



**UPDATE 2023:
CITY ADMINISTRATION**



PROPOSAL FOR 2023-2024 PAY:

- History (past 24 months):
 - Springville has received 23% in compensation increases over the past few years
 - FY 2020 3.2% Total Increase
 - FY 2021 9.5% Total Increase (with bonus)
 - FY 2022 6% January (COLA)
 - FY 2022 4% July Total Increase (police additional 9.5%)
 - FY 2023 Proposing 3.5% to 4% Increase (\$775K Annually)
- Other Communities are proposing:
 - Federal 2.7% Increase
 - Social Security COLA 5.9% Increase
 - SHERM National Median 4.12% Increase
 - Utah County COLA 4.5% Increase
 - Utah County local government agencies 5.7% Increase
 - Salt Lake County 4.75% Increase
 - Payson proposing 6% Increase
 - Lehi proposing 4% Increase (divided)



PROPOSAL FOR 2023-2024 BENEFITS:

- Proposal for Benefit Renewals:
 - Health Insurance 15.4% Increase Renewal (with plan adjustments - just over \$383K annual)
 - 2 large claims brought renewal above trend of 6%
 - HSA -14.7% Reduction to help offset cost of health insurance increase (just under \$35K annual)
 - Dental 1.75% Increase Renewal (just under \$3K annual)
 - Vision 1.69% Increase Renewal (no increase to City)
 - Basic Life 6.49% Increase Renewal (just over \$1K annual)
- Estimated total for benefits 2023-2024 \$3.322MM Annually