



### OGDEN CITY FY2021-2022 BUDGET SALARY SCHEDULE ORDINANCE AMENDMENTS

#### - Changes to Council Member Salaries

*Action:* **Adopt or Not Adopt Ordinance**

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*Executive Summary* The Council will consider an amendment to the FY2021-2022 Salary Schedules to align council member salaries with the benchmark as discussed during the FY2021-2022 Budget discussions in June 2021.

#### *Background*

##### **June 1, 2021**

The Council held a work session to review the proposed FY22 Staffing Documents and Salary Schedules. All ranges in the Salary Schedules aligned with the recommendations in the 2020 Classification, Compensation, and Benefit Study completed by Evergreen Solutions, LLC. However, the Evergreen study did not address salaries for elected officials.

##### **Elected Officials Salaries**

The Administration originally proposed a salary range for all elected officials. After discussion, the Council determined that a range was not appropriate and directed that the benchmarked salaries be used to establish the elected officials' salaries. The Council elected to take the 4% increase available to merit and non-merit employees as of July 1, 2021 and directed that increases to the benchmarked salary for Council members become effective January 1, 2022.



<i>Council Direction</i>				
<i>Position</i>	<i>FY21 Salary</i>	<i>Benchmark</i>	<i>FY22 Salary July 1, 2021 (4% Increase)</i>	<i>FY22 Salary January 1, 2022 (Benchmark)</i>
Mayor	\$133,766	\$123,774	\$133,766	\$133,766
City Council Chair	\$21,070	\$22,532	\$21,913	\$25,200
City Council Vice-Chair	\$19,942	\$22,532	\$20,740	\$23,850
City Council Member	\$18,814	\$22,532	\$19,566	\$22,500

### June 22, 2021

The Council adopted the FY2021-2022 Budget and Salaries Schedules, which included the salaries for elected officials as directed. After discussions with Council staff, particularly regarding the mayor's salary, Council members suggested there might be other factors that should be included in determining a benchmark figure beyond just salary and benefits. The Council asked that a comprehensive salary and benefit benchmark study be completed for elected official and the Chief Administrative Officer position.

### September - November 2021

Council staff issued a Request for Proposal seeking a consultant to provide a salary and benefit benchmark for elected officials and the Chief Administrative Officer position. The Council office will be entering into a contract with Evergreen Solutions, LLC to complete this study. The study will be presented to the Council in April 2022.

### December 7, 2021

The Council held a work session to review and discuss the proposed salary schedule amendments.



### *Proposal*

Council staff is proposing an amendment to the FY22 Salary Schedules to implement the direction given by the Council in June 2021 as shown below:

<i>Proposed Changes</i>		
<i>Position</i>	<i>FY22 Salary</i>	<i>Benchmark (effective January 1, 2022)</i>
City Council Chair	\$21,070	\$25,200
City Council Vice-Chair	\$19,942	\$23,850
City Council Member	\$18,814	\$22,500

The results of the new Evergreen Study will be available for consideration during the FY23 Budget discussions.

### *Fiscal Impact*

If approved, the proposed salary increase will have the following budget impact:

Increase to Wages	\$14,850
Increase to Benefits	<u>\$ 3,600</u>
<b>Total Increase</b>	<b>\$18,450</b>

If the proposed salary schedule amendment is approved, a budget amendment will be presented at a later date.

### *Attachments*

Proposed Salary Schedule Ordinance

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Council Staff Contact: Janene Eller-Smith, MPA/JD (801)629-8165

ORDINANCE NO. \_\_\_\_\_

**AN ORDINANCE OF OGDEN CITY, UTAH, ADOPTING SALARY SCHEDULES FOR COUNCIL MEMBERS OF THE CITY; AND PROVIDING THAT THIS ORDINANCE WILL BE EFFECTIVE ON JANUARY 1, 2022.**

**WHEREAS**, the City Council has determined that it is in the best interest of the City to implement an adjustment of wages and benefits during the FY2022 budget; and

**WHEREAS**, the City Council, upon receiving input at appropriate public hearings, has determined that it is in the best interest of the City to implement these recommendations.

**NOW THEREFORE, the Council of Ogden City hereby ordains:**

**SECTION 1. Salary Schedules Adopted.** Effective for the first full pay period which includes January 1, 2022, salary schedules are hereby adopted as follows:

A. City Council Members classified as “Non-Merit, Special Employees” shall be paid salaries within the pay ranges, as specified in Exhibit A, which salaries may be prorated on a bi-weekly basis.

**SECTION 2. Pay Increases.** Wage range adjustment increase as outlined in attached exhibits in FY2022.

**SECTION 3. Effective date.** This ordinance shall become effective on January 1, 2022.

**PASSED, ADOPTED AND ORDERED POSTED** by the Council of Ogden City, Utah this \_\_\_\_\_ day of \_\_\_\_\_, 2021.

\_\_\_\_\_  
CHAIR

ATTEST:



## EXHIBIT "A"

## RANGE PLACEMENT TABLE - NON-MERIT, SPECIAL EMPLOYEES

FISCAL YEAR 2021-2022

**Elected Officials**

Salary for the position of Mayor is as provided under Section 2-2-3 of the Ogden Municipal Code or any successor provision. Salaries for members of the City Council are as provided in Section 2-3-6 of the Ogden Municipal Code or any successor provision.

	<u>Pay Amount</u>	<u>Pay Period</u>
<u>Mayor</u>		
Mayor	\$ 133,765.59	Annually
<u>City Council</u>		
City Council Chairperson	\$ 25,200.00	Annually
City Council Vice Chairperson	\$ 23,850.00	Annually
City Council Members	\$ 22,500.00	Annually

**City Council Office**

	<u>Range Number</u>	<u>Pay Range</u>	<u>Pay Period</u>
<u>Executive Director Range</u>			
Executive Director-City Council	EDG36	\$ 102,598.29 to \$ 153,897.44	Annually
<u>Deputy Director Range</u>			
Sr. Policy Analyst/Deputy Director-City Council	DDG31	\$ 84,328.31 to \$ 126,492.47	Annually
<u>Staff Range I</u>			
Policy Analyst	STAFFG26	\$ 69,311.72 to \$ 103,967.58	Annually
<u>Staff Range II</u>			
Communications Coordinator	STAFFG23	\$ 61,617.87 to \$ 92,426.81	Annually
<u>Staff Range III</u>			
Office Manager	STAFFG18	\$ 50,645.39 to \$ 75,968.09	Annually
Communication Specialist	STAFFG17	\$ 48,697.49 to \$ 73,046.24	Annually

EXHIBIT "A"

**Administration**

The Mayor may establish and/or re-establish salaries for these positions within the following ranges.

	<u>Range Number</u>	<u>Pay Range</u>	<u>Pay Period</u>
<u>Chief Administrative Officer</u>	CAOG39	\$ 115,409.12 to \$ 173,113.68	Annually
<u>City Attorney Ranges</u>			
City Attorney	CAG38	\$ 110,970.31 to \$ 166,455.47	Annually
City Attorney Deputy Department Director	DDD33	\$ 91,209.50 to \$ 136,814.25	Annually
Assistant City Attorney	ACAG30	\$ 81,084.91 to \$ 121,627.37	Annually
City Prosecutor	ACAG29	\$ 77,966.26 to \$ 116,949.39	Annually
Assistant City Prosecutor	ACAG23	\$ 61,617.87 to \$ 92,426.81	Annually
<u>Justice Court Judges</u>			
	JUD	\$ 87,775.00 to \$ 157,995.00	Annually
<u>Director Range</u>			
	DIRG34	\$ 94,857.88 to \$ 142,286.82	Annually
Department Directors, appointed pursuant to the provisions of the Administrative Code (Section 2-4-8 Ogden Municipal Code)			
<u>Deputy Department Director Range</u>			
	DDD31	\$ 84,328.31 to \$ 126,492.47	Annually
<u>Economic Development Administrator</u>			
	EDAG30	\$ 81,084.91 to \$ 121,627.37	Annually
<u>Airport Manager Range</u>			
	AMG30	\$ 81,084.91 to \$ 121,627.37	Annually
<u>Division Manager Range</u>			
	DIVG28	\$ 74,967.56 to \$ 112,451.34	Annually
	DIVG27	\$ 72,084.19 to \$ 108,126.29	Annually
Division Managers, appointed pursuant to the provisions of the Administrative Code (Section 2-4-8 Ogden Municipal Code)			
Finance Manager <sup>1</sup>			
City Recorder <sup>1</sup>			
City Treasurer <sup>1</sup>			
Court Administrator <sup>1</sup>			
<sup>1</sup> The above statutory officers may or may not be appointed as a division manager			
<u>Deputy Division Managers</u>			
	ADIVG26	\$ 69,311.72 to \$ 103,967.58	Annually
	ADIVG24	\$ 64,082.58 to \$ 96,123.87	Annually
<u>Staff Range</u>			
Executive Assistant to the Mayor	STAFFG14	\$ 43,291.89 to \$ 64,937.84	Annually