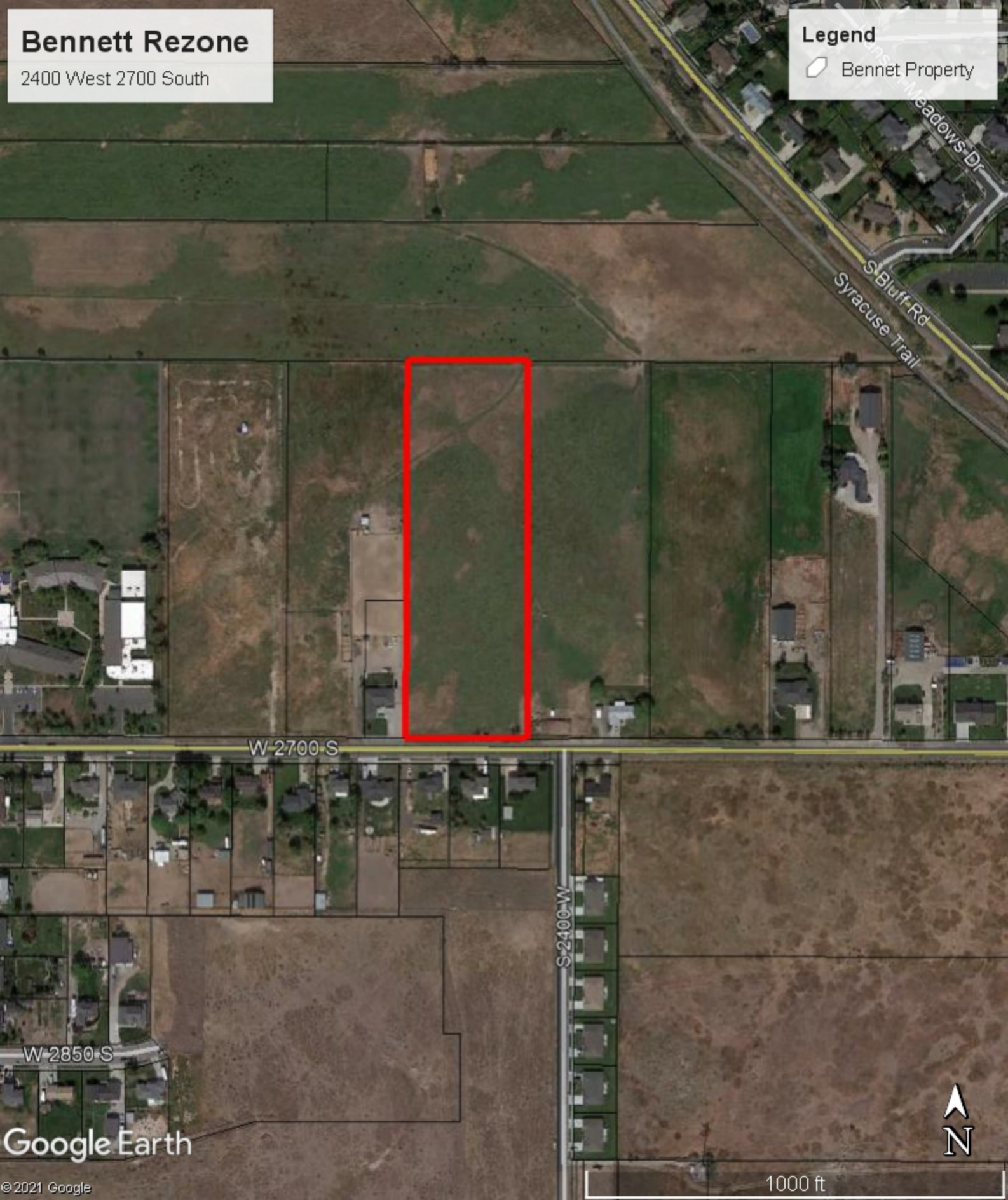
|                                                                                                                        |              |           |                                         |          |
|------------------------------------------------------------------------------------------------------------------------|--------------|-----------|-----------------------------------------|----------|
| Date Received and Paid:                                                                                                | Received by: | Receipt # | <b>Application and Noticing Fees:</b>   |          |
|                                                                                                                        |              |           | \$425 Application Fee                   | \$ 425   |
| Payment Type: <input type="checkbox"/> Cash <input type="checkbox"/> Credit Card <input type="checkbox"/> Check# _____ |              |           | \$20 per Public Notice Sign _____ Signs | \$ _____ |
| Land Use Authority Date:                                                                                               |              |           | \$100 Noticing Fees _____               | \$ _____ |
| City Council Decision and Date:                                                                                        |              |           | <b>Total</b>                            | \$ _____ |

# Bennett Rezone

2400 West 2700 South

## Legend

 Bennet Property



W-2700 S

S-2400 W

W 2850 S

Google Earth

© 2021 Google

1000 ft

N

# Bennett Rezone Current Zoning

2400 West 2700 South

## Legend

- A-1
- Bennet Property
- R-1
- R-2 (3.79 dwellings per net acre)
- R-3



# Bennett Rezone Proposed Zoning

2400 West 2700 South

## Legend

- A-1
- Bennet Property
- R-1
- R-2 (3.79 dwellings per net acre)
- R-3



811

Know what's Below.  
Call before you dig.

CALL BLUESTAKES  
@ 811 AT LEAST 48 HOURS  
PRIOR TO THE  
COMMENCEMENT OF ANY  
CONSTRUCTION.



- GENERAL NOTES:
1. PROPERTY IS ZONED R-3.  
A. FRONT YARD SETBACK IS 25'  
B. REAR YARD SETBACK IS 20'  
C. SIDE YARD SETBACK IS 8'  
D. CORNER LOT SIDE YARD SETBACK IS 20'
  2. MINIMUM LOT SIZE IS 8,000 SQ.FT.
  3. MINIMUM LOT FRONTAGE IS 80'

EN SIGN

THE STANDARD IN ENGINEERING

LAYTON

919 North 400 West  
Layton, UT 84041  
Phone: 801.547.1100

SALT LAKE CITY

Phone: 801.255.0529

TOOELE

Phone: 435.843.3590

CEDAR CITY

Phone: 435.865.1453

RICHFIELD

Phone: 435.896.2983

FOR:  
CLIENT:  
CLIENT'S ADDRESS:  
CLIENT CITY STATE ZIP:  
CONTACT:  
CLIENT CONTACT:  
PHONE: 801-400-0000

SYRACUSE SINGLE FAMILY

2700 SOUTH STREET

SYRACUSE, UTAH

CONCEPT PLAN

PROJECT NUMBER  
10633

PRINT DATE  
5/19/21

DRAWN BY  
M.ELMER

CHECKED BY  
C.PRESTON

PROJECT MANAGER  
C.PRESTON

1 OF 1

HORIZONTAL GRAPHIC SCALE

(IN FEET)

HORZ: 1 inch = 60 ft.

## Noah Steele

---

**From:** Lee Wells <lee@ovationhomesutah.com>  
**Sent:** Monday, June 28, 2021 12:58 PM  
**To:** Noah Steele  
**Subject:** Letter from UDOT

Hey Noah!

Hope you had an amazing weekend!  
I spent some time at the lake, so it was pretty great.

Below is the email from UDOT that Brad has referenced.  
Do you think this will resonate with the City Council, or do you think they will look for something specific to the property?

Lee

\*\*\*\*\*Confidential email from UDOT\*\*\*\*\*

Usually we sell off properties as fast as possible. Houses become attractive nuisances, vacant land becomes fire dangers and commercial buildings get broken into

The remainder properties, after we take what is needed for the corridor on Hwy 89 and West Davis Corridor, are needed to continue to fund the project so they will be sold as soon as possible. We are working on all the surplus packages right now so I expect them to go to auction this year.

Let me know if you have any questions.  
Thanks

Dian McGuire SR/WA  
Real Estate Broker / ROW Lead Agent  
Utah Dept of Transportation  
4501 S. 2700 W. 4th floor  
PO BOX 148420  
Salt Lake City, Utah 84114-8420  
Mobile: 801-633-6370  
[dmcguire@utah.gov](mailto:dmcguire@utah.gov)

## AGREEMENT FOR PRECONDITIONS TO REZONE

### *Bennett Property*

This AGREEMENT FOR PRECONDITIONS TO REZONE (the “**Agreement**”) is made and entered into effective this \_\_\_\_ day of \_\_\_\_\_, 2021, by and between Capital Reef Management LLC, a Utah Limited Liability Company (the “**Developer**”); and **SYRACUSE CITY**, a Utah municipal corporation (the “**City**”).

A. Developer has placed under contract approximately 5.92 acres of real property (Parcel ID No. 120940035) located at approximately 2400 W. 2700 So., and currently owned by the Norman J. Bennett Family Protection Trust (the “Property”). The Property is currently zoned A-1.

B. Developer, representing the Property owner, has proposed a rezone of the Property from its current agricultural zoning to R-3, for the purpose of developing a single family lot subdivision consisting of twenty two lots. A copy of Developer’s Rezone Application is attached hereto as Exhibit A.

C. On June 15, 2021, the City’s Planning Commission conducted a public hearing and otherwise considered the merits of the proposed rezone, ultimately voting unanimously in favor of a motion to recommend that the City Council approve the proposed rezone.

D. On July 13, 2021, the City Council considered the application and adopted Ordinance 2021-19, whereby the City Council approved the proposed rezone of the Property, causing the Property to be rezoned from A-1 to R-3.

E. Subsequent to the action taken on July 13, 2021, Councilmember Teague requested that there be further discussion pertaining to the project, including possible reconsideration of motion to approve Ordinance 2021-19. The City takes the position that the City Council’s Rules of Order and Procedure permit the City Council to reconsider action taken during either the same meeting when the action is taken or when the proposed minutes from the meeting in which the action was taken are up for approval.

F. During the City Council meeting conducted on August 10, 2021, the City Council reconsidered its prior vote and reopened discussion of the proposed rezone, seeking further understanding and information regarding storm water drainage and sewer improvements associated with the proposed project. The Developer was in attendance at the meeting. At the conclusion of the discussion, the City Council tabled any further action on the rezone, pending submission by the Developer of further assurances regarding appropriate measures to be taken to alleviate the concerns raised by the Councilmembers.

NOW THEREFORE, for good and valuable consideration, including the mutual covenants contained in this Agreement, the receipt and sufficiency of which are hereby acknowledged, the parties agree as follows:

**1. Phasing of the Project.** Should the proposed development project obtain final plat approval, Developer agrees to develop the Property in two phases. Phase 1 will consist of no more than fifteen lots on the south end of the Property adjacent to 2700 South. Phase 2 will consist of all remaining lots approved under the R-3 zoning guidelines.

**2. Rear Yard Drainage.** As part of its lateral improvement work, Developer will construct and install adequate storm drainage collection systems, sub-surface collection systems and other surface and underground water drainage facilities in accordance with the construction drawings (to be submitted as part of the final plat approval process), and in strict compliance with the City Code and all other applicable standards and engineering requirements of the City. Developer will tie rear yard land drains along the east side of the Property into the storm drain system so as to capture and prevent discharge of storm water from the Property onto the existing home to the east of the Property. The land drain design will also provide a yard box stub for the neighboring home to the east to permit that property owner to tie into the storm drain system for the Property, should the neighboring home owner choose to do so at his/her/their own expense. Maintenance of any such yard drain installed by the neighboring home owner shall be the sole responsibility of that home owner, including, but not limited to, repair of any damage caused to the Property's infrastructure due to misuse by that home owner of the storm drain system.

**3. Phase Two Development.** The Developer will hold development of phase two until it has submitted an appropriate infrastructure plan, approved by City Staff to loop or otherwise ensure adequate water pressure and otherwise meet applicable single family residence standards for the phase two lots.

**4. Miscellaneous Provisions.**

**a. Covenants Run with the Land.** Developer will not assign any rights or delegate any obligations under this Agreement without the City's prior written consent. Notwithstanding the foregoing, the covenants contained in this Agreement will be construed as covenants that touch and concern real property and will run with the land. Such covenants will be binding upon the successors, assigns, agents, and legal representatives of Developer in the ownership or development of any portion of the Subdivision. The City may record this Agreement or a memorandum of this Agreement.

**b. Severability.** The provisions of this Agreement are severable, and the invalidity or unenforceability of any provision of this Agreement will not affect the validity or enforceability of the remaining provisions.

**c. Captions.** The section and paragraph headings contained in this Agreement are for the purpose of reference only and will not limit or otherwise affect the construction of any provision of this Agreement.

**d. Entire Agreement; Modification; Waiver.** This Agreement constitutes the entire agreement and understanding of the parties with respect to its subject matter, and supersedes all previous or contemporaneous representations or agreements of the parties in that regard. No modification of this Agreement will be valid or binding unless made in writing and

signed by both parties. Any waiver of any provision of this Agreement must be in writing and must be signed by the party waiving the provision.

**e. No Third-Party Beneficiaries.** This Agreement is made for the exclusive benefit of the parties and their respective heirs, successors, and assigns. No other person or entity, including lot purchasers, contractors, subcontractors, laborers, and suppliers, will have any interest under this Agreement or be classified as a third-party beneficiary. The City will not be liable to any claimant, in any way, for any obligation of Developer under this Agreement or otherwise.

**f. Time of Essence.** Time is of the essence in the performance of all obligations under this Agreement.

**g. Governing Law.** THIS AGREEMENT WILL BE GOVERNED BY AND CONSTRUED IN ACCORDANCE WITH THE LAWS OF THE STATE OF UTAH, EXCEPT AS SUCH LAWS MAY BE PREEMPTED OR SUPERSEDED BY THE LAWS OF THE UNITED STATES. THE PARTIES HEREBY CONSENT TO THE JURISDICTION OF THE COURTS OF THE STATE OF UTAH, OR THE COURTS OF THE UNITED STATES OF AMERICA LOCATED IN THE STATE OF UTAH, AS THE CASE MAY BE, WITH VENUE IN DAVIS COUNTY, AS THE SOLE FORUM FOR ANY LITIGATION ARISING OUT OF THIS AGREEMENT.

**h. No Partnership.** The transactions contemplated under this Agreement are Developer's installation and warranty of the Improvements, and do not constitute a partnership, joint venture or other association between the parties.

**i. Notices.** All notices required under this Agreement must be in writing and will be deemed to have been sufficiently given or served when presented personally or when deposited in the United States Mail, by registered or certified mail, addressed as follows:

TO DEVELOPER:                      Capital Reef Management, LLC  
520 North Kays Drive  
Kaysville, UT 84041

TO THE CITY:                        Syracuse City  
Attention: City Administrator  
1979 W. 1900 So.  
Syracuse, Utah 84075

Either party may designate a different address by written notice to the other party. Any notice given under this Agreement will be deemed given as of the date delivered or mailed.

**j. Warranty of Authority.** The persons signing this Agreement on behalf of the parties hereby warrant that they have the requisite authority to execute this Agreement on behalf of the respective parties, which have agreed to be and are bound hereby.

**k. Exhibits.** Any exhibit to this Agreement is incorporated into this Agreement by reference.

IN WITNESS WHEREOF, the parties have executed this Agreement effective as of the date first written above.

**DEVELOPER:**

Capital Reef Management, LLC

Brad Frost, Manager

STATE OF UTAH )  
 : ss.  
COUNTY OF DAVIS )

On this \_ day of \_\_\_\_\_, \_\_\_\_\_, 2021, personally appeared before me Brad Frost, the authorized signer and manager of **Capital Reef Management, LLC**, whose identity is personally known to me, or proven on the basis of satisfactory evidence, to be the person who executed the Agreement on behalf of said company and who duly acknowledged to me that he/she executed the same for the purposes therein stated.

Notary Public

## THE CITY:

SYRACUSE CITY

Mayor

ATTEST:

City Recorder

STATE OF UTAH )  
 : ss.  
COUNTY OF DAVIS )

On this \_ day of \_\_\_\_\_, \_\_\_\_\_, 2021, personally appeared before me Mike Gailey, the authorized signer and Mayor of **Syracuse City, Utah**, whose identity is personally known to me, or proven on the basis of satisfactory evidence, to be the person who executed the Agreement on behalf of said company and who duly acknowledged to me that he/she executed the same for the purposes therein stated.

---

Notary Public

# Exhibit A



**SYRACUSE**  
EST. CITY 1935

## Rezone Application

Syracuse City Community Development

1979 West 1900 South, Syracuse, UT 84075

Phone: (801) 825-1477 ext 4

Website: [www.syracuseut.com](http://www.syracuseut.com)

Fax: (801) 614-9626

Email: [planning@syracuseut.com](mailto:planning@syracuseut.com)

Updated 7/10/17

### Subject Property Information

Property Address or Approximate Coordinate:

APPROXIMATELY 2400 West 2700 South

Total Acreage of Parcel:

5.912 ACRES

Parcel Identification Number (as recorded with Davis County):

12-094-0035

Current Zone

A-1

Proposed Zone:

R-3

### Brief Description of Purpose for Rezone and Reasons Supporting the Request

THE REZONE REQUEST FROM A-1 TO R-3 IS REQUIRED,

TO DEVELOP A SINGLE-FAMILY RESIDENTIAL SUBDIVISION (SEE ATTACHED CONCEPT PLAN).

THE PROPOSED R-3 ZONE IS CONSISTENT WITH THE GENERAL PLAN FOR THIS AREA.

### Subject Property Owner Contact Information

Name(s) of every person or company the applicant represents:

NORMAN J. & CAROL A. BENNETT TRUSTEES

Mailing Address:

2876 SOUTH 1000 West

City:

SYRACUSE

State:

UT

ZIP:

84075

Office Phone:

Cell Phone:

Email:

### Applicant Contact Information (If different from Property Owner)

Name (and agent, if any):

CAPITAL REEF MANAGEMENT LLC BRAD FROST PETER MATSON

Mailing Address:

526 N. KAYS DRIVE

City:

KAYSVILLE

State:

UT

ZIP:

84031

Office Phone:

801-444-3139

Cell Phone:

PETER: 801-644-8154 BRAD: 801-564-3898

Email:

peter@ovationhomesutah.com brad@ovationhomesutah.com

I hereby certify that the requested Rezone would comply with all required conditions and standards of the Syracuse City Land Use Ordinance, be harmonious with neighboring uses, fit the goals of the community's General Plan, and impose no insatiable demands for public services. I read the Syracuse Land Use Ordinance relative to rezoning and understand that submitting this application does not guarantee approval and is subject to the discretion of the City Land Use Authority and compliance with all requirements of Syracuse City's Municipal Code. I hereby accept responsibility for meeting all requirements outlined herein, including payment of all fees and attending City Land Use Authority meetings as notified by the Community Development Department, and understand that failure to do so may result in postponement of action by said Authority. I also understand that approval shall not relieve me of the responsibility to comply with applicable local and State zoning, health, building, or fire regulations.

*[Signature]* 5/25/2021  
Property Owner Signature Date

*[Signature]* 5/25/2021  
Applicant Sign Date

05/25/21

Date

### FOR OFFICE USE ONLY

|                                                                                                                  |              |           |                                |          |
|------------------------------------------------------------------------------------------------------------------|--------------|-----------|--------------------------------|----------|
| Date Received and Paid:                                                                                          | Received by: | Receipt # | Application and Noticing Fees: |          |
|                                                                                                                  |              |           | \$425 Application Fee          | \$ 425   |
| Payment Type: <input type="checkbox"/> Cash <input type="checkbox"/> Credit Card <input type="checkbox"/> Check# |              |           | \$20 per Public Notice Sign    | Signs \$ |
| Land Use Authority Date:                                                                                         |              |           | \$100 Noticing Fees            | \$       |
| City Council Decision and Date:                                                                                  |              |           | Total                          | \$       |

# Bennett Rezone

2400 West 2700 South

## Legend

 Bennet Property

W 2700 S

W 2850 S

S 2400 W

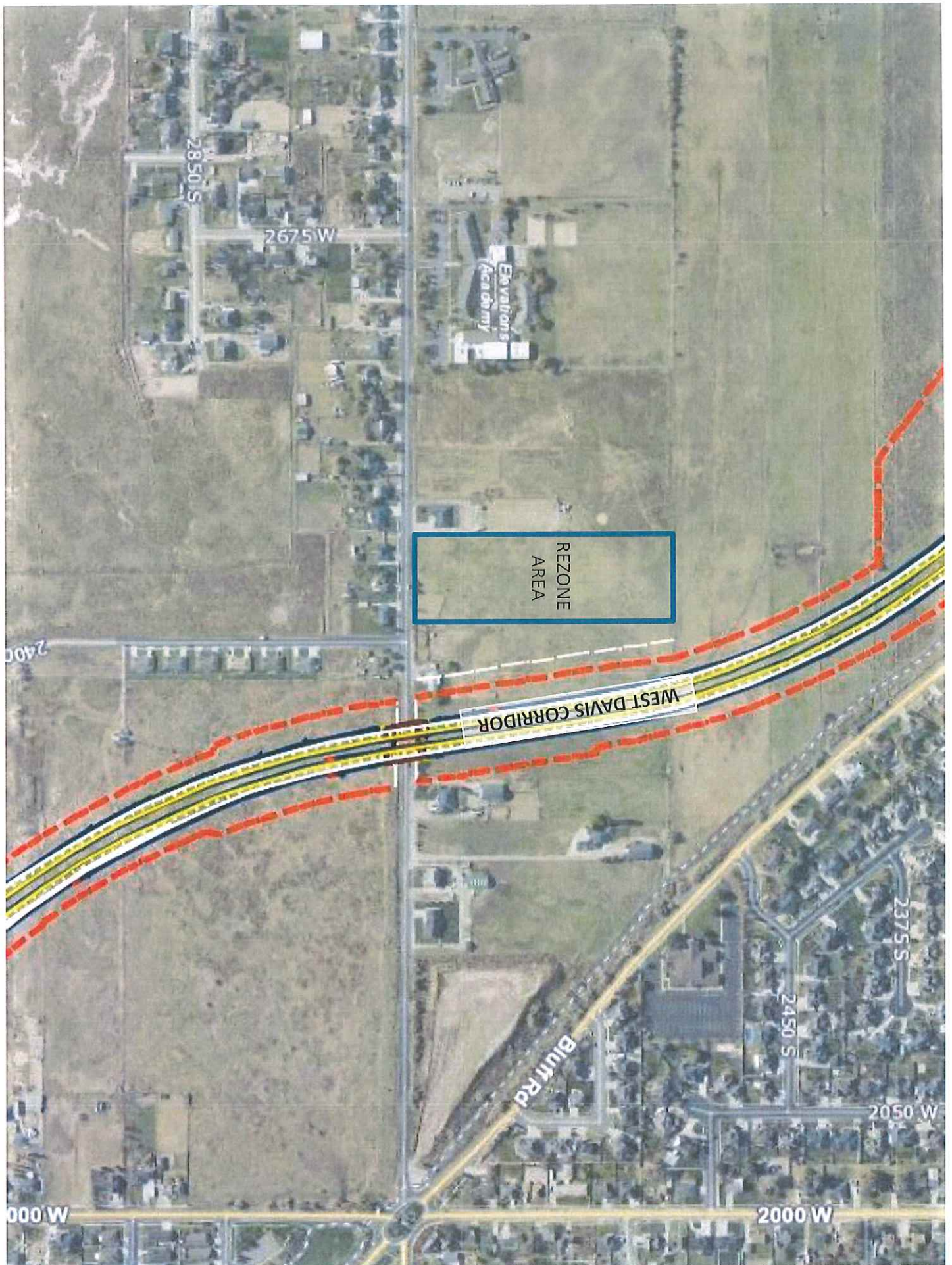
Google Earth

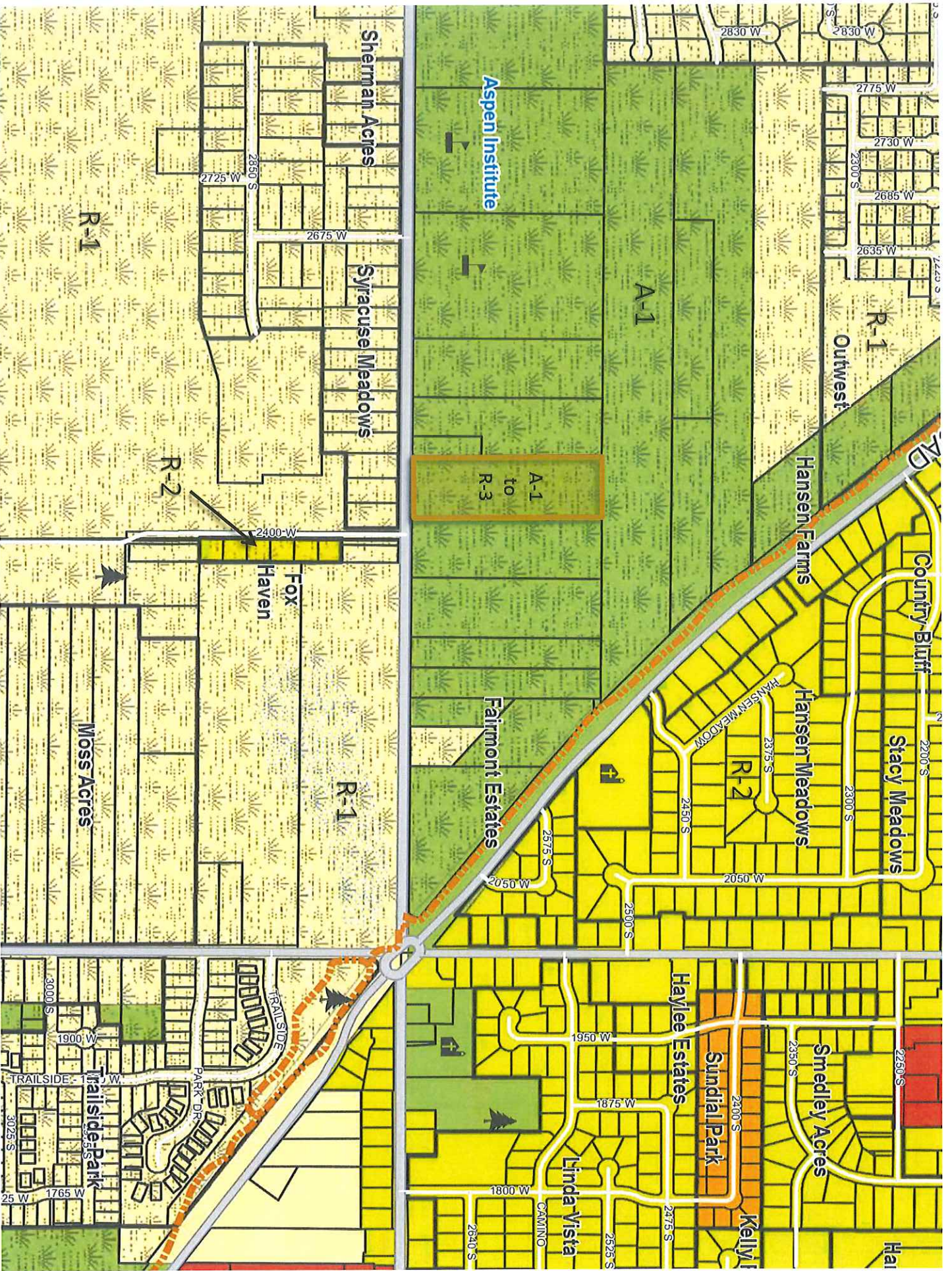
© 2021 Google



1000 ft





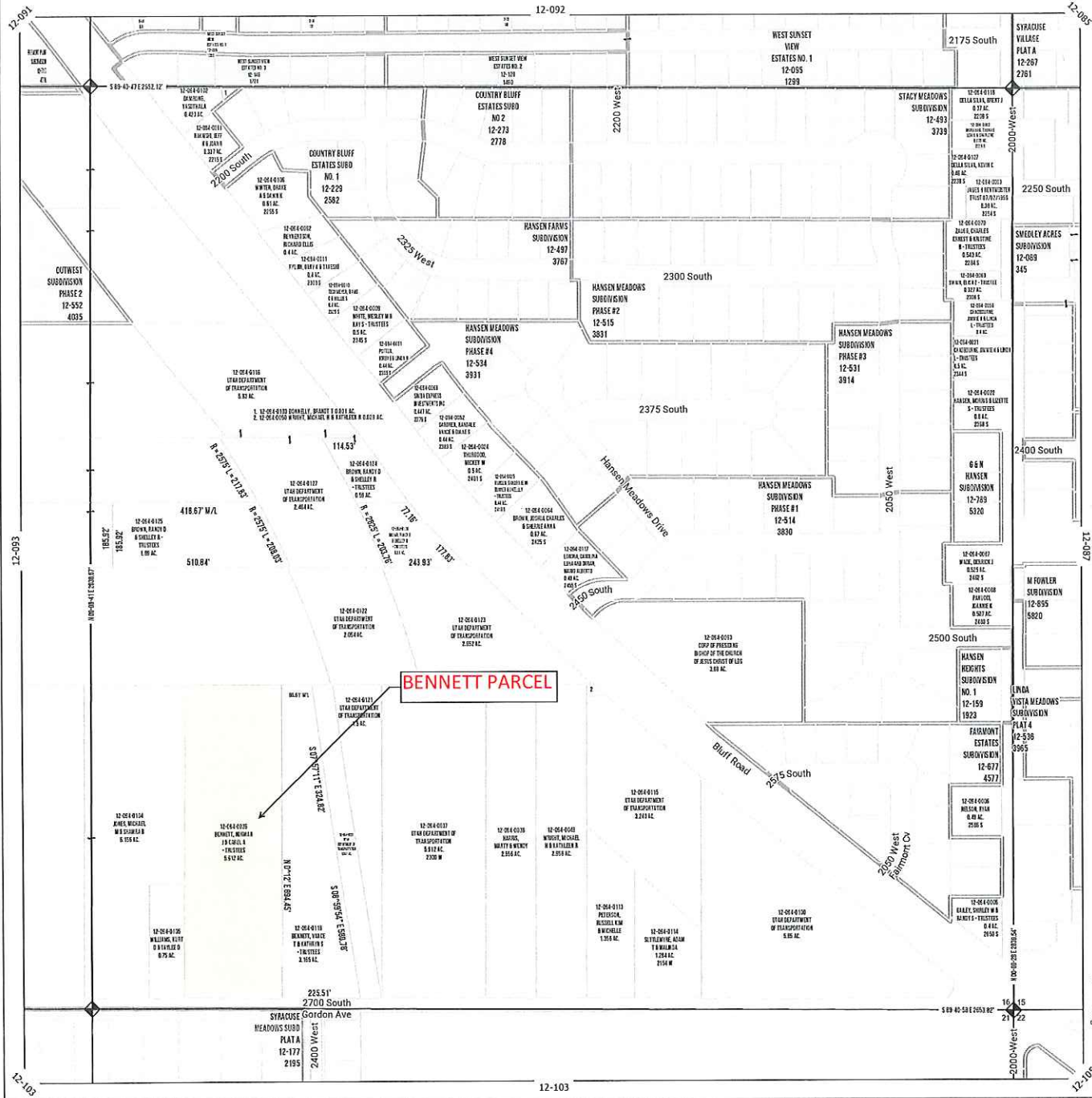


SE Quarter  
Section 16  
4N 2W  
S L B & M

Tax ID Prefix

12 - 094

Sheet 1 of 1



1 inch = 200 feet



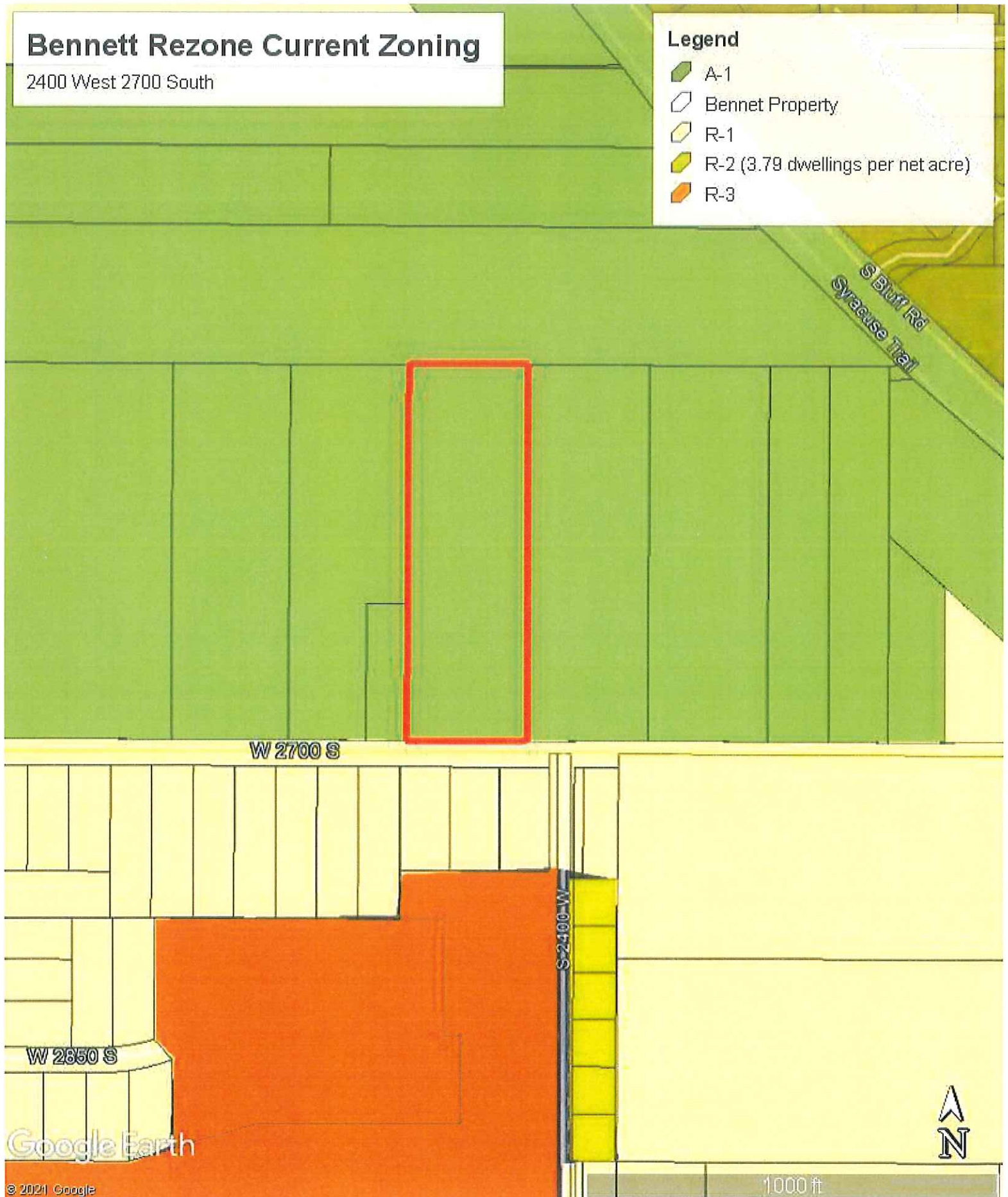
NOTE: Distance, bearings and radius values are approximate. User needs to refer to the recorded legal descriptions for exact bearing and distances. For cadastral or technical information see the dedicated plat and/or legal descriptions in recorded documents.

# Bennett Rezone Current Zoning

2400 West 2700 South

## Legend

- A-1
- Bennet Property
- R-1
- R-2 (3.79 dwellings per net acre)
- R-3



Google Earth

© 2021 Google

# Bennett Rezone Proposed Zoning

2400 West 2700 South

## Legend

- A-1
- Bennet Property
- R-1
- R-2 (3.79 dwellings per net acre)
- R-3

W 2700 S

W 2850 S

S 2400 W

Google Earth

© 2021 Google



1000 ft



- GENERAL NOTES**
1. SEE SITE PLAN FOR LOT LAYOUT.
  2. SEE SITE PLAN FOR LOT LAYOUT.
  3. SEE SITE PLAN FOR LOT LAYOUT.
  4. SEE SITE PLAN FOR LOT LAYOUT.
  5. SEE SITE PLAN FOR LOT LAYOUT.
  6. SEE SITE PLAN FOR LOT LAYOUT.
  7. SEE SITE PLAN FOR LOT LAYOUT.
  8. SEE SITE PLAN FOR LOT LAYOUT.
  9. SEE SITE PLAN FOR LOT LAYOUT.
  10. SEE SITE PLAN FOR LOT LAYOUT.
  11. SEE SITE PLAN FOR LOT LAYOUT.
  12. SEE SITE PLAN FOR LOT LAYOUT.
  13. SEE SITE PLAN FOR LOT LAYOUT.
  14. SEE SITE PLAN FOR LOT LAYOUT.
  15. SEE SITE PLAN FOR LOT LAYOUT.
  16. SEE SITE PLAN FOR LOT LAYOUT.
  17. SEE SITE PLAN FOR LOT LAYOUT.
  18. SEE SITE PLAN FOR LOT LAYOUT.
  19. SEE SITE PLAN FOR LOT LAYOUT.
  20. SEE SITE PLAN FOR LOT LAYOUT.
  21. SEE SITE PLAN FOR LOT LAYOUT.
  22. SEE SITE PLAN FOR LOT LAYOUT.

**ENSGN**  
THE STANDARD IN ENGINEERING

**LAYTON**  
1000 W. 1000 S.  
SALT LAKE CITY, UT 84119  
Phone: 801.567.1100  
Fax: 801.567.1101

**SALT LAKE CITY**  
1000 W. 1000 S.  
SALT LAKE CITY, UT 84119  
Phone: 801.567.1100  
Fax: 801.567.1101

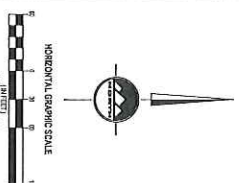
**TOOELE**  
1000 W. 1000 S.  
TOOELE, UT 84606  
Phone: 435.865.4253  
Fax: 435.865.4253

**CEGAR CITY**  
1000 W. 1000 S.  
CEGAR CITY, UT 84606  
Phone: 435.865.4253  
Fax: 435.865.4253

**RICHFIELD**  
1000 W. 1000 S.  
RICHFIELD, UT 84606  
Phone: 435.865.4253  
Fax: 435.865.4253

**SYRACUSE SINGLE FAMILY**

2700 SOUTH STREET  
SYRACUSE, UTAH



**CONCEPT PLAN**

1 OF 1



# COUNCIL AGENDA

August 24, 2021

## Agenda Item #8

Proposed R21-41 adopting updates to the fiscal year 2021-2022 wage scale.

### *Factual Summation*

- Please see the proposed changes to the fiscal year 2021 – 2022 wages scale including the benchmark data for the Park Maintenance Worker I position.
- Any questions regarding this item can be directed at Finance Director, Stephen Marshall.
- When we updated our wage scale in June to consider market adjustments, we inadvertently excluded the Park Maintenance Worker I position. In our original data, we pulled the part time data instead of the full-time data.
- Attached is the full-time data. It shows a market movement of approximately 7%. Based on our recruitment and retention policy, any position over 5% would be considered in a benchmark adjustment. The council approved in the budget to increase these positions up to 80% of the total market change.
- This would move the Park Maintenance Worker I position to \$14.76 - \$21.61.

### *Action Item for Agenda*

*Consider adopting proposed resolution amending the fiscal year 2021-2022 wage scale.*

**RESOLUTION NO. R21-41**

**A RESOLUTION OF THE SYRACUSE CITY COUNCIL ADOPTING AN  
UPDATE TO THE FISCAL YEAR 2021 - 2022 WAGE SCALE.**

**WHEREAS**, Section 5.020 of the City Personnel Policies & Procedures Manual states that the City Council will adopt and maintain a compensation plan, which outlines standards and guidelines for salary and wage administration, pay grade schedules, and comparison/benchmarking strategies; and

**WHEREAS**, the City Council and Mayor have reviewed the draft wage scale and feel it addresses the needs of the city relative to the most efficient use of the City's resources.

**WHEREAS**, a correction was made to the Park Maintenance Worker I position to reflect the accurate wage.

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF SYRACUSE CITY, STATE OF UTAH, AS FOLLOWS:**

**Section 1. Adoption.** The fiscal year 2021-2022 wage scale is attached hereto as Exhibit "A," and incorporated herein by reference is hereby adopted by Syracuse City.

**Section 2. Severability.** If any section, part or provision of this Resolution is held invalid or unenforceable, such invalidity or unenforceability shall not affect any other portion of this Resolution, and all sections, parts and provisions of this Resolution shall be severable.

**Section 3. Effective Date.** This Resolution shall become effective immediately upon issuance.

**PASSED AND ADOPTED BY THE CITY COUNCIL OF SYRACUSE CITY, STATE OF UTAH, THIS 24<sup>th</sup> DAY OF AUGUST, 2021.**

ATTEST:

**SYRACUSE CITY**

\_\_\_\_\_  
Cassie Z. Brown, City Recorder

By: \_\_\_\_\_  
Mike Gailey, Mayor

# FY 2021 - 2022 Wage Scale

| Grade | Status    | Position Title                              | Min      | Max        |
|-------|-----------|---------------------------------------------|----------|------------|
| 412   | Salary    | City Manager                                | \$96,839 | \$156,027  |
| 411   | Salary    | City Attorney                               | \$99,604 | \$151,616  |
| 410   | Salary    | Administrative Services Director            | \$86,885 | \$129,153  |
| 409   | Salary    | Police Chief                                | \$84,007 | \$125,754  |
| 408   | Salary    | Fire Chief                                  | \$82,133 | \$122,949  |
| 407   | Salary    | Community and Economic Development Director | \$81,262 | \$120,646  |
| 406   | Salary    | Public Works Director                       | \$80,000 | \$127,700  |
| 405   | Salary    | Assistant Police Chief                      | \$78,127 | \$ 116,951 |
| 404   | Salary    | Deputy Fire Chief                           | \$76,384 | \$ 114,343 |
| 403   | Salary    | Parks & Recreation Director                 | \$73,331 | \$109,801  |
| 402   | Salary    | Fire Marshal                                | \$65,321 | \$94,657   |
|       |           | Police Lieutenant                           |          |            |
| 401   | Salary    | City Recorder                               | \$61,580 | \$90,657   |
| 341   | Full-time | City Engineer                               | \$36.34  | \$52.80    |
| 340   | Full-time | HR Manager                                  | \$33.42  | \$50.99    |
| 339   | Full-time | Assistant Parks & Recreation Director       | \$31.97  | \$47.68    |
| 338   | Full-time | Building Official                           | \$29.00  | \$44.97    |
| 337   | Full-time | Police Sergeant                             | \$26.89  | \$39.75    |
| 336   | Full-time | Streets Superintendent                      | \$25.82  | \$37.27    |
|       |           | Water Superintendent                        |          |            |
|       |           | Environmental Superintendent                |          |            |
| 335   | Full-time | Planner II                                  | \$24.35  | \$36.05    |
| 334   | Full-time | Building Inspector III                      | \$24.15  | \$34.85    |
| 333   | Full-time | Recreation Manager                          | \$23.45  | \$33.82    |
| 332   | Full-time | Police Officer III                          | \$23.21  | \$33.49    |
| 331   | Full-time | Public Works Inspector III                  | \$23.06  | \$33.52    |
| 330   | Full-time | Water Maintenance Crew Leader               | \$22.74  | \$34.36    |
|       |           | Street Maintenance Crew Leader              |          |            |
|       |           | Fire Captain / Paramedic                    |          |            |
| 329   | Full-time | Building Inspector II                       | \$22.20  | \$35.85    |
| 328   | Full-time | Human Resources Specialist                  | \$22.06  | \$33.76    |
| 327   | Full-time | Public Works Inspector II                   | \$21.92  | \$31.63    |
| 326   | Full-time | Police Officer II                           | \$21.60  | \$30.50    |
| 325   | Full-time | Engineering Tech                            | \$21.13  | \$30.78    |
| 324   | Full-time | IT Technician                               | \$20.95  | \$30.32    |
|       |           | Victim Advocate                             |          |            |
|       |           | Public Works Inspector I                    |          |            |
| 323   | Full-time | Fire Captain                                | \$19.78  | \$29.88    |
|       |           | Court Clerk Supervisor                      |          |            |
|       |           | Building Inspector I                        |          |            |
| 322   | Full-time | Parks Maintenance Crew Leader               | \$19.60  | \$28.59    |

| Grade | Status    | Position Title                        |  | Min     | Max     |
|-------|-----------|---------------------------------------|--|---------|---------|
| 321   | Full-time | Street Maintenance Worker III         |  | \$19.44 | \$28.51 |
|       |           | Water Maintenance Worker III          |  |         |         |
|       |           | Environmental Maintenance Worker III  |  |         |         |
|       |           | Code Enforcement Officer              |  |         |         |
| 320   | Full-time | Utilities Billing Supervisor          |  | \$19.36 | \$27.95 |
| 319   | Full-time | Police Officer I                      |  | \$19.25 | \$27.03 |
| 318   | Full-time | Fire Engineer / Paramedic             |  | \$19.04 | \$27.82 |
| 317   | Full-time | Planner I                             |  | \$18.93 | \$27.72 |
|       |           | Detective                             |  |         |         |
|       |           | Passport Agent / Deputy Recorder      |  |         |         |
| 316   | Full-time | Fire Fighter III / Paramedic          |  | \$18.09 | \$26.43 |
| 315   | Full-time | Events Coordinator                    |  | \$18.01 | \$24.98 |
| 314   | Full-time | Recreation Program Coordinator        |  | \$17.79 | \$25.54 |
|       |           | Facilities Maintenance Technician     |  |         |         |
|       |           | Administrative Professional           |  |         |         |
| 313   | Full-time | Parks Maintenance Worker III          |  | \$17.00 | \$24.72 |
| 312   | Full-time | Water Maintenance Worker II           |  | \$16.87 | \$25.51 |
|       |           | Street Maintenance Worker II          |  |         |         |
|       |           | Environmental Maintenance Worker II   |  |         |         |
| 311   | Full-time | Fire Engineer                         |  | \$16.56 | \$24.19 |
|       |           | Business License Clerk                |  |         |         |
|       |           | Parks Maintenance Worker II           |  |         |         |
| 310   | Full-time | Building Permit Technician            |  | \$16.19 | \$24.48 |
| 309   | Full-time | Fire Fighter II / Paramedic           |  | \$15.97 | \$23.44 |
| 308   | Full-time | Fire Fighter III                      |  | \$15.73 | \$22.98 |
|       |           | Streets Maintenance Worker I          |  |         |         |
|       |           | Water Maintenance Worker I            |  |         |         |
|       |           | Environmental Maintenance Worker I    |  |         |         |
| 307   | Full-time | Utilities Billing Clerk               |  | \$15.32 | \$23.19 |
| 306   | Full-time | Parks Maintenance Worker I            |  | \$14.76 | \$21.61 |
| 305   | Full-time | Court Clerk II / Admin Professional   |  | \$14.59 | \$21.31 |
| 304   | Full-time | Administrative Assistant              |  | \$14.50 | \$18.79 |
| 303   | Full-time | Museum Curator / Communications Spec. |  | \$14.00 | \$21.00 |
| 302   | Full-time | <del>Parks Maintenance Worker I</del> |  | \$13.89 | \$20.12 |
|       |           | Fire Fighter II                       |  |         |         |
| 301   | Full-time | Court Clerk I                         |  | \$12.50 | \$17.92 |
| 219   | Part-time | Staff Accountant                      |  | \$20.14 | \$29.97 |
| 218   | Part-time | Building Inspector I                  |  | \$19.78 | \$29.88 |
| 217   | Part-time | Code Enforcement Officer              |  | \$19.44 | \$28.51 |
| 216   | Part-time | Fire Fighter III / Paramedic          |  | \$18.09 | \$26.43 |
| 215   | Part-time | Events Coordinator                    |  | \$18.01 | \$24.98 |
| 214   | Part-time | Administrative Professional           |  | \$17.79 | \$25.54 |
|       |           | Facilities Maintenance Technician     |  |         |         |

| Grade | Status              | Position Title                     |  | Min     | Max     |
|-------|---------------------|------------------------------------|--|---------|---------|
| 213   | Part-time           | Fire Fighter II / Paramedic        |  | \$15.97 | \$23.44 |
| 212   | Part-time           | Fire Figher III                    |  | \$15.73 | \$22.98 |
|       |                     | Streets Maintenance Worker I       |  |         |         |
|       |                     | Water Maintenance Worker I         |  |         |         |
|       |                     | Environmental Maintenance Worker I |  |         |         |
| 211   | Part-time           | Administrative Assistant           |  | \$14.50 | \$18.79 |
| 210   | Part-time           | Parks Maintenance Worker I         |  | \$13.89 | \$20.38 |
|       |                     | Fire Figher II                     |  |         |         |
| 209   | Part-time           | Assistant Recreation Coordinator I |  | \$13.54 | \$19.73 |
| 208   | Part-time           | Court Clerk                        |  | \$12.50 | \$17.92 |
| 207   | Part-time           | Mail Clerk                         |  | \$12.25 | \$17.36 |
| 206   | Part-time           | Site Supervisor                    |  | \$11.73 | \$15.35 |
| 205   | Part-time           | Front Desk Receptionist            |  | \$10.71 | \$14.41 |
| 204   | Part-time           | Recreation Assistant III           |  | \$9.70  | \$11.94 |
| 203   | Part-time           | Crossing Guard                     |  | \$9.65  | \$11.54 |
| 202   | Part-time           | Recreation Assistant II            |  | \$8.60  | \$10.82 |
| 201   | Part-time           | Recreation Assistant I             |  | \$7.46  | \$7.46  |
| 104   | Seasonal            | Seasonal Fire Fighter              |  | \$13.00 | \$18.85 |
| 103   | Seasonal            | Cemetery Maintenance Worker        |  | \$10.25 | \$13.25 |
|       |                     | Meter Reader                       |  |         |         |
|       |                     | Gang Mower Operator                |  |         |         |
| 102   | Seasonal /Temporary | Streets Maintenance Worker         |  | \$10.00 | \$13.00 |
|       |                     | Water Maintenance Worker           |  |         |         |
|       |                     | Environmental Maintenance Worker   |  |         |         |
|       |                     | Land Maintenance Worker            |  |         |         |
|       |                     | Administrative Assistant           |  |         |         |
| 101   | Seasonal            | Intern                             |  | \$10.00 | \$10.00 |

| JOB TITLE                     | PARK MAINTENANCE WORKER I |              |              |               |                                |              |
|-------------------------------|---------------------------|--------------|--------------|---------------|--------------------------------|--------------|
| REPORTS TO                    | PARKS COORDINATOR         |              |              |               |                                |              |
| PAY SCALE                     | RANGE MIN                 | RANGE MID    | RANGE MAX    | ACTUAL SALARY | YEARS OF SERVICE WITH CITY     | Notes        |
| PART TIME                     | \$ 13.89                  | \$ 17.26     | \$ 20.63     | \$ -          |                                | 0            |
| FULL TIME                     | \$ 28,891.00              | \$ 35,900.50 | \$ 42,910.00 | \$ 28,891.00  |                                | 2            |
| BENCHMARK COMPARISON          | RANGE MIN                 | RANGE MID    | RANGE MAX    | ACTUAL SALARY | JOB TITLE                      |              |
| <b>FULL TIME</b>              |                           |              |              |               |                                |              |
| CENTERVILLE                   | 34,521.00                 | 39,856.50    | 45,192.00    | 0.00          |                                | 0 07/29/2019 |
| RIVERDALE                     | 29,349.00                 | 38,137.00    | 46,925.00    | 0.00          | PARKS MAINTENANCE SPECIALIST I | 0 08/13/2019 |
| ROY                           | 30,264.00                 | 37,835.00    | 45,406.00    | 0.00          | PARKS EQUIPMENT OPERATOR I     | 0 08/13/2019 |
| BOUNTIFUL                     | 33,733.44                 | 41,753.19    | 49,772.94    | 36,275.00     | MAINTENANCE WORKER             | 1 08/29/2019 |
| CLEARFIELD                    | 26,094.02                 | 27,165.22    | 28,236.42    | 26,918.02     | PARK MAINTENANCE WORKER (PT)   | 3 07/29/2019 |
| FARMINGTON                    | 33,174.00                 | 41,328.50    | 49,483.00    | 34,276.00     | MIANTENANCE WORKER I           | 2 09/18/2019 |
| HERRIMAN                      | 30,334.00                 | 37,930.50    | 45,527.00    | 34,042.00     | Parks Technician I             | 8 07/26/2019 |
| LAYTON                        | 32,206.00                 | 38,647.00    | 45,088.00    | 33,153.00     | PARKS SPECIALIST II            | 8 07/12/2019 |
| NORTH OGDEN                   | 27,974.00                 | 34,307.50    | 40,641.00    | 29,095.00     | PARK MAINT. WORKER I           | 1 02/21/2020 |
| SARATOGA SPRINGS              | 30,680.69                 | 37,583.85    | 44,487.00    | 35,131.00     | PARKS MAINTENANCE WORKER I     | 6 09/06/2018 |
| SOUTH OGDEN                   | 30,046.00                 | 34,553.00    | 39,060.00    | 31,113.00     | PARKS MAINTENANCE WORKER I     | 5 07/23/2019 |
| WEST BOUNTIFUL                | 31,478.00                 | 38,558.50    | 45,639.00    | 34,133.00     | PARK MAINTENANCE WORKER I      | 1 07/27/2018 |
| SYRACUSE                      | 28,891.00                 | 35,900.50    | 42,910.00    | 28,891.00     | Parks Maintenance Worker I     | 2 08/01/2019 |
| 60th Percentile               | \$ 31,159.08              | \$ 38,389.90 | \$ 45,478.60 | \$ 34,114.80  |                                |              |
| 70th Percentile               | \$ 31,987.60              | \$ 38,620.45 | \$ 45,605.40 |               |                                |              |
| 80th Percentile               | \$ 32,980.40              | \$ 39,614.60 | \$ 46,667.80 |               |                                |              |
| 90th Percentile               | \$ 33,677.50              | \$ 41,181.30 | \$ 49,227.20 |               |                                |              |
| 60th Percentile - hourly rate | \$ 14.98                  | \$ 18.46     | \$ 21.86     |               |                                |              |
| 70th Percentile               | \$ 15.38                  | \$ 18.57     | \$ 21.93     |               |                                |              |
| 80th Percentile               | \$ 15.86                  | \$ 19.05     | \$ 22.44     |               |                                |              |
| 90th Percentile               | \$ 16.19                  | \$ 19.80     | \$ 23.67     |               |                                |              |
| Existing wage scale           | \$ 13.89                  | \$ 17.26     | \$ 20.63     |               |                                |              |
|                               | 7.9%                      | 6.9%         | 6.0%         |               |                                |              |
| 18-yr increment Current       | \$ 0.37                   |              |              |               |                                |              |
| 18-yr increment New           | \$ 0.38                   |              |              |               |                                |              |